

State of Illinois
Senior Community Service Employment Program
State Plan

Program Years (PYs) 2024-2027

Illinois Department on Aging

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The Department would also like to thank the Senior Community Services Employment Program participants, community members, and stakeholders that engaged in the in-person and virtual listening sessions that helped to inform the Plan.

Senior Community Service Employment Program in Illinois

Authorized by the Older Americans Act[1], the Senior Community Service Employment Program (SCSEP) is a community service and workforce development training program administered by the U.S. Department of Labor (DOL). The purposes of the SCSEP are to "foster individual economic self-sufficiency and promote useful part-time opportunities in community service assignments for unemployed low-income persons who are 55 years of age or older, particularly persons who have poor employment prospects, and to increase the number of older persons who may enjoy the benefits of unsubsidized employment in both the public and private sectors" (OAA § 502(a)(1)).

The Illinois Department on Aging (IDoA) serves as the SCSEP State Grantee for the State of Illinois. As the State Unit on Aging (SUA), "[t]he mission of the Illinois Department on Aging is to serve and advocate for older Illinoisans and their caregivers by administering quality and culturally appropriate programs that promote partnerships and encourage independence, dignity, and quality of life" (Illinois Department on Aging, 2024).

IDoA oversees the administration of SCSEP State grantee services throughout the state with two sub-grantee agencies: National Able Network and Community Assistance Programs (CAPs). There are a total of six organizations serving as SCSEP National Grantees statewide: Center for Workforce Inclusion (CWI), Easterseals, Inc., Goodwill Industries International, National Able Network (NAN), National Asian Pacific Center on Aging (NAPCA), and National Caucus and Center on Black Aging (NCBA).

SCSEP State Plan Purpose

The SCSEP State Plan serves as the strategic planning framework for SCSEP services in Illinois[2]. The State Plan is required to be created every four years and is reviewed and modified following the second year of the plan period to ensure timely attention to emerging issues and priorities related to employment and older adult jobseekers. The State Plan serves as the roadmap for collaborative and comprehensive workforce development and employment re-entry for older Illinoisans.

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[1] Section 503(a) of the Older Americans Act (OAA): For a State to be eligible to receive an allotment under section 506, the Governor of the State shall submit to the Secretary for consideration and approval, a single State plan (referred to in this title as the ''State plan'') that outlines a 4-year strategy for the statewide provision of community service employment and other authorized activities for eligible individuals under this title. The plan shall contain such provisions as the Secretary may require, consistent with this title, including a description of the process used to ensure the participation of individuals described in paragraph (2). Not less often than every 2 years, the Governor shall review the State plan and submit an update to the State plan to the Secretary for consideration and approval (Older Americans Act, 2020).

[2] The State Plan is a framework, submitted by the Governor, or the highest government official, in each State, as an independent document or as part of the WIOA Combined State Plan, that outlines a 4-year strategy for the statewide provision of community service employment and other authorized activities for eligible individuals under the SCSEP as described in § 641.302. The State Plan also describes the planning and implementation process for SCSEP services in the State, taking into account the relative distribution of eligible individuals and employment opportunities within the State. The State Plan is intended to foster coordination among the various SCSEP grantees and sub-recipients operating within the State and to facilitate the efforts of stakeholders, including State and local boards under WIOA, to work collaboratively through a participatory process to accomplish the SCSEP's goals. (OAA sec. 503(a)(1).) The State Plan provisions are listed in § 641.325 (82 FR 56869, 2017).

Section One: Economic Projections and Impact

As the SCSEP State Plan serves as the strategic planning framework for the SCSEP program, it is key to review and analyze local, regional, and statewide economic projections for both the State Plan PY24-27 period, as well as long-term economic projections and the impact on various industries and occupations. Incorporating the economic projections and impact into the planning process will help to ensure that the components of the SCSEP program and services will meet the development and job readiness needs of older workers in Illinois.

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1. Long term projections for job growth in industries and occupations in the State that may provide employment opportunities for older workers, and how those relate to the types of unsubsidized jobs for which SCSEP participants will be trained, and the types of skill training to be provided. (20 CFR 641.302(d))

Several industries are projected to increase in Illinois that provide employment opportunities aligned with the priorities, skill levels, and interests of the older adult workforce. The following table lists the industries, expected job position growth, and the annual compound growth rate from 2020 to 2030, as forecasted by the Illinois Department of Employment Security.

North American Industrial Classification System (NAICS Title)	Base Year Employment 2020	Projected Year Employment 2030	Change 2020-2030	Annual Compound Growth Rate
Leisure and Hospitality	458,858	612,602	153,744	2.93
Accommodation and Food Services	395,610	513,546	117,936	2.64
Trade, Transportation, and Utilities	1,186,732	1,285,023	98,291	0.80
Food Services and Drinking Places	364,203	462,179	97,976	2.41
Professional and Business Services	890,779	971,653	80,874	0.87
Health Care & Social Assistance	789,002	855,247	66,245	0.81
Administrative and Support Services	380,792	417,186	36,394	0.92
Retail Trade	556,348	592,583	36,235	0.63
Arts, Entertainment and Recreation	63,248	99,056	35,808	4.59
Ambulatory Health Care Services	254,607	282,244	27,637	1.04

Adapted from: Illinois Department of Employment Security. (n.d.). *Long-Term Industry Projections 2020-2030* [Data set]. https://ides.illinois.gov/resources/labor-market-information/employment-projections.html.

SCSEP participants receive job skills training provided by the SCSEP providers, as well as through community service placements at host agencies and organizations. Participants are placed with specific host agencies based on the skill development objectives listed on the participants' Individual Employment Plans (IEP).

The host agencies currently participating in the SCSEP program are aligned with the industries projected to grow in both the short- and long-term. Host agency site types include not-for-profit

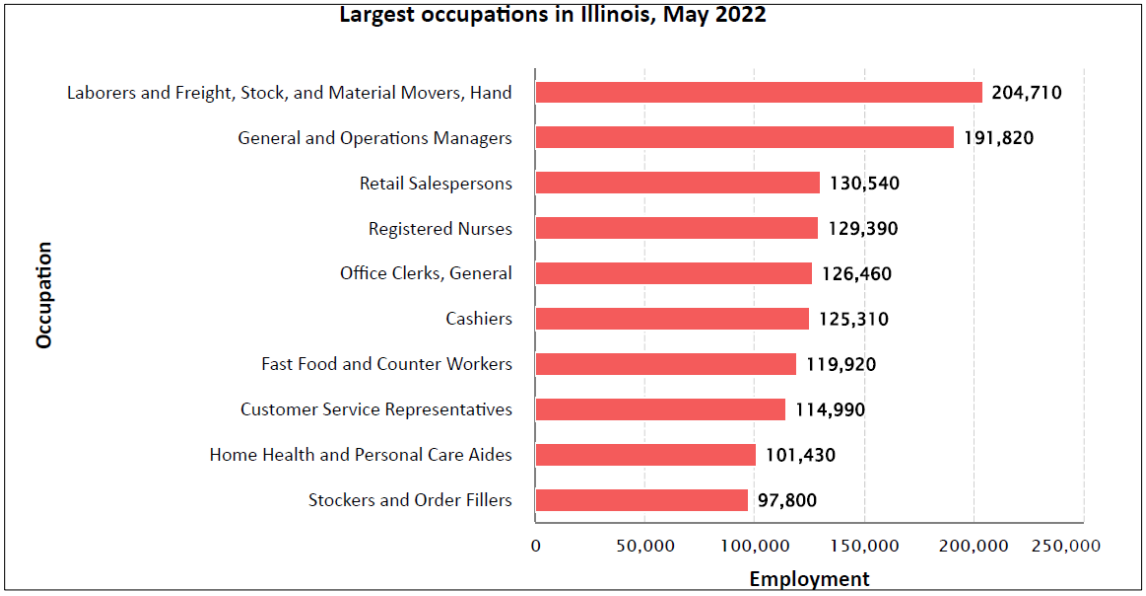
business associations, chambers of commerce, faith-based organizations, senior centers, social service providers, nutrition programs, and local educational institutions.

The job skills provided through training and community service placements include both "hard" and "soft" skills training that assist participants in developing marketable skills for unsubsidized employment opportunities. The "hard" skills training includes basic computer navigation and usage, computer programs and applications, and specific-skills training related to industry expectations and requirements. "Soft" skills training includes interpersonal and communication skills, working within intergenerational environments, customer service, and time management.

During the 2024-2027 State Plan period, IDoA and the Illinois SCSEP network will identify specific knowledge and skill areas needed to support older workers seeking employment in emerging or growing fields. Training sources for the knowledge and skill areas will be identified and the coordination and facilitation of those trainings will be completed with the participants to further their marketable job skills that will lead to successful unsubsidized employment.

2. The current and projected employment opportunities in the State (such as by providing information available under sec. 15 of the Wagner-Peyser Act (29 U.S.C. 491-2) by occupation), and the types of skills possessed by eligible individuals. (20 CFR 641.325(c))

The post-COVID job market has seen a marked increase in the need for workers. As the chart below demonstrates, the current largest occupations in Illinois are consistent with the long-term projections for industries in Illinois (U.S. Department of Labor Statistics, n.d.). The consistency in the types of roles and industries indicates that the training and skill development received in the SCSEP program will benefit the older adult jobseekers both in the current labor market, as well as in the future.



The primary skills required for many of the occupations listed are foundational skills that are included in the training and community service placements offered to all SCSEP participants. IDoA hosted listening sessions with community members, including current SCSEP participants, to help inform the State Plan. Several current SCSEP participants shared the benefits they are experiencing in further developing customer service, communication, teamwork, and related “soft” skills through participation in the program. Additionally, most current participants expressed the benefit of individualized training related to computers and related technological topics.

Section Two: Service Delivery and Coordination

To ensure the SCSEP program is effective and successful in addressing the needs of Illinois job seekers aged 55 and older, a dedicated service delivery model that encompasses strong collaboration and coordination is required. The following section outlines the service delivery and coordination priorities and plan for Program Years 2024 to 2027.

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3. Planned actions to coordinate activities of SCSEP grantees with the activities being carried out in the State under Title I of WIOA including plans for using the WIOA one-stop delivery system and its partners to serve individuals age 55 and older (20 CFR 641.302 (g)); Actions taken and/or planned to coordinate activities of SCSEP grantees in the state with activities carried out in the state under Title I of WIOA (20 CFR 641.325(e)). The Governor, or the highest government official, must seek the advice and recommendations from representatives of the State and local area agencies on aging in the State and the State and local boards established under title I of WIOA. (OAA sec. 503(a)(2).) The State Plan must describe the steps that are being taken to coordinate SCSEP activities within the State with activities being carried out under title I of WIOA. (OAA sec. 503(a)(4)(F).) The State Plan must describe the steps being taken to ensure that the SCSEP is an active partner in each One-Stop delivery system and the steps that will be taken to encourage and improve coordination with the One-Stop delivery system. (20 CFR 641.335)

The COVID pandemic and the resulting service impacts, including the WIOA One-Stop Center building closures created substantial service disruptions for all job seekers, including older adults. Additionally, the WIOA One-Stop Centers, SCSEP providers, and related partners have experienced significant staff turnover in recent years due to several national employment trends. As the workforce development system rebuilds from the pandemic and staffing challenges, including the reopening of the WIOA One-Stop Centers, the Illinois SCSEP State Plan will serve as a collaborative communication and activity coordination plan to ensure that Illinois job seekers aged 55 and older receive the necessary training and supportive services to meet their employment needs.

The WIOA system in Illinois is comprised of sixteen partner programs, including SCSEP. The four core partner programs are the Title IB: WIOA Adult, Dislocated Worker Youth Programs; Title II: Adult Education; Title III: Wagner-Peyser; and Title IV: Vocational Rehabilitation Services. IDoA serves as a partner program under WIOA and is an active member representing older workers at the WIOA Interagency Technical Assistance Team meetings. The Interagency Technical Assistance Team is made up of State agency partners and actively discusses methods and collaborative approaches for Illinois' workforce activities, including the strengths, weaknesses, and future challenges of the workforce.

SCSEP providers are required to fulfill the coordination of services with WIOA activities in each applicable service area. Memorandums of Understanding (MOUs) are negotiated annually and determine the shared costs of the Comprehensive One-Stop Center and local service delivery system. These contributions are mandated and defined under the WIOA Infrastructure Costs (further defined in the Act) and in the Governor's Guidelines for the MOU Agreement and Shared Cost Negotiations.

Currently under WIOA, a SCSEP participant has access to Comprehensive (and satellite) One-Stop Centers, and other available training employment centers. In some local areas, SCSEP providers are co-located at the centers, which assists with co-enrollment in workforce programs that will comprehensively address knowledge and skill development needs of older adult job seekers. SCSEP providers strongly encourage participants to utilize available resources at the Center(s) for job search, resume building, and related training opportunities during the time of active enrollment in SCSEP.

Partially because of the COVID pandemic, programs and services have become siloed and a lack of staff members' knowledge of available programs and services has been identified as a major barrier to the referral process and access to services. An additional priority identified is the need to ensure that each organization serving under WIOA is aware of the roles, responsibilities, and requirements of each organization serving eligible community members and participants. Several actions have been identified to continue developing collaborative, working relationships throughout the workforce development network, including:

- Ensuring effective and efficient communication channels exist by developing and maintaining accurate and up-to-date contact lists that are easily accessible. The contact list at a minimum should include SCSEP state grantee and sub-grantees, SCSEP national grantees operating in Illinois, and the WIOA one-stop centers. Contact names, phone numbers, and email addresses; service areas; services provided; and related service information will be included.

- Continuing active engagement in the Interagency Technical Assistance Team to ensure all core and partner agencies are aware of SCSEP-related service and program updates and changes, as well as to raise the employment-related service priorities and needs of older job seekers.

- Creating opportunities by service area for local employment, SCSEP state and national grantee organizations and agencies, and LWIA staff to prioritize both planning and activity collaboration opportunities.

4. Planned activities to coordinate activities of SCSEP grantees with the activities being carried out in the state under other titles of the OAA. (20 CFR 641.302 (h))

Planned Activities

The SCSEP state grant is overseen by the Office of Older American Services (OOAS), within the Home and Community-Based Services Division at IDoA. OOAS also oversees the administration of Older American Act (OAA) Title III and Title VII funding, along with related programs funded through State General Revenue Funds. The services funded through the OAA include, but are not limited to, information and assistance, outreach, options counseling, nutrition services (congregate meals and home-delivered meals), transportation, and health promotion services.

The co-location of grant oversight provides a strong foundation to coordinate activities effectively and successfully to best support SCSEP participants. IDoA has identified four specific planned activities to increase coordination:

- Organize and facilitate bi-monthly meetings with the Area Agencies on Aging (AAAs) leadership. The meeting venue will be used as a setting to provide detailed information regarding SCSEP services to the AAAs, which will assist in creating or building on existing relationships between SCSEP providers and the AAAs.

- Provide training and technical assistance to the Aging and Disability Resource Networks (ADRNs) to ensure that direct service staff providing information and assistance services are aware of the services available through SCSEP and Title I of WIOA and how to refer interested older adults to employment support services effectively and efficiently.

- Explore the possibility of conducting sessions at the IDoA annual conference as a platform to educate interdisciplinary attendees on the employment-related benefits and services available, including SCSEP.

- Provide linkages for SCSEP providers and in-home care agencies to develop a pipeline for potential work opportunities for SCSEP graduates.

5. Planned actions to coordinate the SCSEP with other public and private entities and programs that provide services to older Americans, such as community and faith-based organizations, transportation programs, and programs for those with special needs or disabilities. (20 CFR 641.302 (i))

Planned Actions to Coordinate with Other Public and Private Entities

Basic needs, including clothing, transportation, and accessibility needs-related costs, often serve as barriers for older adults seeking to engage in employment training and in the unsubsidized labor market. By providing and/or coordinating access to supportive services, SCSEP participants can resolve access issues to those basic needs and can focus on the goals they have set for their employment needs as a part of the SCSEP program.

To assist in facilitating the coordination of supportive services, IDoA will ensure that the state sub-grantee agencies are meeting the requirements for providing supportive services to current participants. Services will include assisting participants with addressing the initial personal costs related to employment that can serve as barriers to accepting a position, including uniform requirements, testing or licensing costs, and transportation to and from employment sites.

Additionally, IDoA will facilitate linkages and collaboration amongst SCSEP providers (both state and national grantees) and local, regional, and state public and community-based health and social service agencies to increase SCSEP providers' knowledge of the agencies and organizations that can provide additional support to participants, as well as, to provide opportunities to expand host site options for

the SCSEP program. IDoA will facilitate linkages for training and technical assistance to increase competencies for coordinating and providing services to older adults that may have additional needs and/or disability accommodations and supports.

6. Planned actions to coordinate the SCSEP with other labor market and job training initiatives. (20 CFR 641.302(j))

Planned Actions to Coordinate with Labor Market and Job Training Initiatives

SCSEP provides services and supports to a job-seeking population that includes a wide spectrum of service and training needs and priorities. The inclusion of diversified labor market and job training initiatives and partners will better prepare SCSEP participants for successful unsubsidized employment opportunities.

Multiple resources exist within local and regional agencies, organizations, and institutions that can positively supplement the services and supports that participants are receiving from their SCSEP providers. IDoA will actively work with the state sub-grantee and the national grantee agencies to ensure that linkages to potential service and training partners are facilitated, including with local college and university systems, community-based organizations, and local chamber of commerce and business associations.

Leveraging the training and services available through a variety of institutions that include a diverse focus of industries will support an older adult job seeking population that has diversified interests and priorities for employment. Examples of the types of training and certification opportunities available to further support SCSEP participants include:

- General Educational Development (GED) Certification
- Test for Adult Basic Education (TABE) Assessments
- English as a Second Language (ESL) Classes
- Employment Field-Specific classes and certifications (Community Health Worker, CNA)
- Literacy and Digital Literacy Trainings
- Computer Skills Training
- Communication and Interpersonal Skills

7. The State's long-term strategy for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment. (20 CFR 641.302(e))

Long-term Strategy for Employer Engagement

Community employer engagement is key to contributing to the placement of SCSEP participants in unsubsidized employment and to ensure sustainability of the SCSEP program. SCSEP not only provides benefits to the individual participants, but also brings many benefits and positive outcomes for the host agencies and employers in local communities as well. The following list of action items for both participant service level, as well as the employer engagement level will help to promote opportunities and successful placements of and SCSEP participants in unsubsidized employment.

Participant Service Level:

- Utilize the Individualized Employment Plan (IEP) and related assessments to identify specific knowledge and skill development areas to focus on during the SCSEP participation for the individual to be most successful when seeking unsubsidized employment opportunities.

- Seek host agency placements that align well with the participant's intended employment goals. The more aligned the host agency's service focus and mission are to the SCSEP participant's priorities and interests, the more likely that the host agency placement may lead to employment with the same organization.

Employer Engagement Activities:

- Coordinate and/or educate local employer networks, business associations, community service and public service organizations regarding the SCSEP program and the benefits of hiring SCSEP participants for unsubsidized employment opportunities.

- Facilitate relationship building between local SCSEP providers and host agencies with local college or related employment placement programs to assist both SCSEP participants, as well as local hiring agencies with completing efficient and effective hiring processes.

8. The State's long-term strategy for serving minority older individuals under SCSEP. (20 CFR 641.302 (c))

Long-term Strategy for Serving Minority Individuals

As the following table demonstrates, in PY 2021, IDoA and the state grant sub-grantee agencies served the overall minority population and Black population at significantly higher percentages than their representation in the Census. The data also identified a service gap to individuals identifying as Hispanic. While Hispanic adults represented 12.4% of the Illinois Census population, Hispanic SCSEP participants represented only 1.1% of program participants.

	SCSEP % Minority	Census % Minority	% Difference
Illinois	81.5	48.9	166.7
Black	73.1	29.1	251.2
Hispanic	1.1	12.4	8.9
Asian	5.9	5.7	103.5
American Indian	.7	.4	N/A
Pacific Islander	.4	.0	N/A

Source: Senior Community Service Employment Program Preliminary Analysis of Service to Minority Individuals, PY 2021

For the PY 2024-2027 SCSEP State Plan period, IDoA commits to continuing to evaluate the data contained in the PY 21 Minority Report, as well as data from individual sub-grantee QPR reports, to identify program and service gaps, outreach and enrollment opportunities, and to develop a strategic plan to increase the enrollment and retention of minority populations in SCSEP with the two sub-grantee agencies. IDoA will assist each sub-grantee in identifying and setting goals to implement local service region strategies to increase the participation rates of older Hispanic adults that meet the eligibility criteria for SCSEP services.

IDoA will work to strengthen the relationships between IDoA and the sub-grantee agencies with the WIOA One-Stop Centers to maximize collaborative efforts to increase the participation of Hispanic older adults and to ensure that the program infrastructure and offerings are developed and implemented in a manner that effectively meets the priorities and needs of participants. The sub-grantees will also continue to utilize person-centered and person-directed practices to ensure that the training and services offered through SCSEP, and host agency placements address the skill areas and needs identified on individual IEPs.

9. The Governor, or the highest government official, must ensure that the State Plan identifies the types of community services that are needed and the places where these services are most needed. The State Plan should specifically identify the needs and locations of those individuals most in need of community services and the groups working to meet their needs. (OAA § 503(a)(4)(E)). (20 CFR 641.330)

Planned Community Services and Locations

Illinois has developed strong and robust community and social service networks that address the needs of communities throughout the state. The graphic below lists just a few of types of services and specific settings under three main service types.

Aging Network	Community and Social Services	Governmental and Public Agencies
• Area Agencies on Aging • Adult Day Services • Care Coordination Units • Congregate Meal/ Home-Delivered Meal Providers	• Community Centers • Public and 501(c)3 Physical and Behavioral Health Organizations • Public and 501(c)3 Community Service Organizations	• Local • County • State • Agencies • Libraries • Parks Systems • Public Schools

The service network systems serve dual roles with the SCSEP program. Community and social service agencies serve as strong host agencies for SCSEP participants, as the organizations are frequently able to offer community service experiences that can help participants to meet several individual IEP goals and objectives.

Additionally, SCSEP placements within these organizations provides vital and necessary supportive services to the larger communities and assists in meeting the needs of older adults in the community that are of greatest economic and social need. Frequently, the community service hours provided by the SCSEP participants provides agencies with capabilities to offer programs and services that may otherwise be limited due to funding and staffing challenges. Several of the SCSEP participants shared during the listening sessions how being able to provide services within their communities not only positively impacted them individually, but also created a positive impact or change that they could see in the larger community.

10. The State's long-term strategy to improve SCSEP services, including planned longer-term changes to the design of the program within the State, and planned changes in the use of SCSEP grantees and program operators to better achieve the goals of the program; this may include recommendations to the Department, as appropriate. (20 CFR 641.302(k))

Long-term SCSEP Services Improvement Strategy

As a part of the SCSEP State Plan planning process, IDoA facilitated a series of meetings and listening sessions with the national grantee agencies operating in Illinois, the state sub-grantees, professional stakeholders, and older adults in the community. Both SCSEP participants and non-participants engaged in the listening sessions. The meetings and listening sessions provided essential information and feedback regarding the needs of “eligible” individuals throughout the State of Illinois, feedback on current SCSEP services, and input on recommendations to improve SCSEP services moving forward. Feedback and recommendations received through the needs assessment meetings organically grouped

into three main categories: outreach and public education; SCSEP provider agency collaboration; and workforce system collaboration.

Outreach and Public Education

- Increase public knowledge of the SCSEP, eligibility for services, and the ways to access services through the development of public education and recruitment materials and resources, as well as collaborative outreach activities to help raise awareness throughout the state.

- Create outreach and public education materials to address the priority points for different audiences, including older adults, family members and friends, local community and social service agencies, and community employers.

SCSEP Provider Agency Collaboration

- Improve communication and collaboration between SCSEP providers servicing shared counties to ensure that potential wait lists, over- and under-enrollment, and related enrollment issues are discussed to reduce the number of vacant positions and to ensure equitable distribution of participant positions.

- Increase agency communication and meeting opportunities to bring together all operating SCSEP providers to share “best practices”; problem-solve larger, systems-wide challenges; and to collaboratively work on long-term strategies to continue to grow the program and services.

Workforce System Collaboration

- Increase active communication and engagement between SCSEP providers and WIOA staff and centers to ensure all stakeholder agencies are aware of the roles, responsibilities, and requirements of all partners serving older adult jobseekers in Illinois.

- Increase active communication and engagement with state agencies that provide complementary programs and services that would benefit SCSEP participants, including disability and rehabilitation services, veteran’s assistance programs, and re-entry support programs.

11. The State's strategy for continuous improvement in the level of performance for entry into unsubsidized employment. (20 CFR 641.302(f))

Continuous Improvement Strategy

Quality assurance and improvement activities are a primary priority for the SCSEP PYs 2024-2027 State Plan and align with the IDoA State Initiative #2, which is to “drive continuous quality assurance and

improvement activities that emphasize person-centered and trauma informed services while maximizing effectiveness of services delivered through the Aging Network."

As the functionality of the Grantee Performance Management System (GPMS) increases, SCSEP state and national grantees will be able to better utilize the reporting features to track required service activities, analyze performance-level data, and determine organizational level objectives throughout the year to meet the performance measure goals.

IDoA will continue to facilitate monthly state sub-grantee meetings to provide group technical assistance. Topics will be determined based on IDoA and sub-grantee reviews of GPMS data and identification of performance trends. Performance measurements will be reviewed quarterly (at a minimum) with the state sub-grantee agencies to discuss actual versus goal performance and to develop plan(s) to address any performance concerns as they arise.

Program monitoring of state sub-grantee agencies will be completed on an annual basis, in part, to provide technical assistance to agencies with the intent of improving performance levels of participants' exit from SCSEP into subsidized employment.

Semi-annual trainings will be offered and facilitated by IDoA to state sub-grantee agencies focusing on service delivery and administrative topics. Training topics will include information and skill-building activities related to goal setting with participants, best practices in employment opportunity identification, and proper documentation of service delivery through the established reporting methods and platforms.

Section Three: Location and Population Served

12. The localities and populations for which projects of the type authorized by OAA Title V are most needed (20 CFR 641.325 (d)).

Illinois is the sixth largest state in the United States with a projected total population of 12,757,634 individuals based on the 2022 U.S. Census Bureau's American Community Survey 5-Year Estimates. The total older adult population, aged 55+, is 3,729,525 and accounts for nearly 30% of the total population. The following table displays the age distribution for the age groups listed:

Age Group	Population	% of Total Population
55-59	847,967	7%
60-64	810,651	6%
65-74	1,212,282	10%
75-84	596,228	5%
85+	262,397	2%

Localities

Illinois has experienced a consistently higher unemployment rate than the national average from 1999 to 2023. In 2023, the average annual unemployment rate in Illinois was 4.6 in comparison to 3.6 for the national average. Within Illinois, the unemployment rate varies widely by county. For example, in January 2024, the lowest rate was 2.3 in Brown County and the highest rate was 8.9 in Boone County. The following table lists the ten counties with the highest unemployment rates for both January 2023 and January 2024, and how the unemployment rates correspond with a state-wide unemployment rate ranking (Illinois Department of Employment Security, 2024).

County	January 2024 Rate	County Unemployment Rate Ranking January 2024	January 2023 Rate	County Unemployment Rate Ranking January 2023
Boone	8.9	1	7.7	1
Bureau	7.5	7	5.8	21
Kankakee	7.5	7	6.4	10
LaSalle	7.6	5	6.5	8
Mercer	7.5	7	6.2	11
Ogle	7.2	10	6.2	11
Pulaski	7.6	5	7.4	3
Putnam	8	2	6.9	6
Scott	8	2	7.5	2
Stark	7.7	4	7.4	3

There are several specific localities and populations that have been identified as "most in need" of SCSEP services. As IDoA, state sub-grantee organizations, and national grantee organizations

implement the SCSEP State Plan objectives and activities, the "most in need" areas and populations will be centered as priority in planning and implementation processes.

Several counties in Illinois are classified as "Persistent Areas of Unemployment." A county is determined to meet the definition of "Persistent Area of Unemployment" if the annual average unemployment rate for the county is 20% higher than the national annual average unemployment rate for two of the last three years.

The following table lists the counties that currently meet the definition of an "Area of Persistent Unemployment" and the number of authorized[3] SCSEP positions allocated to the county. Note: the annual average U.S. unemployment rate for 2023 and 2022 was 3.6% and the rate for 2021 was 5.3%.

Areas of Persistent Unemployment- Unemployment Rate by Year and Authorized Slots

County	2023%	2022%	2021%	Authorized Slots
Alexander	6.3	6.3	8.1	2
Boone	7	6.4	8.7	6
Bureau	5.7	4.4	5.1	3
Christian	5.1	4.6	5.6	5
Clay	5.3	4.6	5.6	2
Cook	4.4	5	6.9	798
Edwards	4.7	4.4	5.4	1
Fayette	4.9	4.3	5.3	4
Franklin	5.5	5.2	6.7	9
Fulton	5.3	4.8	5.8	5
Gallatin	5.4	5	6.2	1
Grundy	4.6	4.9	5.3	5
Hardin	5.5	5.1	7	1
Iroquois	4.6	4.5	4.8	5
Jefferson	4.7	4.6	6.3	5
Johnson	5.8	6.4	6.1	2
Kane	5.1	4.5	6	41
Kankakee	5.8	5.3	6.6	16
Knox	5.5	5.2	6.6	8
LaSalle	5.8	4.9	6	13

County	2023%	2022%	2021%	Authorized Slots
Lawrence	5.3	5.6	6.6	2
Macon	6	5.5	7.7	15
Marion	4.9	4.6	5.9	6
Marshall	5.2	4.6	5.6	2
Mason	5.2	4.5	5.4	2
Massac	5	4.8	5.9	3
Montgomery	5.1	4.6	5.6	4
Ogle	5.4	4.8	5.9	5
Peoria	5.5	5	7.2	24
Perry	5.3	4.9	6.1	3
Pulaski	7.7	6.9	9.5	1
Rock Island	5.1	4.3	5.7	21
St. Clair	4.6	4.3	6.1	37
Saline	5	5	6.8	6
Stark	5.6	4.9	5.6	37
Stephenson	5	4.5	5.6	6
Union	5.4	5.1	5.8	3
Vermillion	5.8	5	6.7	11
Williamson	4.4	4.3	5.7	10
Winnebago	6.2	5.8	8.5	35

Sources: Unemployment data obtained from: Illinois Department of Employment Security, Economic Information and Analysis (2024). *12-Month January-December Averages (Not Seasonally Adjusted), Annual Average Data Counties*; Authorized slots data obtained from: Senior Community Service Employment Program PY22 Equitable Distribution Report.

[3] Authorized positions are defined as "the number of SCSEP enrollment opportunities that can be supported for a 12-month period based on the average national unit cost. The authorized position level is derived by dividing the total amount of funds appropriated for a Program Year by the national average unit cost per participant for that Program Year as determined by the Department. The national average unit cost includes all costs of administration, other participant costs, and participant wage and benefit costs as defined in § 506(g) of the OAA" (Senior Community Service Employment Program; Final Rule, 75 FR 53812, Sept. 1, 2010, as amended at 82 FR 56880, 2017). Modified positions refers to the adjustment in the number of participant positions due to variances in city, county, and state minimum wage rates.

In addition to geographic areas where workforce support is most needed, there are populations identified to be most in need of the types of employment and supportive services offered by SCSEP providers and their partner agencies. Outreach, enrollment, and active engagement for individuals in the "most in need" populations will be prioritized throughout the state.

"Most In Need" Characteristics	
- have a severe disability	- have a disability
- are frail	- reside in a rural area
- are age 75 or older	- are veterans
- are age-eligible but not receiving benefits under title II of the Social Security Act	- have low employment prospects
- reside in an area of persistent unemployment and have severely limited employment prospects	- have failed to find employment after using services provided under title I of the Workforce Innovation and Opportunity Act
- have limited English proficiency	- are homeless or at risk for homelessness
- have low literacy skills	- are "formerly incarcerated"

13. List the cities and counties where the SCSEP project will take place. Include the number of SCSEP authorized positions and indicate if and where the positions changed from the prior year. Describe any current slot imbalances and proposed steps to correct inequities to achieve equitable distribution.

SCSEP Authorized Positions by County

SCSEP services are currently available in 99 out of the 102 counties in Illinois. The following table provides the distribution of SCSEP authorized positions by county and includes both state grantee and national grantee participant positions.

COUNTY_NAME	State Grant	CWI	Easter Seals	Goodwill	National Able Network	NAPCA	NCBA
Adams County	3	0	0	0	0	6	0
Alexander County	0	0	0	2	0	0	0
Bond County	0	3	0	0	0	0	0
Boone County	3	0	0	0	0	3	0
Bureau County	0	0	0	0	0	3	0
Calhoun County	0	0	0	0	1	0	0
Carroll County	0	0	0	0	0	2	0
Cass County	0	0	0	0	2	0	0
Champaign County	0	0	0	0	17	0	0
Christian County	0	0	0	0	5	0	0

Clark County	0	0	0	0	2	0	0
Clay County	0	0	0	2	0	0	0
Clinton County	0	4	0	0	0	0	0
Coles County	0	0	0	0	8	0	0
Cook County	201	174	171	0	0	101	89
Crawford County	0	0	0	3	0	0	0
Cumberland County	0	0	0	0	2	0	0
De Witt County	0	0	0	0	2	0	0
DeKalb County	0	0	0	0	0	7	0
Douglas County	0	0	0	0	1	0	0
DuPage County	20	46	0	0	0	0	0
Edgar County	0	0	0	0	3	0	0
Edwards County	0	0	0	1	0	0	0
Effingham County	0	0	0	0	4	0	0
Fayette County	0	4	0	0	0	0	0
Ford County	0	0	0	0	0	2	0
Franklin County	0	0	0	9	0	0	0
Fulton County	1	0	0	0	0	4	0
Gallatin County	0	0	0	0	1	0	0
Greene County	0	2	0	0	0	0	0
Grundy County	0	0	0	0	0	5	0
Hamilton County	0	0	0	2	0	0	0
Hancock County	2	0	0	0	0	2	0
Hardin County	0	0	0	1	0	0	0
Henderson County	0	0	0	0	0	1	0
Henry County	0	0	0	0	0	6	0
Iroquois County	2	0	0	0	3	0	0
Jackson County	0	0	0	8	0	0	0
Jasper County	0	0	0	2	0	0	0
Jefferson County	0	0	0	5	0	0	0
Jersey County	1	2	0	0	0	0	0
Jo Daviess County	3	0	0	0	0	0	0
Johnson County	2	0	0	0	0	0	0
Kane County	12	0	0	0	0	29	0
Kankakee County	0	16	0	0	0	0	0
Kendall County	0	0	0	0	0	5	0
Knox County	3	0	0	0	0	5	0
LaSalle County	3	0	0	0	0	10	0
Lake County	0	0	0	0	0	56	0
Lawrence County	0	0	0	2	0	0	0
Lee County	1	0	0	0	0	3	0
Livingston County	0	0	0	0	0	4	0
Logan County	1	0	0	0	0	2	0

Macon County	3	0	0	0	12	0	0
Macoupin County	2	4	0	0	0	0	0
Madison County	3	28	0	0	0	0	0
Marion County	0	6	0	0	0	0	0
Marshall County	0	0	0	0	0	2	0
Mason County	0	0	0	0	0	2	0
Massac County	1	0	0	2	0	0	0
McDonough County	1	0	0	0	0	2	0
McHenry County	0	0	0	0	0	20	0
McLean County	7	0	0	0	0	8	0
Menard County	1	0	0	0	1	0	0
Mercer County	0	0	0	0	0	2	0
Monroe County	0	0	0	3	0	0	0
Montgomery County	1	3	0	0	0	0	0
Morgan County	1	0	0	0	3	0	0
Moultrie County	1	0	0	0	1	0	0
Ogle County	0	0	0	0	0	5	0
Peoria County	5	0	0	0	0	19	0
Perry County	0	0	0	3	0	0	0
Piatt County	0	0	0	0	1	0	0
Pike County	0	0	0	0	3	0	0
Pope County	0	0	0	1	0	0	0
Pulaski County	1	0	0	0	0	0	0
Randolph County	0	0	0	4	0	0	0
Richland County	0	0	0	3	0	0	0
Rock Island County	0	0	0	0	0	21	0
Saline County	0	0	0	6	0	0	0
Sangamon County	3	0	0	0	21	0	0
Schuyler County	0	0	0	0	0	2	0
Shelby County	0	0	0	0	4	0	0
St. Clair County	4	33	0	0	0	0	0
Stark County	0	0	0	0	0	1	0
Stephenson County	2	0	0	0	0	4	0
Tazewell County	0	0	0	0	0	12	0
Union County	0	0	0	3	0	0	0
Vermilion County	6	0	0	0	5	0	0
Wabash County	0	0	0	2	0	0	0
Warren County	0	0	0	0	0	2	0
Washington County	0	0	0	2	0	0	0
Wayne County	0	0	0	2	0	0	0
White County	0	0	0	3	0	0	0
Whiteside County	0	0	0	0	0	6	0
Will County	3	40	0	0	0	0	0

Williamson County	0	0	0	10	0	0	0
Winnebago County	18	0	0	0	0	17	0
Woodford County	0	0	0	0	0	3	0

Source: Senior Community Service Employment Program PY22 Equitable Distribution Report

There were no position changes from the prior year. During PY 2024, IDoA will meet with all state sub-grantee and national grantee agencies to identify any potential slot imbalances and if identified, will propose allocation changes to correct any identified inequities to ensure equitable distribution exists throughout Illinois.

14. Explain the state's long-term strategy for achieving an equitable distribution of SCSEP positions within the state that moves positions from over-served to underserved locations within the State in compliance with (20 CFR 641.365); (20 CFR 641.302(a)(2); (20 CFR 641.520- (20 CFR 641.302(a)), 641.365)

- *Equitably serves both rural and urban areas (20 CFR 641.302(a)(2) and*
- *Serves individuals afforded priority for service under 20 CFR 641.520. (20 CFR 641.302(a), 641.365)*

Long-term Equitable Distribution Strategy

Maintaining equitable distribution is a key priority to ensure that SCSEP services are available to older adult workers, especially in underserved areas of the state. IDoA has identified several methods and opportunities to facilitate the reduction of the number of counties that are currently under-served and to increase the number of modified positions utilized by participants.

Outreach and recruitment are two activities that many SCSEP providers have reported are challenging to conduct, especially within the more rural areas[4]. Limited knowledge of the programs is one of the challenges driving under-enrollment in rural areas. IDoA's statewide initiative to increase public visibility of older adult programs and services available through the aging network in Illinois will serve as an avenue to increase public knowledge of the SCSEP program. The specific methods of public awareness and outreach will vary across the state to align with regional differences in communication and media options as well as community preferences. Public awareness and outreach materials and methods will be crafted to intentionally focus on and reach the populations deemed "most in need" and afforded priority for services. IDoA will work collaboratively with the state sub-grantee agencies to review and revise outreach materials to distribute throughout the Illinois Aging Network.

[4] In Illinois the classification of an urban or rural area is measured by the Metropolitan Statistical Areas (MSA). A MSA consists of one or more counties containing a city of 50,000 or more inhabitants or containing a Census Bureau defined urbanized area (UA) and have a total population of at least 100,000 (75,000 in New England). Counties containing the principal concentration of population (the largest city and surrounding densely settled area) are components of the MSA. Additional counties qualify to be included by meeting a specified level of commuting to the counties containing the population concentration and by meeting certain other requirements of metropolitan character, e.g., a specified minimum population density or percentage of the population that is urban.

IDoA hosts monthly SCSEP sub-grantee meetings and includes performance management, quality assurance, and quality improvement topics at each meeting. The Equitable Distribution report results are included as an agenda item to further the development of action plans to improve equitable distribution as a state grantee unit. IDOA will assist each sub-grantee agency in identifying areas of opportunity and the development of an action plan, including smart goals, to assist with the equitable distribution of the modified slots within the Illinois State grant.

Addressing over- and under-enrollment in Illinois counties has been identified as a priority for all SCSEP providers in Illinois. IDoA intends to create quarterly or semi-annual meeting opportunities to bring the state sub-grantee and the national grantee agencies together to discuss topics of interest to the group, including challenges with both over- and under-enrollment. The meetings will serve as a process development incubator and a space to receive peer technical assistance on approaches to meeting enrollment goals.

15. The ratio of eligible individuals in each service area to the total eligible population in the State; (20 CFR 641.325(a))

The population estimate in Illinois is equal to 12,757,634 and includes a total of 3,729,525 adults ages 55 and older. Due to the limitations of the American Community Survey data age groupings, it is not possible to report population estimates for many of the "most in need" variables, as the data begins at age sixty (60). The following data and table include adults 60 years of age and older.

Approximately, 272,596 (9.5%) adults 60 years and older are living at or below the poverty level. The following table provides the ratio of eligible individuals per county within in the State of Illinois.

Eligible Individuals by Service Area

COUNTY	AGE 60+	AGE 60+ AND POVERTY	% 60+ AND POVERTY		COUNTY	AGE 60+	AGE 60+ AND POVERTY	% 60+ AND POVERTY
Adams	17,528	1,782	10.2%		Livingston	9,761	774	7.9%
Alexander	1,646	316	8%		Logan	7,114	689	9.7%
Bond	4,002	405	10%		Macon	28,156	2,574	9.1%
Boone	12,247	837	6.8%		Macoupin	12,927	1,448	11.2%
Brown	1,274	102	8.0%		Madison	65,569	5,374	8.1%
Bureau	9,621	856	8.9%		Marion	9,914	908	9.2%
Calhoun	1,437	42	3.0%		Marshall	3,723	277	7.4%
Carroll	4,886	311	6.4%		Mason	3,930	295	7.5%
Cass	3,122	372	12.0%		Massac	4,025	328	8.1%
Champaign	38,130	3,003	7.9%		McDonough	6,708	572	8.5%
Christian	9,104	1,006	11.0%		McHenry	68,899	3,767	5.5%

Clark	4,180	270	6.5%		McLean	33,222	2,958	8.9%
Clay	3,647	393	10.8%		Menard	3,498	194	5.5%
Clinton	9,166	620	6.8%		Mercer	4,491	351	7.8%
Coles	11,565	1,097	9.5%		Monroe	9,127	485	5.3%
Cook	1,110,904	135,056	12.1%		Montgomery	8,098	878	10.8%
Crawford	4,975	394	8.0%		Morgan	9,458	704	7.4%
Cumberland	2,911	274	9.4%		Moultrie	3,734	170	4.6%
De Witt	4,199	231	5.5%		Ogle	13,755	974	7.1%
DeKalb	18,696	1,246	6.7%		Peoria	43,710	4,699	10.8%
Douglas	4,954	432	8.7%		Perry	5,385	465	8.6%
DuPage	214,726	12,791	6.0%		Piatt	4,693	277	5.9%
Edgar	5,310	502	9.5%		Pike	4,197	478	11.4%
Edwards	1,819	188	10.3%		Pope	1,290	159	12.3%
Effingham	8,634	754	8.7%		Pulaski	1,585	378	23.8%
Fayette	5,749	619	10.8%		Putnam	1,890	49	2.6%
Ford	3,644	256	7.0%		Randolph	8,657	923	10.7%
Franklin	10,184	1,404	13.8%		Richland	4,215	495	11.7%
Fulton	9,498	754	7.9%		Rock Island	38,265	3,488	9.1%
Gallatin	1,622	270	16.6%		Saline	6,843	893	13.0%
Greene	3,414	295	8.6%		Sangamon	49,292	3,989	8.1%
Grundy	10,796	586	5.4%		Schuyler	2,256	412	18.3%
Hamilton	2,327	228	9.8%		Scott	1,440	151	10.5%
Hancock	5,658	514	9.1%		Shelby	6,381	535	8.4%
Hardin	1,401	98	7%		St. Clair	59,867	5,748	9.6%
Henderson	2,255	74	3.3%		Stark	1,649	128	7.8%
Henry	13,715	1,123	8.2%		Stephenson	13,971	1,153	8.3%
Iroquois	8,126	722	8.9%		Tazewell	34,740	2,356	6.8%
Jackson	11,354	1,366	12.0%		Union	5,022	508	10.1%
Jasper	2,664	242	9.1%		Vermilion	19,572	1,937	9.9%
Jefferson	9,580	767	8.0%		Wabash	3,289	288	8.8%
Jersey	5,853	432	7.4%		Warren	4,451	435	9.8%
Jo Daviess	8,032	468	5.8%		Washington	3,985	254	6.4%
Johnson	3,497	299	8.6%		Wayne	4,682	457	9.8%
Kane	105,861	7,263	6.9%		White	4,298	567	13.2%
Kankakee	25,876	2,730	10.6%		Whiteside	15,873	1,052	6.6%
Kendall	20,062	882	4.4%		Will	137,115	7,831	5.7%
Knox	14,445	1,646	14.4%		Williamson	17,865	1,747	9.8%
Lake	152,529	9,881	6.5%		Winnebago	70,305	6,389	9.1%
LaSalle	28,710	2,393	8.3%		Woodford	9,915	730	7.4%
Lawrence	3,837	347	9.0%		Chicago City	508,887	84,545	16.7%
Lee	9,379	966	10.3%		Cook (less Chicago)	602,017	50,511	8.4%

Source: U.S. Census Bureau, 2023. *American community survey 5-year data (2009-2020).*

16. Provide the relative distribution of eligible individuals who:

- *Reside in urban and rural areas within the state.*
- *Have the greatest economic need.*
- *Are minorities.*
- *Are limited English proficient.*
- *Have the greatest social need. (20 CFR 641.325(b)).*
- *Formerly incarcerated individuals, as defined in TEGL 17-20.*

Eligible Individuals Distribution

The following table provides the demographic picture of the state's older adult population by county. The table was created utilizing data from the 2022 U.S. Census Bureau's American Community Survey 5-Year Estimates.[5] The table provides the distribution of eligible individuals residing in rural and non-rural areas, those with greatest economic need, those that are minorities, and the additional "greatest social need" status of living alone.

Data regarding eligible individuals that are limited English proficient and formerly incarcerated individuals is provided beginning on page 27.

State-Wide Summary

- 86% (2,486,595) reside in a non-rural area and 14% (394,963) in a rural area.
- 9.5% (272,596) are living at or below the poverty level.
- 27% (788,999) identify as racial/ethnic minority, including Hispanic, Black or African, American Indian, Asian, Pacific Islander, and Multiracial.
- 25% (724,695) report living alone.

American Community Survey Older Adult Demographics, by County

COUNTY	60+	65+	75+	85+	POVERTY	MINORITY	LIVING ALONE	RURAL
Adams	17,528	13,151	6,002	1,923	1,782	858	4,920	17,528
Alexander	1,646	1,236	500	124	316	475	520	
Bond	4,002	3,026	1,282	473	405	231	1,250	
Boone	12,247	8,692	3,494	1,034	837	1,512	2,795	
Brown	1,274	940	408	131	102	66	360	1,274
Bureau	9,621	7,415	3,291	913	856	574	2,480	9,621
Calhoun	1,437	1,080	488	156	42	19	285	
Carroll	4,886	3,727	1,594	387	311	174	1,285	4,886
Cass	3,122	2,331	911	353	372	283	925	3,122
Champaign	38,130	27,749	11,274	3,398	3,003	6,780	9,885	

[5] Due to the limitations caused by the age categories utilized in the American Community Survey, the data utilized in this table for poverty, minority status, living alone, and rural include adults ages 60 and older.

Christian	9,104	6,602	2,969	833	1,006	236	2,950	9,104
Clark	4,180	3,009	1,297	426	270	104	940	4,180
Clay	3,647	2,727	1,149	454	393	105	960	3,647
Clinton	9,166	6,531	2,783	815	620	346	2,525	
Coles	11,565	8,478	3,622	1,350	1,097	477	3,210	11,565
Cook	1,110,904	793,931	330,523	103,309	135,056	529,839	295,660	
Crawford	4,975	3,637	1,539	445	394	153	1,485	4,975
Cumberland	2,911	2,127	874	363	274	81	695	2,911
De Witt	4,199	3,039	1,276	334	231	117	1,265	4,199
DeKalb	18,696	13,559	5,541	1,587	1,246	1,776	4,185	
Douglas	4,954	3,654	1,648	581	432	248	1,255	4,954
DuPage	214,726	153,019	62,014	18,224	12,791	47,609	45,385	
Edgar	5,310	3,920	1,778	474	502	115	1,440	5,310
Edwards	1,819	1,338	578	169	188	41	510	1,819
Effingham	8,634	6,203	2,641	955	754	181	2,170	8,634
Fayette	5,749	4,118	1,847	514	619	114	1,465	5,749
Ford	3,644	2,524	1,151	404	256	114	985	3,644
Franklin	10,184	7,741	3,325	862	1,404	283	3,650	10,184
Fulton	9,498	6,938	2,909	790	754	246	2,730	
Gallatin	1,622	1,227	563	125	270	64	520	1,622
Greene	3,414	2,402	1,037	288	295	75	900	3,414
Grundy	10,796	7,564	2,996	931	586	729	2,400	
Hamilton	2,327	1,767	831	268	228	77	625	2,327
Hancock	5,658	4,162	1,818	564	514	127	1,535	5,658
Hardin	1,401	1,136	493	111	98	57	365	1,401
Henderson	2,255	1,660	766	272	74	53	545	2,255
Henry	13,715	10,311	4,407	1,380	1,123	575	3,435	
Iroquois	8,126	5,904	2,654	678	722	378	2,100	8,126
Jackson	11,354	8,523	3,442	1,234	1,366	1,678	3,480	
Jasper	2,664	1,862	793	230	242	73	505	2,664
Jefferson	9,580	7,255	3,033	810	767	642	2,380	9,580
Jersey	5,853	4,276	1,841	485	432	208	1,530	
Jo Daviess	8,032	6,344	2,689	741	468	220	1,825	8,032
Johnson	3,497	2,613	1,120	366	299	152	755	
Kane	105,861	75,215	29,979	7,909	7,263	26,227	21,685	
Kankakee	25,876	18,495	7,793	2,238	2,730	4,294	6,390	
Kendall	20,062	14,312	5,380	1,523	882	4,277	3,450	
Knox	14,445	10,844	4,700	1,327	1,646	1,069	4,650	14,445
Lake	152,529	106,790	42,704	13,079	9,881	35,189	31,380	
LaSalle	28,710	20,944	8,865	2,706	2,393	1,776	7,305	28,710
Lawrence	3,837	2,730	1,187	367	347	141	1,095	3,837
Lee	9,379	6,999	3,019	1,003	966	628	2,565	9,379
Livingston	9,761	7,079	3,113	1,163	774	387	2,605	9,761

Logan	7,114	5,301	2,383	895	689	260	1,835	7,114
Macon	28,156	21,037	9,013	2,882	2,574	3,951	8,005	
Macoupin	12,927	9,288	3,923	1,354	1,448	340	3,180	
Madison	65,569	46,996	19,759	5,521	5,374	5,898	16,830	
Marion	9,914	7,405	3,098	952	908	546	3,185	9,914
Marshall	3,723	2,758	1,223	389	277	89	870	
Mason	3,930	2,989	1,313	360	295	86	1,120	3,930
Massac	4,025	2,930	1,374	404	328	396	935	4,025
McDonough	6,708	5,144	2,269	826	572	319	2,225	6,708
McHenry	68,899	48,285	18,619	5,216	3,767	6,821	13,505	
McLean	33,222	23,884	9,484	2,755	2,958	3,211	8,775	
Menard	3,498	2,451	974	283	194	87	780	
Mercer	4,491	3,381	1,490	417	351	118	1,030	
Monroe	9,127	6,423	2,669	932	485	233	1,625	
Montgomery	8,098	5,927	2,670	867	878	211	2,210	8,098
Morgan	9,458	6,764	2,973	1,121	704	410	2,630	9,458
Moultrie	3,734	2,730	1,175	405	170	72	1,065	3,734
Ogle	13,755	9,961	4,437	1,575	974	824	3,610	13,755
Peoria	43,710	32,044	13,581	4,335	4,699	7,435	12,880	
Perry	5,385	4,095	1,753	542	465	258	1,440	5,385
Piatt	4,693	3,383	1,445	524	277	84	960	
Pike	4,197	3,174	1,440	592	478	98	1,290	4,197
Pope	1,290	946	354	117	159	61	340	1,290
Pulaski	1,585	1,170	461	102	378	529	545	1,585
Putnam	1,890	1,324	533	128	49	75	340	1,890
Randolph	8,657	6,212	2,760	890	923	382	2,135	8,657
Richland	4,215	3,180	1,481	344	495	130	1,100	4,215
Rock Island	38,265	28,436	12,111	3,460	3,488	5,520	10,965	
Saline	6,843	4,875	2,122	800	893	361	2,320	6,843
Sangamon	49,292	36,316	14,624	4,371	3,989	5,379	14,390	
Schuyler	2,256	1,669	688	151	412	58	445	2,256
Scott	1,440	1,018	449	144	151	30	325	1,440
Shelby	6,381	4,816	2,107	607	535	123	1,580	6,381
St. Clair	59,867	42,018	16,629	5,203	5,748	17,658	17,145	
Stark	1,649	1,225	529	123	128	54	440	
Stephenson	13,971	10,538	4,685	1,537	1,153	1,188	3,585	13,971
Tazewell	34,740	25,399	10,975	3,496	2,356	905	8,635	
Union	5,022	3,903	1,814	556	508	252	1,425	5,022
Vermilion	19,572	14,696	6,286	1,690	1,937	2,148	6,055	
Wabash	3,289	2,476	1,111	414	288	140	955	3,289
Warren	4,451	3,258	1,389	483	435	295	1,215	4,451
Washington	3,985	2,860	1,249	296	254	65	1,030	3,985
Wayne	4,682	3,510	1,631	594	457	114	1,440	4,682

White	4,298	3,221	1,575	618	567	117	1,275	4,298
Whiteside	15,873	11,687	5,032	1,541	1,052	1,369	4,345	15,873
Will	137,115	95,701	37,284	10,132	7,831	35,154	24,810	
Williamson	17,865	12,920	5,384	1,446	1,747	919	5,105	
Winnebago	70,305	51,253	21,335	7,386	6,389	11,749	18,450	
Woodford	9,915	7,074	3,031	1,042	730	224	2,120	
TOTAL	**2,881,558**	**2,070,907**	**858,625**	**262,397**	**272,596**	**788,999**	**724,695**	**394,963**

Source: U.S. Census Bureau, 2023. *American community survey 5-year data (2009-2020).*

Another "in-need" population is older workers with Limited English Proficiency (LEP). The Migration Policy Institute tabulated the following language data utilizing the U.S. Census Bureau's 2022 American Community Survey (ACS) and Decennial Census. The data for the ages 18-64 group is included to ensure the data includes those adults 55-64. Due to the age group limitations, it is not possible to extract the data for ages 55-64 to include in the table.

A total of 15.9% of adults ages 18-64 that reported speaking Spanish or another language other than English at home and speaking English less than "very well". For adults 65 and older that reported speaking Spanish or another language other than English at home, the rate of reporting speaking English less than "very well" was 14.4%.

Language Spoken at Home (by Age and English Proficiency)	Number	%
Ages 18-64	**7,700,886**	**100.00%**
Speak only English	5,701,615	74.00%
Speak language other than English	1,999,271	26.00%
Speak English "very well"	1,253,599	16.30%
Speak English less than "very well" (LEP)	745,672	9.70%
Speak Spanish	1,167,529	15.20%
Speak English "very well"	690,530	9.00%
Speak English less than "very well" (LEP)	476,999	6.20%
65 and Older	**2,164,940**	**100%**
Speak only English	1,802,306	83.20%
Speak language other than English	362,634	16.80%
Speak English "very well"	147,328	6.80%
Speak English less than "very well" (LEP)	215,306	9.90%
Speak Spanish	149,490	6.90%
Speak English "very well"	51,162	2.40%
Speak English less than "very well" (LEP)	98,328	4.50%

Source: State Language Data - Illinois. Migration Policy Institute, 2022.

The LEP populations in the state of Illinois are highly concentrated in the Northeastern region of the state, with Spanish being the most spoken language. A map of Illinois demonstrating the distribution of LEP populations based upon language and PSA is included in Attachment C.

In December 2023, the Illinois Department of Corrections reported a total of 1,632 parolees aged 55 and older discharged to a residential address within the state. Ninety-six percent (96%) of parolees were male, 50.5 were a member of a racial minority, and 5.4% were veterans.

In analyzing the dataset based on the county of residence at the time of discharge, the top ranking fifteen counties account for over 80% of the statewide parolee population ages 55 and older.

	County of Residence at Discharge	Number of Parolees Age 55+	% of Statewide Parolees 55+
1	Cook	737	45.0%
2	Winnebago	68	4.2%
3	Schuyler	60	3.7%
4	Lake	57	3.5%
5	Peoria	56	3.4%
6	Sangamon	50	3.0%
7	Macon	48	2.9%
8	St. Clair	45	2.8%
9	Kane	44	2.7%
10	Madison	32	2.0%
11	DuPage	30	1.8%
12	McHenry	29	1.8%
13	Kankakee	28	1.7%
14	Tazewell	23	1.4%
15	Champaign	22	1.3%
	Total	1329	81.0%

Source: Illinois Department of Corrections. (2023). *Parole Population Datasets.*

17. Describe the steps taken to avoid disruptions to service for participants to the greatest extent possible, in positions redistribution, as provided in 20 CFR 641.365; when new Census or other reliable data becomes available; or when there is over-enrollment for any other reason. (20 CFR 641.325(i), 641.302(b))

On an annual basis, IDoA as the State Grantee, along with all national SCSEP grantees operating in Illinois, reviews and analyzes the annual Equitable Distribution Report to evaluate the distribution of SCSEP modified participant slots throughout the state of Illinois to ensure that the enrollment rates are aligned with the number of modified positions allocated.

If there are population shifts within the state identified through Census or related data that may impact SCSEP participant slot distribution, the potential shifts would be discussed with the State grantee and the National grantees providing services in the impacted counties. If it is determined that a redistribution of positions would be appropriate, the State Grantee and National Grantees would

develop a slot transition plan to ensure that there are no service distributions for participants and would submit the transition plan to the U.S. Department of Labor for review and approval of the plan prior to moving forward with any activities.

When over-enrollment of State Grantee participant slots is identified, IDoA will utilize the monthly SCSEP sub-grantee meetings to facilitate cause analysis activities to identify the primary causes leading to over-enrollment in specific counties. IDoA will assist individual agencies with conducting process evaluation activities to determine where corrective actions and/or preventative practices can be implemented to reduce and or eliminate over-enrollment from occurring. The agency will create a plan to address the over-enrollment that ensures that currently enrolled participants do not experience a disruption in the services for which they are enrolled. When over-enrollment of National Grantees is identified, IDoA will communicate with the organization to offer assistance in addressing the enrollment issue, while ensuring continuity of services for participants.

References

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Senior Community Service Employment Program; Performance Accountability, 82 FR 56869 (2017). https://www.federalregister.gov/d/2017-25834.

Senior Community Service Employment Program; Final Rule, 75 FR 53812, Sept. 1, 2010, as amended at 82 FR 56880. (2017). https://www.ecfr.gov/current/title-20/chapter-V/part-641/subpart-A#641.100.

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U.S. Census Bureau (n.d.). *American community survey 5-year data (2009-2020).* [Data Set].https://www.census.gov/data/developers/data-sets/acs-5year.html.

Attachment A: Illinois SCSEP Grantees and Sub-Grantees

State Grantee:

Illinois Department on Aging
One Natural Resources Way, #100, Springfield, IL.
Phone: 217-782-1889
Website: www.ilaging.illinois.gov

State Grantee Sub-Grantee Organizations:

Community Assistance Programs (CAPs)
11717 S Halsted St, Chicago, IL 60628
Phone: 773.568.1782
Website: www.capsinc.org

National Able Network (NAN)
567 W. Lake St., Suite 1150, Chicago, IL 60661
Phone: 773.332.6719:
Website: www.nationalable.org

National Grantees:

Center for Workforce Inclusion (CWI)
8403 Colesville Rd., Suite 200
Silver Spring, MD 20910
Phone: 301.578.8932
Website: www.centerforworkforceinclusion.org

Easter Seals
141 Jackson Blvd, Suite 1400A
Chicago, IL 60604
Phone: 312.551.7184
Website: www.easterseals.com

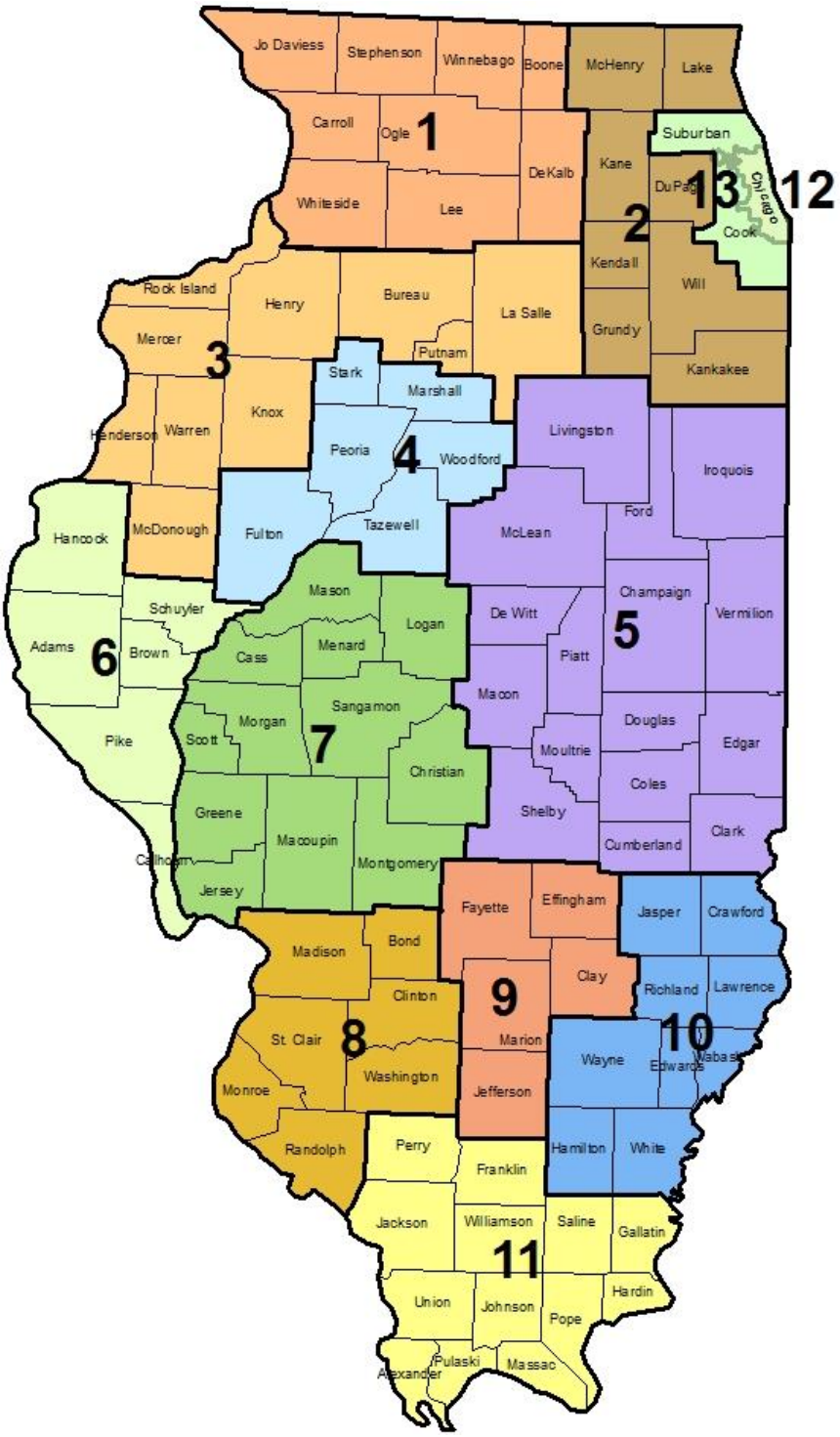
Goodwill Industries, Inc.
15810 Indianola Dr.
Rockville, MD 20855
Phone: 240.333.5432;
Website: www.goodwill.org

National Able Network (NAN)
567 W. Lake St., Suite 1150
Chicago, IL 60661
Phone: 773.332.6719
Website: www.nationalable.org

National Asian Pacific Center on Aging (NAPCA)
1511 3rd Ave., #914
Seattle, WA 98006
Phone: 202.776.0307
Website: www.napca.org

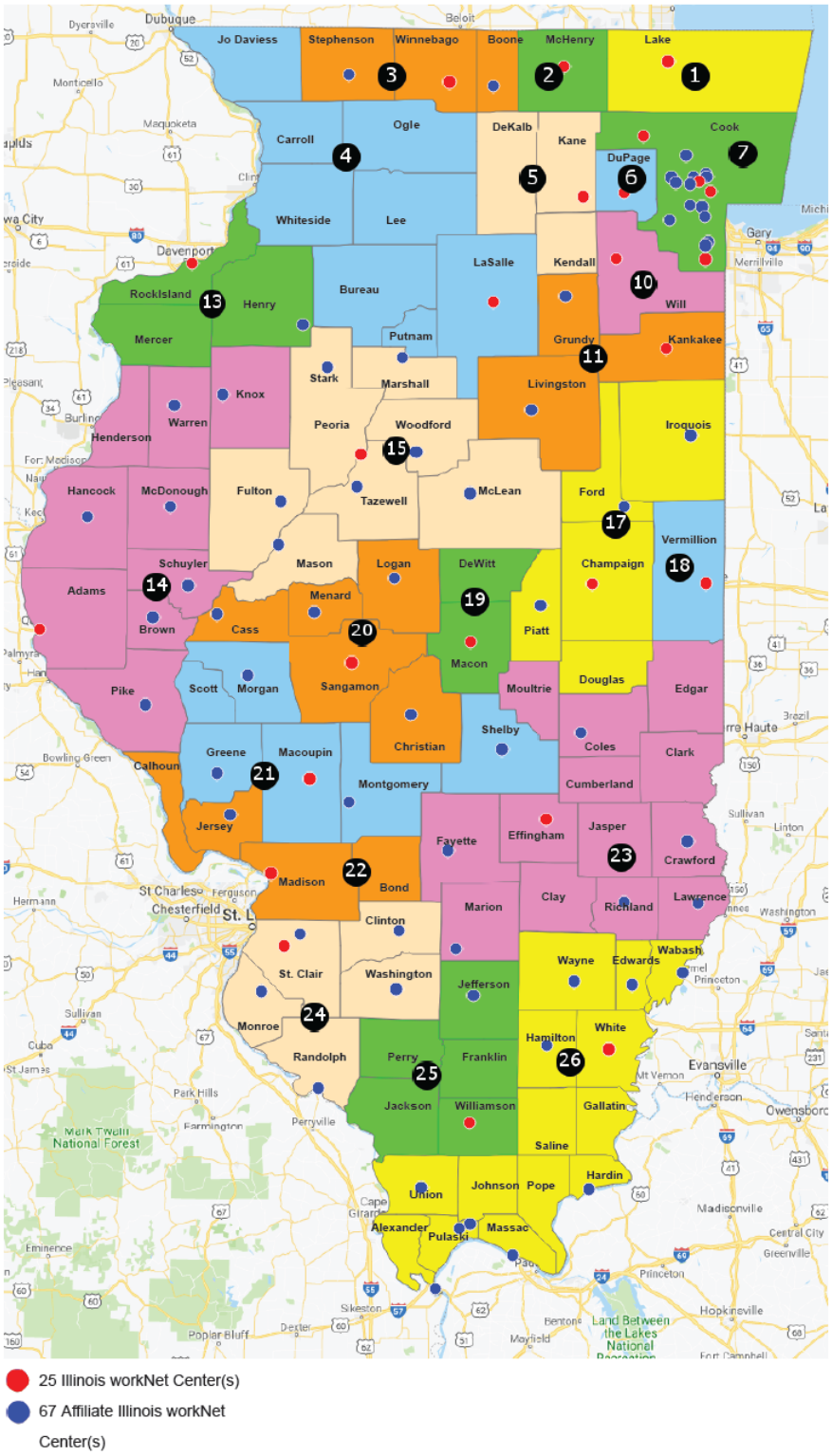
National Caucus and Center on Black Aging (NCBA)
1221 L Street NW, Suite B470
Washington, DC 20005
Phone: 312.567.0118
Website: www.ncba.-aging.org

Attachment B: Illinois Planning and Services Area Map



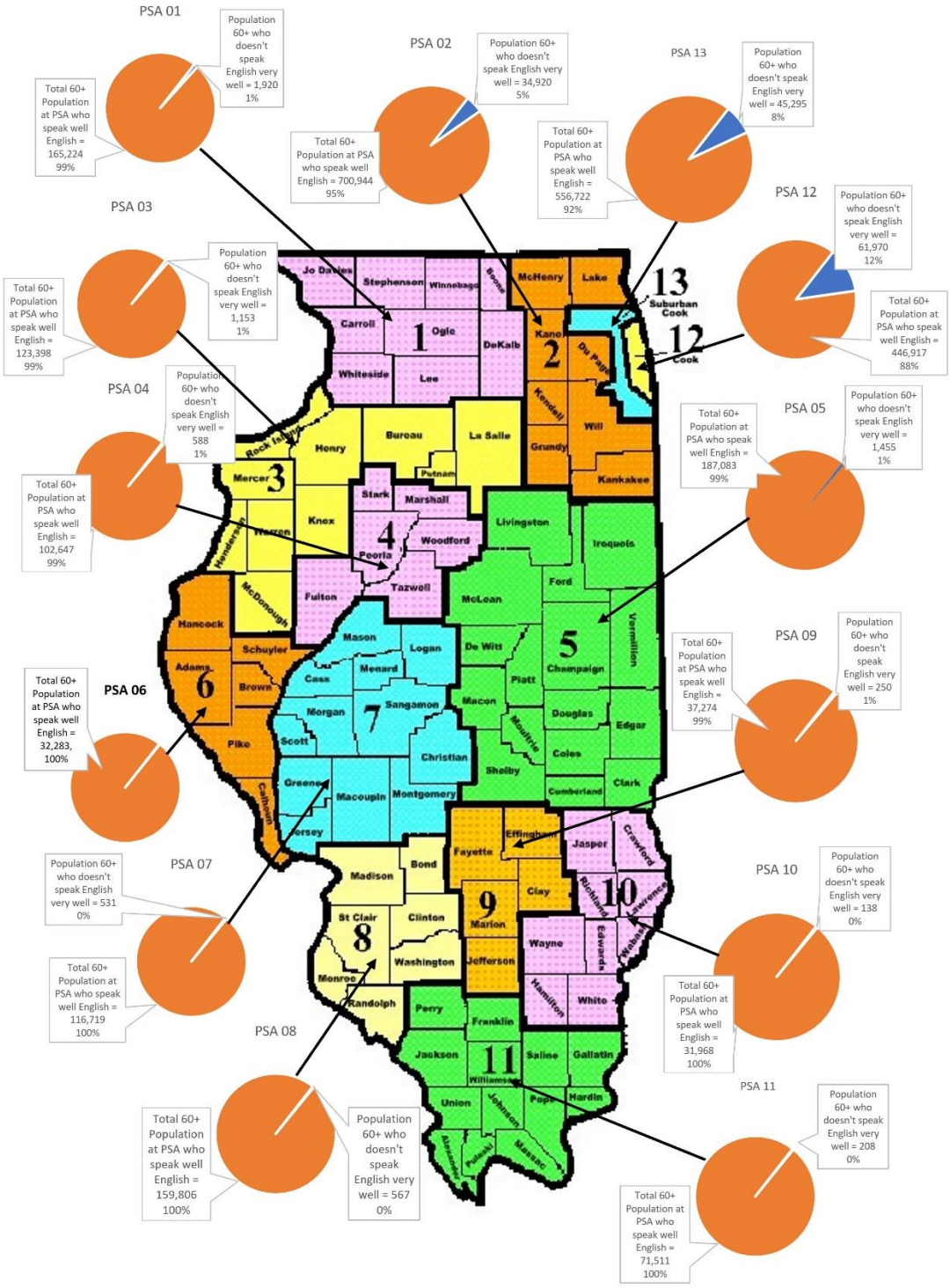
Illinois Department on Aging. (2024). *Illinois Area Agencies on Aging Map.* https://ilaging.illinois.gov/forprofessionals/aaa-map.html

Attachment C: Local Workforce Innovation Area (LWIA) Map



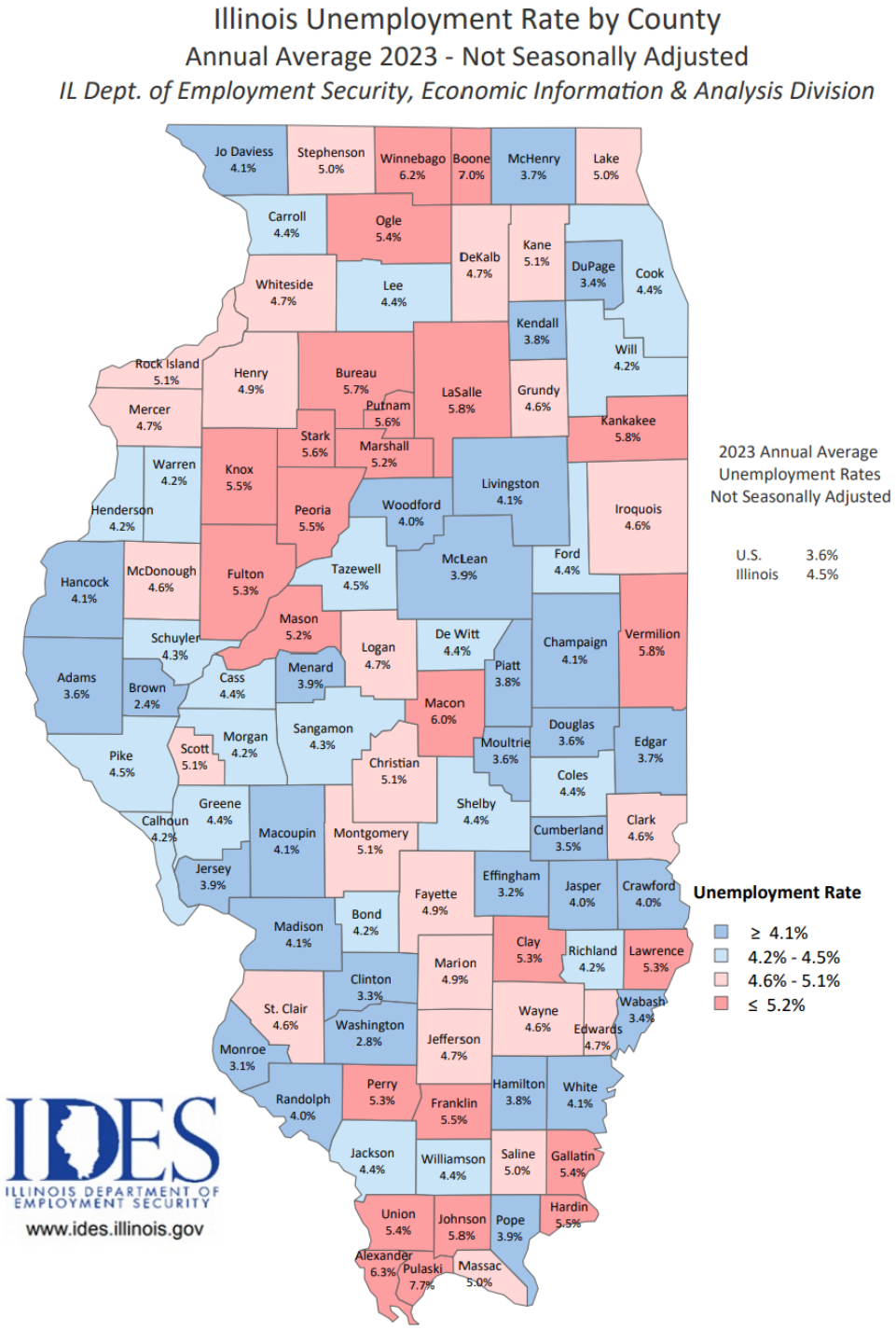
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Attachment D: Limited English Proficiency Populations, by PSA



Sources: U.S. Census Bureau (n.d.). *American community survey 5-year data (2009-2020);* Illinois Department on Aging. (2024). *Illinois Area Agencies on Aging Map.*

Attachment E: Illinois Unemployment Rate by County



Attachment F: SCSEP State Plan Request for Public Review and Comment

To be completed following completion of the request for comment period.