



**WEST VIRGINIA SECRETARY OF STATE**

**MAC WARNER**

**ADMINISTRATIVE LAW DIVISION**

**eFILED**

3/9/2020 3:59:25 PM

Office of West Virginia  
Secretary Of State

**NOTICE OF PUBLIC COMMENT PERIOD**

AGENCY: Senior Services TITLE-SERIES: 76-03  
RULE TYPE: Interpretive Amendment to Existing Rule: Yes Repeal of existing rule: No  
RULE NAME: West Virginia State Plan for Aging Programs- Title  
V

CITE STATUTORY AUTHORITY: WV Code 16-9-1

COMMENTS LIMITED TO:

Written

DATE OF PUBLIC HEARING:

LOCATION OF PUBLIC HEARING:

DATE WRITTEN COMMENT PERIOD ENDS: 04/08/2020 4:00 PM

COMMENTS MAY BE MAILED OR EMAILED TO:

NAME: Commissioner Robert Roswall

ADDRESS: 1900 Kanawha BLVD East

Charleston, WV 25305

EMAIL:

PLEASE INDICATE IF THIS FILING INCLUDES:

RELEVANT FEDERAL STATUTES OR REGULATIONS: No

(IF YES, PLEASE UPLOAD IN THE SUPPORTING DOCUMENTS FIELD)

INCORPORATED BY REFERENCE: No

(IF YES, PLEASE UPLOAD IN THE SUPPORTING DOCUMENTS FIELD)

PROVIDE A BRIEF SUMMARY OF THE CONTENT OF THE RULE:

This is a State Plan for the Title V Senior Community Service Employment (SCSEP) program which is Federally funded with local and match dollars. This program is a 48-month training employment program for seniors who are 55 and older who meet the 125% poverty or below guidelines that are set forth by the Federal Government and are looking to return into the workforce. Also, the plan sets forth States actions to achieve federally required goals and objectives.

SUMMARIZE IN A CLEAR AND CONCISE MANNER CONTENTS OF CHANGES IN THE RULE AND A STATEMENT OF CIRCUMSTANCES REQUIRING THE RULE:

The funding source, Department of Labor (DOL), requires that every four years the Title V information in updated to strategically layout the work plan for the program years

SUMMARIZE IN A CLEAR AND CONCISE MANNER THE OVERALL ECONOMIC IMPACT OF THE PROPOSED RULE:

A. ECONOMIC IMPACT ON REVENUES OF STATE GOVERNMENT:

There is no economic impact on revenues of State Government. Funding remains consistent

B. ECONOMIC IMPACT ON SPECIAL REVENUE ACCOUNTS:

There is no economic impact. This is an update required by DOL

C. ECONOMIC IMPACT OF THE RULE ON THE STATE OR ITS RESIDENTS:

There is no fiscal note. SCSEP is still dealing with the same Federal and match dollars. This amendment is a Federal Requirement

D. FISCAL NOTE DETAIL:

Effect of Proposal	Fiscal Year		
	2020 Increase/Decrease (use "-")	2021 Increase/Decrease (use "-")	Fiscal Year (Upon Full Implementation)
<b>1. Estimated Total Cost</b>			
Personal Services			
Current Expenses			
Repairs and Alterations			
Assets			
Other			
<b>2. Estimated Total Revenues</b>			

E. EXPLANATION OF ABOVE ESTIMATES (INCLUDING LONG-RANGE EFFECT):

There is no fiscal note. SCSEP is still dealing with the same Federal and match dollars. This amendment is a Federal Requirement

**BY CHOOSING 'YES', I ATTEST THAT THE PREVIOUS STATEMENT IS TRUE AND CORRECT.**

Yes

**Robert E Roswall -- By my signature, I certify that I am the person authorized to file legislative rules, in accordance with West Virginia Code §29A-3-11 and §39A-3-2.**

76CSR3

**TITLE 76  
INTERPRETIVE RULE  
WEST VIRGINIA BUREAU OF SENIOR SERVICES**

**SERIES 3  
WEST VIRGINIA STATE PLAN FOR AGING- TITLE V**

**§76-3-1. General.**

1.1. Scope. - - The State Plan for Aging Programs includes all assurances and plans to be conducted by the Bureau of Senior Services under the provisions of the Older Americans Act of 1965, as amended. The Bureau of Senior Services is primarily responsible for the coordination of all the major responsibilities of developing and administering a comprehensive and coordinated system of services and activities for providing a positive impact on the lives of elderly people with the service area.

1.2 Authority. - - W.Va. Code §16-5P-1 et. seq.

1.3 Filing Date. – ~~June 19, 2018.~~

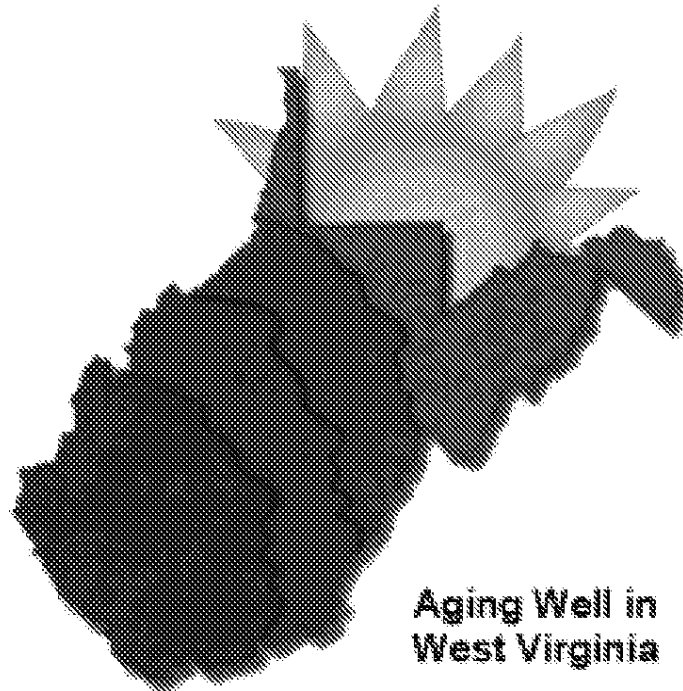
1.4. Effective Date. – ~~July 18, 2018~~

**§76-3-2. Incorporation By Reference.**

The West Virginia State Plan for Aging Programs is hereby incorporated by reference as an interpretive rule. This document is available from the Secretary of State's Office or the West Virginia Bureau of Senior Services.

**WEST VIRGINIA BUREAU OF SENIOR SERVICES**

**West Virginia**  
**Bureau of Senior Services**



**OLDER AMERICANS ACT**

**WEST VIRGINIA STATE PLAN FOR THE  
SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM**

**PROGRAM YEARS JULY 1, 2020 – JUNE 30, 2023  
(Stand- Alone)**

# Table of Contents

SECTION 1. Overview of the Senior Community Service Employment Program and Purpose of the State Plan .....	4
SECTION 2. Economic Projections and Impact.....	6
Long-term Projections for Jobs in Industries and Occupations.....	6
Strategic Training Plan for Participants to be placed in Unsubsidized Employment.....	10
State Current and Projected Employment Opportunities.....	11
SECTION 3. Service Delivery and Coordination.....	17
Action and Coordination with Other Programs.....	17
Long-Term Strategy to Engage Employers to Place Participants in Unsubsidized Employment.....	19
Long- Term Strategy for Serving Minorities under SCSEP .....	20
Community Service Needs .....	21
Long-term Strategy to Improve SCSEP Services .....	22
Strategy for Continuous Improvement in Entered Employment of Performance .....	23
SECTION 4. Location and Population Served, Including Equitable Distribution.....	25
Localities and Populations Most in Need of the Type of Projects Authorized by Title V ....	25
Equitable Distribution Changes from Prior Year .....	25
Equitable Distribution Imbalances and Corrective Steps.....	28
The State’s Long-Term Strategy for Achieving Distribution of SCSEP Positions within the State .....	28
Ratio of Eligible Individuals in Each County and State Total Eligibility Population .....	29
Relative Distribution of Eligible individuals.....	31
Avoid Disruptions.....	38
APPENDICES .....	39
Appendix A -West Virginia Area Agencies on Aging .....	40
Appendix B- Workforce WV Development Board .....	41
Appendix C- Delegation of Authority State Plan Letter .....	42
Appendix D- Public Comments .....	43
Appendix E- Occupational Demand .....	44
Appendix F- Top 15 Occupations in Demand.....	45
Appendix G- Population by Age Group.....	46
Appendix H – Labor Force Participation by Age Group .....	47
Appendix I- Average Turnover Rate by Age.....	49

## WEST VIRGINIA SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM

### STATE PLAN FOR PROGRAM YEARS JULY 1, 2016 THROUGH JUNE 30, 2020

## **SECTION 1. Overview of the Senior Community Service Employment Program and Purpose of the State Plan**

In 2014, President Barack Obama signed the Workforce Innovation and Opportunity Act (WIOA) (P.L. 113-128) into law, formally overhauling and reauthorizing the expired Workforce Investment Act (WIA) of 1998. President Obama signed the WIOA following swift passage and overwhelming bipartisan support for the bill in both the U.S. House of Representatives and the Senate.

The U.S. Department of Labor (USDOL), state workforce agencies, local workforce areas, and other stakeholders continue to implement the changes under WIOA, which became effective July 1, 2015.

The Senior Community Service Employment Program (SCSEP) also known as Title V, is authorized under the Older Americans Act (OAA) as amended in 2006, and administered by the U.S. Department of Labor, Employment and Training Administration (DOLETA). The DOLETA distributes SCSEP funds to nineteen (19) National SCSEP Grantees and fifty-six (56) State and Territorial Grantees. The National Grantees operate across multiple state jurisdictions and receive 78% of SCSEP funds. State and territorial SCSEP Grantees receive the remaining 22% of SCSEP funds.

SCSEP is the only grant program designed specifically to serve low-income older workers, age fifty-five (55) and older, by providing job training through community-based organizations and government agencies. The goals of the program are two-fold, to provide community service and to promote self-sufficiency by placing individuals in unsubsidized employment.

Program-eligible older workers must be residents of West Virginia, fifty-five (55) years of age and older, unemployed, with a total family income that does not exceed 125% of the federal poverty guidelines, currently \$15,613 for an individual. Service priority is given to individuals meeting one or more of the following criteria:

- Disabled
- Limited English Proficiency
- Low Literacy Skills
- Reside in a Rural Area
- Veterans or Veterans' Spouses
- Low Employment Prospects
- Failed to Find Employment after using WIOA Services
- Homeless or at Risk of Homelessness
- Minority Individuals
- Poverty Level or Below

- Eligible individuals receive part-time, subsidized job training through community service assignments (CSA) at non-profit organizations or governmental entities.

The West Virginia Bureau of Senior Services (Bureau) administers the State SCSEP Grantee program, contracting with Preston County Senior Citizens, Inc. to provide SCSEP services to eleven (11) Counties. In addition, the National Grantee, National Council on Aging, provides SCSEP services in West Virginia to the remaining 44 counties.

The SCSEP State Plan outlines a four-year strategy covering Program Year July 1, 2020-June 30, 2023 for the statewide provision of community service employment and other authorized activities for eligible individuals under the SCSEP. The four-year strategy must specifically address the following:

- I. Economic Projections
  - A. Long-Term Projections for Jobs in Industries and Occupations
  - B. Strategic Training Plan for Participants to Be Placed in Unsubsidized Employment
  - C. State Current and Projected Employment Opportunities
- II. Service Delivery and Coordination
  - A. Action and Coordination with Other Programs
  - B. Long-Term Strategy to Engage Employers to Place Participants in Unsubsidized Employment
  - C. Long-Term Strategy for Servicing Minorities under SCSEP
  - D. Community Service Needs
  - E. Long-Term Strategy to Improve SCSEP Services
  - F. Strategy for Continuous Improvement in Entered Employment of Performance
- III. Location and Population Served, Including Equitable Distribution
  - A. Localities and Populations Most in Need of the Type of Projects Authorized by Title V
  - B. Equitable Distribution Changes from Prior Year
  - C. Equitable Distributions Imbalances and Corrective Steps
  - D. The State's Long-Term Strategy for Achieving Distribution of SCSEP Positions within the State
  - E. Ratio of Eligible Individuals in Each Area to the Total Eligible Population in the State
  - F. Relative Distribution of Eligible Individuals
  - G. Steps to Avoid Disruptions to Service for Participants

During the 2016 reauthorization of the Older Americans Act, changes were made to the performance indicators. This reauthorization changed the follow-up on three of the current Core Performance Measures and added a new Core Measure. Changes were in the following Core Measures, with the new Core Performance Measure being Customer Satisfaction:

- Common Measures Entered Employment
- Common Measures Employment Retention; and
- Common Measures Average Earnings

Strategies for achieving these adjustments will be that both the National and State will continue to follow up with enrollees upon their exit and will now follow-up quarterly to actively capture information as required by the Core Measures. Follow up dates will be updated, and emphasis will be put more in the beginning of the program to ensure that enrollees, host agencies and employers are aware of the culture. Both State and National Grantees will continue to ensure that enrollees are fully equipped with the necessary tools (i.e., functional

resumes, computer literate, functional workforce profile etc.) to warrant that, once employed, that employment is sustained. Grantees will continue to adhere to the performance measures that are set forth by the WIOA and will continue to meet the performance goals by the continuance of excellent rapport with Workforce, host agencies and potential employers.

The OAA and federal regulations require the Governor of each state to develop a strategic four-year State Plan in collaboration with the national SCSEP grantees, the aging network, and workforce entities operating within their state. Because the West Virginia Bureau of Senior Services is West Virginia’s State Unit on Aging (SUA), Governor Jim Justice delegated authority to Commissioner Robert Roswall to submit the State Plan on his behalf to USDOL/ETA. (Appendix C)

## SECTION 2. Economic Projections and Impact

### *Long-term Projections for Jobs in Industries and Occupations*

According to the United States Census Bureau, West Virginia’s population totaled 1,852,994 during the last conducted census in 2010. The total number of West Virginians age 55 and older totaled 562,229, comprising 30.4% of the state’s total population. Table 1 illustrates the total population categorized by age ranges.

**Table 1**  
**Total Population Categorized by Age Range**

Age Range	Total	Percentage
55 to 59	139,368	7.5%
60 to 64 years	125,457	6.8%
65 to 69 years	91,728	5%
70 to 74 years	71,792	3.9%
75 to 79 years	54,725	3%
80 to 84 years	43,238	2.3%
85 years and over	35,921	1.9%

(Source: Census Bureau, fact finder, 2010)

Figure 1 shows the age distribution of West Virginia’s working age population in all industries that are broken down into twenty sectors. These sectors include Finance and Insurance; Real Estate; Professional; Scientific, and Technical Services; Management of Companies and Enterprises; Administrative Support; Waste Management and Remediation Services; Educational Services; Health Care and Social Assistance; Arts, Entertainment, and Recreation; Accommodation and Food Services; Other Services; and Public Administration.

Figure 2 narrows down the population results showing only SCSEP’s target audience (55+) in all industries. As depicted in the figures, there is evidence of continuous increase in the representation of (55+) seniors entering the workforce.

Figure 1.

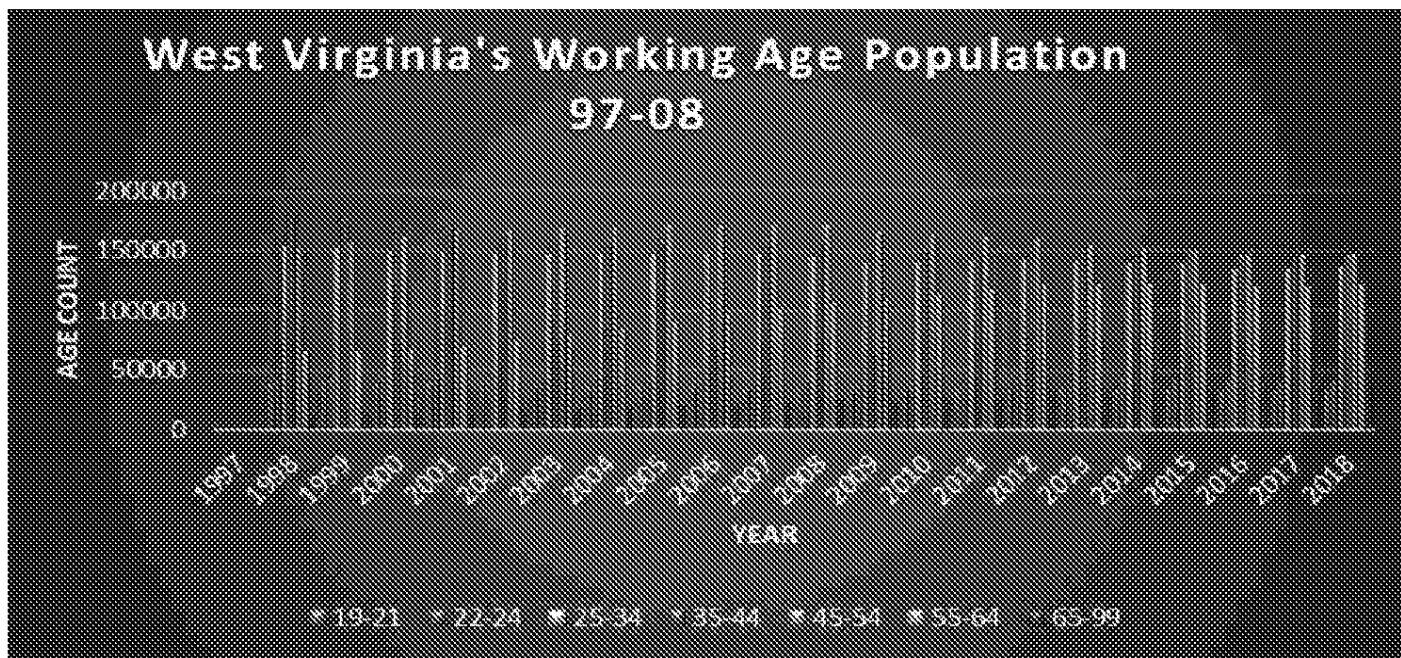
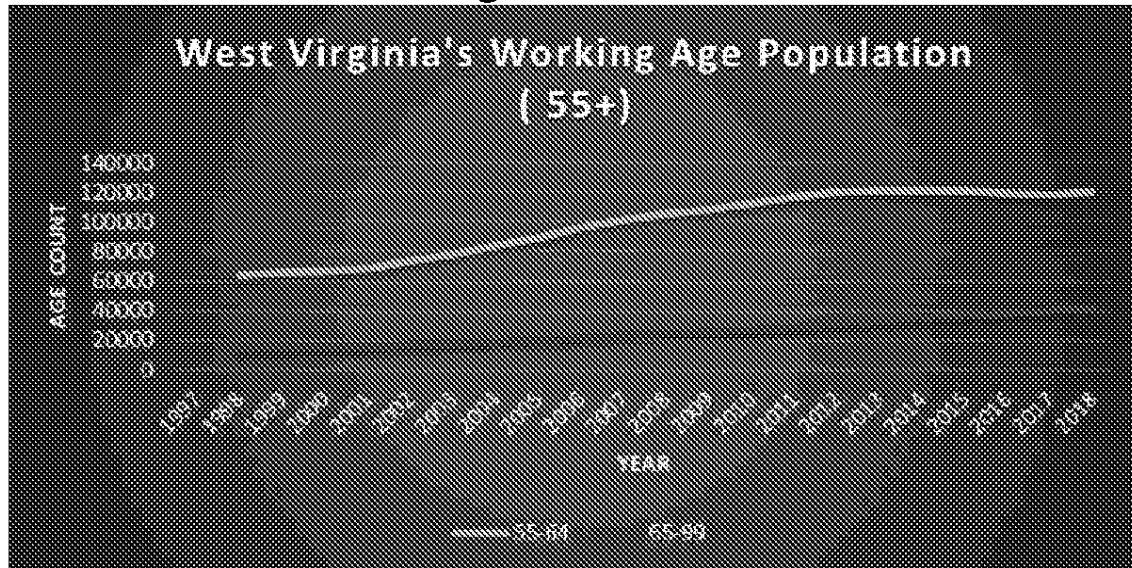


Figure 2



(Source: Figure 1 & 2, QWI Explorer Appendix 97-2018)

According to the Quarterly Workforce Indications (QWI), out of the twenty industries, the industry sectors that represented the largest numbers of employed seniors during 2018 were Health Care and Social Assistance (20%), Education Services (13%), Retail Trade (11%) and Manufacturing (8%). These sectors were the top four employers for older workers

55+ during 2018. Table 2 illustrates the industries during 2018 that had the largest number of older workers.

**Table 2**  
**Industry Sector Employment of Older Working West Virginians**  
**55+ in 2018**

Name	55-64	65-99	TOTAL	% of 2018 55+
Agriculture, Forestry, Fishing and Hunting	279	122	401	0%
Mining, Quarrying and Oil and Gas Extraction	3,535	606	4,141	3%
Utilities	2,033	321	2,354	1%
Construction	7,546	1,747	9,293	6%
Manufacturing	10,191	2,162	12,353	8%
Wholesale Trade	4,310	1,384	5,694	4%
Retail Trade	12,495	5,514	18,009	11%
Transportation and Warehousing	4,499	1,340	5,839	4%
Information	1,756	563	2,319	1%
Finance and Insurance	3,946	1,178	5,124	3%
Real Estate and Rental and Leasing	1,297	707	2,004	1%
Professional, Scientific and Technical Assistance	4,642	1,841	6,483	4%
Management of Companies and Enterprises	1,425	374	1,799	1%
Administrative and Support and Waste Management and Remediation Services	5,107	1,967	7,074	4%
Education Services	14,753	6,056	20,809	13%
Health Care and Social Assistance	23,776	7,898	31,674	20%
Arts, Entertainment and Recreation	1,292	755	2,047	1%
Accommodation and Food Service	6,012	2,384	8,396	5%
Other Services ( Except Public Administration)	3,830	2,172	6,002	4%
Public Administration	7,335	2,723	10,058	6%
	120,059	41,814	161,873	100%

(Source: Table 2; QWI, NAICS Sectors, 2018)

Information from the QWI was narrowed down to display which of the 20 Industry Sectors had the highest percentage of hiring older workers (55+). Industry Sectors with the largest percent of new hires of older workers during 2018 were Construction (17%), Health Care and Social Assistance (11%) and Retail Trade (10%). Table 3 illustrates the industries during 2018 that had the largest number of 55+ seniors.

**Table 3**  
**Industry Sector of New Hires of Older Working West Virginians 55+ 2018**

Name	55-64	65-99	Total	% of 2018 55+
Agriculture, Forestry, Fishing and Hunting	51	30	81	1%
Mining, Quarrying and Oil and Gas Extraction	241	64	305	2%
Utilities	55	23	78	1%
Construction	2,003	488	2,491	17%
Manufacturing	344	99	443	3%
Wholesale Trade	214	83	297	2%
Retail Trade	979	513	1,492	10%
Transportation and Warehousing	524	191	715	5%
Information	89	35	124	1%
Finance and Insurance	191	61	252	2%
Real Estate and Rental and Leasing	128	64	192	1%
Professional, Scientific and Technical Assistance	493	225	718	5%
Management of Companies and Enterprises	78	26	104	1%
Administrative and Support and Waste Management and Remediation Services	991	361	1,352	9%
Education Services	742	609	1,351	9%
Health Care and Social Assistance	1,178	461	1,639	11%
Arts, Entertainment and Recreation	245	149	394	3%
Accommodation and Food Service	825	434	1,259	9%
Other Services ( Except Public Administration)	369	187	556	4%
Public Administration	331	261	592	4%
	10,071	4,364	14,435	100%

(Source: QWI, NCAICS Sectors, 2018)

From the information gathered in Table 3, the staffing patterns from the top three Industry Sectors of New Hires show employment in Construction (17%), Healthcare and Social Assistance (11%) and Retail Trade (10%). We can forecast that these industries will continue to hire older workers, thus providing employment opportunities in the following Equal Employment Opportunities (EEO) Occupations Groups based off the Industry Sector of New Hires: Transportation, Natural Resources, Construction & Maintenance Occupations, Sales and Office Occupations, Service Occupations, Education, Legal, Community Service, Arts & Media Occupations, Management, Business & Science. EEO Occupational Groups are categorized into 14 groups and further categorized into nine job categories. **Table 4** illustrates the twelve Occupational Groups that were narrowed down from the top three Industries.

**Table 4  
EEO Tabulation 2006-2010 Occupation Code**

2010 EEO Occupation Description	2010 EEO Occupation Code	2010 SOC Code
<b>Transportation Occupation</b>	<b>9000-9420</b>	<b>53-1000-53-6000</b>
Material Moving Occupations:	9500-9750	53-7000
<b>Production, Transportation, and Material Moving Occupations:</b>	<b>7700-9750</b>	<b>51-0000-53-0000</b>
Production Occupation	7700-8965	51-0000
<b>Natural Resources, Construction, and Maintenance Occupations:</b>	<b>6005-7630</b>	<b>45-0000-49-0000</b>
Installation, Maintenance, and Repair Occupations:	7000-7630	49-0000
<b>Sales and Office Occupations</b>	<b>4700-5940</b>	<b>41-0000-43-0000</b>
Sales and Related Occupations:	4700-4965	41-0000
<b>Service Occupations:</b>	<b>3600-4650</b>	<b>31--0000-39-0000</b>
Personal Care and Service Occupations:	4300-4650	39-0000
Building and Grounds Cleaning and Maintenance Occupations:	4200-4250	37-0000
Food Preparation and Serving Related Occupations:	4000-4160	35-0000
Healthcare Support Occupations	3600-3655	31-0000
<b>Education, Legal, Community Service, Arts, and Media Occupations:</b>	<b>2000-2960</b>	<b>21-0000-27-0000</b>
Healthcare Practitioners and Technical Occupations:	3000-3540	29-0000
Education, Training, and Library Occupations	2200-2550	25-0000
Community and Social Service Occupations:	2000-2060	21-0000
<b>Management, Business, Science, and Arts Occupations:</b>	<b>0010-3540</b>	<b>11-0000-29-0000</b>
Business and Financial Operations Occupations:	0500-0950	13-0000

( Source: EEO Tabulation 2006-2010 (5yr ACS)

***Strategic Training Plan for Participants to be placed in Unsubsidized Employment***

In order to maximize SCSEP participant placement in unsubsidized employment in high demand jobs, the statewide SCSEP network will focus their on-the-job training opportunities and host agency recruitment efforts on agencies that can provide training for the types of occupations that are listed in **Table 4** that are forecasted based on Industry Sector of New Hires 2018 to hire older workers.

Training opportunities will be increased to provide a variety of opportunities that have a higher percentage of developing into unsubsidized employment. Training for computer literacy will continue to be at the forefront, as this is a necessity in a majority of the occupations that forecast continued employment. Computer training opportunities are provided through many entities, such as local American Job Centers (AJC), local Community Colleges, and public libraries. When appropriate, program coordinators and host agencies will encourage participation in specialized computer training opportunities.

Access to training classes offered by the local American Job Center and other non-profit organizations will help increase the skills that enrollees will need to continue to pursue employment.

Another strategy for older workers to be placed into unsubsidized employment would be to look into occupations that require minimum training, as this would help the statewide SCSEP meet the employment goals listed in the core measures that are set forth by DOL.

***State Current and Projected Employment Opportunities***

Per the Workforce West Virginia (WFWV), Labor Market Information (LMI) Ten(10) year projections of the high demand occupations that require minimum education and fit our SCSEP participants’ education and training levels include the following:

- Bus Drivers, Transit and Intercity
- Customer Service Clerks
- Social and Human Service Assistants
- Community Health Workers
- Animal Caretakers
- Post Secondary School
- Personal Care Aides
- Home Health Aides
- Rehabilitation
- Janitors
- Counter Attendants

Some of these occupations require less than a high school education. Others require a high school diploma or some college. Per the data received from SPARQ, the majority of our participants meet the education requirements for the jobs listed above. Hourly wages for the listed occupations start at a minimum of \$10.41.

**Table 5**

<b>Education</b>	<b>PY 18 Q4 Final YTD %</b>
8 <sup>th</sup> grade and under	2
9 <sup>th</sup> grade – 11 <sup>th</sup> grade	15
High school Diploma	49
1-3 years college	21
Post- Secondary certificate	0
Associate’s Degree	1
Bachelor’s Degree or equivalent	11
Some graduate School	1
Master’s Degree	1
Doctoral Degree	0

( Source: SPARQ, Quarterly Progress Report Program Year 2018, Quarter 4 Final)

**Table 5a** provides employment projections based on eight education levels in West Virginia.

**Table 5A : Projections by Level of Education**

(Figure shows employment projections based on eight education levels for the year 2026.)

<b>2016-2026 Occupational Projections by Level of Education</b>				
<b>Education Level</b>	<b>2016 Employment</b>	<b>2016% of Workforce</b>	<b>2026 Projected Employment</b>	<b>2026% of Workforce</b>
<b>Less than high school</b>	204,905	27.18%	217,467	27.34%
<b>High school diploma or equivalent</b>	321,770	42.68%	330,507	41.55%
<b>Some college, no degree</b>	935	0.12%	1,036	0.13%
<b>Postsecondary non- degree award</b>	27,534	3.65%	29,974	3.77%
<b>Associate degree</b>	29,988	3.98%	32,412	4.07%
<b>Bachelor's degree</b>	75,584	10.02%	81,073	10.19%
<b>Master's degree</b>	12,755	1.69%	14,523	1.83%
<b>Doctoral or professional degree</b>	10,027	1.33%	11,012	1.38%
<b>Not applicable</b>	70,476	9.35%	77,496	9.74%
<b>Total</b>	<b>753,974</b>		<b>795,500</b>	

(Source: Workforce West Virginia, Occupational Employment Statistics (OES))

**Table 6** illustrates the required level of education, on-the job training, work experience required, and growth rate of each occupation.

**Table 6**

SOC Code	Occupation	Growth Rate	Work Experience	Education	Projected Employment	Estimated Employment	Demand	Training
31-3011	Home Health Aides	3.3	unknown	Less than High School	4988	3694	high	short
39-9021	Personal Care Aides	2.86	unknown	Less than High School	17274	13024	high	short
25-1071	Health Specialist Teacher, Post Secondary	2.34	Not available	Not Applicable	2147	1794	high	short
39-2021	Non Farm Animal Caretakers	1.68	unknown	Less than High School	1798	1446	high	short
21-1093	Social and Human Service Assistants	1.24	unknown	High School or equivalent	3790	3350	high	short
43-3021	Billing and Posting Clerks	1.17	unknown	High School or equivalent	2582	2298	high	short
47-2061	Construction Laborers	1	unknown	Less than High School	549	497	high	short
37-2011	Janitors and cleaners	0.73	unknown	less than high school	10350	8625	high	short
35-3022	Counter Attendants, Cafeteria food concession	0.63	unknown	Less than High School	2342	2100	high	short
37-2012	Maid and housekeeping cleaners	0.62	unknown	less than high school	9996	8554	high	short
43-4171	Receptionist and Information Clerks	0.59	unknown	High School or equivalent	5323	5021	high	short
53-3022	Bus Drivers, School or Special Client	0.57	unknown	High School or equivalent	4048	3825	high	short
43-4081	Hotel, Motel and Resort Desk Clerks	0.51	unknown	High School or equivalent	1796	1621	high	short
41-2021	Counter and Rental Clerks	0.5	unknown	less than high school	1727	1643	high	short
43-4051	Customer Service Representative	0.4	unknown	High School or equivalent	13109	12579	high	short
33-9032	Security Guards	0.36	unknown	High School or equivalent	5558	5361	high	short
35-3021	Food Preparation Workers	0.34	unknown	less than high school	1759	1708	high	short
43-5081	Stock Clerks and Order Fillers	0.1	unknown	less than high school	7306	7226	high	short

( Source: WV LMI Long term Occupation Projections 2016-2026)

The Workforce West Virginia (WFWV) office divides the state into seven geographic regions that covers all 55 counties shown on the map in Appendix B. As shown below, each region shows their specific region's greatest growth occupation. Not only does the WFWV consist of seven (7) geographic regions, the seven (7) regions each have at least one comprehensive AJC, at minimum. In total, the seven regions hold Ten (10) comprehensive centers, five (5) satellite centers and seventeen (17) affiliate sites throughout the State. One of the goals of

the AJCWV is to offer job seekers and employers ready access to the many workforce development resources available in a local region. The WVWF office offering resources equally across the state as stated above, The SCSEP Network will continue to utilize resources such as transition programs, adult displacement resources, resume enhancement, computer classes, mock interviews and all other events that are offered at the AJCWV.

Within the seven (7) regions that WFWV has divided the state into, each region shows that Host Agency recruitment and enrollee training will have to be individualized to adapt to that particular Region’s occupational demands. The SCSEP Network will maintain working relationships with all WFWV offices to obtain relevant employment and training information that pertains to that Region. Sub-grantees will continue to inform enrollees of their specific region’s occupational projections.

**WIOA Region 1 Occupational Employment Projections 2016-2026**

Occupational Projections 2016-2026	
WIOA 1	
Greatest Growth Occupations	Greatest Declining Occupations
Home Health Aides	Photographers
Occupational Therapy Assistants	Data Entry Keyers
Nurse Practitioners	Switchboard Operators, Including Answering Service
Physician Assistants	Legal Secretaries
Personal Care Aides	Executive Secretaries and Executive Administrative Assistants

The top five occupations with the greatest projected annual growth rate within WIOA Region 1 are all healthcare related. These include Home Health Aides; Occupational Therapy Assistants, Nurse Practitioners, Physician Assistants, and Personal Care Aides.

Occupations with the greatest rate of annual decline in the region include Photographers; Data Entry Keyers; Switchboard Operators, Including Answering Service; Legal Secretaries; and Executive Secretaries and Executive Administrative Assistants.

**WIOA Region 2 Occupational Employment Projections 2016-2026**

## Occupational Projections 2016-2026

### WIOA 2

Greatest Growth Occupations	Greatest Declining Occupations
Occupational Therapy Assistants	Legal Secretaries
Nurse Practitioners	Mine Shuttle Car Operators
Physician Assistants	Switchboard Operators, Including Answering Service
Physical Therapist Assistants	Executive Secretaries and Executive Administrative Assistants
Massage Therapists	Labor Relations Specialists

All of the top five occupations with the greatest projected annual growth rate within WIOA Region 2 are healthcare related. The top five consists of Occupational Therapy Assistants; Nurse Practitioners; Physician Assistants; Physical Therapy Assistants; and Massage Therapists.

The five occupations with the greatest annual rate of decline include Legal Secretaries; Mine Shuttle Car Operators; Switchboard Operators, Including Answering Service; Executive Secretaries and Executive Administrative Assistants; and Labor Relations Specialists.

### WIOA Region 3 Occupational Employment Projections 2016-2026

## Occupational Projections 2016-2026

### WIOA 3

Greatest Growth Occupations	Greatest Declining Occupations
Personal Care Aides	Computer Operators
Occupational Therapy Assistants	Legal Secretaries
Nurse Practitioners	Medical Transcriptionists
Physician Assistants	Data Entry Keyers
Operations Research Analysts	Switchboard Operators, Including Answering Service

Healthcare Occupations lead the pack in the list of occupations with the greatest projected annual growth rate in WIOA Region 3. This group contains Personal Care Aides; Occupational Therapy Assistants; Nurse Practitioners; Physician Assistants; and Operations Research Analysts.

Occupations leading declines in WIOA Region 3 include Computer Operators; Legal Secretaries; Medical Transcriptionists; Data Entry Keyers; and Switchboard Operators, Including Answering Service.

### WIOA Region 4 Occupational Employment Projections 2016-2026

## Occupational Projections 2016-2026

### WIOA 4

Greatest Growth Occupations	Greatest Declining Occupations
Home Health Aides	Legal Secretaries
Personal Care Aides	Executive Secretaries and Executive Administrative Assistants
Nurse Practitioners	Medical Transcriptionists
Occupational Therapy Assistants	Labor Relations Specialists
Respiratory Therapists	Floral Designers

Occupations with the most projected annual growth in WIOA Region 4 include Home Health Aides; Personal Care Aides; Nurse Practitioners; Occupational Therapy Assistants; and Respiratory Therapists.

The greatest annual rate of decline will be seen among Legal Secretaries; Executive Secretaries and Executive Administrative Assistants; Medical Transcriptionists; Labor Relations Specialists; and Floral Designers.

### WIOA Region 5 Occupational Projections 2016-2026

## Occupational Projections 2016-2026

### WIOA 5

Greatest Growth Occupations	Greatest Declining Occupations
Home Health Aides	Data Entry Keyers
Personal Care Aides	Legal Secretaries
Nurse Practitioners	Mine Shuttle Car Operators
Physician Assistants	Mail Clerks and Mail Machine Operators, Except Postal Service
Software Developers, Applications	Labor Relations Specialists

Occupations with the greatest projected annual growth rate within WIOA Region 5 include Home Health Aides; Personal Care Aides; Nurse Practitioners; Physician Assistants; and Software Developers, Applications.

Occupations with the greatest declines in the annual growth rate include Data Entry Keyers; Legal Secretaries; Mine Shuttle Car Operators; Mail Clerks and Mail Machine Operators, Except Postal Service; and Labor Relations Specialists.

### WIOA Region 6 Occupational Projections 2016-2026

## Occupational Projections 2016-2026

### WIOA 6

Greatest Growth Occupations	Greatest Declining Occupations
Home Health Aides	Data Entry Keyers
Personal Care Aides	Legal Secretaries
Nurse Practitioners	Executive Secretaries and Executive Administrative Assistants
Software Developers, Applications	Mine Shuttle Car Operators
Statisticians	Medical Transcriptionists

Occupations with the greatest projected annual growth rate in WIOA Region 6 include Home Health Aides; Personal Care Aides; Nurse Practitioners; Software Developers, Applications; and Statisticians.

Occupations with the greatest declines in the growth rate include Data Entry Keyers; Legal Secretaries; Executive Secretaries and Executive Administrative Assistants; Mine Shuttle Car Operators; and Medical Transcriptionists.

### WIOA Region 7 Occupational Projections 2016-2026

## Occupational Projections 2016-2026

### WIOA 7

Greatest Growth Occupations	Greatest Declining Occupations
Nurse Practitioners	Legal Secretaries
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	Executive Secretaries and Executive Administrative Assistants
Personal Care Aides	Assemblers and Fabricators, All Other
Healthcare Social Workers	Team Assemblers
Software Developers, Applications	Floral Designers

The top five occupations with the greatest projected annual growth rate in WIOA Region 7 include Nurse Practitioners; Coating, Painting, and Spraying Machine Setters, Operators, and Tenders; Personal Care Aides; Healthcare Social Workers; and Software Developers, Applications.

Occupations with the greatest declines in annual growth in the region include Legal Secretaries; Executive Secretaries and Executive Administrative Assistants; Assemblers and Fabricators, All Other; Team Assemblers; and Floral Designers.

## SECTION 3. Service Delivery and Coordination

### *Action and Coordination with Other Programs*

West Virginia's statewide SCSEP network includes the State Grantee and one National Grantee operating in WV. Communication with this network is accomplished through email

and teleconference as needed throughout the Program Year. The State Grantee is the West Virginia Bureau of Senior Services, which provides a multitude of services for older Americans in West Virginia under the Older Americans Act (OAA). As the designated State Unit on Aging, the Bureau administers all OAA services throughout the 55 counties that are tailored to Older West Virginians. The Bureau maintains contracts with each of the 55 County Aging Programs, three (3) Statewide Aging & Disability Resource Centers and four (4) Area Agencies on Aging. The Bureau's mission is to be West Virginia's premier advocate for the provision of in-home and community-based services for the state's seniors and others served by our programs and to be a faithful steward of the federal and state monies entrusted to our care for the provision of services throughout West Virginia.

Through a Memorandum of Understanding, the WV Statewide SCSEP network, a mandated partner, partners with the local Workforce Investment Boards operating the American Job Center (AJC)/ One-Stop Centers. The mission and vision between the AJC and WV SCSEP are to empower area employers, individuals and communities to prosper and grow the region's economy through a workforce development system that is inherently customer-centered, seamless and effective. The mission is to establish a workforce system that provides data-driven and employer-validated talent solutions through the integration of education, workforce and economic development resources across the systems. Its vision is assisting individuals in obtaining employment.

West Virginia's American Job Centers (AJC's)/One-Stops are currently located within the local Workforce centers in West Virginia. All SCSEP information is disseminated throughout the AJC for other programs and to the general public. The WV Statewide SCSEP network will continue to work closely with the AJC's to utilize the partners' resources that are tailored to SCSEP's target audience by co-enrolling and by providing SCSEP's program eligibility requirements, priorities and training slots availability. SCSEP will continue to have a weekly presence at the AJC/One-Stop. The Statewide SCSEP network will continue to require enrollment of SCSEP enrollees into the Local Workforce to ensure that enrollees are abreast of employment opportunities in their areas. The network will also continue to utilize all trainings and job fairs that are offered at the Local AJC's and will also participate/relay information from other resources outside of the AJC's One-Stop Partners. The WV Statewide SCSEP network will also encourage enrollees who are approaching their durational limit to enroll in other training programs to ensure a continuous improvement of skills that enrollees receive. As needs become prevalent, the WV Statewide SCSEP network will encourage AJC's to become Host Agencies and/or consider enrollees for employment opportunities.

One of the barriers with the AJC's/One-Stop Centers in West Virginia is that they are underutilized. A solution to improve coordination with the One-Stop delivery System would be to coordinate data information sharing with local Workforce West Virginia offices to obtain information on age-eligible persons who visit the AJC.

The Bureau is a member of the Interagency Collaborative Team (ICT), which is comprised of leadership representing workforce target groups. One of the primary goals of this group is to enhance communications, resource sharing and program standardization. Additionally, the Bureau sits on the WV Workforce Development Board, which is comprised of key state players within the workforce arena, including legislators, members of the Governor's Cabinet, labor leaders and corporate representatives. The main purpose of this group is to approach the system-based issues that require changes in law or formal regulations pertaining to workforce initiatives. As stated, these entities are comprised of private and public key stakeholders. The WV Statewide SCSEP network will continue to maintain relationships and participate in meetings and events to guarantee that SCSEP is considered for program partnership, employment opportunities for enrollees and ultimately remains relevant in discussions regarding barriers to employment. The Bureau will remain an advocate for Older Workers in these groups.

Partnerships will be increased with organizations that provide resources on how to alleviate employment barriers throughout the state, such as transportation, age discrimination, fear of health care being discontinued due to program participation, fear of losing subsidized housing benefits, just to name a few. The Area Agencies on Aging (AAAs) who contract with county aging providers continue to be utilized and researched to determine what additional employment barriers seniors in rural/urban counties might face. Furthermore, the Bureau will take a more active approach with reaching out to AAA's to also determine additional resources and/or training opportunities that may be available in covered areas.

The WV Statewide SCSEP network will continue to utilize the Labor Market Information (LMI) data that is county specific to ensure that enrollees are receiving the most updated training to warrant eligibility for those high demand occupations in growing industries as discussed in the "Economic Projections" of this report. Ultimate goal for enrollees is that when they leave the program, they will be better off than when they entered. Workforce WV provides quarterly information regarding the job market, as they are the clearing house of employment opportunities for State, Private and non-profit sectors. This information will be researched by the Grantee to ensure that Sub-Grantees are providing enrollees with the essential tools needed to be marketable. Also, resources such as O\*net Online will be utilized to determine the necessary skills needed for different occupations that enrollees may be interested in.

### ***Long-Term Strategy to Engage Employers to Place Participants in Unsubsidized Employment***

West Virginia's local SCSEP projects will continue to recruit public and non-profit organizations in the communities that are covered. Local Projects will continue to advocate for older workers through presentations, brochure dissemination, poster dissemination, job fair and community events participation and increasing awareness of program vision and

mission to community stakeholders. We will also utilize social media as a resource to engage employers by showcasing SCSEP enrollees' skills.

Local SCSEP projects train participants to help develop the skills and experience necessary to be competitive in the current labor markets. Due to the longevity of organizations that participate as Host Agencies, local SCSEP projects have built a rapport with current Host Agencies and past Host Agencies where they consider enrollees for employment opportunities within their organization. They have established cooperative relationships with the local AJC and public and private employers as well. Coordination and co-location of services at the AJCs help to identify suitable job openings in high demand occupations. Local SCSEP projects will continue to build strong rapport with the communities they are in.

***Long-Term Strategy for Serving Minorities under SCSEP***

West Virginia will continue its recruitment efforts in serving and recruiting eligible minority individuals and other eligible individuals. SCSEP projects will continue to locate offices in culturally and ethnically diverse neighborhoods (i.e., Community Centers). The SCSEP Network will continue to have a presence at events such as the West Virginia Minority Business Expo, Juneteenth Celebration and Herbert Henderson Office of Minority Affairs Listening Tours to target minority audiences throughout the state. Per the United States Census, West Virginia's 55+ Older American population during 2010 represented 30.4 % of the overall population. Table 7a illustrates West Virginia demographics categorized by age, while 7b illustrates the overall race population in West Virginia.

**Table 7**

**A.**

Age range	Total	Percentage
55 to 59	139,388	7.5
60 to 64 years	125,457	6.8
65 to 69 years	91,736	5
70 to 74 years	71,762	3.8
75 to 79 years	54,725	3
80 to 84 years	41,238	2.3
85 years and over	35,921	1.9
<b>Total senior population (2010 census)</b>	<b>563,223</b>	<b>30.4</b>
<b>Total population (2010 census)</b>	<b>1,852,994</b>	

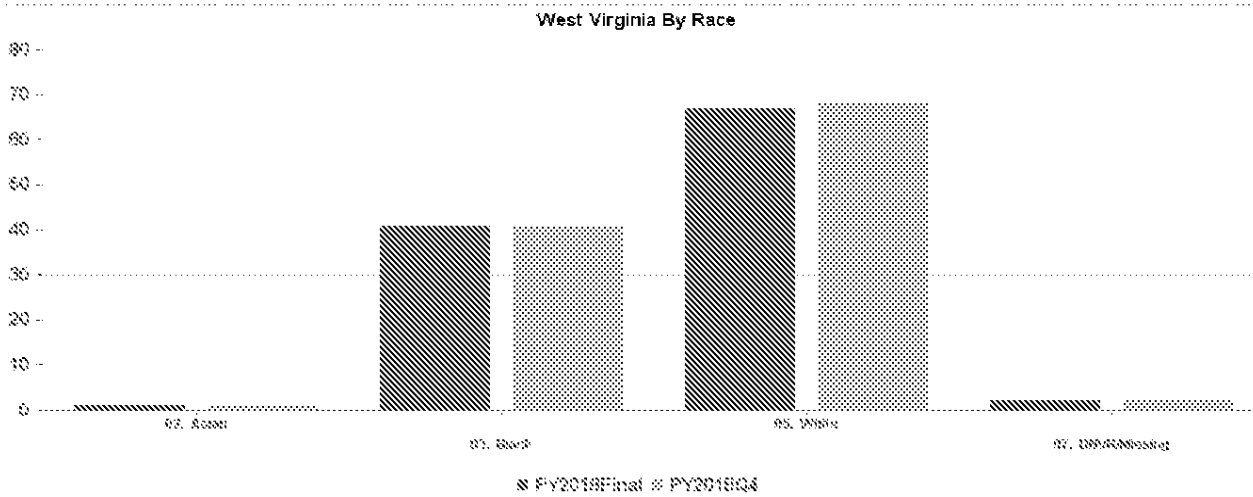
**B.**

Demographics	Total	Percentage
African American	63,124	3.4
American Indian and Alaska Native	3,767	0.2
Asian	12,409	0.7
Hispanic or Latino (of any race)	22,236	1.2
<b>Total one Race</b>	<b>101,536</b>	<b>5.5</b>

(Source: 2010 United States Census, [https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=DEC\\_10\\_DP\\_DPDP1&prodType=table](https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=DEC_10_DP_DPDP1&prodType=table))

Even with the overall population of minority demographics representing 5.5 % of the entire state, WV Local SCSEP projects are able to capture a high percentage of minority representation. **Table 8** illustrates the minority representation currently in the program, captured from the SPARQ database.

**Table 8**



Race	FY2018Final		FY2018Q4	
	Count	Rate	Count	Rate
West Virginia 02. Asian	1	1.0%	1	1.0%
03. Black	41	37.0%	41	37.0%
05. White	67	60.0%	68	61.0%
07. DNVR/Missing	2	2.0%	2	2.0%

(Source InfoSPACE, Grantee by Dimension, Race, PY 2018 Final)

### ***Community Service Needs***

SCSEP has a two-fold approach: helping Older Americans reacclimate themselves back into the workforce with the skills and training needed to be more marketable in the workforce and helping the communities that the program is in. The participant training hours support social services and other services provided in communities throughout the State.

West Virginia’s top occupations per the West Virginia Workforce, Labor Market Information (LMI) 10-year projections of high demand occupations that require minimum education that fit our SCSEP participants’ education and training levels include the following:

- Bus Drivers, Transit and Intercity
- Customer Service Clerks
- Social and Human Service Assistants
- Community Health Workers
- Animal Caretakers
- Post-Secondary School
- Personal Care Aides
- Home Health Aides
- Rehabilitation
- Janitors
- Counter Attendants

With these projections, Host Agency (H.A.) training site recruitment will focus more on entities that will develop skills for these high demand jobs. Also, to ensure that SCSEP's two-fold approach is being accomplished, local SCSEP projects will continue to research non-profits and Government agencies in the counties that are covered to assess if there is a need. Recruitment of entities such as the West Virginia Department of Agriculture where they have programs such as Veterans and Warriors to Agriculture and Rural Rehabilitation programs that need participants will be utilized.

Recruiting of Host Agencies (H.A.) is currently accomplished by relationships with past and current H.A., great rapport with the American Job Centers (AJC'S), attending meetings, community events, job fairs, health fairs and presenting on behalf of SCSEP. Other avenues of recruitment include marketing campaigns, where Project Directors market SCSEP services and the skills of job ready participants to organizations. Word of mouth is also utilized to recruit host agencies.

Local SCSEP projects will continue to utilize Senior Centers, Aging & Disability Resource Centers (ADRN), OAA programs, AJC's, and one-stop partners to determine the need in the counties and will continuously refine the strategy for job development to guide employer outreach and participant readiness.

### ***Long-term Strategy to Improve SCSEP Services***

The strategy to improve SCSEP services within the State is to do the following:

- Marketing Campaign- not only disseminate information regarding SCSEP but also promote the program at key meetings to educate organizations of the Mission and Vision
- Reach out to hiring entities to discuss SCSEP
- Exchange information regarding eligible Older Workers with AJCs
- AJCs become H.A.
- Encourage cross training in training opportunities for enrollees

- Inclusion within the WIOA State Plan
- Provide more incentives, such as drug screenings, criminal background checks for hiring entities
- Develop relationship with State DHHR to improve requirements for SCSEP target audience (i.e. Medicaid allotment of income)
- Revise goals with DOL to reflect actual program funding
- Increase funding to provide more trainings for enrollees
- Increase H.A. recruitment for a variety of training opportunities

These recommendations will strengthen the SCSEP program within the State, affording not only potential and current enrollees' opportunities, but also strengthening the organizations that work with the program.

Regarding the long-term changes in the use of grantee and program operators to better achieve goals, the SCSEP network, with its sub grantees, continuously refines its expertise on the basic elements of job development by staying abreast of the many barriers that eligible enrollees face. By trying to alleviate these barriers, Sub-Grantees are continuously assessing skills of participants, revamping Individual Employment Plans, offering additional resources, preparing for exit, resume revamping through workshops and offering one-on-one interaction with SCSEP Staff. As new barriers arise, grantee staff will adapt and provide resources.

### ***Strategy for Continuous Improvement in Entered Employment of Performance***

The entered employment performance goal continues to be a challenge. During PY 18, the Core Performance measures were revamped from being measured as Common Measures Entered employment and Common Measure Employment Retention to now Employment Rate 2<sup>nd</sup> and 4<sup>th</sup> quarter after exit. This major change came about with the Interim Final Rule (IFR) SCSEP Performance Accountability that was issued by USDOL/ETA on December 1, 2017. The purpose of the New Core Measures appears to be an alignment of SCSEP performance data with Workforce Innovation and Opportunity Act (WIOA) performance data to provide usable data comparisons between the programs. Prior to the adjustment, the rate of meeting the projected goals fluctuated. **Table 9** reflects the variance during each PY.

**Table 9**

	YTD		YTD		YTD		YTD		YTD		YTD	
	PY2012Final		PY2013Final		PY2014Final		PY2015Final		PY2016Final		PY2017Final	
	Rate	% Goal	Rate	% Goal	Rate	% Goal	Rate	% Goal	Rate	% Goal	Rate	% Goal
AREA I	48.1	94.3	48.1	178.8	56.5	110.8	46.7	104.5	45.5	91.2	5.3	91.2
West Virginia	48.1	94.3	48.1	178.8	56.5	110.8	46.7	104.5	45.5	91.2	5.3	91.2
Nationwide	42.5	118.1	45.2	113.0	46.4	110.6	51.3	114.0	47.4	94.8	44.8	87.8

(Source: Infospace, Core measures, entered employment Sub-grantee)

After the modification of the goals, it was evident that the employment goal/retention needed much improvement and was a barrier that the program faced. During PY18, the target goal that was set forth by DOL during the 2<sup>nd</sup> quarter after exit was 41.7% and the 4<sup>th</sup> quarter after exit goal was 35.6%. **Table 10** reflects the performance during the final quarter of PY 18.

**Table 10**

Measure	Goal	Rate	% of Goal Met
Employment Rate 2 <sup>nd</sup> Quarter after Exit	41.7%	<b>14.3%</b> N= 5 D=35	<del>34.3%</del>
Employment Rate 4 <sup>th</sup> Quarter after Exit	35.6%	<b>8.0%</b> N=2 D=35	<del>22.5%</del>

(Source: Quarterly Progress Report, PY18 Final)

Due to the performance during PY18, our approach moving forward is to ensure that the program, specifically the employment aspect of the program, has continuous improvement. The following strategy must be implemented:

- Ensure that Sub-Grantees are aware of the LMI high-demand positions
- Provide adequate training for enrollees
- Increase accountability of job search log of enrollee
- Continue and increase partnerships with hiring entities to ensure that enrollees are being considered
- Increase H.A. sites to provide a variety of training opportunities
- Collaborate with other employment programs
- Increase program outreach and program resources
- Revamp individual employment plan (I.E.P) of individuals to ensure job search complies with employment plan

Another barrier that was identified is the majority of SCSEP's target audience have supplemental insurance, reside in subsidized housing, and/ or receive Social Security Benefits, and because of this factor, the likelihood of them obtaining employment at the completion of the program is very slim. This is due to the fear that benefits will be lost and adjusted. Another strategy would be educating enrollees regarding employment and their current benefits. Eligible seniors want to work but are apprehensive.

## **SECTION 4. Location and Population Served, Including Equitable Distribution**

### ***Localities and Populations Most in Need of the Type of Projects Authorized by Title V***

Most recent West Virginia U.S. Census data shows the 2010 total population for the state of WV at 1,852,994. The population of individuals who are the SCSEP target audience, 55+, shows 562,229, which is 30.4 % of the total population. Of this population, an estimate of 27.7% are at poverty rates for families and people for whom poverty status is determined.

WV partners with a plethora of State and non- profit organizations that play the role of Host Agencies (H.A.). Majority of our H.A. are unable to hire additional help within their organizations due to the limit in funding, but they express that help is needed. H.A. range from local municipalities to State agencies to a local YMCA. All H.A. are essential to the overall success of the program, as they provide the hands-on training that is needed and vital to the program.

Within the SCSEP, priority of service is offered to the following individuals:

- o Veteran or a Spouse of a Veteran
- o 65 Years or Older
- o Has a Disability
- o Has Limited English Proficiency
- o Low Literacy Skills
- o Resides in Rural Area
- o Low Employment Prospects
- o Homeless or At Risk of Homelessness
- o Failed to Find Employment After Utilizing Services Provided Under Title I
- o Severely Low Employment Prospects and Living in an Area of Persistent Unemployment

### ***Equitable Distribution Changes from Prior Year***

Within West Virginia, there were two SCSEP providers covering 451 authorized positions during PY18. Modified positions during PY18 were 367 statewide. Currently, West Virginia has one National Grantee, National Council on Aging, and one State Grantee, West Virginia

Bureau of Senior Services, that comprise the Statewide SCSEP Network. These grantees are experienced SCSEP administrators and are respected, capable partners. The Sub Grantee has created well-established relationships with host training sites, employers, supportive service resources and training providers.

Among these providers, they cover all 55 counties in WV. The distribution of authorizations is based on the Equitable Distribution as provided by U.S. DOL, which identifies each county’s percentage of the state’s program-eligible population.

In 2016, SCSEP held a national competition, which resulted in one National Grantee being eliminated. Due to the elimination of the National Grantee, slot allocations changed, and the National Grantee, NCOA inherited all allocated slots of the eliminated National Grantee. Table 11 represents the Authorized Positions that each grantee had for the past four Program Years. Table 12 goes more in-depth, showing how the counties are distributed among the 55 counties that are covered in West Virginia.

**Table 11**

<i>Grantee</i>	2016 Q4 Authorized Positions (AP)	2016 Q4 Modified Positions (MP)	2017 Q4 AP	2017 Q4 MP	2018 Q4 AP	2018 Q4 MP	2019 AP	2019 MP
<b>NCOA</b>	<b>391</b>	<b>N/P</b>	<b>358</b>	<b>291</b>	<b>359</b>	<b>292</b>	<b>360</b>	<b>293</b>
<b>STATE</b>	<b>100</b>	<b>83</b>	<b>92</b>	<b>75</b>	<b>92</b>	<b>75</b>	<b>92</b>	<b>75</b>

[Source-Information obtained from SCSEPed.org Authorized and Modified Positions by State Q4]

\*N/P- Not provided

Table 12

	WV AP	WV E	WV V	NCOA AP	NCOA E	NCOA V
Barbour	0			5	3	-2
Berkeley	0			15	24	9
Boone	7	4	-3			
Braxton	0			5	4	-1
Brooke	0			5	1	-4
Cabell	0			25	73	48
Calhoun	0			3	11	8
Clay	4	3	-1			
Doddridge	3	0	-3			
Fayette	0			14	15	1
Gilmer	0			2	3	0
Grant	0			4	10	6
Greenbrier	0			11	0	-11
Hampshire	0			12	5	-7
Hancock	0			5	5	0
Hardy	0			5	5	0
Harrison	15	12	-3			
Jackson	0			5	3	-2
Jefferson	0			7	3	-4
Kanawha	32	35	4	7	0	-7
Lewis	0			4	0	-4
Lincoln	0			7	11	4
Logan	0			15	7	-8
McDowell	0			10	8	-2
Marion	0			13	0	-13
Marshall	0			6	1	-5
Mason	0			6	0	-6
Mercer	0			19	11	-8
Mineral	0			10	5	-5
Mingo	0			7	0	-7
Monongalia	5	2	-3	7	1	-6
Monroe	0			4	2	-2
Morgan	0			5	2	-3
Nicholas	0			7	1	-6
Ohio	0			11	10	1
Pendleton	0			3	2	-1
Pleasants	0			3	0	-3
Pocahontas	0			3	0	-3
Preston	5	5	-1			
Putnam	7	1	-6			
Raleigh	5	1	-4	12	12	0
Randolph	0			7	0	-7
Ritchie	0			4	1	-3
Roane	0			5	7	2
Summers	0			5	0	-5
Taylor	5	1	-4			
Tucker	0			3	1	-2
Tyler	0			3	0	-3
Upshur	0			7	3	-4
Wayne	0			14	5	-9
Webster	0			3	4	1
Wetzel	0			5	0	-5
Wirt	0			3	7	4
Wood	0			18	38	20
Wyoming	3	2	-1	4	1	-3
Total	92	67		360	313	

(Source: SCSEPED.org, WV, PY 19)

## ***Equitable Distribution Imbalances and Corrective Steps***

Equitable distribution imbalance is caused by many factors, as shown below, that cause a variance in the slots in the Statewide SCSEP Network. The main variance factor in West Virginia is minimum wage. Due to the rising minimum wage and funding, the number of participants who can be assisted are affected by this factor, and slots must be adjusted. In order to achieve the Modified Positions goal with the factors at hand, the SCSEP Network would have to minimize participant hours to accommodate more participants.

Another cause for imbalance/variance is the State's layout. Majority of our counties are categorized as rural counties and because of this, there are many barriers such as:

- Transportation
- Limited training site opportunities
- Limited hiring entities
- Over income seniors
- Small applicant pool
- Unaware of program

As a State, we want to ensure that we are fully enrolled and want to minimize any variance in SCSEP's equitable distribution enrollee count. How we will attain this goal is by continuing partnership with local WorkForce offices, continue and increase outreach in areas that are under enrolled while curtailing areas that are over enrolled and begin the discussion of interchanging information among National and State Grantees to fulfill the equitable distribution of all urban and rural counties that are under enrolled.

## ***The State's Long-Term Strategy for Achieving Distribution of SCSEP Positions within the State***

West Virginia is divided into 55 counties. The State and National Grantee covers 13 urban counties collectively, with the remaining counties being consider rural. Based on the 2016-2018 Persistent Unemployment data, 36 of the 55 counties in West Virginia are considered having persistent unemployment. Of the 42 rural Counties, 31 show as having persistent unemployment. As stated previously, rural communities face a multitude of barriers. To alleviate the imbalances, the SCSEP Network will continue and increase outreach (i.e., brochures, posters, partnerships and presentations) efforts in the rural counties to ensure that non-profits and government entities are aware of the program.

The State of West Virginia SCSEP Grantee has no authority to move national grantee positions within the state; however, constant contact is maintained with the National. Conversations and recommendations to alleviate variances will continue to be discussed within the statewide SCSEP Network.

Program regulations require SCSEP Grantees to give priority service to individuals with one or more of the following characteristics:

- Veteran or a Spouse of a Veteran
- 65 Years or Older
- Has a Disability
- Has Limited English Proficiency
- Low Literacy Skills
- Resides in Rural Area
- Low Employment Prospects
- Homeless or At Risk of Homelessness
- Failed to Find Employment After Utilizing Services Provided Under Title I
- Severely Low Employment Prospects and Living in an Area of Persistent Unemployment

The statewide SCSEP Network employs the following tactics to ensure that individuals who meet the criteria above are targeted:

- Outreach Materials (brochures and posters) are strategically placed at locations that target our priority of service audience (i.e. Veteran’s Hospitals, shelters, library, rehab disability office etc.)
- Locates offices in culturally and ethnically diverse neighborhoods
- Targets AJC’s
- Presents and collaborates with entities that target low income populations
- Collaborates with National on successful tactics utilized

***Ratio of Eligible Individuals in Each County and State Total Eligibility Population***

**Tables 13** depicts the ratio by percentage of eligible individuals in each service area to West Virginia’s total SCSEP eligible population.

**Table 13-Ratio as a Percentage of Eligible Individuals in Each Service**

County	55 +	Total 55+ Low income population 125% at or below	Ratio as a percentage of eligible individuals in each service area
Barbour	5314	4438	84%
Berkeley	29738	26188	88%
Boone	7605	5937	78%
Braxton	5088	3997	79%
Brooke	8585	7493	87%
Cabell	28523	22864	80%
Calhoun	2870	2350	82%
Clay	2994	2196	73%
Doddridge	2915	2359	81%
Fayette	15042	12310	82%
Gilmer	2140	1687	79%
Grant	4280	3292	77%
Greenbrier	12860	10654	83%
Hampshire	8394	6734	80%
Hancock	11008	9443	86%
Hardy	4732	3964	84%
Harrison	21822	18703	86%
Jackson	9609	7924	82%
Jefferson	15565	14085	90%
Kanawha	63208	50167	79%
Lewis	5422	4621	85%
Lincoln	6794	4753	70%
Logan	11548	9265	80%
Marion	17957	15235	85%
Marshall	11433	9873	86%
Mason	9373	7298	78%
McDowell	6744	4696	70%
Mercer	20978	17057	81%
Mineral	9184	7608	83%
Mingo	8031	6004	75%
Monogalia	22370	19149	86%
Monroe	5211	4445	85%
Morgan	6482	5542	85%
Nicholas	9154	7677	84%
Ohio	14939	13592	91%
Pendleton	2936	2180	74%
Pleasants	2249	1908	85%
Pocahontas	3375	2784	82%
Preston	10719	9148	85%
Putnam	17293	14806	86%
Raleigh	25458	21648	85%
Randolph	9632	8054	84%
Ritchie	3631	2889	80%
Roane	5067	4080	81%
Summers	4923	4031	82%
Taylor	5513	4450	81%
Tucker	2721	2370	87%
Tyler	3267	2797	86%
Upshur	7907	6317	80%
Wayne	13881	11238	81%
Webster	3193	2491	78%
Wetzel	5726	4765	83%
Wirt	2014	1669	83%
Wood	28475	24290	85%
Wyoming	7728	6403	83%
<b>Total</b>	<b>593620</b>	<b>491918</b>	<b>83%</b>

(Source:  
[https://factfinder.census.gov/faces/tables/services/jsi/pages/productview.xhtml?pid=ACS\\_17\\_5YR\\_B17024&prodType=table](https://factfinder.census.gov/faces/tables/services/jsi/pages/productview.xhtml?pid=ACS_17_5YR_B17024&prodType=table) AGE BY RATIO OF INCOME TO POVERTY LEVEL IN THE PAST 12 MONTHS)

### ***Relative Distribution of Eligible individuals***

West Virginia continuously utilizes resources to ensure relative distribution is provided to specific individuals throughout the state. Tables 14-18 illustrates the variation of characteristics that are barriers to employment throughout the state, such as rural locations, greatest economic (income) and social need (75+, language barrier, live alone), limited English proficiency and minority rate in West Virginia. The SCSEP Network will continue its efforts in recruiting these individuals who are most in need of SCSEP benefits and priority of service. The SCSEP network's main goal is to ensure that adequate training is provided to current and past enrollees by providing substantial training opportunities to those most in need to ultimately have the enrollees leave the program more equipped than when they started.

**Table 14- depicts 55+ Races in all West Virginia Counties**

State/County	Hispanic or Latino	White	Black/ African American	American Indian/ Alaska Native	Asian	Native Hawaiian/ Other Pacific Islander	Population 55+ All
West Virginia	3892	555,630	16,202	1,098	2,883	72	579,777
Barbour	51	4,313	10	5	8	-	4,387
Berkeley	496	27,157	1,823	97	347	41	29,961
Boone	37	7,607	49	9	-	-	7,702
Braxton	0	5,056	13	9	-	-	5,078
Brooke	46	8,567	102	-	14	6	8,735
Cabell	157	5,557	1,042	51	221	-	7,028
Calhoun	0	2,818	-	10	-	-	2,828
Clay	24	2,996	-	-	-	12	3,032
Doddridge	0	2,886	-	-	5	-	2,891
Fayette	132	14,516	778	57	22	-	15,505
Gilmer	15	2,188	77	5	13	-	2,298
Grant	20	4,250	70	-	-	-	4,340
Greenbrier	0	12,582	339	-	-	-	12,921
Hampshire	46	8,236	140	105	18	-	8,545
Hancock	100	10,851	277	8	25	-	11,261
Hardy	83	4,679	107	-	-	-	4,869
Harrison	224	21,718	250	7	88	3	22,290
Jackson	0	9,694	-	-	46	-	9,740
Jefferson	303	14,309	998	15	193	-	15,818
Kanawha	257	59,451	3,309	73	386	-	63,476
Lewis	0	5,458	7	28	28	-	5,521
Lincoln	0	6,778	62	8	-	-	6,848
Logan	81	11,375	248	9	20	4	11,737
Marion	119	17,619	477	9	50	-	18,274
Marshall	75	11,475	111	-	-	-	11,661
Mason	111	9,301	-	15	22	-	9,449
McDowell	13	6,301	635	12	-	-	6,961
Mercer	86	19,875	1,064	56	181	-	21,262
Mineral	11	9,082	264	-	9	-	9,366
Mingo	0	7,763	292	-	-	-	8,055
Monongalia	203	21,750	481	20	403	-	22,857
Monroe	168	5,150	59	41	-	-	5,418
Morgan	39	6,474	44	22	5	-	6,584
Nicholas	80	8,975	78	93	39	-	9,265
Ohio	63	14,699	394	1	135	-	15,292
Pendleton	29	2,946	70	-	-	-	3,045
Pleasants	15	2,398	4	-	-	-	2,417
Pocahontas	90	3,438	13	-	-	-	3,541
Preston	52	10,887	82	27	10	5	11,063
Putnam	65	17,196	118	28	70	-	17,477
Raleigh	198	23,564	1,558	116	208	-	25,644
Randolph	24	9,976	45	12	8	-	10,065
Ritchie	0	3,678	5	-	-	-	3,683
Roane	22	5,057	1	15	9	1	5,105
Summers	25	4,970	154	-	-	-	5,149
Taylor	17	5,519	61	-	31	-	5,628
Tucker	13	2,764	-	-	37	-	2,814
Tyler	2	3,312	-	6	11	-	3,331
Upshur	35	7,940	23	11	17	-	8,026
Wayne	67	13,696	91	50	19	-	13,923
Webster	0	3,239	-	10	-	-	3,249
Wetzel	48	5,767	9	7	-	-	5,831
Wirt	16	1,997	-	17	-	-	2,030
Wood	134	28,197	255	30	150	-	28,766
Wyoming	0	7,583	113	4	35	-	7,735
Total	3345	524,160	14,369	996	2,528	31	545,429

(Source: Census Bureau, AFF, B01001A-I, ACS 5 yr. est. 2013-2017)

**Table 15- Greatest Social and Economic Need all Counties**

State/County	Total Population	Greatest Social Need 65+ Living alone	Disability 65+	75 +	Urban	Rural
<b>West Virginia</b>						
Barbour	16589	728	1266	1249	2700	13889
Berkeley	104169	3790	6308	5659	71225	32944
Boone	24629	1077	2262	1601	4579	20050
Braxton	14523	619	1408	1194	0	14523
Brooke	24069	1435	1718	2214	13929	10140
Cabell	96319	5153	6975	7262	75554	20765
Calhoun	7627	376	884	673	0	7627
Clay	9386	310	853	683	0	9386
Doddridge	8202	324	709	633	0	8202
Fayette	46039	2277	4420	3487	19395	26644
Gilmer	8693	312	544	599	3415	5278
Grant	11937	896	1067	1039	2545	9392
Greenbrier	35480	2160	3176	3349	10738	24742
Hampshire	23964	1489	2438	1770	0	23964
Hancock	30676	2176	2483	2928	21378	9298
Hardy	14025	543	1051	1096	2732	11293
Harrison	69099	3557	5113	5389	42498	26601
Jackson	29211	1384	1994	2509	8343	20868
Jefferson	53498	1940	2733	2974	27619	25879
Kanawha	193063	10534	13831	15189	144434	48629
Lewis	16372	731	1263	1308	5077	11295
Lincoln	21720	969	1910	1494	0	21720
Logan	36742	1879	3854	2355	10747	25995
Marion	56418	2895	4346	4433	33014	23404
Marshall	33107	1843	2191	2669	16887	16220
Mason	27324	1673	2281	2200	9561	17763
McDowell	22113	865	2357	1590	3098	19015
Mercer	62264	3852	6521	5259	36903	25361
Mineral	28212	1575	2645	2207	9989	18223
Mingo	26839	1440	2493	1590	2754	24085
Monogalia	96189	3307	4774	4767	70350	25839
Monroe	13502	884	1681	1279	1550	11952
Morgan	17541	1039	1428	1494	0	17541
Nicholas	26233	1380	2432	2110	3369	22864
Ohio	44443	2884	3073	4019	34180	10263
Pendleton	7695	551	784	860	0	7695
Pleasants	7605	348	586	547	3463	4142
Pocahontas	8719	595	940	803	0	8719
Preston	33520	1414	2362	2478	3201	30319
Putnam	55486	2297	3240	3772	35632	19854
Raleigh	78859	4232	7171	6076	47900	30959
Randolph	29405	1704	2202	2400	11061	18344
Ritchie	10449	625	925	873	0	10449
Roane	14926	801	1289	1184	2986	11940
Summers	13927	897	1303	1342	3882	10045
Taylor	16895	956	1418	1312	6808	10087
Tucker	7141	513	620	710	0	7141
Tyler	9208	491	688	782	324	8884
Upshur	24254	1255	1582	1950	8731	15523
Wayne	42481	2304	3908	3300	14789	27692
Webster	9154	473	677	715	0	9154
Wetzel	16583	827	1170	1561	7652	8931
Wirt	5717	368	590	410	0	5717
Wood	86956	4926	6441	6997	63674	23282
Wyoming	23796	988	2416	1588	2645	21151
<b>Totals</b>	<b>1852993</b>	<b>94861</b>	<b>144794</b>	<b>139931</b>	<b>901311</b>	<b>951682</b>

(Source: Census Bureau P2 urban/rural, P1 Total population 2010, Table DP02 ACS 5yr disability & living alone, Table B01001 ACS 75+)

**Table 16 Unemployment Rate 55+ all Counties**

County	Total Population	Unemployed	Employed	Unemployment Rate	Total Population	Unemployed	Employed	Unemployment Rate	Total Population	Unemployed	Employed	Unemployment Rate
Adams	2229	49.30%	48.30%	2.00%	1467	12.70%	12.30%	3.20%	1170	2.70%	2.70%	0.00%
Albany	12033	61.10%	57.40%	6.10%	6498	25.70%	24.70%	3.70%	4528	2.00%	1.00%	50.00%
Albany	3532	34.10%	34.10%	0.00%	1995	7.30%	7.10%	3.40%	1513	2.60%	2.60%	0.00%
Albany	2147	42.00%	39.20%	6.70%	1400	12.90%	11.50%	11.00%	1102	0.90%	0.90%	0.00%
Albany	3664	54.10%	53.10%	1.90%	2303	16.20%	15.10%	7.00%	2343	4.80%	3.90%	18.80%
Albany	11909	54.80%	52.90%	3.50%	7807	19.90%	19.50%	1.90%	7480	4.80%	4.50%	5.60%
Albany	1192	37.70%	35.20%	6.50%	738	15.30%	14.00%	8.80%	620	9.20%	9.20%	0.00%
Albany	1322	28.70%	26.00%	9.20%	790	11.50%	8.60%	25.30%	642	0.00%	0.00%	-
Albany	1127	45.80%	40.80%	10.90%	757	14.40%	14.40%	0.00%	508	2.00%	2.00%	0.00%
Albany	6653	41.80%	41.10%	1.70%	3967	15.70%	15.60%	0.30%	3733	3.10%	3.00%	4.30%
Albany	971	35.70%	31.80%	11.00%	663	10.00%	10.00%	0.00%	529	5.70%	5.70%	0.00%
Albany	1765	69.20%	67.50%	2.50%	1202	36.60%	35.60%	2.70%	860	5.80%	5.80%	0.00%
Albany	5262	56.30%	54.10%	4.00%	3593	14.10%	13.90%	1.40%	3110	1.50%	1.50%	0.00%
Albany	3376	53.90%	51.90%	3.80%	2166	12.50%	12.50%	0.00%	1479	3.80%	3.40%	8.90%
Albany	4433	54.10%	49.40%	8.70%	2875	17.20%	16.90%	1.40%	2867	4.10%	4.10%	0.00%
Albany	1912	59.00%	57.50%	2.60%	1302	15.60%	15.60%	0.00%	900	1.80%	1.80%	0.00%
Albany	9132	52.90%	51.60%	2.40%	5721	16.90%	16.50%	2.20%	5511	3.90%	3.90%	0.00%
Albany	3636	49.30%	48.90%	0.80%	2835	12.50%	12.50%	0.00%	2210	4.40%	3.50%	21.40%
Albany	6420	67.00%	65.00%	3.00%	3507	26.30%	25.70%	2.40%	2409	6.80%	6.80%	0.00%
Albany	26606	60.00%	58.20%	2.90%	16527	22.80%	22.40%	2.00%	15644	4.40%	4.20%	2.90%
Albany	2346	44.50%	43.40%	2.50%	1594	16.00%	16.00%	0.00%	1304	0.80%	0.80%	0.00%
Albany	2960	32.10%	29.80%	7.00%	1941	11.10%	11.10%	0.00%	1301	3.00%	3.00%	0.00%
Albany	5345	34.90%	33.90%	3.00%	2998	11.70%	11.50%	2.00%	2443	3.70%	3.70%	0.00%
Albany	7482	24.70%	24.60%	0.20%	4756	3.80%	3.80%	0.00%	4701	3.10%	3.10%	0.00%
Albany	4999	56.00%	54.50%	2.60%	3043	17.40%	17.40%	0.00%	2778	3.20%	3.20%	0.00%
Albany	3622	50.50%	49.10%	2.80%	2563	12.50%	12.40%	0.80%	1917	2.20%	1.50%	32.80%
Albany	3350	47.60%	44.40%	6.60%	1972	13.10%	11.90%	8.70%	1703	4.40%	4.40%	0.00%
Albany	8897	41.20%	40.00%	3.00%	5768	13.90%	13.60%	2.10%	5239	3.60%	3.60%	0.00%
Albany	3893	54.30%	51.50%	5.00%	2614	13.60%	13.10%	3.40%	2045	3.20%	3.20%	0.00%
Albany	3866	30.80%	29.60%	3.90%	2072	10.20%	10.20%	0.00%	1500	3.70%	3.70%	0.00%
Albany	9054	63.00%	61.90%	1.50%	4909	19.70%	19.40%	1.20%	4614	3.70%	3.50%	5.80%
Albany	2046	50.50%	48.60%	3.70%	1408	13.20%	13.20%	0.00%	1129	3.80%	3.80%	0.00%
Albany	2588	50.60%	48.60%	4.00%	1740	13.70%	12.80%	7.10%	1314	4.70%	3.70%	21.00%
Albany	3886	48.80%	47.30%	3.10%	2541	16.30%	16.30%	0.00%	1860	2.00%	2.00%	0.00%
Albany	6095	66.20%	62.90%	5.00%	3806	22.60%	22.00%	3.00%	4387	4.60%	4.60%	0.00%
Albany	1142	64.70%	64.70%	0.00%	834	27.80%	27.80%	0.00%	789	7.00%	7.00%	0.00%
Albany	1016	56.60%	56.60%	0.00%	655	7.50%	7.50%	0.00%	543	3.50%	3.50%	0.00%
Albany	1411	47.00%	43.50%	7.40%	937	17.00%	17.00%	0.00%	712	3.50%	2.90%	16.00%
Albany	4553	54.10%	51.60%	4.60%	2864	18.80%	18.50%	1.70%	2185	4.10%	3.60%	12.40%
Albany	7301	56.30%	54.90%	2.50%	4516	13.60%	13.20%	3.60%	3174	4.90%	4.80%	1.30%
Albany	11124	44.70%	43.50%	2.70%	6410	14.10%	13.90%	0.90%	6201	3.30%	3.10%	6.90%
Albany	4075	51.10%	48.10%	6.00%	2766	17.90%	16.60%	7.50%	2208	3.10%	3.10%	0.00%
Albany	1517	50.40%	49.20%	2.40%	1036	20.30%	20.30%	0.00%	754	2.50%	2.50%	0.00%
Albany	2216	39.50%	37.50%	5.00%	1444	10.30%	10.30%	0.00%	1040	1.00%	1.00%	0.00%
Albany	2071	46.30%	45.60%	1.60%	1413	8.60%	8.60%	0.00%	1239	1.60%	1.60%	0.00%
Albany	2251	49.00%	47.30%	3.40%	1434	19.50%	19.20%	1.10%	1299	11.00%	11.00%	0.00%
Albany	1110	56.70%	53.90%	4.90%	821	24.40%	24.40%	0.00%	607	12.70%	12.70%	0.00%
Albany	1365	37.10%	36.40%	1.80%	923	10.20%	10.20%	0.00%	747	3.10%	3.10%	0.00%
Albany	3232	48.30%	45.90%	4.90%	2229	14.80%	14.50%	2.40%	1691	6.90%	6.90%	0.00%
Albany	5786	44.10%	42.30%	4.20%	3874	12.20%	12.20%	0.00%	3021	2.50%	2.50%	0.00%
Albany	1426	40.50%	40.00%	1.00%	900	12.60%	12.60%	0.00%	704	1.40%	1.40%	0.00%
Albany	2404	50.20%	47.20%	6.00%	1755	12.00%	11.50%	4.70%	1378	2.00%	2.00%	0.00%
Albany	820	53.20%	47.80%	10.10%	537	6.90%	4.70%	32.40%	327	1.20%	1.20%	0.00%
Albany	11563	54.70%	52.10%	4.70%	7820	17.00%	16.70%	2.00%	6602	4.50%	4.10%	10.70%
Albany	3698	27.80%	27.40%	1.40%	2032	8.60%	8.40%	2.30%	1510	4.40%	4.40%	0.00%
Albany	249,831				157,038	34			134,124			

(Source: Census Bureau ACS S2301)

**Table 17: Limited English Proficiency all Counties**

State/County	Total	65 Years and Over (Estimate)	Speak only English 65+	Speak Spanish 65+	Spanish: Speak English 'Not Well' 65+	Spanish: Speak English 'Not At All' 65+	Other Indo-European 65+	Other Indo-European: Speak English 'Not Well' 65+	Other Indo-European: Speak English 'Not At All' 65+	Speak Asian and Pacific Island 65+	Asian and Pacific Island: Speak English 'Not Well' 65+	Asian and Pacific Island: Speak English 'Not At All' 65+	Speak Other 65+	Other: Speak English 'Not Well' 65+	Other: Speak English 'Not At All' 65+
West Virginia															
Barbour	15,412	3,118	3,108	0	0	0	6	6	0	4	0	0	0	0	0
Berkeley	104,639	15,268	14,953	150	0	10	116	0	0	49	0	0	0	0	0
Boone	21,949	4,082	4,070	12	0	13	0	0	0	0	0	0	0	0	0
Branson	13,577	2,943	2,913	1	1	0	18	0	0	0	0	0	0	0	0
Brooke	22,093	5,040	4,964	11	0	0	55	0	0	0	0	0	10	0	0
Cabell	90,533	16,746	16,499	38	1	0	45	0	0	126	18	0	38	0	0
Calhoun	7,076	1,651	1,615	0	0	0	46	0	0	0	0	0	0	0	0
Clay	8,391	1,677	1,650	12	0	0	0	0	0	15	0	15	0	0	0
Doddridge	8,227	1,663	1,648	7	0	0	8	0	0	0	0	0	0	0	0
Fayette	41,963	8,493	8,408	64	1	2	0	0	0	12	12	0	9	0	0
Gilmer	7,894	1,288	1,278	0	0	0	5	0	0	0	0	0	5	0	0
Grant	11,071	2,668	2,630	10	10	0	14	0	0	0	0	0	14	0	0
Greenbrier	33,688	7,772	7,718	16	0	0	38	3	0	0	0	0	0	0	0
Hampshire	22,337	4,736	4,724	12	0	0	0	0	0	0	0	0	0	0	0
Hancock	26,443	6,340	6,146	40	0	0	124	0	0	0	0	0	30	0	0
Hardy	13,131	2,763	2,641	48	4	0	66	32	0	8	0	0	0	0	0
Harrison	64,456	12,412	12,288	27	0	0	59	0	0	38	0	0	0	0	0
Jackson	27,468	5,537	5,509	0	0	0	0	0	0	28	0	0	0	0	0
Jefferson	52,554	8,149	7,720	144	21	0	182	15	20	50	0	1	50	0	0
Kanawha	177,397	35,257	34,654	50	12	0	319	34	0	70	20	0	164	73	0
Lewis	15,348	3,195	3,156	0	0	0	11	0	0	28	0	0	0	0	0
Lincoln	19,952	3,699	3,699	0	0	0	0	0	0	0	0	0	0	0	0
Logan	32,486	6,955	6,933	4	2	0	12	3	0	6	0	0	0	0	0
Marion	53,257	10,441	10,233	69	0	0	123	0	0	0	0	0	16	0	0
Marshall	30,329	6,432	6,325	0	0	0	83	0	0	24	0	0	0	0	0
Mason	25,539	5,249	5,147	55	0	0	17	0	0	30	22	0	0	0	0
McDowell	18,535	3,762	3,756	0	0	0	0	0	0	0	0	0	6	0	0
Mercer	57,365	12,303	11,987	62	9	0	79	68	0	81	0	0	94	0	44
Mineral	25,987	5,484	5,435	7	7	0	22	0	0	16	0	0	4	4	0
Mingo	23,571	4,180	4,174	0	0	0	6	0	0	0	0	0	0	0	0
Monongalia	98,487	11,750	11,415	32	4	0	177	16	0	114	53	0	12	0	0
Monroe	12,867	3,311	3,295	0	0	0	16	0	0	0	0	0	0	0	0
Morgan	16,721	3,727	3,671	51	0	0	5	0	0	0	0	0	0	0	0
Nicholas	24,144	5,242	5,216	26	0	0	0	0	0	0	0	0	0	0	0
Ohio	40,662	8,665	8,432	14	0	0	145	0	0	29	0	0	45	8	0
Pendleton	6,826	1,793	1,773	0	0	0	16	0	0	4	0	0	0	0	0
Pleasants	7,179	1,349	1,349	0	0	0	0	0	0	0	0	0	0	0	0
Pocahontas	8,147	1,992	1,925	50	0	0	17	0	0	0	0	0	0	0	0
Preston	32,016	6,149	6,091	22	0	0	36	0	0	0	0	0	0	0	0
Putnam	53,373	9,476	9,355	61	0	0	42	0	0	18	0	0	0	0	0
Raleigh	71,098	14,480	14,180	82	32	0	93	73	0	95	0	15	30	0	0
Randolph	27,638	5,898	5,868	0	0	0	30	0	0	0	0	0	0	0	0
Ritchie	9,515	2,110	2,110	0	0	0	0	0	0	0	0	0	0	0	0
Roane	13,626	2,864	2,806	11	0	0	33	0	0	0	0	0	14	0	0
Summers	12,697	2,970	2,949	10	0	0	11	0	0	0	0	0	0	0	0
Taylor	16,017	3,144	3,119	16	0	0	6	6	0	3	0	0	0	0	0
Tucker	6,717	1,688	1,668	9	0	0	9	0	0	0	0	0	2	0	0
Tyler	8,476	1,851	1,845	0	0	0	6	0	0	0	0	0	0	0	0
Upshur	23,239	4,637	4,567	7	0	0	46	0	0	17	0	0	0	0	0
Wayne	38,883	7,846	7,809	0	0	0	7	0	0	0	0	0	0	0	0
Webster	8,162	1,838	1,823	0	0	0	0	0	0	0	0	0	0	0	0
Wetzel	14,993	3,442	3,414	0	0	0	18	0	0	10	0	0	0	0	0
Wirt	5,497	1,060	1,046	0	0	0	14	0	0	0	0	0	0	0	0
Wood	81,079	16,461	16,310	46	22	0	161	0	0	24	10	0	20	0	0
Wyoming	20,531	4,143	4,136	3	0	0	4	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1,734,798</b>	<b>336,329</b>	<b>331,449</b>	<b>1,259</b>	<b>126</b>	<b>33</b>	<b>2,346</b>	<b>264</b>	<b>20</b>	<b>899</b>	<b>135</b>	<b>32</b>	<b>563</b>	<b>85</b>	<b>44</b>

(Source: B16004: AGE BY LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER - Universe: Population 5 years and over)

\*\*\*\*\*for this instance, only 65+ data (except the Total column) was used to better represent our target audience

**Table 18 A- Selected Health Outcomes & Demographics Among West Virginia Residents 55+ by County 2014-2018**

	Fair/Poor Health Weighted Frequency	Fair/Poor Health Prevalence	95% CI	14+ Days limited due to health Weighted Frequency	14+ Days limited due to health prevalence	95% CI
Barbour	1,815	35.1%	25.8-44.3	932	*33.8%	19.7-47.8
Berkeley	7,960	29.4%	25.4-33.3	3,921	26.1%	20.8-31.4
Boone	3,049	45.1%	37.7-52.4	1,773	38.5%	29.5-47.6
Braxton	1,714	36.1%	26.8-45.5	664	*28.2%	16.0-40.4
Brooke	2,242	28.5%	21.8-35.1	975	*25.5%	16.2-34.7
Cabell	8,747	31.8%	27.9-35.8	3,984	28.7%	23.2-34.1
Calhoun	999	39.4%	26.1-52.7	441	*30.7%	13.9-47.5
Clay	1,202	*44.1%	31.6-56.5	390	*26.2%	8.8-43.6
Doddridge	699	*23.1%	12.3-33.8	194	*15.4%	0.0-31.4
Fayette	5,853	41.4%	36.4-46.4	2,793	38.0%	31.1-44.9
Gilmer	649	*28.7%	10.2-47.3	146	*13.0%	0-28.3
Grant	1,658	*42.1%	31.3-52.9	679	*32.0%	17.3-46.8
Greenbrier	4,633	37.5%	32.0-43.0	1,899	31.3%	23.8-38.8
Hampshire	2,414	32.0%	24.7-39.3	1,122	29.5%	19.2-39.8
Hancock	3,111	30.4%	24.1-36.7	1,425	24.7%	17.0-32.6
Hardy	1,309	30.5%	21.2-39.8	566	*26.9%	13.4-40.4
Harrison	6,297	30.7%	26.0-35.5	3,411	32.4%	25.4-39.4
Jackson	3,095	34.1%	27.7-40.4	1,061	22.1%	15.0-29.2
Jefferson	3,433	24.8%	19.1-30.6	1,615	25.4%	17.8-32.9
Kanawha	18,015	31.1%	28.7-33.4	8,426	28.3%	25.1-31.4
Lewis	2,068	39.2%	30.3-48.0	1,020	*35.7%	24.4-46.9
Lincoln	3,427	55.7%	47.6-63.9	1,138	*32.2%	22.1-42.3
Logan	5,767	55.8%	49.1-62.5	2,834	40.5%	32.0-49.0
McDowell	3,106	52.5%	43.7-61.3	1,430	*41.3%	30.3-52.3
Marion	5,761	34.1%	29.1-39.1	2,442	28.6%	21.7-35.6
Marshall	3,225	29.9%	23.6-36.3	1,532	27.5%	18.8-36.2
Mason	2,856	34.4%	27.7-41.0	1,423	33.0%	23.8-42.1
Mercer	8,018	40.2%	35.6-44.9	3,047	27.0%	21.3-32.6
Mineral	3,028	35.6%	28.9-42.4	1,123	26.1%	17.5-34.7
Mingo	4,306	61.1%	54.1-68.1	2,149	42.0%	33.4-50.3
Monongalia	6,345	29.8%	25.2-34.5	3,272	31.1%	23.9-38.2
Monroe	1,871	39.7%	31.0-48.5	993	37.2%	25.4-49.0
Morgan	2,279	37.4%	27.8-47.0	688	20.4%	8.7-32.1
Nicholas	3,531	42.4%	35.8-48.9	1,620	34.2%	25.5-42.9
Ohio	3,548	25.5%	20.6-30.3	1,609	*26.0%	19.1-42.9
Pendleton	1,035	*39.1%	28.4-49.7	236	*20.0%	6.2-33.9
Pleasants	654	*27.7%	15.8-39.6	160	*13.3%	3.6-23.1
Pocahontas	950	*30.8%	19.8-41.8	504	*28.7%	14.3-43.0
Preston	2,926	28.8%	23.1-34.5	1,382	28.5%	19.9-37.1
Putnam	4,625	28.9%	24.2-33.6	2,002	26.4%	19.7-33.1
Raleigh	9,185	39.5%	35.3-43.6	3,902	30.9%	25.6-36.1
Randolph	3,569	37.7%	30.9-44.5	1,716	33.6%	24.4-42.8
Ritchie	973	*30.8%	18.5-43.0	463	*29.2%	10.6-47.8
Roane	2,029	44.4%	35.1-53.6	822	32.1%	20.3-43.9
Summers	1,904	42.2%	33.0-51.3	1,023	*38.6%	26.6-50.6
Taylor	1,666	32.6%	24.3-40.9	746	*27.2%	16.4-38.1
Tucker	804	*28.9%	18.2-39.7	278	*20.8%	7.5-34.0
Tyler	1,194	*39.0%	22.8-55.2	225	*16.6%	3.6-29.6
Upshur	2,776	37.6%	30.5-44.8	1,085	31.8%	22.2-41.4
Wayne	4,677	37.6%	32.1-43.0	2,807	40.1%	32.7-47.6
Webster	1,419	*49.1%	37.4-60.8	579	*41.5%	24.8-58.2
Wetzel	1,546	28.9%	20.6-37.1	422	16.9%	8.2-25.6
Wirt	695	*37.2%	22.1-52.4	421	*34.0%	13.7-54.2
Wood	8,385	31.9%	28.1-35.6	4,215	30.8%	25.5-36.0
Wyoming	3,399	50.0%	41.9-58.2	1,771	39.0%	28.8-49.3
Total	1,077,850	35.5%	34.6-36.3	484,370	30.2%	29.1-31.4

\* Estimates are unreliable due to confidence intervals wider than 20% or relative standard error greater than 30%. Percentages are calculated with unknowns removed.

**Table 18B**

	Annual income below \$25,000 Weighted Frequency	Annual income below \$25,000 prevalence	95% CI	Military Veteran Weighted Frequency	Military Veteran prevalence	95% CI
Barbour	1,464	*42.0%	30.4-53.6	752	14.5%	8.5-20.6
Berkeley	6,545	29.8%	25.3-34.3	6,492	23.9%	20.2-27.6
Boone	1,765	32.9%	25.0-40.9	946	13.9%	8.8-19.0
Braxton	1,719	*46.5%	35.8-57.2	1,086	22.8%	15.0-30.6
Brooke	2,083	31.8%	24.2-39.3	1,682	21.0%	15.0-27.1
Cabell	7,596	34.6%	30.1-39.0	5,406	19.7%	16.2-23.1
Calhoun	1,078	*54.6%	39.6-69.6	387	*15.3%	6.1-24.4
Clay	1,093	*50.9%	36.7-65.1	456	16.7%	8.5-24.9
Doddridge	555	*24.7%	12.7-36.7	452	*14.9%	6.1-23.7
Fayette	5,120	47.5%	41.8-53.1	2,025	14.3%	10.9-17.8
Gilmer	873	*50.4%	27.3-75.6	139	*6.0%	0-14.3
Grant	1,531	*51.9%	39.6-64.3	455	11.5%	5.4-17.5
Greenbrier	4,010	39.7%	33.6-45.8	2,213	17.9%	13.5-22.3
Hampshire	2,364	39.0%	30.3-47.6	1,685	22.3%	15.5-29.2
Hancock	2,894	34.2%	27.3-41.2	1,873	18.3%	13.0-23.6
Hardy	1,547	*48.0%	36.8-59.3	671	15.6%	8.6-22.7
Harrison	6,584	38.0%	32.5-43.4	4,198	20.4%	16.5-24.2
Jackson	2,515	34.7%	27.8-41.7	1,873	20.6%	15.4-25.7
Jefferson	2,677	24.5%	18.1-30.9	2,716	19.9%	14.6-25.1
Kanawha	15,669	33.2%	30.5-35.8	9,947	17.1%	15.3-19.0
Lewis	2,110	*49.9%	39.9-59.9	900	17.1%	9.9-24.2
Lincoln	2,212	46.4%	37.3-55.6	1,033	16.6%	10.6-22.7
Logan	3,683	44.9%	37.2-52.6	1,321	12.7%	8.3-17.1
McDowell	2,796	61.7%	51.9-71.5	746	12.2%	6.2-18.1
Marion	4,314	31.1%	25.7-36.4	3,445	20.3%	16.2-24.3
Marshall	3,170	34.2%	26.9-41.6	1,636	15.2%	10.6-19.8
Mason	2,653	40.8%	33.0-48.6	1,421	16.9%	11.8-22.1
Mercer	6,964	43.8%	38.6-49.0	2,892	14.4%	11.2-17.6
Mineral	2,537	36.5%	29.3-43.6	2,001	23.4%	17.8-29.1
Mingo	3,217	58.8%	50.9-66.6	818	11.6%	7.2-16.1
Monongalia	4,459	25.2%	20.5-29.9	3,697	17.3%	13.7-20.9
Monroe	1,774	46.4%	36.6-56.3	858	18.2%	10.8-25.7
Morgan	1,725	35.9%	25.5-46.3	1,089	17.9%	11.4-24.3
Nicholas	2,921	43.7%	36.5-50.9	1,320	15.8%	11.1-20.5
Ohio	3,253	29.3%	23.7-35.0	2,612	18.5%	13.9-23.1
Pendleton	1,180	*55.6%	43.9-67.2	347	13.1%	5.5-20.7
Pleasants	556	*34.0%	18.1-49.9	470	*19.9%	5.7-34.1
Pocahontas	1,018	*43.9%	30.7-57.1	593	19.1%	9.6-28.5
Preston	3,037	36.6%	29.8-43.4	1,894	18.7%	13.7-23.6
Putnam	3,114	24.1%	19.3-28.9	3,095	19.3%	15.1-23.5
Raleigh	6,472	35.1%	30.6-39.6	3,738	16.0%	13.0-19.0
Randolph	2,986	39.7%	32.4-47.1	1,682	17.8%	12.8-22.7
Ritchie	882	31.5%	18.8-44.1	495	*15.1%	5.6-24.6
Roane	1,931	*48.0%	37.9-58.0	1,094	23.9%	15.3-32.5
Summers	1,285	*38.5%	28.2-48.7	599	13.1%	7.2-19
Taylor	1,702	40.5%	31.2-49.7	1,003	19.6%	12.9-26.4
Tucker	569	*25.8%	15.0-36.7	616	21.9%	11.1-32.7
Tyler	1,039	*43.3%	27.8-58.9	548	*18.1%	5.0-31.1
Upshur	2,316	41.8%	33.5-50.0	1,000	13.5%	8.7-18.2
Wayne	3,994	41.1%	34.9-47.4	2,217	17.7%	13.4-21.9
Webster	1,495	*57.7%	45.5-70.0	404	14.0%	6.1-21.8
Wetzel	1,526	35.1%	26.0-44.2	845	16.0%	9.6-22.4
Wirt	448	*31.5%	16.8-46.2	235	*12.6%	4.5-20.7
Wood	6,592	32.0%	27.8-36.3	4,736	18.0%	14.9-21.1
Wyoming	2,410	43.3%	34.4-51.2	1,024	14.9%	8.7-21.2
Total	909,191	37.4%	36.5-38.4	562,898	18.5%	17.8-19.1

(Source Table 18A-B West Virginia Health Statistics Center, Behavioral Risk Factor Surveillance System)

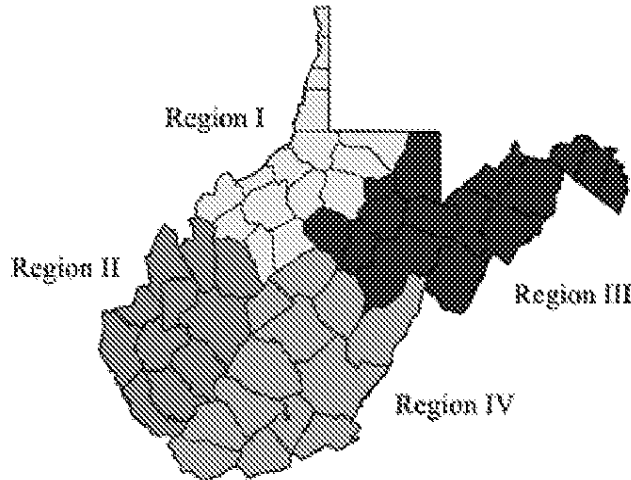
## ***Avoid Disruptions***

In the event new providers are entered into the state, be it National Grantee or State Grantee, we will utilize the Equitable Distribution to ensure that slots are distributed to all grantees. To avoid disruptions to current participants, a conversation with all affected Grantees in the state will be required. Counties with continuous variances will be considered. For a seamless transition, enrollees will be transferred in the SPARQ database, which will allow the avoidance of disruption in service. Per Topic 81 of the SCSEP Data Collection Handbook, all records moved from the “old grantee” to the new are subject to data validation. During the transfer, we will ensure that all supporting documentation is sent via trackable delivery to the “new” grantee.

## **APPENDICES**

## Appendix A - West Virginia Area Agencies on Aging

West Virginia's four Area Agencies on Aging (AAAs) are part of a nationwide network of organizations created by the Older Americans Act for the purpose of developing a comprehensive and coordinated plan that assures seniors have access to needed services and programs. The AAAs contract with county aging providers (senior centers) for the provision of meals, transportation, and other services. They also monitor the providers for programmatic and fiscal compliance.



**Region I Northwestern AAA- Lynn Williams Dipasquale, Executive Director**

Counties Served: Brooke, Calhoun, Doddridge, Gilmer, Hancock, Harrison, Marion, Marshall, Monongalia, Ohio, Pleasants, Ritchie, Tyler, Wetzel, Wirt, Wood

**Region II Metro AAA -- Brenda Landers, Executive Director**

Counties Served: Boone, Cabell, Jackson, Kanawha, Lincoln, Logan, Mason, Mingo, Putnam, Roane, Wayne

**Region III Upper Potomac AAA -- Scott Gossard, Executive Director**

Counties Served: Barbour, Berkeley, Grant, Hampshire, Hardy, Jefferson, Lewis, Mineral, Morgan, Pendleton, Preston, Randolph, Taylor, Tucker, Upshur

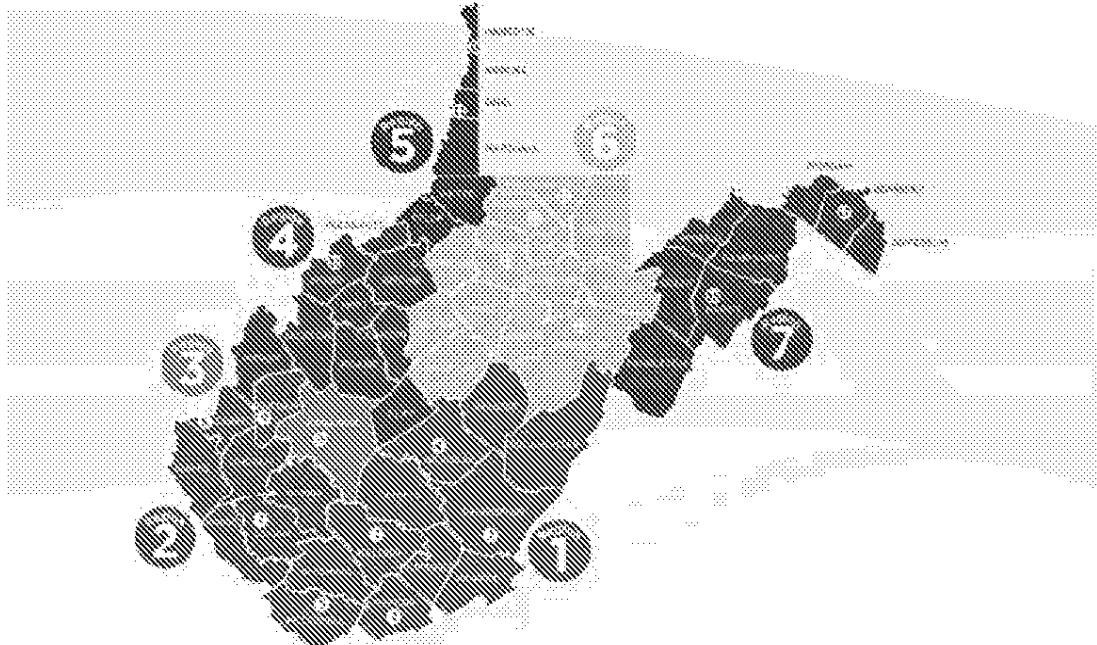
**Region IV Appalachian AAA -- Ramona McNeely-Stanley, Executive Director**

Counties Served: Braxton, Clay, Fayette, Greenbrier, McDowell, Mercer, Monroe, Nicholas, Pocahontas, Raleigh, Summers, Webster, Wyoming

# Appendix B- Workforce WV Development Board



YOUR FUTURE STARTS HERE  
Career Centers



### 1

100 Fairview Drive  
Suite 300  
Martinsburg, WV 26151  
Phone: (304) 261-4700  
Fax: (304) 261-4700

### 2

100 Park Ave., Suite 100  
Martinsburg, WV 26151  
Phone: (304) 434-0000  
Fax: (304) 434-0000

### 3

1001 Pleasant Hill  
Martinsburg, WV 26151  
Phone: (304) 338-0000  
Fax: (304) 338-0000

### 4

100 West Main Street  
Martinsburg, WV 26151  
Phone: (304) 637-2200  
Fax: (304) 637-2200

### 5

1000 Mainway  
Martinsburg, WV 26151  
Phone: (304) 267-0000  
Fax: (304) 267-0000

### 6

1001 New River  
Martinsburg, WV 26151  
Phone: (304) 647-1000  
Fax: (304) 647-1000

### 7

1000 Park Ave., Suite 100  
Martinsburg, WV 26151  
Phone: (304) 638-0000  
Fax: (304) 638-0000

### 8

1000 Lincoln Center  
Martinsburg, WV 26151  
Phone: (304) 433-0000  
Fax: (304) 433-0000

### 9

1000 North Pennsylvania Ave  
Martinsburg, WV 26151  
Phone: (304) 637-0000  
Fax: (304) 637-0000

### 10

1000 Robert C Byrd  
Martinsburg, WV 26151  
Phone: (304) 638-0000  
Fax: (304) 638-0000

### 11

1000 South 5th Street  
Martinsburg, WV 26151  
Phone: (304) 433-0000  
Fax: (304) 433-0000

### 12

100 South Main  
Martinsburg, WV 26151  
Phone: (304) 730-7000  
Fax: (304) 730-7000

### 13

1000 Westgate Plaza  
Martinsburg, WV 26151  
Phone: (304) 730-7000  
Fax: (304) 730-7000

### 14

1000 Westgate Plaza  
Martinsburg, WV 26151  
Phone: (304) 730-7000  
Fax: (304) 730-7000

### 15

1000 Westgate Plaza  
Martinsburg, WV 26151  
Phone: (304) 730-7000  
Fax: (304) 730-7000

### 16

1000 Westgate Plaza  
Martinsburg, WV 26151  
Phone: (304) 730-7000  
Fax: (304) 730-7000

### 17

1000 Westgate Plaza  
Martinsburg, WV 26151  
Phone: (304) 730-7000  
Fax: (304) 730-7000

**Appendix C- Delegation of Authority State Plan Letter**

**State of West Virginia**  
**Delegation of Authority**  
**State Plan**  
**Senior Community Service Employment Program**

I, Jim Justice, Governor of the State of West Virginia, hereby grant authority to Robert E. Roswall, Commissioner of the West Virginia Bureau of Senior Services, to sign and submit, on my behalf, the Senior Community Service Employment State Plan as specified by the U.S. Department of Labor in 20 CFR, Subpart C, Section 641.310.

The West Virginia Bureau of Senior Services is designated by the Federal Administration on Aging as the official State Unit of Aging responsible for the administration of programs funded under the Older Americans Act of 1965, as amended in 2006, and will ensure all requirements are met.

This Delegation of Authority shall be in effect until rescinded.

\_\_\_\_\_  
Jim Justice, Governor

\_\_\_\_\_  
Robert E. Roswall, Commissioner

\_\_\_\_\_  
Date

**Appendix D- Public Comments**

**Public Comments**

## Appendix E- Occupational Demand

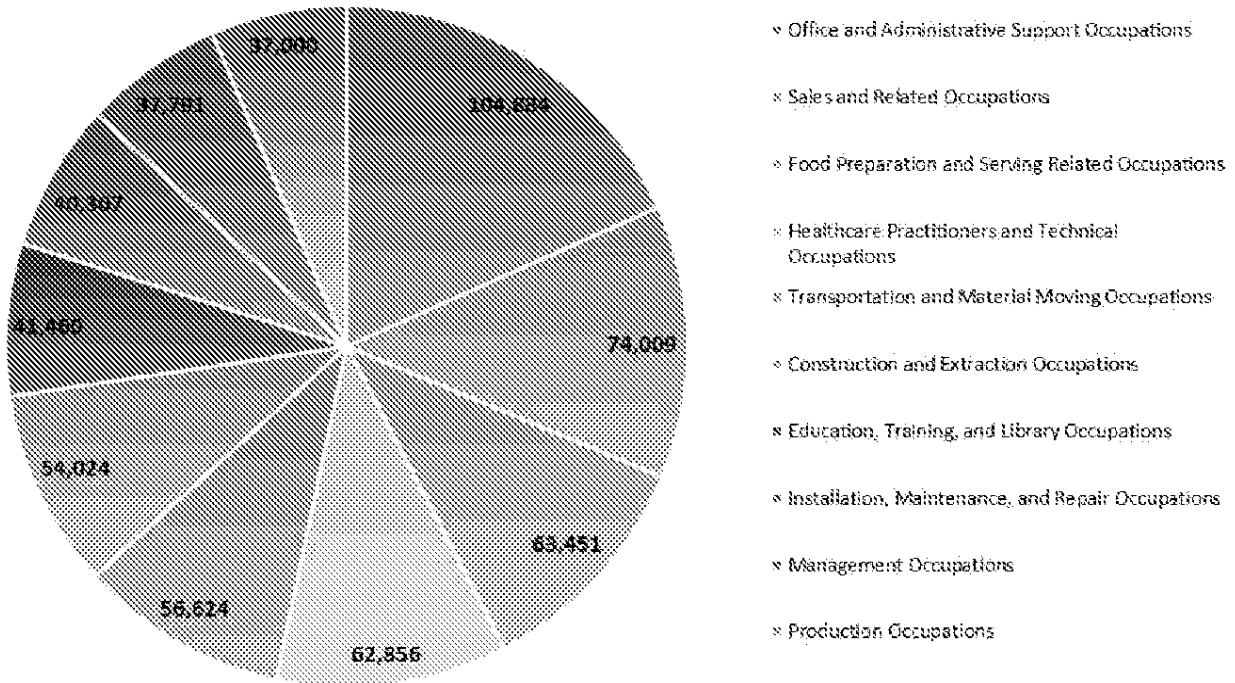
### Occupational Demand 2018-2020

Many outside of our state erroneously believe that most West Virginia workers are employed in the coal-mining industry, but this is hardly the case. Coal mining and other extraction occupations make up only a small part of the entire labor force. As a matter of fact, Construction and Extraction Occupations rank sixth among the top ten employment groups during the 2018-2020 period. Figure 8 shows that the largest employment group is Office and Administrative Support Occupations (104,884). This is followed by Sales and Related Occupations (74,009), Food Preparation and Serving-Related Occupations (63,451), Healthcare Practitioners and Technical Occupations (62,856), and Transportation and Material Moving Occupations (56,624) rounding out the top five.

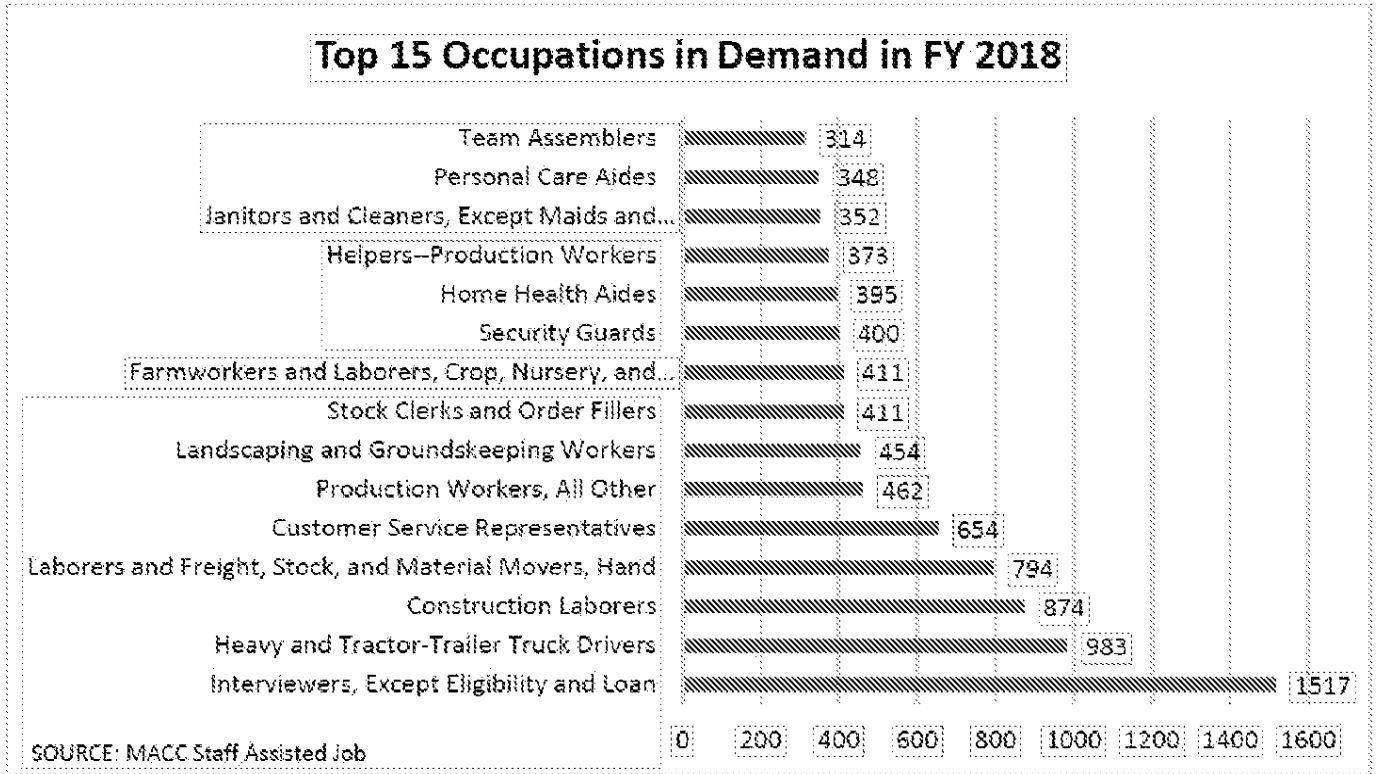
**Figure 8:** Pie Chart of Top 10 Occupational Groups 2018-2020.

(Pie chart is divided into ten sections and contains employment numbers for these largest occupational groups.)

**Top 10 Occupational Groups**  
2018-2020 Short Term Occupational Projections

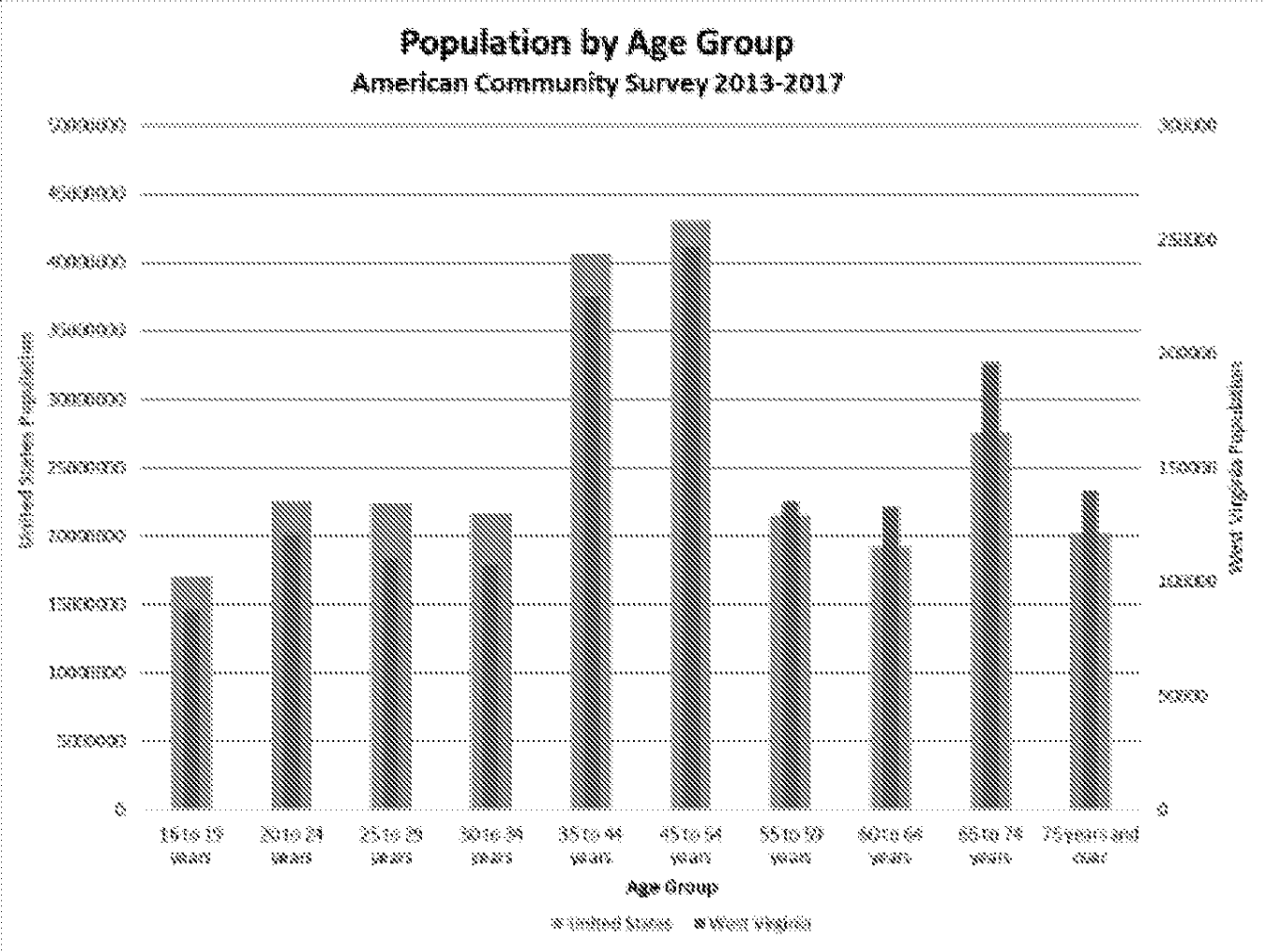


## Appendix F- Top 15 Occupations in Demand



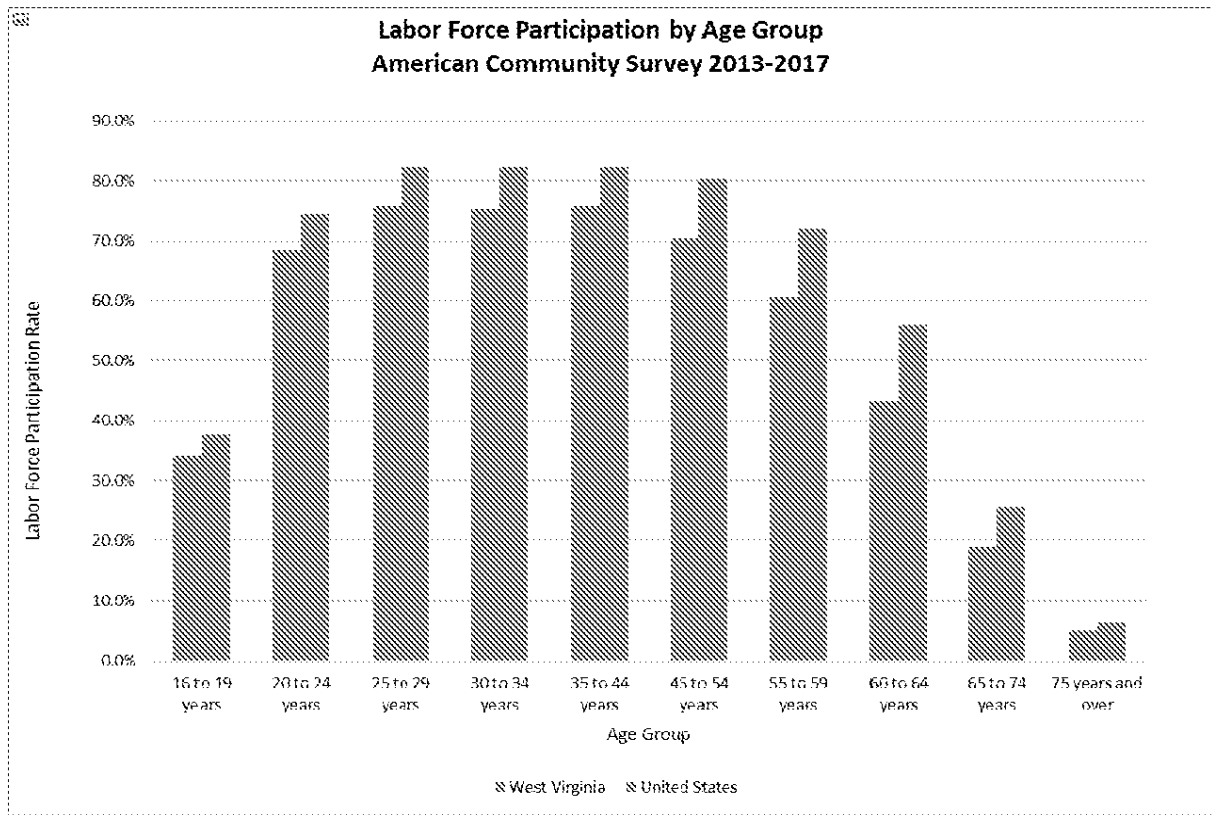
The top job openings by occupational group reported by WorkForce West Virginia in 2018 included Office and Administrative Support Occupations, Transportation and Material Moving Occupations, Construction and Extraction Occupations, Production Occupations, and Building and Grounds Cleaning and Maintenance Occupations. West Virginia employers were seeking workers to fill such positions as Customer Service Representatives, Stock Clerks, Tellers, Medical Secretaries, Drivers/Sales Workers, Heavy and Tractor-Trailer Truck Drivers, Construction Laborers, Team Assemblers, Maids and Housekeeping Cleaners, Landscaping and Groundskeeping Workers, and Janitors and Cleaners.

**Appendix G- Population by Age Group**



(Source ACS 2013-2017)

## Appendix H – Labor Force Participation by Age Group



(Source: AMS 2013-2017)

The U.S. Census Bureau's 2017 5-year estimates American Community Survey (ACS) lists West Virginia's population 16 years of age and older at 1,503,051. Approximately 53.6 percent of this total is in the labor force. The employment to population ratio is 49.7 percent, while the unemployment rate for this population is 7.2 percent.

West Virginians aged 16 to 19 are estimated to number 88,215, 34.2 percent in the labor force. The employment to population ratio for this group is 26.3 percent, and the unemployment rate is 23.0 percent, the highest unemployment rate among all age groups. Many teenagers have difficulty finding or keeping employment because of lack of work experience, and because some employers are unwilling to hire teens due to labor laws and the inconvenience of scheduling around school functions and extracurricular activities. According to WorkForce West Virginia, in 2016, the number of unemployed in this age group who exhausted their unemployment benefits was 31. This number fell to 18 in 2017.

The group containing those 20 to 24 years of age is estimated at 121,171. Of these, 68.5 percent are in the labor force. The employment to population ratio for this group is 59.3 percent, while the unemployment rate is 13.4 percent. In 2016, 937 unemployed in this age group exhausted their unemployment benefits. In 2017, the number fell to 508.

The group containing residents 25 to 29 years old is estimated at 109,573. The labor force participation rate is 75.7 percent, tied with the 35 to 44 years age group for the highest among the established age groups. The employment to population ratio is 67.8 percent, while the unemployment rate for this group is 10.2 percent. In 2016, the number of unemployed in this age group who exhausted their unemployment benefits was 1,690. This number fell to 991 in 2017.

West Virginians aged 30 to 34 years are estimated at 107,256. The labor force participation rate is 75.3 percent, and the employment to population ratio is 69.3 percent. The unemployment rate is 7.6 percent. The number of unemployed in this age group who exhausted their unemployment benefits in 2016 was 1,791. This number fell to 1,141 in 2017.

The age group of those 35 to 44 years old contained 225,425 residents. The labor force participation rate is 75.7 percent. The employment to population ratio is 71.0 percent, the highest among the established age groups. The unemployment rate is 6.1 percent. The number of unemployed in this age group who exhausted their unemployment benefits in 2016 was 3,844. This number declined to 2,497 in 2017 but remained the highest among all age groups.

The group containing those ages 45 to 54 years is estimated at 247,043. The labor force participation rate is 70.5 percent, and the employment to population ratio is 67.1 percent. The unemployment rate for this age group is 4.7 percent. The number of unemployed in this age group who exhausted their unemployment benefits in 2016 was 3,617. This number fell to 2,479 in 2017.

The group containing residents ages 55 to 59 is estimated at 135,068. The labor force participation rate is 60.6 percent and the employment to population ratio is 58.3 percent. The unemployment rate is 3.8 percent. The number of unemployed in this age bracket who exhausted their unemployment benefits in 2016 was 1,677. This number fell to 1,169 in 2017.

West Virginians aged 60 to 64 years numbered 132,974, with a labor force participation rate of 43.3 percent. The employment to population ratio is 41.8 percent, with an unemployment rate of 3.5 percent. The number of unemployed in this age group who exhausted their unemployment benefits in 2016 was 1,260. This number fell to 871 in 2017.

The group containing those ages 65 to 74 years of age is estimated at 196,401, with a labor force participation rate of 19.0 percent. The employment to population ratio is 18.4 percent, and the unemployment rate is 3.1 percent, the lowest among all the age groups. The number of unemployed in this age group who exhausted their unemployment benefits in 2016 was 692. This number fell to 545 in 2017.

The number of West Virginia residents ages 75 and over is estimated at 139,925. The labor force participation rate is 5.1 percent, and the employment to population ratio is 4.9 percent. The unemployment rate is 3.2 percent. The number of unemployed in this age group who exhausted their unemployment benefits in 2016 was 83. This number rose to 93 in 2017, the only age group to see an increase.

# Appendix I- Average Turnover Rate by Age

Turnover rates were highest among the age group of 14-18 years of age (29.0%) and lowest for the age group of 55-64 years of age (4.8%). Also, higher levels of education correspond with lower rates of job turnover, where in 2017, the average turnover rate of those with less than a high school diploma was 9.2 percent compared with 6.4 percent for those with a bachelor's degree or higher.

