

# **ARKANSAS**

## **Senior Community Service Employment Program**

### **STATE PLAN 2008 - 2011**



**Submitted By:**

**Arkansas Department of Human Services  
Division of Aging and Adult Services**



**Arkansas Department  
of Human Services  
Division of Aging and Adult Services**



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June 17, 2008

Ms. Alexandra Kielty  
U.S. Department of Labor/ETA  
Office of Workforce Investment  
Division of Adult Services  
Room S-4209  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210

**Re: Arkansas' Senior Community Service Employment Program 2008 – 2011 State Plan**

Dear Ms. Kielty:

Enclosed is the Arkansas' Senior Community Service Employment Program 2008 – 2011 State Plan. Arkansas' Governor, Mike Beebe requested that the Arkansas Department of Human Services, Division of Aging and Adult Services, be permitted to prepare and submit the Senior Community Service Employment Program 2008 – 2011 State Plan of Arkansas. Also attached, as requested, are two copies of the State Plan.

If you have any questions, please contact Nadine Grice, Management Project Analyst II, Division of Aging and Adult Services at (501) 682-9992.

Sincerely,

Herb Sanderson  
Director

Enclosures: Original Arkansas Senior Community Service Employment Program 2008 – 2011 State Plan  
Two (2) Copies Arkansas Senior Community Service Employment Program 2008 – 2011 State Plan

cc: Marilyn Brandenburg, Federal Project Officer, Region 4, U.S. Department of Labor  
Nadine Grice, Management Project Analyst II, Division of Aging and Adult Services

OAA/HS/NG/ng



STATE OF ARKANSAS  
MIKE BEEBE  
GOVERNOR

January 14, 2008

Emily Stover DeRocco, Assistant Secretary  
U.S. Department of Labor/ETA  
Office of Workforce Investment  
Division of Adult Services, Room S-4209  
200 Constitution Avenue, N.W.  
Washington, DC 20210

Attn: Alexandra Kielty

Re: Senior Community Service Employment 2008 – 2011 State Plan

Dear Ms. DeRocco:

I write requesting that the Arkansas Department of Human Services, Division of Aging and Adult Services, be permitted to prepare and submit the Senior Community Service Employment Program for 2008 – 2011 for the State Plan for Arkansas.

Thank you for your kind attention to this matter. If you have any questions, please contact Nadine Grice at (501) 682-9992.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Mike Beebe".

Mike Beebe

MB:jb

cc: Herb Sanderson, Director, Division of Aging and Adult Services  
Nadine Grice, Management Project Analyst II, Division of Aging and Adult Services

**STATE OF ARKANSAS**  
**SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM**  
**STATE PLAN**  
**2008 – 2011**

**Section 1. Purpose of the State Plan**

The 2008 – 2011 State of Arkansas State Plan brings together information gathered by Arkansas' SCSEP grantees at the state and local levels that will assist in the long term, strategic view of the Senior Community Service Employment Program (SCSEP) activities and the SCSEP's goal to enhance employment opportunities for older Americans and promote older workers as a solution for businesses seeking a trained, qualified and reliable workforce. The State Plan identifies employment issues, workforce trends, skill training needs of participants and employers, community service needs, as well as, social service needs.

**Section 2. Involvement of Organizations and Individuals**

During the planning process, statewide e-mails initiated by the Division of Aging and Adult Services solicited participation by the Area Agencies on Aging in Arkansas and state and local Workforce Investment Boards, SCSEP National Grantees operating SCSEP programs in Arkansas, Arkansas Chamber of Commerce and the Governor's Advisory Council on Aging.

The Department of Human Services, Division of Aging and Adult Services posted a draft of the 2008 – 2011 State Plan on the Department of Human Services, Division of Aging and Adult Services' website located at <http://www.arkansas.gov/dhs/aging/index.html> for comments from other social service organizations serving older individuals operating under the Department of Human Services, as well as, other public and private nonprofit agencies, community-based organizations, economic development organizations, educational/training institutions, public and private employment service providers, unemployed older individuals and other interested organizations and individuals. In case of technical difficulties accessing the Division of Aging and Adult Services' website, please contact Ron Tatus at (501) 682-2441. No changes will be made to the Arkansas SCSEP 2008 – 2011 State Plan on the website after it has been submitted and approved by the U. S. Department of Labor, Employment and Training Administration.

On January 23, 2008, the Department of Human Services, Division of Aging and Adult Services held the State Plan and Equitable Distribution Meeting. All SCSEP National Grantees operating SCSEP programs in Arkansas were represented at the meeting. Representatives were from AARP; Experience Works, Inc.; Institute for Indian

Development, Inc. (American Indian Center of Arkansas) and the National Caucus and Center on Black Aged, Inc.

Please see Appendix 1 for letters or other accepted documents from all required parties attesting to their participation in the development of the plan or for e-mails and/or letters of invitation.

**Section 3. Solicitation and Collection of Public Comments**

During the planning process, statewide e-mails initiated by the DAAS solicited participation by the Area Agencies on Aging and state and local Workforce Investment Boards, Chamber of Commerce, as well as, the Governor’s Advisory Council on Aging.

The Department of Human Services, Division of Aging and Adult Services posted the 2008 – 2011 State Plan on the Department of Human Services, Division of Aging and Adult Services’ website located at <http://www.arkansas.gov/dhs/aging/index.html> for comments from other social service organizations serving older individuals operating under the Department of Human Services, as well as, other public and private nonprofit agencies, community-based organizations, employment service providers, unemployed older individuals and other interested organizations and individuals. In case of technical difficulties accessing the Division of Aging and Adult Services’ website, please contact Ron Tatus at (501) 682-2441. No changes will be made to the Arkansas SCSEP 2008 – 2011 State Plan on the website after it has been submitted and approved by the U. S. Department of Labor, Employment and Training Administration. The State Sub-grantee and National Grantees discussed holding focus groups throughout Arkansas to generate awareness of the SCSEP and gather comments from the affected communities, unemployed older individuals, community based organizations serving older individuals, and other interested organizations and individuals.

**SCSEP STATE PLAN 2008 - 2011 PLANNING TIMELINE**

ACTIVITIES	2008					
	JAN	FEB	MARCH	APRIL	MAY	JUNE
Obtain Governor's Signed Statement Delegating State Plan Responsibility to DAAS	X					
Disseminate 2008 - 2011 New State Plan Requirements to Grantees	X					
Develop Planning Timeline	X					
Disseminate draft of 2008 - 2011 State Plan to Grantees for Their Input	X					
Hold 2008 - 2011 State Plan Meeting	X					

Involve Governor's Advisory Council on Aging				X		
Put 2008 – 2011 State Plan on Department of Human Services, Division of Aging and Adult Services' Website				X		
Involve Area Agencies on Aging and State and Local Workforce Investments Boards				X		
<b>ACTIVITIES</b>			<b>2008</b>			
	<b>JAN</b>	<b>FEB</b>	<b>MARCH</b>	<b>APRIL</b>	<b>MAY</b>	<b>JUNE</b>
Develop 2008 - 2011 State Plan	X	X	X	X	X	X
Submit Plan to U. S. Department of Labor/ETA Office of Workforce Investment						X

The public comments received were very favorable. One unemployed older individual was pleased to know that state and national employment program grantees are striving to place their positions in a fair manner throughout Arkansas. Rebecca Trammel, Special Projects Evaluator of the Arkansas Workforce Investment Board had some general comments, as well as, forwarding Arkansas' Plan to Jim Case with the Department of Workforce Services. Ms. Trammel also provided information on two WIRED grants – one in the Arkansas Delta (ADWIRED) and an ADTEC. Arkansas' Plan generated a lot of interest in the Senior Community Service Employment Program, with several questions from various members of the Arkansas' Governor's Advisory Council on Aging.

See Appendix 2 for copies of public comments.

#### **Section 4. Basic Distribution of SCSEP Positions within the State of Arkansas**

##### **a. Location of Positions**

The 2008 – 2011 State Plan and Program Year 2007 Equitable Distribution Meeting was held on January 23, 2008 by the Arkansas Department of Human Services, Division of Aging and Adult Service. There were some changes to the Program Year 2007 Equitable Distribution Report from the prior Oct-06 Equitable Distribution Report. Arkansas gained a new National Grantee, the Institute for Indian Development and lost the United States Forest Service. The State's sub-grantee (Experience Works, Inc.) redistributed some positions in order to more equitably serve the eligible population as indicated by the 2000 Census, as well as, the National Grantees operating SCSEP in Arkansas.

See Appendix 3 for Arkansas' Program Year 2007 Equitable Distribution Report.

Arkansas is very pleased with its Program Year 2007 Equitable Distribution Report. It is one of the best looking reports Arkansas has had. Arkansas' state and National SCSEP Grantees agreed to target the two most populated areas first; those being Crittenden County (which is over-served by 6) and Pulaski County (which is over-served by 8). Within the first year of the State Plan, National Grantees will make the following recommendations to their National Offices for approval of movement of positions.

AARP recommends moving 2 positions out over-served Pulaski County to underserved Polk County; moving 1 position from over-served Perry County to underserved Jefferson County and moving 1 position from over served Saline County to underserved Logan County.

Experience Works, Inc. recommends moving 2 positions out of over-served Cleveland County and moving 1 of those positions to underserved Greene County and 1 to underserved Pope County.

The American Indian Center of Arkansas (Institute for Indian Development, Inc.) recommends moving 5 positions out of over-served Pulaski County and moving 3 of those positions to underserved Garland County and 2 of those positions to underserved Washington County.

The National Caucus and Center on Black Aged, Inc. recommends moving 3 positions from over-served Crittenden County into underserved Ashley County. They also recommend moving 1 position from over-served Desha County to underserved Chicot County, as well as, moving 1 from over-served Drew County to underserved Cross County.

The state SCSEP sub-grantee (Experience Works, Inc.) will move 1 position from over-served Cleveland County to underserved Craighead County. They will move 1 position from over-served Crittenden County to underserved Faulkner County. They will also move 1 position from over-served Pulaski County to underserved Jefferson County.

If the National Grantees' National Offices approve their recommended movement of positions, then once the movements are accomplished, it will give the following counties a "0" difference: Ashley, Chicot, Cleveland, Craighead, Cross, Desha, Drew, Faulkner, Garland, Greene, Jefferson, Logan, Polk, Pope, Pulaski, Saline and Washington. This movement will also bring Crittenden County from a difference of 6 to a difference of 2 and Perry County from a difference of 3 to a difference of 2.

See Appendix 4 for SCSEP Equitable Distribution Report Proposed Changes (Discussed in 2008-2011 State Plan).

Arkansas' state and National SCSEP Grantees are dedicated to the avoidance of disruptions in service to SCSEP participants. Arkansas' state and National SCSEP Grantees will take the recommendation of the U.S. Department of Labor that when there is new Census data indicating that there has been a shift in the location of the eligible

population or when there is over-enrollment for any other reason, there will be a gradual shift that encourages current participants in subsidized community service assignments to move into unsubsidized employment to make positions available for eligible individuals in the areas where there has been an increase in the eligible population. The SCSEP state and National Grantees realize that participants are not entitled to remain in an unsubsidized community service assignment indefinitely and will adhere to the time limits on a SCSEP community service assignment as set forth in the Older Americans Act.

Arkansas' SCSEP National Grantees and sub-grantee shall not transfer positions from one geographic area to another without first notifying the Division of Aging and Adult Services:

- SCSEP Grantees must submit, in writing (e-mail is accepted), any proposed changes in distribution that they want to occur (after submission of the Equitable Distribution Report to the U. S. Department of Labor) to the Division of Aging and Adult Services for approval.
- After review and approval by the Division of Aging and Adult Services the Division of Aging and Adult Services will submit, in writing, the proposed changes to the regional Federal Project Officer for review and approval.
- After review and approval by the regional Federal Project Officer, the proposed changes in distribution will be submitted, in writing, to the U.S. Department of Labor for approval. All participant transfers must receive final approval from the U.S. Department of Labor's Grant Officer.

#### **b. Rural and Urban Populations**

The urban population is 48.77% of the total population in Arkansas of all persons 45 years and older, excluding those in the Armed Forces, that are at or below the 125% of the Health and Human Services Poverty Level. The rural areas are spread throughout the State while the urban areas are more clustered. In the Northwest corner of Arkansas, Benton, Washington, Crawford and Sebastian are all urban counties. Faulkner, Saline, Pulaski, Lonoke and Jefferson are a cluster of urban counties located in central Arkansas. Over towards the northeast, Craighead and Crittenden counties make up urban populations, and Miller is one lone urban county located down in the southwest corner of Arkansas.

The Department of Human Services, Division of Aging and Adult Services has provided in the Table below the census data provided by the Department of Labor that shows the number of people 45 and older, excluding those in the Armed Forces, at or below 125% of the Health and Human Services Poverty Levels that reside in rural and urban areas by county.

**All persons 45 years and older, excluding those in the Armed Forces, at or below 125% of HHS Poverty Levels.**

By State and County.		
<b>Arkansas</b>	<b>Total</b>	<b>% of Total</b>
Arkansas Total	186,525	
Urban and Rural:		
Urban	90,975	48.77%
Rural	95,550	51.23%
Arkansas County	1,900	
Urban and Rural:		
Urban	1,305	68.68%
Rural	595	31.32%
Ashley County	1,990	
Urban and Rural:		
Urban	955	47.99%
Rural	1,040	52.26%
Baxter County	3,355	
Urban and Rural:		
Urban	1,250	37.26%
Rural	2,105	62.74%
Benton County	6,275	
Urban and Rural:		
Urban	3,315	52.83%
Rural	2,960	47.17%
Boone County	2,780	
Urban and Rural:		
Urban	1,225	44.06%
Rural	1,550	55.76%
Bradley County	1,500	
Urban and Rural:		
Urban	955	63.67%
Rural	545	36.33%
Calhoun County	530	
Urban and Rural:		
Urban	0	0.00%
Rural	530	100.00%
Carroll County	2,090	
Urban and Rural:		
Urban	605	28.95%
Rural	1,485	71.05%
Chicot County	1,760	
Urban and Rural:		
Urban	1,305	74.15%

**All persons 45 years and older, excluding those in the Armed Forces, at or below 125% of HHS Poverty Levels.**

By State and County.		
Arkansas	Total	% of Total
Rural	455	25.85%
Clark County	1,660	
Urban and Rural:		
Urban	640	38.55%
Rural	1,020	61.45%
Clay County	1,955	
Urban and Rural:		
Urban	765	39.13%
Rural	1,190	60.87%
Cleburne County	1,985	
Urban and Rural:		
Urban	585	29.47%
Rural	1,400	70.53%
Cleveland County	615	
Urban and Rural:		
Urban	0	0.00%
Rural	615	100.00%
Columbia County	2,505	
Urban and Rural:		
Urban	1,055	42.12%
Rural	1,450	57.88%
Conway County	1,570	
Urban and Rural:		
Urban	520	33.12%
Rural	1,050	66.88%
Craighead County	4,390	
Urban and Rural:		
Urban	2,555	58.20%
Rural	1,830	41.69%
Crawford County	3,105	
Urban and Rural:		
Urban	1,410	45.41%
Rural	1,695	54.59%
Crittenden County	3,895	
Urban and Rural:		
Urban	2,955	75.87%
Rural	940	24.13%
Cross County	1,655	
Urban and Rural:		

**All persons 45 years and older, excluding those in the Armed Forces, at or below 125% of HHS Poverty Levels.**

By State and County.		
<b>Arkansas</b>	<b>Total</b>	<b>% of Total</b>
Urban	710	42.90%
Rural	940	56.80%
Dallas County	1,130	
Urban and Rural:		
Urban	515	45.58%
Rural	615	54.42%
Desha County	1,595	
Urban and Rural:		
Urban	975	61.13%
Rural	620	38.87%
Drew County	1,535	
Urban and Rural:		
Urban	690	44.95%
Rural	845	55.05%
Faulkner County	3,655	
Urban and Rural:		
Urban	1,625	44.46%
Rural	2,030	55.54%
Franklin County	1,405	
Urban and Rural:		
Urban	305	21.71%
Rural	1,100	78.29%
Fulton County	1,275	
Urban and Rural:		
Urban	135	10.59%
Rural	1,140	89.41%
Garland County	6,535	
Urban and Rural:		
Urban	4,610	70.54%
Rural	1,925	29.46%
Grant County	885	
Urban and Rural:		
Urban	260	29.38%
Rural	625	70.62%
Greene County	2,785	
Urban and Rural:		
Urban	1,465	52.60%
Rural	1,320	47.40%
Hempstead County	2,025	

**All persons 45 years and older, excluding those in the Armed Forces, at or below 125% of HHS Poverty Levels.**

By State and County.		
<b>Arkansas</b>	<b>Total</b>	<b>% of Total</b>
Urban and Rural:		
Urban	990	48.89%
Rural	1,035	51.11%
Hot Spring County	2,215	
Urban and Rural:		
Urban	870	39.28%
Rural	1,345	60.72%
Howard County	1,320	
Urban and Rural:		
Urban	610	46.21%
Rural	710	53.79%
Independence County	2,460	
Urban and Rural:		
Urban	1,060	43.09%
Rural	1,400	56.91%
Izard County	1,575	
Urban and Rural:		
Urban	0	0.00%
Rural	1,575	100.00%
Jackson County	1,975	
Urban and Rural:		
Urban	955	48.35%
Rural	1,020	51.65%
Jefferson County	6,660	
Urban and Rural:		
Urban	4,855	72.90%
Rural	1,805	27.10%
Johnson County	1,815	
Urban and Rural:		
Urban	470	25.90%
Rural	1,345	74.10%
Lafayette County	1,000	
Urban and Rural:		
Urban	0	0.00%
Rural	1,000	100.00%
Lawrence County	1,690	
Urban and Rural:		
Urban	590	34.91%

**All persons 45 years and older, excluding those in the Armed Forces, at or below 125% of HHS Poverty Levels.**

By State and County.		
Arkansas	Total	% of Total
Rural	1,100	65.09%
Lee County	1,535	
Urban and Rural:		
Urban	600	39.09%
Rural	935	60.91%
Lincoln County	1,535	
Urban and Rural:		
Urban	0	0.00%
Rural	1,535	100.00%
Little River County	1,265	
Urban and Rural:		
Urban	520	41.11%
Rural	745	58.89%
Logan County	2,175	
Urban and Rural:		
Urban	725	33.33%
Rural	1,455	66.90%
Lonoke County	2,705	
Urban and Rural:		
Urban	1,310	48.43%
Rural	1,395	51.57%
Madison County	1,270	
Urban and Rural:		
Urban	0	0.00%
Rural	1,270	100.00%
Marion County	1,555	
Urban and Rural:		
Urban	0	0.00%
Rural	1,555	100.00%
Miller County	3,065	
Urban and Rural:		
Urban	1,890	61.66%
Rural	1,175	38.34%
Mississippi County	4,425	
Urban and Rural:		
Urban	2,855	64.52%
Rural	1,570	35.48%
Monroe County	1,320	

**All persons 45 years and older, excluding those in the Armed Forces, at or below 125% of HHS Poverty Levels.**

By State and County.		
Arkansas	Total	% of Total
Urban and Rural:		
Urban	505	38.26%
Rural	810	61.36%
Montgomery County	935	
Urban and Rural:		
Urban	0	0.00%
Rural	935	100.00%
Nevada County	1,080	
Urban and Rural:		
Urban	350	32.41%
Rural	730	67.59%
Newton County	1,010	
Urban and Rural:		
Urban	0	0.00%
Rural	1,010	100.00%
Ouachita County	2,665	
Urban and Rural:		
Urban	1,230	46.15%
Rural	1,435	53.85%
Perry County	815	
Urban and Rural:		
Urban	0	0.00%
Rural	815	100.00%
Phillips County	3,010	
Urban and Rural:		
Urban	1,650	54.82%
Rural	1,360	45.18%
Pike County	1,120	
Urban and Rural:		
Urban	0	0.00%
Rural	1,120	100.00%
Poinsett County	2,685	
Urban and Rural:		
Urban	1,185	44.13%
Rural	1,500	55.87%
Polk County	1,965	
Urban and Rural:		
Urban	680	34.61%

**All persons 45 years and older, excluding those in the Armed Forces, at or below 125% of HHS Poverty Levels.**

By State and County.		
Arkansas	Total	% of Total
Rural	1,285	65.39%
Pope County	3,420	
Urban and Rural:		
Urban	1,420	41.52%
Rural	2,000	58.48%
Prairie County	930	
Urban and Rural:		
Urban	0	0.00%
Rural	930	100.00%
Pulaski County	16,255	
Urban and Rural:		
Urban	14,140	86.99%
Rural	2,115	13.01%
Randolph County	1,800	
Urban and Rural:		
Urban	660	36.67%
Rural	1,140	63.33%
St. Francis County	3,070	
Urban and Rural:		
Urban	1,605	52.28%
Rural	1,465	47.72%
Saline County	3,400	
Urban and Rural:		
Urban	1,915	56.32%
Rural	1,485	43.68%
Scott County	935	
Urban and Rural:		
Urban	355	37.97%
Rural	580	62.03%
Searcy County	1,205	
Urban and Rural:		
Urban	0	0.00%
Rural	1,205	100.00%
Sebastian County	6,290	
Urban and Rural:		
Urban	5,090	80.92%
Rural	1,200	19.08%
Sevier County	1,110	
Urban and Rural:		

**All persons 45 years and older, excluding those in the Armed Forces, at or below 125% of HHS Poverty Levels.**

By State and County.		
Arkansas	Total	% of Total
Urban	485	43.69%
Rural	625	56.31%
Sharp County	2,080	
Urban and Rural:		
Urban	280	13.46%
Rural	1,800	86.54%
Stone County	1,320	
Urban and Rural:		
Urban	0	0.00%
Rural	1,320	100.00%
Union County	4,175	
Urban and Rural:		
Urban	2,320	55.57%
Rural	1,855	44.43%
Van Buren County	1,685	
Urban and Rural:		
Urban	0	0.00%
Rural	1,685	100.00%
Washington County	6,600	
Urban and Rural:		
Urban	3,920	59.39%
Rural	2,680	40.61%
White County	4,325	
Urban and Rural:		
Urban	1,805	41.73%
Rural	2,520	58.27%
Woodruff County	1,065	
Urban and Rural:		
Urban	0	0.00%
Rural	1,065	100.00%
Yell County	1,675	
Urban and Rural:		
Urban	385	22.99%
Rural	1,295	77.31%

It is the state and National Grantees goals to serve both rural and urban areas of Arkansas equitably. In order to accomplish this, the state and National SCSEP Grantees who are

operating the SCSEP in rural areas of Arkansas that have inadequate resources to enable program requirements to be met (e.g., few host agencies or employers, lack of transportation, etc.), will focus on the following during the course of the State Plan:

AARP Foundation WorkSearch will continue to develop host agencies throughout their newly acquired counties, both in rural and urban areas. A fully staffed satellite office has recently been established in Ft. Smith (Sebastian County) that is now helping address the needs of enrollees in Sebastian and surrounding counties in West-Central Arkansas.

While transportation issues are always formidable when they arise, efforts are being made to accommodate enrollees, whenever suitable arrangements can be made. Flexibility of scheduling has been encouraged that will allow participants to train fewer days each week, while providing the same number of hours at their agencies that they would have worked had they gone to work five days.

Project Directors have also been encouraged to facilitate increased training through their Specialized Training program (ST) and On The Job Training Program (OJE). Both of these initiatives enhance training opportunities for their participants. These progressive aspects of their program are designed to seek out training venues that offer more advanced or different challenges for their participants that were not available through their base host agency. In small market areas, this is especially important because they are no longer totally reliant on training through the few host agencies that may be available. Plus, OJE and ST offer prospective employers a free preview of their participant's knowledge, skills, and abilities that should lead to unsubsidized employment for many of them. For those not hired, the advanced training they receive will better prepare them for their next hiring opportunity.

AARP foundation WorkSearch is now strongly encouraging Project Directors to apply for additional training funds currently set aside by the program for their uses. It is called Requisition for Payment (RFP) and the following is how RFP works. The Project Director identifies a form of training they believe will directly contribute to the participant getting a job. They research the amount of money necessary to fund their plan and then write an application to pay for the training. The beauty of RFPs is that they can be used in conjunction with STs and often result in world-class training for AARP's participants at no cost to them in many instances.

The American Indian Center of Arkansas will use its relationships with the Arkansas Workforce Centers, the local WIBs, the partnerships established with training institutions and with tribes in the community to target its services in Arkansas. Media campaigns and other marketing strategies, such as placing of posters and informational brochures with public facilities, schools and Arkansas Workforce Centers, will be used as outreach to the community.

As a largely "rural" service provider, Experience Works has expertise in serving rural areas. Local field staff train to know the local areas they serve and other resources that are available. Experience Works has local SCSEP participants assigned to local field

staff to assist in augmenting local services. These participants are an integral part of Experience Works' ability to meet local requirements and provide services in their locale. The Regional Manager works closely with his team of field staff and their assistants to monitor services and progress toward goals. Staff are trained to not only identify training needs, but to identify needs or barriers to providing services as they occur and to quickly develop a plan to overcome these. When a need is identified, local options and resources are discussed and solicited. Additionally, Experience Works has utilized the flexibility the Department of Labor has provided to allow Experience Works to spend additional dollars on training and on supportive services. 3% of participant wages and fringe benefits has been identified for this purpose.

For example, in areas where there are not a large number of employers, Experience Works trains staff to work closely with the employers that are in the area to determine their hiring patterns, the skills and training they look for when hiring, and their feelings toward hiring older workers. Experience Works then works closely with their host agencies to make sure the training they are providing their participants includes the local employer skills needed where possible. Experience Works also works with employers who may have misgivings about hiring older workers to educate them about the value of older workers.

Another example is where supportive services are needed. Experience Works has set aside participant wages and fringe benefit dollars to allow them to put more of their resources into being able to pay for support services when needed. However, Experience Works always exhausts other resources and low/no cost options first to make SCSEP dollars go further. A local dentist may agree to provide dentures to a participant at his cost. A local community based organization may let Experience Works access their clothing bank to provide proper interview attire for a participant.

Experience Works also trains staff and assistants to be very clear at the beginning of enrollment and throughout participation about the desired outcomes of SCSEP participation, how this relates to each individual's needs and desires, and what local restrictions prevail. For instance, if a participant's goal is unsubsidized employment as a data entry clerk yet there are no employers in the area with this type of job available, Experience Works explains this to the participant and are up front about their probable inability to assist them in finding this type of job in their local area. Experience Works then discusses alternative training options with them. This sets up clear expectations and allows for smoother and more effective service delivery.

In summary, Experience Works has a system in place to quickly identify needs on an ongoing basis and they work with their local resources, which include host agencies, other local service agencies, employers, training providers, Arkansas Workforce Center partners, etc., to develop a plan to address those needs. And Experience Works is clear about local parameters that may or may not affect service delivery.

Current needs in Arkansas include a need for more employers interested in hiring older workers and the need to deliver more complex training to participants as they are becoming job ready. Experience Works' staff has put together a plan to increase employer outreach, to improve existing relationships they have with local employers, and to promote OJEs more aggressively. Experience Works has developed an "employer driven" approach to services which includes more contact with local employers to identify training and skills needs and then developing local resources to provide this training. Experience Works has set aside 3% of participant wages and fringe benefits for the provision of training and supportive services to their participants. Experience Works has also purchased a computer training package that will allow them to provide more intensive computer training to participants in rural areas. Experience Works is testing an automated assessment tool that will allow them to provide a better quality assessment in the more rural areas via the Internet. They are also seeking funding from other non-SCSEP sources such as local foundations, local grant sources, and private employers who are willing to assist with this. Experience Works is working to develop expanded and more effective partnerships with rural based employers and employer associations who are keenly aware of rural needs and issues and who can help them address those.

Experience Works' staff work with each participant to develop a service strategy for them. This is documented on the IEP and includes timelines and timelines around services are based on the needs of each participant and are determined on a case by case basis. Local resources and job availability is also considered in plan development. Staff is being trained on providing computer training via Experience Works' new training package and will begin providing this to participants in the third quarter. The new assessment tool is being beta tested in some areas and will be rolled out across the state in increments, largely toward the last quarter of the year. The "employer driven" approach to services and the development of rural partnerships is already in place.

The National Caucus and Center on Black Aged (NCBA), as a service provider, largely operates in the rural area of Northern and Eastern Arkansas, in fact, all of the counties that NCBA operate in are considered rural. The rural nature of the state combined with an agrarian – based economy makes it difficult to provide adequate unsubsidized placement opportunities. The number of available jobs is few and because public and mass transportation are not available, this makes access to many of the existing jobs or employment opportunities problematic. In some instances the cost of transportation and other job maintenance factors exceed the benefits of employment.

However, NCBA works closely with the Arkansas Workforce Centers and Community Based Organizations to make sure that they are using all of their resources by working with all other Title –V sponsors to accomplish their goal.

### **c. Special Populations:**

The information provided in the Table below compares the characteristics of Title V enrollees as of December 31, 2003 relative to the characteristics of those 55 years of age

and over (except where noted) based on census data. The Department of Labor has made available 3 files of census data to the DHS - DAAS regarding those individuals 45 years of age and over, excluding those in the Armed Forces, whose incomes are at or below 125% of the Health and Human Services Poverty Levels. This data illustrates the numbers of special populations that are present in Arkansas by county. This information is made available to the State SCSEP Grantee, and to the National Grantees via inclusion in this Coordination Plan.

**Arkansas  
Statistical Comparison  
Census Data to Title V Enrollment as of 12-31-03**

<b>Total Population of Persons 55 and Over <sup>1</sup>Source: 2002</b>		
<b>Census Estimates</b>		651,378
<b>Total Number of Persons 55 and over at or below 125% of HHS Poverty Levels <sup>2</sup></b>		
		139,150
<b>Total Title V Enrollment as of 12-31-03 <sup>3</sup></b>		
		1,015
<b>ITEM</b>	<b>CENSUS (%)</b>	<b>TITLE V (%) <sup>5</sup></b>
<b>Percentage of those 55 years of age and over that are below poverty <sup>4</sup></b>	12.90%	80.79%
<b>Origin <sup>2</sup></b>		
White	78.06%	64.53%
Black	19.91%	34.88%
American Indian and Alaskan Native alone	0.49%	0.30%
Asian/Pacific Islander (Census includes Native Hawaiian)	0.22%	0.10%
Some other race alone	0.25%	N/A
Two or more races	1.06%	N/A
<b>Hispanic Origin:</b>		
Hispanic or Latino	0.81%	0.20%
<b>Gender <sup>2</sup></b>		
Male	34.05%	31.33%
Female	65.95%	68.67%
<b>Educational Attainment <sup>2</sup></b>		
8th Grade or Less	36.75%	18.62%
Grade 9 - 12th, No Diploma	26.80%	23.05%
High School Graduate	24.06%	40.30%
1-3 Years of College	8.43%	14.19%
College Grad or Higher	3.95%	3.74%
<b>Percentage Disabled <sup>2</sup></b>	64.74%	13.10%

<b>Percentage each age group comprises of the total 55 and Over population at or below 125% of Poverty Levels <sup>2</sup></b>		
55-59	15.42%	13.20%
60-64	13.93%	18.82%
65-69	14.01%	24.63%
70-74	14.66%	20.69%
75 or over	41.99%	22.66%
<b>Speaks English "not well" or "not at all" <sup>6</sup></b>	0.71%	N/A
<b>Veterans <sup>2</sup></b>	14.61%	13.40%
<b>Rural Residents <sup>6</sup></b>	51.23%	N/A

**1 Source: Population Division, U.S. Census Bureau, Release Date: September 18, 2003, Processed by Demographic Research, Institute for Economic Advancement at UALR, (501) 569-8542.**

**2 Source: Census Data provided by Department of Labor for all persons 55, Excluding those in the Armed Forces, at or below 125 % of HHS Poverty Levels. Filename: ARCharacteristics.XLS**

**3 Source: State SCSEP Grantees and National Sponsors**

**4 Source for Census data: Data Set: Census 2000 Summary File 3 (SF 3) - Sample Data Table, PCT49. Includes those 55 years of age and older that are below the federal poverty level.**

**5 Source: State SCSEP Grantees and National Sponsors**

**6 Source: Census Data provided by Department of Labor for all persons 45 and Over, excluding those in the Armed Forces, at or below 125 % of HHS Poverty Levels. Filename: ARRaceXCharacteristics.XLS**

The state and National Grantees offer various recruitment and selection techniques in order to address Older Americans Act Section 518(b) below:

OAA sec. 518(b) defines priority individuals as those who qualify based on one or more of the following criteria:

- Are aged 65 years or older; or
- Have a disability;
- Have limited English proficiency or low literacy skills;
- Reside in a rural area;
- Are veterans or their spouses who meet the requirements of the Jobs for Veterans Act, 38 U.S.C. sec 4215(a) (1);

- Have low employment prospects;
- Have failed to find employment after utilizing services provided under Title I of WIA; or
- Are homeless or at risk for homelessness.

Other populations identified in the statute are defined at OAA sec, 503(a)(4)(C)(i)-(iv) as:

- Eligible individuals with the “greatest economic need” (as defined in 20 CFR 641.140);
- Eligible individuals who are minority individuals; and
- Eligible individuals who are individuals with “greatest social need” (as defined in 20 CFR 641.140).

AARP Foundation WorkSearch strategies for recruiting at risk older workers are designed to reach as many of the priority individuals and other populations as possible. Great care is given by the editors creating AARP’s recruiting literature to formulate messages that can easily be understood by the audience AARP targets. They offer Spanish speaking recruiting literature and have adapted their data entry systems to use Spanish when applicable.

Both of AARP’s offices in Arkansas participate in promotional activities specifically designed to serve the very groups listed above and routinely dispatch staff recruiters to actively seek appropriate individuals to come into the SCSEP aspect of their program. None of the groups above are discriminated against. In most instances, an appropriate training agency can be secured regardless of the barrier a person might have.

Networking has become extremely important to the two AARP WorkSearch offices in Arkansas. Area Arkansas Workforce Centers understand that priority is given to Veterans and their spouses and that so long as a person is both willing and able to work, their program can be a vehicle to them getting a job no matter what category they might reside in.

Experience Works works closely with local agencies and representatives to target recruitment activities to under-served areas, areas of higher concentrations of minorities, and to those most in need or who have priorities for services. Targeted recruitment efforts are based on the SCSEP State Plan, local state demographic charts, Arkansas population and aging statistics, Census data, and labor market information. Local Arkansas Workforce Centers, local elected officials, minority and disadvantaged advocates, and faith-based representatives, all having knowledge of those most in need in their areas, are used to target recruitment efforts.

Recruitment activities include, but are not limited to:

- listing vacancies with local workforce centers;
- advertising in local newspapers and newsletters, including minority focused newspapers;

- distributing brochures, flyers, posters, and fact sheets throughout the community;
- running public service announcements on local radio and cable networks;
- participating in radio and television interviews;
- working with local newspapers to print human interest stories on SCSEP participants and host agencies;
- making presentations at local civic and faith-based organization and business meetings;
- asking host agency representatives, existing participants, and local officials to use word of mouth to promote services;
- coordinating outreach activities with other local partners, such as placing flyers in food bank distribution packets, attending senior health fairs, participating in local job fairs, and visiting senior nutrition sites; and
- networking with organizations who serve and advocate for those classified as most in need, minority, and/or priority preferences.

Some individuals in targeted groups may be difficult to reach using traditional recruitment methods. In these instances, alternative recruitment techniques are utilized, such as:

- requesting assistance from local community and business leaders who are members of local ethnic or cultural groups (such as minorities or limited-English speaking individuals);
- using Spanish-language recruitment materials;
- partnering with agencies that serve the disabled; and
- networking with key neighborhood organizations and faith-based institutions that share Experience Works' mission to aid those in the greatest need.

Experience Works also depends on local partners to assist in recruitment activities and/or to refer applicants. These partners include, but are not limited to, area agencies on aging (AAAs), Veterans Administration, Social Security Administration, Workforce Investment Boards, vocational rehabilitation, Goodwill, United Way, U.S. Department of Housing and Urban Development (HUD), senior housing centers, food stamp offices, faith-based organizations, medical centers, libraries, community colleges and schools, elected officials, ministers, transportation authorities, homeless and domestic violence shelters, and county/city agencies. Experience Works works closely with the local Arkansas Workforce Centers and solicits referrals from them. Rather than requiring all applicants to come to a designated office, public meeting places in the local communities that are more easily accessible to applicants with barriers are identified to take initial applications.

The Regional Manager uses computer-generated reports to track enrollment levels and enrollment of targeted groups on an on-going basis. Staff receives training to profile and manage their territories, which includes tracking/planning for exits and planning for adequate recruitment activity to fill vacancies quickly, and to ensure targeted groups are adequately served. These reports are used to shape and refine future recruitment outreach efforts to address and prevent under serving any groups. Staff is also trained to track the

results of their recruitment efforts to readily know which recruitment methods are most effective in various areas of their territories and in reaching various targeted groups.

NCBA works closely with Community Based Organizations and the Arkansas Workforce Centers. NCBA recruits in the highly under served areas in Arkansas, and all of their representatives have knowledge of the most in need.

NCBA's Recruitment Activities include:

- Distribution of brochures and flyers throughout the community;
- Monthly visits to Senior Centers by NCBA staff to make presentations about:
  - a. Training that is available at one-stop shops;
  - b. Asking participants, local officials, and host agency representatives to use word of mouth to promote services;
  - c. Attending senior health fairs; and
  - d. Listing job vacancies with Arkansas Workforce Centers and other Community Based Organizations.

## **Section 5. Supporting Employment Opportunities for Participants**

In order to identify employment projections for high growth industries and occupations in our areas, as well as, other industries and occupations which provide substantial employment opportunities but are not considered being high growth, the state and National Grantees offer the following:

The two AARP Arkansas offices are quite different in the types of jobs they help participants acquire. Around Hot Springs, for instance, seasonal employment related to tourism drives their Exits for Employment most of the year. The Ft. Smith Satellite area relies on clerical and industrial opportunities to place most of their participants. In Little Rock and Pine Bluff, industrial jobs, clerical, retail, assembly line, and service industry work also contribute across the board to Exits for Employment.

AARP has recognized a move toward more and more computer-related employment over the past few years and have ramped up an interactive data base called WorkSearch that allows all of their participants to go into the Internet with the help of special staff to guide them. AARP's system is designed to provide assessment, offers competency testing, certification through several colleges, and reaches out to job-search engines; depending on where the participant lives and what their particular level of ability might be.

For many of AARP's SCSEP participants, there is a limited value of using the sophisticated data bases mentioned previously. But, with the recent down turn in economy, AARP is seeing more numbers of higher functioning applicants come to their program for help. Many of these individuals worked in fields where their skills will easily transfer to modern jobs and finding them work becomes just a matter of minor tweaking here and there.

Other SCSEP participants, however, arrive at their door for a reason. Many are homeless or at great risk of being homeless. Some rely on relatives to get by. Most got in their desperate situation over a lifetime of poor decision making or because they were simply a victim of circumstance. Their level of skill, knowledge, ability, and motivation all can provide a great challenge for AARP to prepare them for unsubsidized employment. In many cases, these serious barriers translate into AARP Foundation WorkSearch investing more time training and constant assessment to eventually produce a successful outcome. Both of their offices in Arkansas understand helping these people is their responsibility...not just their job.

The American Indian Center of Arkansas uses the labor market information provided by the state of Arkansas to ensure that its program is designed to meet the local labor market demands. Their analysis of the information has shown them that Arkansas has needs in the area of healthcare, retail, construction, food service data processing and computer programming, business administration, education and transportation.

The labor market information also shows that in the next year (through 2009) occupations in health care will grow 3%, education will grow 2.8%, food service will grow 2.5% and jobs in the computer field will grow 2.1%.

Local Experience Works, staff has identified Hospitals, Healthcare Service Providers, and Trucking Firms as employers most interested in hiring Experience Works' participants. In Experience Works' areas, hospitals are training individuals to monitor patients on heart monitors to identify irregular heart arrhythmias; trucking firms are hiring participants that pass the CDL training to drive trucks; Healthcare service providers are hiring participants as CNAs, Home Health Aides, and Phlebotomy technicians.

Though NCBA service area is primarily an agriculture economy, low skill jobs in the agricultural industry are being phased out. The small farm or truck farm is being replaced by large scale agricultural businesses of corporate entities, the need for manual and low-skilled labor is dwindling.

Job skill sites have changed and the need now exists for heavy equipment operators, mechanics, chemists, persons with good math skills, etc.

However, NCBA is working with the Arkansas Workforce Centers and other providers to see that they can get as many participants to the Workforce Centers and Community Colleges to get the training that they need.

Still available and increasing in need in some areas are the service industries, such as cleaning, custodial, landscaping, fast food and daycare. The greater concentration of these jobs is in urban areas, although service job opportunities have increased in traditionally rural areas, due to the gaming industry.

When addressing the employment histories and the types of skills possessed by SCSEP eligible individuals in our area, the American Indian Center of Arkansas conveyed the following:

Generally SCSEP clients have little or poor work history with very little skills.

The current and projected employment opportunities in Arkansas and the types of skills available among the eligible populations have direct implications for the host agencies that SCSEP grantees recruit to participate in the program; the types of training positions available at the host agencies; skill training offerings that grantees locate or develop; and training linkages that grantees negotiate and establish with the local Arkansas Workforce Center.

The state and National SCSEP Grantees plan to ensure that community service employment assignments are truly providing skill training that meets the needs of both participants and employers in various ways: by promoting On-The-Job Experience (OJEs); working with small business and more frontline employer contact in order to ascertain the skills they would need in an employee; utilization of the Arkansas Workforce Centers and Junior Colleges for participant training; bringing out the hidden skills in the participants that are recruited; building assignments around skill needs and employer needs; serving on boards and placing SCSEP information at Workforce Centers.

## **Section 6. Increasing Participant Placement in Unsubsidized Employment and Employer Outreach**

In order to engage and develop partnerships with employers:

AARP Foundation WorkSearch has an ongoing initiative to coordinate their activities with national partner organizations like Walgreens, Home Depot, Borders, and many others. Through this effort, employment opportunity is enhanced at the local level from the top, down. Many of the employment opportunities resulting from this collaboration will be higher compensated, managerial positions. The likelihood of substantial numbers of jobs being posted with AARP in all aspects of these operations is also a benefit, however. To facilitate their interaction locally, each national partner's web site is listed on their data base search engine. Individual assessment of each person in their program has been emphasized to insure only the most suitable participants are referred. AARP feels this time assessing on the front end is well spent, because the employer will have a candidate more suitable to their needs, and they will be much more likely to keep them on the job longer.

AARP is also actively working with The Employment Guide to advertise and assist in setting up job fairs throughout the nation and in Arkansas. This past fall, one of these large job fairs was run in Little Rock and was deemed a great success.

The American Indian Center of Arkansas will continue to develop partnerships with employers in Arkansas for the referral and hiring of SCSEP clients. Those employment opportunities with the greatest chance for long term retention and advancement will be targeted. Case managers will continue to monitor and assist clients after they enter the workforce to insure they have the greatest chance for success. Their clients will be assisted, advised and guided by the case managers to pursue jobs in these demand areas and in particular cases to enroll in training programs that are reflective of these demands and are on the state's approved training provider list. Training institutions, both state and private, will be used to provide training for the Center's clients. Their experience has shown that the labor demands have driven the development of the training programs and that clients who successfully complete these programs have a very high percentage of job placements.

As a part of their case management their client's wishes and desires play a large roll in determining the strategy for helping them. They utilize the client's career goals along with the availability of jobs and training to determine the best strategy to meet the client's goals while also meeting the goals of the SCSEP program.

As part of their efforts to engage and develop partnerships with employers, Experience Works will:

- Increase local employer contacts;
- Engage in increased dialog with local employers regarding their skills and training needs;
- Promote employer identified training needs in community service training assignments;
- Promote OJEs to employers;
- Increase presentations made to local employer groups, such as Chambers of Commerce, Rural Water Associations and Electric Cooperatives; and
- Encourage employer involvement with other Experience Works activities, such as identification of Experience Works Outstanding Worker of the Year, local Job Club sessions, conducting mock interviews with their participants, and in public awareness campaigns.

In order to identify employment opportunities with established career ladders, Experience Works:

- Researches demand occupations and career ladder information via the Internet and through the local Arkansas Workforce Centers;
- Meets with local employers to determine how these ladders affect local hiring trends and to determine which of these apply to the local areas they serve; and
- Develops participant training plans and opportunities with career advancement opportunities in mind.

Also, in order to place individuals in high growth industries and occupations, as well as, other industries and occupations which provide substantial employment opportunities for participants, Experience Works:

- Researches high growth occupations information via the Internet and through the local Arkansas Workforce Centers;
- Determines which of these apply to the local areas they serve;
- Uses employer outreach to gather specific input about skills needed in targeted occupations;
- Develops participant training plans and opportunities with these high growth occupations in mind;
- Pursues OJEs for job-ready participants in these occupations;
- Plans to develop a statewide Business Advisory Council to obtain broad input from employers and business organizations on workforce needs, skill gaps, and opportunities for mature job seekers; and
- Solicits employers that have state-wide and region-wide operations.

In order to address retention activities once participants enter the workforce, Experience Works will maintain frequent contact with participants once they enter the workforce. Follow-ups will be conducted with the employer to determine if training was sufficient, if additional training is needed, and if additional support services are needed. Follow-ups will also be conducted with the placed participant to determine their satisfaction with the training provided, to identify early any brewing problems on the job that may lead to the participant quitting or being let go prematurely, to provide ongoing counseling, and to offer supportive services.

The NCBA will monitor and maintain contact with the participants once they enter the workforce. Follow-ups are done to determine:

- If additional training is needed;
- If any supportive service is needed;
- If they are satisfied with the training being provided;
- To identify problems on the job; and
- If participant is still employed.

In order to increase unsubsidized placement, state and National Grantees plan for providing SCSEP participants training in addition to the training provided as part of a community service employment assignment (i.e., lectures, seminars, classroom instruction, individual instruction, online instruction, private sector on-the-job experiences, work experience or other arrangements.)

Experience Works will accomplish this through the following:

1. Employer outreach will be used to gather specific input about skills and training needed in targeted occupations.

2. Staff will work to locate appropriate training providers in the areas Experience Works serves and to negotiate reasonable training prices and effective training methods. Experience Works has set aside 3% of participant wages and fringe benefits to pay for participant training (and supportive services).
3. Local community colleges may be targeted for training when appropriate.
4. For computer training, the Teknimeida training package may be used to provide training in remote areas.
5. Job ready participants will be encouraged to attend job clubs and take advantage of various job search and other classes sponsored by WIA and various agencies in the communities.
6. OJEs will be actively promoted.
7. Additional training and support services may be offered after employment, especially to promote advancement.

The NCBA-SEP's goal is to push and make certain the SCSEP Organization has greater input in the Arkansas Workforce Center and create environments that are more conducive to the training, re-training and development of the Arkansas elderly. The goal is to bring employment of the elderly to the forefront rather than keeping it on the back burner. In some service areas the benefit is to increase the number of unsubsidized placements.

In order to ensure that the Division of Aging and Adult Services is meeting its negotiated unsubsidized employment goal, the Division of Aging and Adult Services' sought and received approval from the U. S. Department of Labor to use up to an additional 10% for training and supportive services for SCSEP participants. Arkansas' sub-grantee anticipates utilizing at least 3% of Enrollee Wages/Fringe Benefits on Other Program Costs for training and supportive services. This increase will help Arkansas' sub-grantee better serve individuals with the greatest employment barriers. In order to meet current performance requirements, more training and more support services are required than have been in the past. In addition, the majority of the sub-grantee's SCSEP positions are now concentrated in rural areas. In general, rural areas have higher unemployment than any other areas other than inner cities, and competition for available jobs is more intense. Without up-to-date in-demand skills, an older, disadvantaged job seeker is unlikely to find work, and often these training and support services cannot be fully provided by host agencies or without cost from other community resources.

## **Section 7. Community Service Needs**

During the State Plan cycle, the state and SCSEP National Grantees will identify community service needs by looking at various studies that have been conducted (i.e., some area agencies on aging keep track of people's needs through a record of the calls they receive for information and assistance). The state SCSEP serves on the United We Ride Committee where a Transportation Survey was developed and conducted. Another way to get a feel of community needs would be to meet with local Faith Based organizations. Appropriate host agencies would be identified and recruited through presentations to Civic organizations which have some members that represent various government and non-profit agencies that serve the communities. Mayors and Judges

would also be contacted since they are in tune with their communities' needs and organizations that could be recruited as host agencies that are addressing the various needs of the community.

## **Section 8. Coordination with Other Programs, Initiatives and Entities**

State and National SCSEP Grantees are very much involved with the Title I Workforce Investment Act activities in Arkansas:

Both of the AARP Foundation WorkSearch offices in Arkansas actively network with area Workforce Centers wherever they exist. Many of the Workforce Center offices have participants assigned to them for training. Memorandums of Understanding have been created to provide framework for this interaction.

Experience Works' staff serve as board members for several local WIAs. Staff attends local partner and WIB meetings, serve on committees and taskforces. MOUs are developed in all service areas. Many local participant assistants and staff are housed in the local Workforce Centers. Many serve as host agencies. All participants are required to register with the Workforce Centers and many ineligible applicants are referred there for services. Staff is encouraged to co-enroll participants when appropriate. Participants are encouraged to take advantage of job search and resume writing workshops and other courses held at the Workforce Centers. Staff research job listings for their participants. Partners are asked to assist with outreach and recruitment efforts to targeted and hard to serve populations. Staff and participant openings are advertised with the Arkansas Workforce Centers.

NCBA-SEP Staff serve as board members in Northern and Eastern Arkansas for several local WIAs, MOUs are developed in all of their service areas. Some of their participants serve as assistants at the Workforce Centers. They also help with outreach and recruitment to targeted and hard to serve populations.

The state, as well as, the SCSEP National Grantees demonstrates their coordination activities with other titles of the Older Americans Act (i.e. Division of Aging and Adult Services, Area Agencies on Aging, etc.) in numerous ways.

The Division of Aging and Adult Services Management Project Analyst II (MPA II) who oversees the SCSEP is liaison to two Area Agencies on Aging in Arkansas, as well as, working closely with the Division's other Area Agencies on Aging liaisons.

Each year, Experience Works provides a summary of their grant application to the AAAs for their review, questions, and comments. Several AAAs serve as host agencies. Participants are provided Community Service Assignments at many senior centers and nutrition sites. AAAs are also asked to assist with outreach and recruitment efforts and are asked to hire participants when they can. Experience Works refers applicants to other SCSEP providers not in their territory and tries to coordinate services throughout the state.

The state and National Grantees collaborate with other public and private entities and programs that provide services to older Americans, such as community-based organizations, transportation programs, and programs for those with special needs or disabilities.

The Division of Aging and Adult Services' MPA II that is over the SCSEP is a member of the Transportation Coordination Roundtable Committee and attends monthly meetings. The MPA II also serves on the State United We Ride Committee. The Committee developed a State Coordination Transportation Plan and conducted a Transportation Survey. The MPA II is also the Division of Aging and Adult Services' voting member of the Arkansas Transit Association.

The AARP Hot Springs Project Office assigns participants to the Hot Springs Rehabilitation Center whenever the circumstances dictate. Both offices also work very closely with the Community Service Organization, Public Housing Authorities and Area Agencies on Aging, just to name a few.

Collaboration with other partners is very important to the state and National Grantees (e.g., state vocational rehabilitation agencies, adult education and literacy providers, and education and training providers such as community colleges).

Experience Works is a committee member on the Governor's Mature Worker Initiative, which meets monthly. Experience Works works closely with vo-rehab and other agencies to recruit eligible applicants and as community service training providers. Experience Works works with the Aging and Disability Research Center in the state (Area Agency on Aging of Southwest Arkansas). Several local community colleges are utilized for community service assignments but also for classroom training for skills such as adult literacy skills, office skills training, and computer training.

State and National Grantees collaborate with other labor market and job training initiatives – e.g., the President's High Growth Job Training Initiative, Community-Based Job Training Grants, and the Workforce Innovation in Regional Economic Development (also known as "WIRED") Initiative grantees.

Experience Works seeks to expand SCSEP participants' access to enhanced higher level training through linkages with community and technical colleges, Boards, and other entities essential to the President's High Growth Job Training Initiative. Experience Works' staff has attended training on the WIRED initiative. However, staff is trying to use the WIRED-approach to services, which encompasses a regional approach to workforce and economic development activities in an area.

State and National Grantees leverage resources from other key partners in Arkansas to support SCSEP activities by the following:

The W.A.G.E. organization in Hot Springs is one of the training providers AARP refers their participants to for adult and continuing education. Once a training curriculum has been completed, designated area businesses recognize certifications from W.A.G.E. and factor that into their hiring decisions.

Experience Works develops local partnerships and networks to expand recruitment outreach, facilitate access to training and community services, and increase the types and amount of supportive services available for SCSEP participants. Local partners include Workforce Centers, faith-based and community-based organizations, local elected officials, media, AAAs and senior centers, and others to increase enrollments.

In many instances local representatives are co-located in Workforce Centers and a number of Workforce Centers serve as host agencies for participants. Co-enrollment of SCSEP participants in WIA Adult Programs has also been encouraged. Workforce Development Boards and Workforce Centers provide valuable labor market information and updates on local economic initiatives, company expansion plans, emerging and evolving occupations, and employment opportunities for SCSEP participants.

To help eliminate barriers to training and to support the retention of participants who become employed, supportive services are provided through referrals to local organizations or by obtaining services directly from these organizations. As a result, participants have access to food, health care, housing, transportation, legal assistance, tutoring in basic literacy and ESL, and other services provided by area churches, Catholic Charities, AAAs, Salvation Army, Veterans Administration, Workforce Center partners, Chambers of Commerce, vocational schools, community colleges, community action agencies, local transportation programs, literacy programs, and adult learning centers.

Employer outreach will be used to gather specific input about skills needed in targeted occupations and pursue on-the-job experience arrangements for job-ready participants in these occupations. A statewide Business Advisory Council will be developed by Experience Works to obtain broad input from employers and business organizations on workforce needs, skill gaps, and opportunities for mature job seekers.

Experience Works' staff will seek training opportunities funded through other sources, such as Small Business Administration grants and PELL grants.

The American Indian Center of Arkansas has signed Memorandums of Understanding (MOUs) with eight of ten WIBs in Arkansas. These MOUs provide for referral services between the Center and the local Arkansas Workforce Centers and allows for the Center to use the Workforce Center facilities to meet with clients and to meet with Workforce Center partners to provide services to Center clients on a case by case basis. Coordination between the Center and the Workforce Center involves both clients

applying for training and for those applying for job placement. While referrals from the Workforce Centers to the Center are minimal, the relationships are valuable because the utilization of the Workforce Center system allows the Center to provide services to the broad geographical area of its two state service delivery areas without extra staff and facilities. The ability to coordinate services between the clients and the partners and the ability to use the Workforce Center job listing and referral system greatly enhance the Centers ability to assist its clients. These MOU agreements have no financial or staffing obligations on the part of the Center.

## **Section 9. Avoidance of Disruptions in Service**

Arkansas' state and National SCSEP Grantees are dedicated to the avoidance of disruptions in service to SCSEP participants. Arkansas' state and National Grantees will take the recommendation of the U.S. Department of Labor that when there is new Census data indicating that there has been a shift in the location of the eligible population or when there is over-enrollment for any other reason, there will be a gradual shift that encourages current participants in subsidized community service assignments to move into unsubsidized employment to make positions available for eligible individuals in the areas where there has been an increase in the eligible population. The SCSEP state and National Grantees realize that participants are not entitled to remain in an unsubsidized community service assignment indefinitely and will adhere to the time limits on a SCSEP community service assignment as set forth in the Older Americans Act.

Arkansas' SCSEP National Grantees and sub-grantee shall not transfer positions from one geographic area to another without first notifying the Division of Aging and Adult Services:

- SCSEP Grantees must submit, in writing, any proposed changes in distribution that occur after submission of the Equitable Distribution Report (to the U. S. Department of Labor) to the Division of Aging and Adult Services for approval.
- After review and approval by the Division of Aging and Adult Services, the Division of Aging and Adult Services will submit, in writing, the proposed changes to the regional Federal Project Officer for review and approval.
- After review and approval by the regional Federal Project Officer, the proposed changes in distribution will be submitted, in writing, to the U.S. Department of Labor for approval. All participant transfers must receive final approval from the U.S. Department of Labor's Grant Officer.

## **Section 10. Improvement of SCSEP Services**

In order to improve SCSEP services, the state and National Grantees operating in Arkansas will arrange to be put on the Workforce Investment Act mailing list to receive notification of their conferences. The state and National Grantees would also like to get

on the Workforce Investment Act mailing list to receive their Call for Presentations when they go out for their conferences.

## **Section 11. Appendices**

- Appendix 1 Letters or other accepted documents from all required parties attesting to their participation in the development of the plan
- Appendix 2 Copies of public comments.
- Appendix 3 Arkansas Program Year 2007 Equitable Distribution Report.
- Appendix 4 SCSEP Equitable Distribution Report Proposed Changes (Discussed in 2008-2011 State Plan)
- Appendix 5 Memorandum of Understanding (MOU) Checklist

# APPENDIX 1

**From:** Nadine Grice  
**Sent:** Monday, January 07, 2008 11:07 AM  
**To:** 'SCSBOONE@aol.com'; 'aicpaul@aol.com'; 'dbronnerncbamsep@bellsouth.net'; 'Danny\_Griffis@experienceworks.org'  
**Cc:** 'Becky\_Scott@experienceworks.org'; David Goodson  
**Subject:** SCSEP State Plan

**Attachments:** TEGL 502801-2.pdf

Attached is a Training and Employment Guidance Letter that the Division of Aging and Adult Services received from Emily Stover DeRocco, Assistant Secretary regarding the "New State Plan Requirements". The new State Plan is intended to foster both short-term and long term coordination among the various national and state SCSEP grantees and sub-recipients operating within the state and to facilitate the efforts of key stakeholders, including State and Local Boards under the Workforce Investment Act (WIA), to work collaboratively through a participatory process to accomplish the Senior Community Service Employment Program's goals. In addition, the new State Plan requirements emphasize the importance of increasing partnerships among grantees with other programs, initiatives and entities operating within the state. The State Plan is also intended to focus program resources where there is the greatest need relative to participants, host agencies and geographic areas.

Arkansas' Governor, Mike Beebe will be delegating the responsibility for developing and submitting the Senior Community Service Employment Program State Plan to the Department of Human Services, Division of Aging and Adult Services.

As in the past, it takes all of us to pull it together. I would like to schedule a meeting the week of the 14th or 21st of this month to work on the State Plan. If you will familiarize yourself with the "Outline for Development Process and Content of the State Plan" which is Attachment 1 of the Training and Employment Guidance Letter, that would be helpful.

If you would let me know by Wednesday, January 9, 2008 which dates are not convenient for you during the week of the 14th and 21st, I would appreciate it.



TEGL 502801-2.pdf  
(671 KB)

I am looking forward to seeing everyone.

*Nadine E. Grice*

Management Project Analyst II  
Division of Aging and Adult Services Slot S530  
Arkansas Department of Human Services  
P. O. Box 1437  
Little Rock, Arkansas 72203-1437  
Telephone: (501) 682-9992  
Fax: (501) 682-8155  
TDD: (501) 682-2443  
E-mail: [nadine.grice@arkansas.gov](mailto:nadine.grice@arkansas.gov)

Office Location

Arkansas Department of Health and Human Services  
700 Main Street, 5th Floor  
Little Rock, Arkansas 72201

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**From:** Nadine Grice  
**Sent:** Friday, January 11, 2008 3:18 PM  
**To:** 'SCSBOONE@aol.com'; 'Danny\_Griffis@experienceworks.org';  
'AICPAUL@aol.com'; 'dbronnerncbamsep@bellsouth.net';  
'Becky\_Scott@experienceworks.org'  
**Cc:** David Goodson; Gwen McLarty  
**Subject:** Sections for Your Agencies Input in SCSEP State Plan

**Importance:** High

**Attachments:** State of Arkansas State Plan 2008 - 2011.doc

Attached is Arkansas' 2008 - 2011 State Plan that the Division of Aging and Adult Services (DAAS) has started working on. There are sections in the Plan that require information from National Grantees operating SCSEP in Arkansas, as well as Arkansas' sub-grantee. Will you please read through the plan and complete the items that are designated in blue as they pertain to your respective agency. If you will also take a look at the items that are designated in a rust color and be prepared to discuss those items during our State Plan Meeting. There are a few items that are shown in red that will be added as appendices to the Plan once we have them.

Please feel free to make any recommendations for changes to the sections the DAAS has already been working on.

**I would appreciate your responses by the close of business on January 17, 2008 so that they can be inserted in the State Plan before our meeting on January 23rd.**

Please feel free to contact me if you have any questions and I appreciate your participation in the development of Arkansas' SCSEP State Plan.



State of Arkansas  
State Plan 2...

***Nadine E. Grice***

Management Project Analyst II  
Division of Aging and Adult Services Slot S530  
Arkansas Department of Human Services  
P. O. Box 1437  
Little Rock, Arkansas 72203-1437  
Telephone: (501) 682-9992  
Fax: (501) 682-8155  
TDD: (501) 682-2443  
E-mail: [nadine.grice@arkansas.gov](mailto:nadine.grice@arkansas.gov)

Office Location  
Arkansas Department of Health and Human Services  
700 Main Street, 5th Floor  
Little Rock, Arkansas 72201

DAAS Mission: To promote the health, safety, and independence of older Arkansans and adults with physical disabilities.  
DAAS Vision: Older Arkansans and adults with physical disabilities are healthy, save and enjoy a high quality of life.  
DAAS Beliefs: Older Arkansans and people with disabilities have a choice in how and where they receive long term care -

adults should age well - adults should be safe - access information enhances LTC choices - an aging society requires innovation and change.

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**From:** Nadine Grice  
**Sent:** Tuesday, January 22, 2008 8:31 AM  
**To:** 'Scmjohnson@aol.com'; 'Becky\_Scott@experienceworks.org';  
'Danny\_Griffis@experienceworks.org'; 'AICPAUL@aol.com';  
'dbronnerncbamsep@bellsouth.net'  
**Cc:** 'SCSBOONE@aol.com'  
**Subject:** Reminder: Arkansas' SCSEP State Plan and Equitable Distribution Meeting

Good morning, I am looking forward to seeing you at the Arkansas SCSEP State Plan and Equitable Distribution Meeting tomorrow, Wednesday, January 23, 2008 at 10:00 a.m. at the Department of Human Services, 5th Floor Conference Room, Room Number 5368.

The Department of Human Services is located at 700 Main street in the Donaghey Plaza South Building. The Donaghey Plaza South Building is located on the corner of 7th and Main Streets in downtown Little Rock, Arkansas and says Department of Human Services on the front. There is a United States Flag and an Arkansas Flag in front of the building. There is parking at street level only in the Donaghey Plaza Parking Deck. The entrance to the street level Donaghey Plaza Parking is on Main Street directly under the green skywalk. If that parking deck is full, there are some other public parking lots nearby, as well as, metered parking on the street.

Conference Room 5368 is located on the 5th floor. When you get off the elevator face the side that has a counter. Go left down the hallway and the conference room is the second room on the right.

You will need to check in with the receptionist/security in the lobby to obtain a visitor's tag.

Follow is a listing of those who will be attending the meeting:

**AARP**

- Mitzi Johnson

**Experience Works, Inc.**

- Rebecca Scott
- Danny Griffis

**Institute for Indian Development, Inc.  
(American Indian Center of Arkansas)**

- Paul Austin
- Lois Bethards
- Susan Hook

**National Caucus and Center on Black Aged, Inc.**

- Joseph Woods
- Valla Hancock

**Division of Aging and Adult Services**

- Nadine Grice

Please feel free to contact me if you have any questions.

*Nadine E. Grice*

Management Project Analyst II  
Division of Aging and Adult Services Slot S530

Arkansas Department of Human Services  
P. O. Box 1437  
Little Rock, Arkansas 72203-1437  
Telephone: (501) 682-9992  
Fax: (501) 682-8155  
TDD: (501) 682-2443  
E-mail: [nadine.grice@arkansas.gov](mailto:nadine.grice@arkansas.gov)

Office Location  
Arkansas Department of Health and Human Services  
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DAAS Mission: To promote the health, safety, and independence of older Arkansans and adults with physical disabilities.  
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DAAS Beliefs: Older Arkansans and people with disabilities have a choice in how and where they receive long term care - adults should age well - adults should be safe - access information enhances LTC choices - an aging society requires innovation and change.

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**ARKANSAS SCSEP STATE PLAN AND EQUITABLE  
DISTRIBUTION MEETING  
January 23, 2008**

**Sign-In Sheet**

**Name**

**Agency**

*Nadine Greig*

*Division of Aging & Adult Services*

*Beverly Overly*

*DAAS*

*Fabricia Roberts*

*DAAS-OAA*

*Vella D. Hancock*

*NCBA*

*Joseph Wink*

*NCBA*

*Ranney Giffes*

*Experience Works*

*R Scott*

*Experience Works*

*Paul Austine*

*American Indian Center of ARK*

*Lois Bethards*

*American Indian Center of Ark*

*Jason Hook*

*American Indian Center of ARK*

*Mitzi Johnson*

*AARP Foundation*



**ARKANSAS SCSEP STATE PLAN AND  
EQUITABLE DISTRIBUTION MEETING  
January 23, 2008**

**Agenda**

**Introductions**

**Apprenticeship Program (Handout)**

**Equitable Distribution Report**

**Arkansas SCSEP State Plan**

**Adjourn**

**experience works**

senior workforce solutions

**AR/LA/MS/OK/TX Operations**

January 22, 2008

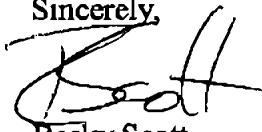
To Whom It May Concern:

Please note that Experience Works is pleased to have been involved in the development of the Arkansas Senior Community Service Employment Program State Plan 2008-2011.

Our input was solicited via email and we attended the state planning meeting held on January 23, 2008 in Little Rock.

If you have any questions or need any further information please contact me at 318-876-3954.

Sincerely,



Becky Scott  
Regional Director

Cc:

# APPENDIX 2



# Arkansas Department of Human Services

## Division of Aging and Adult Services



P.O. Box 1437, Slot S-530 Little Rock, AR 72203-1437 • 501-682-2441 • Fax: 501-682-8155 • TDD: 501-682-2443

April 8, 2008

Governor's Advisory Council on Aging Member (*These were individually addressed, see attached list.*)

The Division of Aging and Adult Services is proud to announce that Governor Mike BeeBe delegated the preparation and submission of the Senior Community Service Employment Program 2008 – 2011 State Plan to the Arkansas Department of Human Services, Division of Aging and Adult Services.

The 2008 - 2011 State of Arkansas Senior Community Service Employment Program (SCSEP) State Plan brings together information gathered by Arkansas' SCSEP grantees at the state and local levels that will assist in the long term, strategic view of the Senior Community Service Employment Program activities; and the SCSEP's goal to enhance employment opportunities for older Americans and promote older workers as a solution for businesses seeking a trained, qualified and reliable workforce. The State Plan identifies employment issues, workforce trends, skill training needs for participants, and employers, community service needs, as well as, social service needs.

The Division of Aging and Adult Services would like to afford the opportunity to review and comment on Arkansas' SCSEP State Plan to members of the Governor's Advisory Council on Aging. Please take a few moments to review Arkansas' SCSEP State Plan. The Division of Aging and Adult Services welcomes all comments. A postage paid envelope is enclosed for the submission of any comments that you may have. The deadline for receipt of comments is by close of business on May 12, 2008.

If you have any questions, please feel to contact me at (501) 682-9992.

Sincerely,

Nadine Grice  
Management Project Analyst II  
Older Americans Act Section

NG/ng

cc: Mr. David Goodson, Assistant Director, Division of Aging and Adult Services  
Ms. Gwen Ervin-McLarty, Program Administrator, Division of Aging and Adult Services

Enclosures: State of Arkansas Senior Community Service Employment Program State Plan 2008 – 2011  
Postage Paid Return Envelope

## Governor's Advisory Council on Aging

## 2007 - 2008 Membership

TITLE	FIRST NAME	LAST NAME	ADDRESS	CITY, STATE, ZIP	TELEPHONE 1	TELEPHONE 2	TERM EXP. DATE	EMAIL
Ms.	Betty	Bradshaw	709 East 8th Avenue	Pine Bluff AR 71601	(870) 543-6300	(870) 879-6684	January 14, 2010	bbradshaw@aaasea.org
Mr.	Mary	Bublitz	6 Nantucket Drive	Bella Vista AR 72714	(479) 855-3714	(479) 855-0507	January 14, 2010	maryb5004@sbcglobal.net
Mr.	Lamar	Cole	3471 Nottingham Place	Fayetteville AR 72703	(479) 442-7424	(479) 200-6356	January 14, 2008	glcole@aristotle.net
Ms.	Joyce	Dees	State Capitol, Suite 120	Little Rock AR 72201	(501) 683-6428		Governor's Office Liaison	joyce.dees@governor.arkansas.gov
Mr.	Hodijah O.	Gray	PO Box 1635	Pine Bluff AR 71613	(870) 535-5680		January 14, 2011	
Mr.	Doyle	Harrison	3317 East Street	Texarkana AR 71854	(870) 772-3236		January 14, 2010	
Mr.	Timothy	Herr	905 West Grand	Hot Springs AR 71913	(501) 321-2811	(501) 262-0950	January 14, 2010	therr@seniorspecialists.org
Ms.	Marilyn	Hicks	1091 Highway 272	Waldron AR 72958	(479) 637-2219		January 14, 2008	elliott2@centurytel.net
Mr.	Don	Hindman	103 Spring River Road	Sherwood AR 72120	(501) 834-5770	(501-834-0254	January 14, 2010	bobdonh@aristotle.net
Ms.	Lynda	Hogue	4114 Raider Road	Jonesboro AR 72404	(870)933-2022		January 14, 2010	lynda.hogue@sbcglobal.net

Governor's Advisory Council on Aging

2007 - 2008 Membership

TITLE	FIRST NAME	LAST NAME	ADDRESS	CITY, STATE, ZIP	TELEPHONE 1	TELEPHONE 2	TERM EXP. DATE	EMAIL
Mr.	David	Jackson	1505 Prickett Road	Bryant AR 72202	(501) 847-8395		January 14, 2010	
Ms.	Sherry	Johnson	4815 West Markham Mail Slot H-6	Little Rock AR 72205	(501) 661-2120		January 14, 2008	sherry.johnson@arkansas.gov
Mr.	Harry C.	Mason, Jr.	PO Box 1 517 West Sportsman Drive	Biscoe AR 71017	(870) 998-2205		January 14, 2011	harry059@centurytel.net
Mr.	Bernard	Mize	713 12th Street	Mena AR 71953	(479) 234-1671	(479) 394-1982	January 14, 2010	bernardmize@sbcglobal.net
Ms.	Jessie Mae	Murphy	804 "E" Street	North Little Rock AR 72114	(501) 945-3663		January 14, 2010	
Mr.	Albert	Porter	6615 Sherry Drive	Little Rock AR 72204	(501) 664-2268		January 14, 2008	frporter@ualr.edu
Ms.	Harriet	Raley	2 Edgehill Road	Searcy AR 72143	(501) 268-4692	(501) 230-2096	January 14, 2008	cjraley@cablelynx.com
Mr.	William	Rhoades	PO Box 8421	Hot Springs Village AR 71910	(501) 915-0448		January 14, 2010	william-rhoades@sbcglobal.net
Mr.	Art	Robertson	24 Buttermilk Road	Little Rock AR 72227	(501) 225-2961		January 14, 2010	
Ms.	Gisele	Souter	271 Columbia Road 15	Magnolia AR 71753	(870) 234-6371		January 14, 2010	MEMBER HAS RESIGNED

Governor's Advisory Council on Aging

2007 - 2008 Membership

TITLE	FIRST NAME	LAST NAME	ADDRESS	CITY, STATE, ZIP	TELEPHONE 1	TELEPHONE 2	TERM EXP. DATE	EMAIL
Dr.	Ella	Taylor	1091 CR 139	Hickory Ridge AR 72347	(870) 697-2702	(870) 697-2281	January 14, 2008	
Ms.	Diana	Turner	172 Kelmm Place	Mountain Home AR 72653	(870) 425-9092	(870) 425-4101	January 14, 2010	dianajt@centurytel.net
Ms.	Shirley	Turner	PO Box 728	Tuckerman AR 72473	(870) 349-2419	(870) 349-2666	January 14, 2008	
Sister	Pierre	Vorester	PO Box 3489	Fort Smith AR 72913	(479) 783-4147		January 14, 2008	
Mr.	David	Goodson	DAAS - Mail Slot S-530 PO Box 1437	Little Rock AR 72203	(501) 683-2634			david.goodson@arkansas.gov
Ms.	Gwen	Ervin-McLarty	DAAS - Mail Slot S-530 PO Box 1437	Little Rock AR 72203	(501) 683-7964			gwen.mclarty@arkansas.gov
Ms.	Patricia	Robins	DAAS - Mail Slot S-530 PO Box 1437	Little Rock AR 72203	(501-) 683-7976			patricia.robins@arkansas.gov



**Arkansas Department  
of Human Services  
Division of Aging and Adult Services**



P.O. Box 1437, Slot 8-530 Little Rock, AR 72203-1437 • 501-682-2441 • Fax 501-682-8155 • TDD: 501-682-2443

April 8, 2008

Wal-Mart Headquarters  
702 SW 8<sup>th</sup> Street  
Bentonville, AR 72716

To Whom It May Concern:

The Division of Aging and Adult Services is proud to announce that Governor Mike Beebe delegated the preparation and submission of the Senior Community Service Employment Program 2008 – 2011 State Plan to the Arkansas Department of Human Services, Division of Aging and Adult Services.

The 2008 - 2011 State of Arkansas Senior Community Service Employment Program (SCSEP) State Plan brings together information gathered by Arkansas' SCSEP grantees at the state and local levels that will assist in the long term, strategic view of the Senior Community Service Employment Program activities; and the SCSEP's goal to enhance employment opportunities for older Americans and promote older workers as a solution for businesses seeking a trained, qualified and reliable workforce. The State Plan identifies employment issues, workforce trends, skill training needs for participants, and employers, community service needs, as well as, social service needs.

The Division of Aging and Adult Services would like to afford the opportunity to review and comment on Arkansas' SCSEP State Plan to major businesses in Arkansas. Please take a few moments to review Arkansas' SCSEP State Plan. The Division of Aging and Adult Services welcomes all comments. A postage paid envelope is enclosed for the submission of any comments that you may have. The deadline for receipt of comments is by close of business on May 12, 2008.

If you have any questions, please feel to contact me at (501) 682-9992.

Sincerely,

Nadine Grice  
Management Project Analyst II  
Older Americans Act Section

NG/ng

Enclosures: State of Arkansas Senior Community Service Employment Program State Plan 2008 – 2011  
Postage Paid Return Envelope



**Arkansas Department  
of Human Services  
Division of Aging and Adult Services**



P.O. Box 1437, Slot S-530 Little Rock, AR 72203-1437 • 501-682-2441 • Fax: 501-682-8155 • TDD: 501-682-2443

April 8, 2008

Tyson Foods, Inc.  
P. O. Box 2020  
Springdale, Arkansas 72764-6999

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The Division of Aging and Adult Services is proud to announce that Governor Mike Beebe delegated the preparation and submission of the Senior Community Service Employment Program 2008 – 2011 State Plan to the Arkansas Department of Human Services, Division of Aging and Adult Services.

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If you have any questions, please feel to contact me at (501) 682-9992.

Sincerely,

Nadine Grice  
Management Project Analyst II  
Older Americans Act Section

NG/ng

Enclosures: State of Arkansas Senior Community Service Employment Program State Plan 2008 – 2011  
Postage Paid Return Envelope

**From:** Nadine Grice  
**Sent:** Tuesday, April 08, 2008 2:43 PM  
**To:** 'SCSBOONE@aol.com'; 'Danny\_Griffis@experienceworks.org';  
'Becky\_Scott@experienceworks.org'; 'dbronnerncbamsep@bellsouth.net';  
'labethards@sbcglobal.net'  
**Subject:** Focus Groups - SCSEP State Plan 2008 - 2011

**Attachments:** STATE OF ARKANSAS STATE PLAN 2008.doc; Equitable Distribution Report for Arkansas 2007 Completed (2).xls

Good afternoon: Attached is the Arkansas Senior Community Service Employment Program State Plan 2008 - 2011. Per our discussion in the State Plan/Equitable Distribution Meeting, please schedule a time to present the SCSEP State Plan at one of your host agencies (i.e. Senior Activity Center, etc. or anywhere that you choose) as a focus group. You could start off by saying:

"The 2008 - 2011 State of Arkansas State Plan brings together information gathered by Arkansas' SCSEP grantees at the state and local levels that will assist in the long term, strategic view of the Senior Community Service Employment Program (SCSEP) activities and the SCSEP's goal to enhance employment opportunities for older Americans and promote older workers as a solution for businesses seeking a trained, qualified and reliable workforce. The State Plan identifies employment issues, workforce trends, skill training needs for participants and employers, community service needs, as well as, social service needs."

You can tell those in attendance a little bit about the SCSEP, etc., share the plan with them, review some of the highlights of the SCSEP State Plan with them and ask for any comments/questions. Please keep a record of any comments/questions, have a sign-in sheet and an agenda. After your have held your meeting please send me a copy of your record of the comments/questions, the sign-in sheet and agenda. If anyone attending the focus group would prefer sending in their comments/questions directly to the Division of Aging and Adult Services, they can send them to me via U. S. Postal Service, Fax. e-mail or hand deliver. My information is listed below. All comments need to be received by the Division of Aging and Adult by the close of business on Monday, May 12, 2008.

I would appreciate it if you could schedule your focus group prior to May 12, 2008 so that you can submit your record of comments/questions, sign-in sheet and agenda to me by the close of business on Monday, May 12, 2008. Once you have scheduled your meeting, please send me an -email advising me of the date, time and place.

Also, if you see anything that you would like revised or added to the State Plan, please feel free to let me know by the closing date for comments. I appreciate all of you and your work on the Arkansas SCSEP State Plan.

I have also attached a copy of the Equitable Distribution Plan that was presented at the State Plan/Equitable Distribution Meeting.



STATE OF  
ANSAS STATE PLAN



Equitable  
istribution Report ..

*Nadine E. Grice*

Management Project Analyst II  
Division of Aging and Adult Services Slot S530  
Arkansas Department of Human Services  
P. O. Box 1437  
Little Rock, Arkansas 72203-1437  
Telephone: (501) 682-9992  
Fax: (501) 682-8155  
TDD: (501) 682-2443  
E-mail: [nadine.grice@arkansas.gov](mailto:nadine.grice@arkansas.gov)

Office Location  
Arkansas Department of Health and Human Services  
700 Main Street, 5th Floor  
Little Rock, Arkansas 72201

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DAAS Vision: Older Arkansans and adults with physical disabilities are healthy, save and enjoy a high quality of life.  
DAAS Beliefs: Older Arkansans and people with disabilities have a choice in how and where they receive long term care - adults should age well - adults should be safe - access information enhances LTC choices - an aging society requires innovation and change.

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**From:** Nadine Grice  
**Sent:** Tuesday, April 08, 2008 2:48 PM  
**To:** 'Jerry Mitchell'; 'Ed Haas'; 'edoman@eaaaa.org'; Betty Bradshaw; 'Elaine Eubank'; 'Timothy Herr'; 'dsneed@aaaswa.net'; 'jmedley@agingwest.org'; 'The Mc'; 'dave@thewib.org'; 'dbburnley@sbcglobal.net'; 'dinman@americanrailcar.com'; 'glennbell@cablelynx.com'; 'johndyess@altronic.com'; 'nitram54@hotmail.com'; 'jwmartin@arkansas.net'; 'markclarkrx@sbcglobal.net'; 'marvin.gerlach@tyson.com'; 'msouth@flake-kelley.com'; 'dixieair@arkansas.net'; 'wingoj@yahoo.com'; W J Monagle; Rebecca Trammell; 'abhughes@swbell.net'; Carolyn Washington; 'bob@jusdoit.us'; 'cyoung@arhdc.org'; 'dbakke@pulaskitech.edu'; 'dburnley@sbcglobal.net'; 'dhilburn@bankozarks.com'; 'bigjax@sbcglobal.net'; 'jpurcell@adhe.edu'; 'nicholea@adhe.edu'; 'dwayne.mays@degussa.com'; 'eddiemiller@arkdisabilityrights.org'; 'eddiemiller83@hotmail.com'; 'lafcojudge@whiti.net'; 'franklin006@centurytel.net'; 'bakerg@arkleg.state.ar.us'; 'htsibs@mcec.coop'; 'pat.garrett@realpractices.net'; 'jknight@realsources.net'; Pam Lambert; John Selig; 'drdeebudb@sbcglobal.net'; 'ken.milbrodt@tyson.com'; 'Lstone2103@aol.com'; 'labearden@sbcglobal.net'; 'Linda2inspire@earthlink.net'; 'lgray@swbell.net'; 'mhaley@arkansasedc.com'; 'sandra@greenforestar.net'; 'mrebick@newcopiers.net'; 'jwheeler3@alltel.net'; 'jmnorton@alltel.net'; 'dixieair@arkansas.net'; 'creekmored@arkleg.state.ar.us'; 'rpbelk@swbell.net'; Robert Trevino; 'etsinc@suddenlinkmail.com'; 'skerr@eacc.edu'; 'sjkerr@cablelynx.com'; 'sarah.agee@governor.arkansas.gov'; 'delisa782000@yahoo.com'; 'tsteale@arkleg.state.ar.us'; 'bakert1652@yahoo.com'; 'mayor@malvernar.gov'; 'chathcock@malvernar.gov'; 'mike.beebe@governor.arkansas.gov'; 'chamber@littlerockchamber.com'  
**Cc:** Herb Sanderson; David Goodson; Gwen McLarty; 'SCSBOONE@aol.com'; 'Danny\_Griffis@experienceworks.org'; 'Becky\_Scott@experienceworks.org'; 'dbronnerncbamsep@bellsouth.net'; 'labethards@sbcglobal.net'  
**Subject:** SCSEP State Plan 2008 - 2011

**Attachments:** STATE OF ARKANSAS STATE PLAN 2008.doc

Attached is a copy of the State of Arkansas Senior Community Service Employment Program (SCSEP) State Plan 2008 - 2011 for your review and comment.

The 2008 - 2011 State of Arkansas State Plan brings together information gathered by Arkansas' SCSEP grantees at the state and local levels that will assist in the long term, strategic view of the Senior Community Service Employment Program (SCSEP) activities and the SCSEP's goal to enhance employment opportunities for older Americans and promote older workers as a solution for businesses seeking a trained, qualified and reliable workforce. The State Plan identifies employment issues, workforce trends, skill training needs for participants and employers, community service needs, as well as, social service needs.

Please take a few moments to review Arkansas' SCSEP State Plan. The Division of Aging and Adult Services welcomes all comments. Comments can be sent in via e-mail, fax, U.S. Postal Service, or hand delivered. The deadline for receipt of comments is by close of business on May 12, 2008. Please send your comments to Nadine Grice at the Division of Aging and Adult Services. Ms. Grice's e-mail, fax, address, and office location information is listed below.



STATE OF  
ANSAS STATE PLAN

*Nadine E. Grice*

Management Project Analyst II  
Division of Aging and Adult Services Slot S530  
Arkansas Department of Human Services  
P. O. Box 1437  
Little Rock, Arkansas 72203-1437  
Telephone: (501) 682-9992  
Fax: (501) 682-8155  
TDD: (501) 682-2443  
E-mail: [nadine.grice@arkansas.gov](mailto:nadine.grice@arkansas.gov)

Office Location  
Arkansas Department of Health and Human Services  
700 Main Street, 5th Floor  
Little Rock, Arkansas 72201

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**From:** Nadine Grice  
**Sent:** Tuesday, April 08, 2008 3:13 PM  
**To:** Ron Tatus  
**Cc:** Herb Sanderson; Connie Parker; David Goodson; Gwen McLarty  
**Subject:** SCSEP State Plan added to DAAS Website

**Attachments:** STATE OF ARKANSAS STATE PLAN 2008.doc

Ron would you please put the attached copy of the Senior Community Service Employment Program on the DAAS Website for review and comment. It could say something like:

"The Division of Aging and Adult Services is proud to announce that Governor Mike BeeBe delegated the preparation and submission of the Senior Community Service Employment Program 2008 – 2011 State Plan to the Arkansas Department of Human Services, Division of Aging and Adult Services.

The 2008 - 2011 State of Arkansas Senior Community Service Employment Program (SCSEP) State Plan brings together information gathered by Arkansas' SCSEP grantees at the state and local levels that will assist in the long term, strategic view of the Senior Community Service Employment Program activities; and the SCSEP's goal to enhance employment opportunities for older Americans and promote older workers as a solution for businesses seeking a trained, qualified and reliable workforce. The State Plan identifies employment issues, workforce trends, skill training needs for participants, and employers, community service needs, as well as, social service needs.

The Division of Aging and Adult Services welcomes any comments/questions anyone has on the SCSEP State Plan. Comments can be sent in via e-mail, fax, U.S. Postal Service, or hand delivered. The deadline for receipt of comments is by close of business on May 12, 2008. Please send your comments to Nadine Grice at the Division of Aging and Adult Services. Ms. Grice's e-mail, fax, address, and office location information is listed below:

Nadine Grice  
Management Project Analyst II  
Division of Aging and Adult Services Slot S530  
Arkansas Department of Human Services  
P. O. Box 1437  
Little Rock, Arkansas 72203-1437  
Telephone: (501) 682-9992  
Fax: (501) 682-8155  
TDD: (501) 682-2443  
E-mail: [nadine.grice@arkansas.gov](mailto:nadine.grice@arkansas.gov)  
Office Location  
Arkansas Department of Health and Human Services  
700 Main Street, 5th Floor  
Little Rock, Arkansas 72201"



STATE OF  
ANSAS STATE PLAN

Ron, I know that you have a lot going on right now and I don't know how complicated it is for you to place this on the DAAS Website. But if you could find the time this week or next that would be nice.

Thank you.

**From:** JAMES N MCCALL [jctraveler@sbcglobal.net]

**Sent:** Tuesday, April 08, 2008 3:59 PM

**To:** Nadine Grice

**Subject:** Re: SCSEP State Plan 2008 - 2011

Dear Ms. Grice, thank you for the opportunity to review and comment on the Arkansas Senior Community Service Employment Program State Plan. As an unemployed senior citizen, I am pleased to know that state and national employment program grantees are striving to place their positions in a fair manner throughout Arkansas.

----- Original Message -----

From: Nadine Grice <nadine.grice@arkansas.gov>

To: Jerry Mitchell <jmitchell@aanwar.org>; Ed Haas <Ed.haas@wraaa.com>; edoman@eaaaa.org; Betty Bradshaw <bbradshaw@aaasea.org>; Elaine Eubank <EEubank@care-link.org>; Timothy Herr <therr@seniorspecialists.org>; dsneed@aaaswa.net; jmedley@agingwest.org; The Mc <jctraveler@sbcglobal.net>; dave@thewib.org; dbburnley@sbcglobal.net; dinman@americanrailcar.com; glennbell@cablelynx.com; johndyess@altronic.com; nitram54@hotmail.com; jwmartin@arkansas.net; markclarkrx@sbcglobal.net; marvin.gerlach@tyson.com; msouth@flake-kelley.com; dixieair@arkansas.net; wingoj@yahoo.com; W J Monagle <W.J.Monagle@arkansas.gov>; Rebecca Trammell <Rebecca.Trammell@arkansas.gov>; abhughes@swbell.net; Carolyn Washington <Carolyn.Washington@arkansas.gov>; bob@jusdoit.us; cyoung@arhdc.org; dbakke@pulaskitech.edu; dbburnley@sbcglobal.net; dhilburn@bankozarks.com; bigjax@sbcglobal.net; jpurcell@adhe.edu; nicholea@adhe.edu; dwayne.mays@degussa.com; eddiemiller@arkdisabilityrights.org; eddiemiller83@hotmail.com; lafcojudge@whiti.net; franklin006@centurytel.net; bakerg@arkleg.state.ar.us; htsibs@mcec.coop; pat.garrett@realpractices.net; jknight@realsources.net; Pam Lambert <Pam.Lambert@arkansas.gov>; John Selig <John.Selig@arkansas.gov>; drdeebudb@sbcglobal.net; ken.milbrodt@tyson.com; Lstone2103@aol.com; labearden@sbcglobal.net; Linda2inspire@earthlink.net; lkgray@swbell.net; mhaley@arkansasedc.com; sandra@greenforestar.net; mrebeck@newcopiers.net; jwheeler3@alltel.net; jmnorton@alltel.net; dixieair@arkansas.net; creekmored@arkleg.state.ar.us; rpbek@swbell.net; Robert Trevino <Robert.Trevino@arkansas.gov>; etsinc@suddenlinkmail.com; skerr@eacc.edu; sjkerr@cablelynx.com; sarah.agee@governor.arkansas.gov; delisa782000@yahoo.com; tsteele@arkleg.state.ar.us; bakert1652@yahoo.com; mayor@malvernar.gov; chathcock@malvernar.gov; mike.beebe@governor.arkansas.gov; chamber@littlerockchamber.com

Cc: Herb Sanderson <herb.sanderson@arkansas.gov>; David Goodson <David.Goodson@arkansas.gov>; Gwen McLarty <Gwen.McLarty@arkansas.gov>; SCSBOONE@aol.com; Danny\_Griffis@experienceworks.org; Becky\_Scott@experienceworks.org; dbronnerncbamsep@bellsouth.net; labethards@sbcglobal.net

Sent: Tuesday, April 8, 2008 2:47:58 PM

Subject: SCSEP State Plan 2008 - 2011

Attached is a copy of the State of Arkansas Senior Community Service Employment Program (SCSEP) State Plan 2008 - 2011 for your review and comment.

The 2008 - 2011 State of Arkansas State Plan brings together information gathered by Arkansas' SCSEP grantees at the state and local levels that will assist in the long term, strategic view of the Senior Community Service Employment Program (SCSEP) activities and the SCSEP's goal to enhance employment opportunities for older Americans and promote older workers as a solution for businesses seeking a trained, qualified and reliable workforce. The State Plan identifies employment issues, workforce trends, skill training needs for participants and employers, community service needs, as well as, social service needs.

Please take a few moments to review Arkansas' SCSEP State Plan. The Division of Aging and Adult Services welcomes all comments. Comments can be sent in via e-mail, fax, U.S. Postal Service, or hand delivered. The deadline for receipt of comments is by close of business on May 12, 2008. Please send your comments to Nadine Grice at the Division of Aging and Adult Services. Ms. Grice's e-mail, fax, address, and office location information is listed below.

<<STATE OF ARKANSAS STATE PLAN 2008.doc>>

*Nadine E. Grice*

Management Project Analyst II  
Division of Aging and Adult Services Slot S530  
Arkansas Department of Human Services  
P. O. Box 1437  
Little Rock, Arkansas 72203-1437  
Telephone: (501) 682-9992  
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E-mail: [nadine.grice@arkansas.gov](mailto:nadine.grice@arkansas.gov)

Office Location  
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**From:** Beverly Dunlap  
**Sent:** Wednesday, April 09, 2008 8:15 AM  
**To:** Nadine Grice  
**Subject:** FW: SCSEP State Plan 2008 - 2011

**Attachments:** STATE OF ARKANSAS STATE PLAN 2008.doc

---

**From:** Harry, Diane [mailto:Diane.Harry@Mercy.Net]  
**Sent:** Wednesday, April 09, 2008 8:12 AM  
**To:** Ann Moser; Barb Warrick; Barrie Hardin; Becky McDaniel; Beth Landon; Beverly Dunlap; Carla Borden; Carltha Crockett; Darlene Grandstaff; Debra O'Neal; Debra Robinson; Dene Tillman; Dondria Sharp; Donna Burnham; Florine Davis; Jane Overall; Jeannette Sanders; Jim Kirkendoll; Kaye Curtis; Kim Junkersfeld; Kim Junkersfeld/Claudette Reed; Linda mason; Nadean Raney; Nancy Hyatt; Nancy Johnson; Nicole Heaps; Nikeba Davis; Pat Dunegan; RE Hodges; Sherry Tidwell; Todd Price  
**Subject:** SCSEP State Plan 2008 - 2011

Please use the attachment to review and comment on the SCSEP state plan. Diane

---

**From:** Nancy Johnson [mailto:njohnson@eohc.org]  
**Sent:** Wednesday, April 09, 2008 7:52 AM  
**To:** Harry, Diane  
**Cc:** kcurtis@nwaedd.org  
**Subject:** FW: SCSEP State Plan 2008 - 2011

FYI!  
nj

---

**From:** Jerry Mitchell [mailto:jmitchell@aanwar.org]  
**Sent:** Wednesday, April 09, 2008 8:03 AM  
**To:** Angie Dunlap; Dennise Pollyea; Mary Patrick; MaryAskew; Michael Beeman; Nadean Raney; Sherry Greenhaw; Vickie Watts; Kaye Curtis; Nancy Johnson  
**Subject:** FW: SCSEP State Plan 2008 - 2011

This is for your information.  
Jerry

---

**From:** Nadine Grice [mailto:nadine.grice@arkansas.gov]  
**Sent:** Tuesday, April 08, 2008 2:48 PM  
**Subject:** SCSEP State Plan 2008 - 2011

Attached is a copy of the State of Arkansas Senior Community Service Employment Program (SCSEP) State Plan 2008 - 2011 for your review and comment.

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*Nadine E. Grice*

Management Project Analyst II  
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P. O. Box 1437  
Little Rock, Arkansas 72203-1437  
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E-mail: [nadine.grice@arkansas.gov](mailto:nadine.grice@arkansas.gov)

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**From:** Rebecca Trammell  
**Sent:** Friday, April 11, 2008 12:55 PM  
**To:** Nadine Grice  
**Subject:** RE: SCSEP State Plan 2008 - 2011

Nadine:

I heard from one of our partners who said Work is spelled Wrok on page 21. Also they suggested that your references to the one stops should be Arkansas Workforce Centers since that is the branding for our one stops in Arkansas. May provide clarification on that, but DOL/ETA makes reference to one stops so you are good if need be.  
Rebecca

---

**From:** Nadine Grice  
**Sent:** Tuesday, April 08, 2008 2:48 PM  
**To:** 'Jerry Mitchell'; 'Ed Haas'; 'edomana@eaaaa.org'; Betty Bradshaw; 'Elaine Eubank'; 'Timothy Herr'; 'dsneed@aaaswa.net'; 'jmedley@agingwest.org'; 'The Mc'; 'dave@thewib.org'; 'dbburnley@sbcglobal.net'; 'dinman@americanrailcar.com'; 'glennbell@cablelynx.com'; 'johndyess@altronic.com'; 'nitram54@hotmail.com'; 'jwmartin@arkansas.net'; 'markclarkrx@sbcglobal.net'; 'marvin.gerlach@tyson.com'; 'msouth@flake-kelley.com'; 'dixieair@arkansas.net'; 'wingoj@yahoo.com'; W J Monagle; Rebecca Trammell; 'abhughes@swbell.net'; Carolyn Washington; 'bob@jusdoit.us'; 'cyoung@arhdc.org'; 'dbakke@pulaskitech.edu'; 'dburnley@sbcglobal.net'; 'dhilburn@bankozarks.com'; 'bigjax@sbcglobal.net'; 'jpurcell@adhe.edu'; 'nicholea@adhe.edu'; 'dwayne.mays@degussa.com'; 'eddiemiller@arkdisabilityrights.org'; 'eddiemiller83@hotmail.com'; 'lafcojudge@whiti.net'; 'franklin006@centurytel.net'; 'bakerg@arkleg.state.ar.us'; 'htsibs@mcec.coop'; 'pat.garrett@realpractices.net'; 'jknight@realsources.net'; Pam Lambert; John Selig; 'drdeebudb@sbcglobal.net'; 'ken.milbrodt@tyson.com'; 'Lstone2103@aol.com'; 'labearde@sbcglobal.net'; 'Linda2inspire@earthlink.net'; 'lkgray@swbell.net'; 'mhaley@arkansasedc.com'; 'sandra@greenforestar.net'; 'mrebick@newcopiers.net'; 'jwheeler3@alltel.net'; 'jmnorton@alltel.net'; 'dixieair@arkansas.net'; 'creekmored@arkleg.state.ar.us'; 'rpbek@swbell.net'; Robert Trevino; 'etsinc@suddenlinkmail.com'; 'skerr@eacc.edu'; 'sjkerr@cablelynx.com'; Sarah Agee; 'delisa782000@yahoo.com'; 'tsteel@arkleg.state.ar.us'; 'bakert1652@yahoo.com'; 'mayor@malvern.gov'; 'chathcock@malvern.gov'; 'mike.beebe@governor.arkansas.gov'; 'chamber@littlerockchamber.com'; Herb Sanderson; David Goodson; Gwen McLarty; 'SCSBOONE@aol.com'; 'Danny\_Griffis@experienceworks.org'; 'Becky\_Scott@experienceworks.org'; 'dbronnerncbamsep@bellsouth.net'; 'labethards@sbcglobal.net'  
**Subject:** SCSEP State Plan 2008 - 2011

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*Nadine E. Grice*

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**From:** Rebecca Trammell  
**Sent:** Friday, April 11, 2008 11:25 AM  
**To:** Nadine Grice  
**Subject:** RE: SCSEP State Plan 2008 - 2011

Nadine:

I have reviewed your state plan and feel that it sufficiently covers your connection and cooperation with the state and local WIBs.

However, there is one misstatement I came across on page 28 with regard to WIRED projects in the state.

Have forwarded your plan to Jim Case w/DWS who may respond to that. Eastern Arkansas has two WIRED grants-- one Arkansas Delta (ADWIRED) and an ADTEC. You copied Dave Brady @ the local Eastern WIB who may provide you additional information.

Thanks for including us,

**Rebecca D. Trammell**  
**Arkansas Workforce Investment Board**  
**Special Projects Evaluator**  
**#2 Capitol Mall 72201**  
**P O Box 2981**  
**Little Rock, AR 72203**  
**501.371.1033**  
**FAX 501.683.5858**  
**cell 501.213.6420**  
**E: [rebecca.trammell@arkansas.gov](mailto:rebecca.trammell@arkansas.gov)**

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---

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**Sent:** Tuesday, April 08, 2008 2:48 PM  
**To:** 'Jerry Mitchell'; 'Ed Haas'; 'edom@eaaaa.org'; Betty Bradshaw; 'Elaine Eubank'; 'Timothy Herr'; 'dsneed@aaaswa.net'; 'jmedley@agingwest.org'; 'The Mc'; 'dave@thewib.org'; 'dbburnley@sbcglobal.net'; 'dinman@americanrailcar.com'; 'glennbell@cablelynx.com'; 'johndyess@altronic.com'; 'nitram54@hotmail.com'; 'jwmartin@arkansas.net'; 'markclarkrx@sbcglobal.net'; 'marvin.gerlach@tyson.com'; 'msouth@flake-kelley.com'; 'dixieair@arkansas.net'; 'wingoj@yahoo.com'; W J Monagle; Rebecca Trammell; 'abhughes@swbell.net'; Carolyn Washington; 'bob@jusdoit.us'; 'cyoung@arhdc.org'; 'dbakke@pulaskitech.edu'; 'dburnley@sbcglobal.net'; 'dhilburn@bankozarks.com';

'bigjax@sbcglobal.net'; 'jpurcell@adhe.edu'; 'nicholea@adhe.edu'; 'dwayne.mays@degussa.com';  
'eddiemiller@arkdisabilityrights.org'; 'eddiemiller83@hotmail.com'; 'lafcojudge@whiti.net';  
'franklin006@centurytel.net'; 'bakerg@arkleg.state.ar.us'; 'htsibs@mcec.coop';  
'pat.garrett@realpractices.net'; 'jknight@realsources.net'; Pam Lambert; John Selig;  
'drdeebudb@sbcglobal.net'; 'ken.milbrodt@tyson.com'; 'Lstone2103@aol.com';  
'labearden@sbcglobal.net'; 'Linda2inspire@earthlink.net'; 'lkgray@swbell.net';  
'mhaley@arkansasedc.com'; 'sandra@greenforestar.net'; 'mrebick@newcopiers.net';  
'jwheeler3@alltel.net'; 'jmnorton@alltel.net'; 'dixieair@arkansas.net';  
'creekmored@arkleg.state.ar.us'; 'rpbek@swbell.net'; Robert Trevino; 'etsinc@suddenlinkmail.com';  
'skerr@eacc.edu'; 'sjkerr@cablelynx.com'; Sarah Agee; 'delisa782000@yahoo.com';  
'tsteale@arkleg.state.ar.us'; 'bakert1652@yahoo.com'; 'mayor@malvernar.gov';  
'chathcock@malvernar.gov'; 'mike.beebe@governor.arkansas.gov'; 'chamber@littlerockchamber.com'  
**Cc:** Herb Sanderson; David Goodson; Gwen McLarty; 'SCSBOONE@aol.com';  
'Danny\_Griffis@experienceworks.org'; 'Becky\_Scott@experienceworks.org';  
'dbronnerncbamsep@bellsouth.net'; 'labethards@sbcglobal.net'  
**Subject:** SCSEP State Plan 2008 - 2011

Attached is a copy of the State of Arkansas Senior Community Service Employment Program (SCSEP) State Plan 2008 - 2011 for your review and comment.

The 2008 - 2011 State of Arkansas State Plan brings together information gathered by Arkansas' SCSEP grantees at the state and local levels that will assist in the long term, strategic view of the Senior Community Service Employment Program (SCSEP) activities and the SCSEP's goal to enhance employment opportunities for older Americans and promote older workers as a solution for businesses seeking a trained, qualified and reliable workforce. The State Plan identifies employment issues, workforce trends, skill training needs for participants and employers, community service needs, as well as, social service needs.

Please take a few moments to review Arkansas' SCSEP State Plan. The Division of Aging and Adult Services welcomes all comments. Comments can be sent in via e-mail, fax, U.S. Postal Service, or hand delivered. The deadline for receipt of comments is by close of business on May 12, 2008. Please send your comments to Nadine Grice at the Division of Aging and Adult Services. Ms. Grice's e-mail, fax, address, and office location information is listed below.

<< File: STATE OF ARKANSAS STATE PLAN 2008.doc >>

*Nadine E. Grice*

Management Project Analyst II  
Division of Aging and Adult Services Slot S530  
Arkansas Department of Human Services  
P. O. Box 1437  
Little Rock, Arkansas 72203-1437  
Telephone: (501) 682-9992  
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E-mail: [nadine.grice@arkansas.gov](mailto:nadine.grice@arkansas.gov)

Office Location  
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700 Main Street, 5th Floor  
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**From:** Nadine Grice  
**Sent:** Friday, April 11, 2008 1:02 PM  
**To:** Becky\_Scott@experienceworks.org  
**Cc:** Rebecca Trammell; Danny\_Griffis@experienceworks.org  
**Subject:** FW: SCSEP State Plan 2008 - 2011

Becky, I am forwarding this information to you since it pertains to one of Experience Work's sections. I am going to delete that part of the sentence that says: "and has found that no WIRED grants were awarded in Arkansas."

---

**From:** Rebecca Trammell  
**Sent:** Friday, April 11, 2008 11:25 AM  
**To:** Nadine Grice  
**Subject:** RE: SCSEP State Plan 2008 - 2011

Nadine:

I have reviewed your state plan and feel that it sufficiently covers your connection and cooperation with the state and local WIBs.

However, there is one misstatement I came across on page 28 with regard to WIRED projects in the state.

Have forwarded your plan to Jim Case w/DWS who may respond to that. Eastern Arkansas has two WIRED grants-- one Arkansas Delta (ADWIRED) and an ADTEC. You copied Dave Brady @ the local Eastern WIB who may provide you additional information.

Thanks for including us,

**Rebecca D. Trammell**  
**Arkansas Workforce Investment Board**  
**Special Projects Evaluator**  
**#2 Capitol Mall 72201**  
**P O Box 2981**  
**Little Rock, AR 72203**  
**501.371.1033**  
**FAX 501.683.5858**  
**cell 501.213.6420**  
**E: [rebecca.trammell@arkansas.gov](mailto:rebecca.trammell@arkansas.gov)**

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---

**From:** Nadine Grice  
**Sent:** Tuesday, April 08, 2008 2:48 PM  
**To:** 'Jerry Mitchell'; 'Ed Haas'; 'edomam@eaaaa.org'; Betty Bradshaw; 'Elaine Eubank'; 'Timothy Herr'; 'dsneed@aaaswa.net'; 'Jmedley@agingwest.org'; 'The Mc'; 'dave@thewib.org'; 'dbburnley@sbcglobal.net'; 'dinman@americanrailcar.com'; 'glennbell@cablelynx.com'; 'johndyess@altronic.com'; 'nitram54@hotmail.com'; 'jwmartin@arkansas.net'; 'markclarkrx@sbcglobal.net'; 'marvin.gerlach@tyson.com'; 'msouth@flake-kelley.com'; 'dixieair@arkansas.net'; 'wingoj@yahoo.com'; W J Monagle; Rebecca Trammell; 'abhughes@swbell.net'; Carolyn Washington; 'bob@jusdoit.us'; 'cyoung@arhdc.org'; 'dbakke@pulaskitech.edu'; 'dburnley@sbcglobal.net'; 'dhilburn@bankozarks.com'; 'bigjax@sbcglobal.net'; 'jpurcell@adhe.edu'; 'nicholea@adhe.edu'; 'dwayne.mays@degussa.com'; 'eddiemiller@arkdisabilityrights.org'; 'eddiemiller83@hotmail.com'; 'lafcojudge@whiti.net'; 'franklin006@centurytel.net'; 'bakerg@arkleg.state.ar.us'; 'htsibs@mcec.coop'; 'pat.garrett@realpractices.net'; 'jknights@realsources.net'; Pam Lambert; John Selig; 'drdeebudb@sbcglobal.net'; 'ken.milbrodt@tyson.com'; 'Lstone2103@aol.com'; 'labearden@sbcglobal.net'; 'Linda2inspire@earthlink.net'; 'lkgray@swbell.net'; 'mhaley@arkansasedc.com'; 'sandra@greenforestar.net'; 'mrebick@newcopiers.net'; 'jwheeler3@alltel.net'; 'jmnorton@alltel.net'; 'dixieair@arkansas.net'; 'creekmored@arkleg.state.ar.us'; 'rpbek@swbell.net'; Robert Trevino; 'etsinc@suddenlinkmail.com'; 'skerr@eacc.edu'; 'sjkerr@cablelynx.com'; Sarah Agee; 'delisa782000@yahoo.com'; 'tsteel@arkleg.state.ar.us'; 'bakert1652@yahoo.com'; 'mayor@malvernar.gov'; 'chathcock@malvernar.gov'; 'mike.beebe@governor.arkansas.gov'; 'chamber@littlerockchamber.com'  
**Cc:** Herb Sanderson; David Goodson; Gwen McLarty; 'SCSBOONE@aol.com'; 'Danny\_Griffis@experienceworks.org'; 'Becky\_Scott@experienceworks.org'; 'dbronnerncbamsep@bellsouth.net'; 'labethards@sbcglobal.net'  
**Subject:** SCSEP State Plan 2008 - 2011

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Please take a few moments to review Arkansas' SCSEP State Plan. The Division of Aging and Adult Services welcomes all comments. Comments can be sent in via e-mail, fax, U.S. Postal Service, or hand delivered. The deadline for receipt of comments is by close of business on May 12, 2008. Please send your comments to Nadine Grice at the Division of Aging and Adult Services. Ms. Grice's e-mail, fax, address, and office location information is listed below.

<< File: STATE OF ARKANSAS STATE PLAN 2008.doc >>

*Nadine E. Grice*

Management Project Analyst II  
Division of Aging and Adult Services Slot S530  
Arkansas Department of Human Services  
P. O. Box 1437  
Little Rock, Arkansas 72203-1437  
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TDD: (501) 682-2443  
E-mail: [nadine.grice@arkansas.gov](mailto:nadine.grice@arkansas.gov)

Office Location

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**From:** Nadine Grice  
**Sent:** Friday, April 11, 2008 1:04 PM  
**To:** Rebecca Trammell  
**Subject:** RE: SCSEP State Plan 2008 - 2011

Rebecca, thank you so much for reviewing the plan and the information regarding WIRED in Arkansas. That statement will be removed from the plan.

*Nadine E. Grice*

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Division of Aging and Adult Services Slot S530  
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---

**From:** Rebecca Trammell  
**Sent:** Friday, April 11, 2008 11:25 AM  
**To:** Nadine Grice  
**Subject:** RE: SCSEP State Plan 2008 - 2011

Nadine:

I have reviewed your state plan and feel that it sufficiently covers your connection and cooperation with the state and local WIBs.

However, there is one misstatement I came across on page 28 with regard to WIRED projects in the state.

Have forwarded your plan to Jim Case w/DWS who may respond to that. Eastern Arkansas has two WIRED grants-- one Arkansas Delta (ADWIRED) and an ADTEC. You copied Dave Brady @ the local Eastern WIB who may provide you additional information.

Thanks for including us,

**Rebecca D. Trammell**  
**Arkansas Workforce Investment Board**  
**Special Projects Evaluator**  
**#2 Capitol Mall 72201**  
**P O Box 2981**  
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**501.371.1033**  
**FAX 501.683.5858**  
**cell 501.213.6420**  
**E: [rebecca.trammell@arkansas.gov](mailto:rebecca.trammell@arkansas.gov)**

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---

**From:** Nadine Grice  
**Sent:** Tuesday, April 08, 2008 2:48 PM  
**To:** 'Jerry Mitchell'; 'Ed Haas'; 'edoman@eaaa.org'; Betty Bradshaw; 'Elaine Eubank'; 'Timothy Herr'; 'dsneed@aaaswa.net'; 'jmedley@agingwest.org'; 'The Mc'; 'dave@thewib.org'; 'dbburnley@sbcglobal.net'; 'dinman@americanrailcar.com'; 'glennbell@cablelynx.com'; 'johndyess@altronic.com'; 'nitram54@hotmail.com'; 'jwmartin@arkansas.net'; 'markclarkrx@sbcglobal.net'; 'marvin.gerlach@tyson.com'; 'msouth@flake-kelley.com'; 'dixieair@arkansas.net'; 'wingoj@yahoo.com'; W J Monagle; Rebecca Trammell; 'abhughes@swbell.net'; Carolyn Washington; 'bob@jusdoit.us'; 'cyoung@arhdc.org'; 'dbakke@pulaskitech.edu'; 'dburnley@sbcglobal.net'; 'dhilburn@bankozarks.com'; 'bigjax@sbcglobal.net'; 'jpurcell@adhe.edu'; 'nicholea@adhe.edu'; 'dwayne.mays@degussa.com'; 'eddiemiller@arkdisabilityrights.org'; 'eddiemiller83@hotmail.com'; 'lafcojudge@whiti.net'; 'franklin006@centurytel.net'; 'bakerg@arkleg.state.ar.us'; 'htsibs@mcec.coop'; 'pat.garrett@realpractices.net'; 'jknight@realsources.net'; Pam Lambert; John Selig; 'drdeebudb@sbcglobal.net'; 'ken.milbrodt@tyson.com'; 'Lstone2103@aol.com'; 'labearde@sbcglobal.net'; 'Linda2inspire@earthlink.net'; 'lgray@swbell.net'; 'mhaley@arkansasedc.com'; 'sandra@greenforestar.net'; 'mrebick@newcopiers.net'; 'jwheeler3@alltel.net'; 'jmnorton@alltel.net'; 'dixieair@arkansas.net'; 'creekmored@arkleg.state.ar.us'; 'rpbelk@swbell.net'; Robert Trevino; 'etsinc@suddenlinkmail.com'; 'skerr@eacc.edu'; 'sjkerr@cablelynx.com'; Sarah Agee; 'delisa782000@yahoo.com'; 'tsteele@arkleg.state.ar.us'; 'bakert1652@yahoo.com'; 'mayor@malvernar.gov'; 'chathcock@malvernar.gov'; 'mike.beebe@governor.arkansas.gov'; 'chamber@littlerockchamber.com'  
**Cc:** Herb Sanderson; David Goodson; Gwen McLarty; 'SCSBOONE@aol.com'; 'Danny\_Griffis@experienceworks.org'; 'Becky\_Scott@experienceworks.org'; 'dbronnerncbamsep@bellsouth.net'; 'labethards@sbcglobal.net'  
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*Nadine E. Grice*

Management Project Analyst II  
Division of Aging and Adult Services Slot S530  
Arkansas Department of Human Services  
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Little Rock, Arkansas 72203-1437  
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Fax: (501) 682-8155  
TDD: (501) 682-2443  
E-mail: [nadine.grice@arkansas.gov](mailto:nadine.grice@arkansas.gov)

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**From:** Nadine Grice  
**Sent:** Friday, April 11, 2008 1:08 PM  
**To:** Rebecca Trammell  
**Subject:** RE: SCSEP State Plan 2008 - 2011

I appreciate your partner's suggestions and catching the misspelling of "work."

*Nadine E. Grice*

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Division of Aging and Adult Services Slot S530  
Arkansas Department of Human Services  
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---

**From:** Rebecca Trammell  
**Sent:** Friday, April 11, 2008 12:55 PM  
**To:** Nadine Grice  
**Subject:** RE: SCSEP State Plan 2008 - 2011

Nadine:

I heard from one of our partners who said Work is spelled Wrok on page 21. Also they suggested that your references to the one stops should be Arkansas Workforce Centers since that is the branding for our one stops in Arkansas. May provide clarification on that, but DOL/ETA makes reference to one stops so you are good if need be.

Rebecca

---

**From:** Nadine Grice  
**Sent:** Tuesday, April 08, 2008 2:48 PM  
**To:** 'Jerry Mitchell'; 'Ed Haas'; 'edomana@eaaaa.org'; Betty Bradshaw; 'Elaine Eubank'; 'Timothy Herr'; 'dsneed@aaaswa.net'; 'jmedley@agingwest.org'; 'The Mc'; 'dave@thewib.org';

'dbburnley@sbcglobal.net'; 'dinman@americanrailcar.com'; 'glennbell@cablelynx.com';  
'johndyess@altronic.com'; 'nitram54@hotmail.com'; 'jwmartin@arkansas.net';  
'markclarkrx@sbcglobal.net'; 'marvin.gerlach@tyson.com'; 'msouth@flake-kelley.com';  
'dixieair@arkansas.net'; 'wingoj@yahoo.com'; W J Monagle; Rebecca Trammell;  
'abhughes@swbell.net'; Carolyn Washington; 'bob@jusdoit.us'; 'cyoung@arhdc.org';  
'dbakke@pulaskitech.edu'; 'dburnley@sbcglobal.net'; 'dhilburn@bankozarks.com';  
'bigjax@sbcglobal.net'; 'jpurcell@adhe.edu'; 'nicholea@adhe.edu'; 'dwayne.mays@degussa.com';  
'eddiemiller@arkdisabilityrights.org'; 'eddiemiller83@hotmail.com'; 'lafcojudge@whiti.net';  
'franklin006@centurytel.net'; 'bakerg@arkleg.state.ar.us'; 'htsibs@mcec.coop';  
'pat.garrett@realpractices.net'; 'jknights@realsources.net'; Pam Lambert; John Sellig;  
'drdeebudb@sbcglobal.net'; 'ken.milbrodt@tyson.com'; 'Lstone2103@aol.com';  
'labearden@sbcglobal.net'; 'Linda2inspire@earthlink.net'; 'lkgray@swbell.net';  
'mhaley@arkansasedc.com'; 'sandra@greenforestar.net'; 'mrebick@newcopiers.net';  
'jwheeler3@alltel.net'; 'jmnorton@alltel.net'; 'dixieair@arkansas.net';  
'creekmored@arkleg.state.ar.us'; 'rpbelk@swbell.net'; Robert Trevino; 'etsinc@suddenlinkmail.com';  
'skerr@eacc.edu'; 'sjkerr@cablelynx.com'; Sarah Agee; 'delisa782000@yahoo.com';  
'tsteel@arkleg.state.ar.us'; 'bakert1652@yahoo.com'; 'mayor@malvern.gov';  
'chathcock@malvern.gov'; 'mike.beebe@governor.arkansas.gov'; 'chamber@littlerockchamber.com'  
**Cc:** Herb Sanderson; David Goodson; Gwen McLarty; 'SCSBOONE@aol.com';  
'Danny\_Griffis@experienceworks.org'; 'Becky\_Scott@experienceworks.org';  
'dbronnerncbamsep@bellsouth.net'; 'labethards@sbcglobal.net'  
**Subject:** SCSEP State Plan 2008 - 2011

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*Nadine E. Grice*

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Division of Aging and Adult Services Slot S530  
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**From:** Ron Tatus  
**Sent:** Friday, April 11, 2008 6:07 PM  
**To:** Nadine Grice  
**Cc:** Connie Parker  
**Subject:** RE: Plan with Format Changes

Nadine,

I've posted a link on our DAAS front page to the SCSEP page that has links in it to the document in several different formats. To go straight there, just click on <http://www.arkansas.gov/dhs/aging/scsepplan08.html>

After looking over what we discussed yesterday, I thought that the information you had in an early email was very pertinent and should be included on the web page, so I added it.

On another issue, I finally was able to get the Invitation to Exhibitors page working properly and added it to our front page as a link, as well as on our Coming events page (<http://www.arkansas.gov/dhs/aging/coming.html>)

Please take a look at both pages and let me know if I've left something out or put too much in.

Thanks,

Ron

**Ron Tatus**  
**Management Project Analyst II**  
**Department of Human Services**  
**Division of Aging & Adult Services**  
**PO Box 1437 Slot S530**  
**Little Rock AR 72203-1437**  
**Ph: 501-682-8505**  
**Fax: 501-682-8155**  
<mailto:ron.tatus@arkansas.gov>

---

**From:** Nadine Grice  
**Sent:** Friday, April 11, 2008 8:13 AM  
**To:** Ron Tatus  
**Cc:** Connie Parker  
**Subject:** RE: Plan with Format Changes

Ron, this looks beautiful! I have saved it and am going to use your formatting when I finalize the plan. You have certainly been a tremendous help. Please send me an e-mail letting me know when the SCSEP State Plan has been placed on the DAAS Website for review/comments.

Thank you.

*Nadine E. Grice*  
Management Project Analyst II

Division of Aging and Adult Services Slot S530  
Arkansas Department of Human Services  
P. O. Box 1437  
Little Rock, Arkansas 72203-1437  
Telephone: (501) 682-9992  
Fax: (501) 682-8155  
TDD: (501) 682-2443  
E-mail: [nadine.grice@arkansas.gov](mailto:nadine.grice@arkansas.gov)

Office Location  
Arkansas Department of Health and Human Services  
700 Main Street, 5th Floor  
Little Rock, Arkansas 72201

DAAS Mission: To promote the health, safety, and independence of older Arkansans and adults with physical disabilities.  
DAAS Vision: Older Arkansans and adults with physical disabilities are healthy, save and enjoy a high quality of life.  
DAAS Beliefs: Older Arkansans and people with disabilities have a choice in how and where they receive long term care - adults should age well - adults should be safe - access information enhances LTC choices - an aging society requires innovation and change.

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**From:** Ron Tatus  
**Sent:** Thursday, April 10, 2008 4:04 PM  
**To:** Nadine Grice  
**Subject:** Plan with Format Changes

Nadine,

Please take a look at the attached document. I think it looks a bit cleaner and leaner. If I've done something that needs to be undone, it should be pretty easy to amend.

<< File: scsepplan080410.doc >>

Please let me know if this looks like what we want to put up on the Web.

rEgards,

Ron

**Ron Tatus**  
**Management Project Analyst II**  
**Department of Human Services**  
**Division of Aging & Adult Services**  
**PO Box 1437 Slot S530**  
**Little Rock AR 72203-1437**  
**Ph: 501-682-8505**  
**Fax: 501-682-8155**  
<mailto:ron.tatus@arkansas.gov>

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# RHOADES

SHEILA AND BILL

#9 ALMAZAN WAY - HOT SPRINGS VILLAGE, ARK 71909

mailing address: P.O. Box 1841  
Hot Springs Village AR 71910

Telephone - (501) 915-0448  
email: [william-rhoades@suddenlink.net](mailto:william-rhoades@suddenlink.net)  
Or : [sheila-rhoades@suddenlink.net](mailto:sheila-rhoades@suddenlink.net)

April 10, 2008

To: Nadine Grice

Subject: Senior Community Employment

You requested my comments regarding the outline of State Plan as prepared and outlined.

WOW, what a task.

I read and reread and find the outline satisfactory.

How will it be funded is my only question ??

Thank you for soliciting my input.



William Rhoades, member GACA



**Arkansas Department  
of Human Services  
Division of Aging and Adult Services**



P.O. Box 1437, Slot S-530 Little Rock, AR 72203-1437 • 501-682-2441 • Fax: 501-682-8155 • TDD: 501-682-2443

April 15, 2008

William Rhoades  
Governor's Advisory Council on Aging Member  
P. O. Box 1841  
Hot Springs Village, Arkansas 71910

**Subject: Senior Community Service Employment Program**

Dear Mr. Rhoades:

Thank you for reviewing and commenting on Arkansas' Senior Community Service Employment Program State Plan. You had one question regarding how it would be funded. Each year, the Department of Human Services, Division of Aging and Adult Services applies for a grant through the U. S. Department of Labor, Employment and Training Administration for funding for the program. The other National Grantees that operate the Senior Community Service Employment Program in Arkansas that worked on the State Plan also apply for their grants on a national level through the U. S. Department of Labor, Employment and Training Administration.

Sincerely,

A handwritten signature in cursive script that reads "Nadine Grice".

Nadine Grice  
Management Project Analyst II

NG/ng

4-16-08

Madeline Jurek  
Project Analyst II  
Older Americans AS

Based on SCSEP's plan 08-11 it appears that "Experience Works" is set up to offer rural senior job seekers the best opportunity to get employment.

Do you have statistical information to show the successful results of this service?

Overall Arkansas' plan seems to be an effective tool to assist older Americans wishing to enter the workforce.

Art Robertson  
Governor's Advisory Council on Aging



**Arkansas Department  
of Human Services  
Division of Aging and Adult Services**



P.O. Box 1437, Slot S-  
530

Little Rock, AR 72203-1437 • 501-682-2441

• Fax: 501-682-8155

• TDD: 501-682-2443

April 29, 2008

Art Robertson  
Governor's Advisory Council on Aging Member  
24 Buttermilk Road  
Little Rock, Arkansas 72227

Dear Mr. Robertson:

Thank you for taking the time to review and comment on the 2008 – 2011 Senior Community Service Employment Program (SCSEP) State Plan.

In your letter you asked if there was any statistical information to share the successful results of this service. I can share with you the Arkansas Department of Human Services, Division of Aging and Adult Services' statistics for the Senior Community Service Employment Program that it oversees. Not only does the Program benefit the participants that it serves through training, on-the-assignment training, supportive services, resume building, job fairs, confidence building, etc., but it also benefits the community through the participants training assignments at community service agencies. The following statistics are from program year July 1, 2006 through June 30, 2007:

- 355 SCSEP participants were served in the program.
- 222 SCSEP Participants provided service to the general community
- 101,398 hours SCSEP participants worked in service to the general community.
- 133 SCSEP participants provided service to the elderly community.
- 73,415 hours SCSEP participants worked in service to the elderly community.
- 59 SCSEP Participants were placed in unsubsidized employment.

Once, again, I want to express my appreciation for your review and comments on the 2008 – 2011 SCSEP State Plan.

Sincerely,

Nadine E. Grice  
Management Project Analyst  
Older Americans Act Section

NG/ng

**COMMENT RECEIVED OVER THE TELEPHONE  
On Arkansas' 2008 - 2011 SCSEP State Plan**

**Date:** Tuesday, April 29, 2008

**Time:** 10:45 a.m.

**From:** Harry Mason

Governor's Advisory Council on Aging Member

Mr. Mason said that he read through Arkansas' SCSEP State Plan and that it looked good to him. Mr. Mason said that he was not one to write and that was why he wanted to give his comment over the telephone.

Nadine Grice  
Management Project Analyst II  
Older Americans Act Section  
Division of Aging and Adult Services

# SCSEP

Senior Community Service Employment Program

# FAX

**To:** Ms Nadine Grice

**From:** Steve Boone

**Department:**

**Phone:**

**Phone:**

**Fax:**

**Fax:**

<input checked="" type="checkbox"/> Urgent	<input checked="" type="checkbox"/> For Review	<input checked="" type="checkbox"/> Reply Requested
--	--	---

**Comments**

Four pages including the cover sheet.

April 15, 2008

Ms Nadine Grice  
Management Project Analyst II  
Division of Aging and Adult Services  
Arkansas Department of Human Services

Fax: (501) 682-8155

Re: Focus Groups

Hi Nadine,

A Host Agency Supervisor's meeting was conducted at the Garland County Library in Hot Springs on April 9, 2008.

Supervisors attending were:

Joyce Taylor - CSO Head Start  
Veronica Freeman - Community Services Office  
Carol Hubbard - Garland County Solid Waste  
Phil Landry - Garland County Maintenance  
Janet Edgar - Department of Workforce Services  
Margaret Dickerson - Arkansas Workforce Center  
Pam Resor - Garland County Juvenile Court

Among other topics discussed:

- The group was made aware of the value to agencies of enrollees is now approximately \$8,000 over the course of a year, per enrollee.
- Some of the newer time driven Department of Labor expectations were discussed that have more or less accelerated our actions on behalf of our enrollees. Where once we were in a position to work with an enrollee over several years; now it is more likely that we will have extinguished all our resources with a given individual within a year or so. While that is not set in stone, it is the general pattern these days.
- The importance of the area One-Stops in the overall outcome with our enrollees was noted. It is mandated that all our

enrollees register with the One-Stop as an AARP Foundation WorkSearch requirement.

- We reinforced that the "temporary" nature of the training assignments has not changed in this new DOL climate. Enrollees are still in the program preparing for unsubsidized employment and no one should consider AARP Foundation WorkSearch an entitlement program.
- The Department of Labor (in their ultimate wisdom) decreed this grant period that Social Security Disability would no longer be considered "excluded income" after the enrollee reached 65 years of age. It doesn't seem to matter that the enrollee's disability obviously persists, or even worsens the older they get. The affect of this lunacy is some enrollees eligible for the program prior to turning 65 are now income ineligible due to their SS disability payments counting against them. Leadership in our National Office has strongly objected to this but so far, the rule remains unchanged.
- Transportation issues were discussed. We continue to try to work with enrollees having no private transportation. But, as businesses move off bus lines, or available jobs require working shifts when buses don't run...having successful outcomes in our job searches are negatively affected. And, from a technical standpoint, Project Directors no longer have to accept enrollees into SCSEP that do not have adequate transportation. That having been said, our offices continue to try to help everybody, regardless of their transportation problems.
- We discussed the new Department of Labor regulations surrounding data validation for Veterans, proof of the number in a family, even to prove leaving the program. What had been a fairly simple program to operate once upon a time, has seemed to have gotten caught up in bureaucracy. The result is, more demands are placed on enrollees and less time is free to actually help people find jobs. And that's a shame.
- We also had two guest speakers present at the meeting:  
Ms Julie LaRue of Home Instead Senior Care  
Ms Karen Simons of Inspirations

Regards, Steve Boone

SUPERVISOR SIGN-IN SHEET

HOT SPRINGS MEETING

1. Joyce Taylor - CSO Head Start
2. Veronica Green - Community Services Office, Inc
3. ~~Donald Hubbard - Lu. County~~
4. ~~[Signature]~~
5. ~~Bill~~ <sup>Mont</sup> Laundry County Courtroom
6. Janet Edgar - Dept of Workforce SCS
7. ~~Jelly - Cleveland~~
8. Margaret Sherrill - Ark Workforce Centers
9. Pam Ross - Garland County Juvenile Court
10. ~~Christina Blackmore~~
11. \_\_\_\_\_
12. \_\_\_\_\_
13. \_\_\_\_\_
14. \_\_\_\_\_
15. \_\_\_\_\_
16. \_\_\_\_\_
17. \_\_\_\_\_
18. \_\_\_\_\_

**From:** Nadine Grice  
**Sent:** Wednesday, April 16, 2008 8:14 AM  
**To:** 'SCSBOONE@aol.com'  
**Subject:** Focus Groups

Good morning, Steve. Thank you for the faxing me the info on the Focus Group held in Garland County. I appreciated your comments regarding Social Security Disability. Were there any comments on the SCSEP State Plan?

*Nadine E. Grice*

Management Project Analyst II  
Division of Aging and Adult Services Slot S530  
Arkansas Department of Human Services  
P. O. Box 1437  
Little Rock, Arkansas 72203-1437  
Telephone: (501) 682-9992  
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E-mail: [nadine.grice@arkansas.gov](mailto:nadine.grice@arkansas.gov)

Office Location  
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DAAS Beliefs: Older Arkansans and people with disabilities have a choice in how and where they receive long term care - adults should age well - adults should be safe - access information enhances LTC choices - an aging society requires innovation and change.

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**From:** SCSBOONE@aol.com

**Sent:** Wednesday, April 16, 2008 9:33 AM

**To:** Nadine Grice

**Subject:** Re: Focus Groups

In a message dated 4/16/2008 8:13:52 A.M. Central Daylight Time, nadine.grice@arkansas.gov writes:

| Were there any comments on the SCSEP State Plan?

Nadine.... We'll do better next time to bring out more specific information during these things...People get off on things that are of particular interest to them...and this group was more focused on the program as it directly related to them (and their enrollee trainees) and less on the overall State Plan, big picture aspect.

Hope things are well with you...later, Steve

---

It's Tax Time! Get tips, forms and advice on [AOL Money & Finance](#).

# APPENDIX 3

## SCSEP Equitable Distribution Report

Please fill in the number of PY 2007 authorized positions by county for Arkansas and for each national grantee within the state. Totals and differences will calculate automatically. Save the file and return a copy by e-mail to [hostetter.phil@dol.gov](mailto:hostetter.phil@dol.gov) no later than the deadline for the new four-year State Plan on March 31, 2008.

County	Distribution Factor	Equitable Share	State	AARP	Experience Works	Institute for ID	NCBA	Totals	Difference
Arkansas County, AR	0.0103	12	2				10	12	0
Ashley County, AR	0.0110	13	4				6	10	-3
Baxter County, AR	0.0192	22	3		18			21	-1
Benton County, AR	0.0320	37	6		24	5		35	-2
Boone County, AR	0.0153	18	6		10			16	-2
Bradley County, AR	0.0084	10	1		7			8	-2
Calhoun County, AR	0.0028	3	0		3			3	0
Carroll County, AR	0.0105	12	0		9			9	-3
Chicot County, AR	0.0093	11	2				8	10	-1
Clark County, AR	0.0097	11	2		9			11	0
Clay County, AR	0.0118	14	2		11			13	-1
Cleburne County, AR	0.0116	13	5		8			13	0
Cleveland County, AR	0.0033	4	1		6			7	3
Columbia County, AR	0.0143	16	1		14			15	-1
Conway County, AR	0.0090	10	5		8			13	3
Craighead County, AR	0.0235	27	10		16			26	-1
Crawford County, AR	0.0162	19	4			14		18	-1
Crittenden County, AR	0.0195	22	5				23	28	6
Cross County, AR	0.0093	11	4				6	10	-1
Dallas County, AR	0.0061	7	0		9			9	2
Desha County, AR	0.0085	10	2				9	11	1
Drew County, AR	0.0083	10	2				9	11	1
Faulkner County, AR	0.0199	23	10			12		22	-1
Franklin County, AR	0.0084	10	0		10			10	0
Fulton County, AR	0.0064	7	0		7			7	0
Garland County, AR	0.0346	40	0	27		10		37	-3
Grant County, AR	0.0049	6	0	6				6	0
Greene County, AR	0.0152	17	5		11			16	-1
Hempstead County, AR	0.0106	12	3		10			13	1
Hot Spring County, AR	0.0126	15	0	15				15	0
Howard County, AR	0.0076	9	3		5			8	-1
Independence County, AR	0.0143	17	4		11			15	-2
Izard County, AR	0.0087	10	0		9			9	-1
Jackson County, AR	0.0108	12	5				7	12	0
Jefferson County, AR	0.0348	40	12	26				38	-2
Johnson County, AR	0.0100	12	0		11			11	-1
Lafayette County, AR	0.0055	6	2		4			6	0

County	Distribution Factor	Equitable Share	State	AARP	Experience Works	Institute for ID	NCBA	Totals	Difference
Lawrence County, AR	0.0098	11	3		8			11	0
Lee County, AR	0.0078	9	2				8	10	1
Lincoln County, AR	0.0067	8	2				7	9	1
Little River County, AR	0.0070	8	5		3			8	0
Logan County, AR	0.0119	14	3	10				13	-1
Lonoke County, AR	0.0156	18	7		9	2		18	0
Madison County, AR	0.0068	8	1		6			7	-1
Marion County, AR	0.0088	10	1		8			9	-1
Miller County, AR	0.0160	18	2		16			18	0
Mississippi County, AR	0.0234	27	6				21	27	0
Monroe County, AR	0.0070	8	8		3			11	3
Montgomery County, AR	0.0050	6	0	8				8	2
Nevada County, AR	0.0061	7	1		6			7	0
Newton County, AR	0.0053	6	0		7			7	1
Ouachita County, AR	0.0152	17	3		13			16	-1
Perry County, AR	0.0047	5	2	6				8	3
Phillips County, AR	0.0161	19	1				22	23	4
Pike County, AR	0.0065	7	3		6			9	2
Poinsett County, AR	0.0151	17	4		12			16	-1
Polk County, AR	0.0109	13	0	11				11	-2
Pope County, AR	0.0190	22	0		21			21	-1
Prairie County, AR	0.0052	6	2		6			8	2
Pulaski County, AR	0.0771	89	8	74		15		97	8
Randolph County, AR	0.0106	12	4		9			13	1
Saline County, AR	0.0189	22	0	20		3		23	1
Scott County, AR	0.0051	6	0	6				6	0
Searcy County, AR	0.0067	8	2		5			7	-1
Sebastian County, AR	0.0342	39	11	25		4		40	1
Sevier County, AR	0.0061	7	1		6			7	0
Sharp County, AR	0.0118	14	4		9			13	-1
St. Francis County, AR	0.0147	17	4				13	17	0
Stone County, AR	0.0067	8	1		6			7	-1
Union County, AR	0.0218	25	4		19			23	-2
Van Buren County, AR	0.0094	11	1		9			10	-1
Washington County, AR	0.0340	39	4		24	9		37	-2
White County, AR	0.0240	28	4		22			26	-2
Woodruff County, AR	0.0056	7	1				6	7	0
Yell County, AR	0.0089	10	4	8				12	2
<b>TOTALS:</b>	<b>1.0000</b>	<b>1154</b>	<b>220</b>	<b>242</b>	<b>463</b>	<b>74</b>	<b>155</b>	<b>1154</b>	<b>0</b>

# APPENDIX 4

# SCSEP Equitable Distribution Report

Proposed Changes

(Discussed in 2008-2011 State Plan)

Please fill in the number of PY 2007 authorized positions by county for Arkansas and for each national grantee within the state. Totals and differences will calculate automatically. Save the file and return a copy by e-mail to [hostetter.phil@dol.gov](mailto:hostetter.phil@dol.gov) no later than the deadline for the new four-year State Plan on March 31, 2008.

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Ashley County, AR	0.0110	13	4				9	13	0
Baxter County, AR	0.0192	22	3		18			21	-1
Benton County, AR	0.0320	37	6		24	5		35	-2
Boone County, AR	0.0153	18	6		10			16	-2
Bradley County, AR	0.0084	10	1		7			8	-2
Calhoun County, AR	0.0028	3	0		3			3	0
Carroll County, AR	0.0105	12	0		9			9	-3
Chicot County, AR	0.0093	11	2				9	11	0
Clark County, AR	0.0097	11	2		9			11	0
Clay County, AR	0.0118	14	2		11			13	-1
Cleburne County, AR	0.0116	13	5		8			13	0
Cleveland County, AR	0.0033	4	0		4			4	0
Columbia County, AR	0.0143	16	1		14			15	-1
Conway County, AR	0.0090	10	5		8			13	3
Craighead County, AR	0.0235	27	11		16			27	0
Crawford County, AR	0.0162	19	4			14		18	-1
Crittenden County, AR	0.0195	22	4				20	24	2
Cross County, AR	0.0093	11	4				7	11	0
Dallas County, AR	0.0061	7	0		9			9	2
Desha County, AR	0.0085	10	2				8	10	0
Drew County, AR	0.0083	10	2				8	10	0
Faulkner County, AR	0.0199	23	11			12		23	0
Franklin County, AR	0.0084	10	0		10			10	0
Fulton County, AR	0.0064	7	0		7			7	0
Garland County, AR	0.0346	40	0	27		13		40	0
Grant County, AR	0.0049	6	0	6				6	0
Greene County, AR	0.0152	17	5		12			17	0
Hempstead County, AR	0.0106	12	3		10			13	1
Hot Spring County, AR	0.0126	15	0	15				15	0
Howard County, AR	0.0076	9	3		5			8	-1
Independence County, AR	0.0143	17	4		11			15	-2
Izard County, AR	0.0087	10	0		9			9	-1
Jackson County, AR	0.0108	12	5				7	12	0
Jefferson County, AR	0.0348	40	13	27				40	0
Johnson County, AR	0.0100	12	0		11			11	-1
Lafayette County, AR	0.0055	6	2		4			6	0

County	Distribution Factor	Equitable Share	State	AARP	Experience Works	Institute for ID	NCBA	Totals	Difference
Lawrence County, AR	0.0098	11	3		8			11	0
Lee County, AR	0.0078	9	2				8	10	1
Lincoln County, AR	0.0067	8	2				7	9	1
Little River County, AR	0.0070	8	5		3			8	0
Logan County, AR	0.0119	14	3	11				14	0
Lonoke County, AR	0.0156	18	7		9	2		18	0
Madison County, AR	0.0068	8	1		6			7	-1
Marion County, AR	0.0088	10	1		8			9	-1
Miller County, AR	0.0160	18	2		16			18	0
Mississippi County, AR	0.0234	27	6				21	27	0
Monroe County, AR	0.0070	8	8		3			11	3
Montgomery County, AR	0.0050	6	0	8				8	2
Nevada County, AR	0.0061	7	1		6			7	0
Newton County, AR	0.0053	6	0		7			7	1
Ouachita County, AR	0.0152	17	3		13			16	-1
Perry County, AR	0.0047	5	2	5				7	2
Phillips County, AR	0.0161	19	1				22	23	4
Pike County, AR	0.0065	7	3		6			9	2
Poinsett County, AR	0.0151	17	4		12			16	-1
Polk County, AR	0.0109	13	0	13				13	0
Pope County, AR	0.0190	22	0		22			22	0
Prairie County, AR	0.0052	6	2		6			8	2
Pulaski County, AR	0.0771	89	7	72		10		89	0
Randolph County, AR	0.0106	12	4		9			13	1
Saline County, AR	0.0189	22	0	19		3		22	0
Scott County, AR	0.0051	6	0	6				6	0
Searcy County, AR	0.0067	8	2		5			7	-1
Sebastian County, AR	0.0342	39	11	25		4		40	1
Sevier County, AR	0.0061	7	1		6			7	0
Sharp County, AR	0.0118	14	4		9			13	-1
St. Francis County, AR	0.0147	17	4				13	17	0
Stone County, AR	0.0067	8	1		6			7	-1
Union County, AR	0.0218	25	4		19			23	-2
Van Buren County, AR	0.0094	11	1		9			10	-1
Washington County, AR	0.0340	39	4		24	11		39	0
White County, AR	0.0240	28	4		22			26	-2
Woodruff County, AR	0.0056	7	1				6	7	0
Yell County, AR	0.0089	10	4	8				12	2
<b>TOTALS:</b>	<b>1.0000</b>	<b>1154</b>	<b>220</b>	<b>242</b>	<b>463</b>	<b>74</b>	<b>155</b>	<b>1154</b>	<b>0</b>

# APPENDIX 5

## Memorandum of Understanding (MOU) Checklist

**State SCSEP Grantee:**

Arkansas Department of Health and Human Services, Division of Aging & Adult Services

**National SCSEP Grantees Operating in Arkansas:**

AARP

Institute for Indian Development, Inc./American Indian Center of Arkansas (IID)

Experience Works, Inc. (EW)

The National Caucus and Center on Black Aged, Inc. (NCBA)

Local Area	Grantee(s) in Local Area	Existing MOU? <u>Yes or No</u>	<b>** If MOU does not exist, timeline for accomplishing MOU</b>	MOU Type: Single or Blanket	List Grantee and MOU Partners
<b>Central</b> Central Arkansas Local Workforce Investment Board <i>(Western Arkansas                      PDD, Inc. serves this                      Board)</i>  <b>Serves Faulkner,                      Lonoke, Monroe,                      Prairie, Pulaski and                      Saline Counties</b>	AARP		AARP will not be signing the MOU as it is currently worded under Section IV COST ALLOCATION. (Primarily, it is the change to the last sentence in the paragraph that AARP disagrees with.)		
	EW	Yes		Blanket	Experience Works, Inc.
	IID	Yes		Single	American Indian Center of Arkansas
	State (Sub-grantee EW)	Yes		Blanket	Experience Works, Inc.
<b>Eastern</b> Workforce Investment Board of Eastern Arkansas  <b>Serves Crittenden,                      Cross, Lee, Phillips                      and St. Francis                      Counties</b>	NCBA	Yes		Single	National Caucus and Center on Black Aged, Inc.
	State (Sub-grantee EW)	Yes		Single	Experience Works, Inc.

<b>Little Rock</b> Little Rock WIB (Workforce Investment Board)  <b>Serves the City          Limits of Little Rock</b>	AARP	Yes		Single	AARP
	EW	Yes		Single	Experience Works, Inc.
	State (Sub-grantee EW)	Yes		Single	Experience Works, Inc.
<b>North Central</b> North Central Workforce Investment Board <i>(White River PPD,          Inc. serves this          Board)</i>  <b>Serves Cleburne,          Fulton,          Independence,          Izard, Jackson,          Sharp, Stone, Van          Buren, White and          Woodruff Counties</b>	AARP	Yes		Single	AARP
	EW	Yes		Single	Green Thumb (Experience Works, Inc.)
	NCBA	Yes		Single	National Caucus and Center on Black Aged, Inc.
	State (Sub-grantee EW)	Yes		Single	Experience Works, Inc.
<b>Northeast</b> Northeast Arkansas Workforce Investment Board <i>(ETS, Inc. serves this          Board)</i>  <b>Serves Clay,          Craighead, Greene,          Lawrence,          Mississippi, Poinset          and Randolph          Counties</b>	EW	Yes		Blanket	Experience Works, Inc.
	NCBA	Yes		Single	National Caucus and Center on Black Aged, Inc.
	State (Sub-grantee EW)	Yes		Blanket	Experience Works, Inc.
<b>Northwest</b> Northwest Arkansas Local Workforce Investment Board <i>(Northwest Arkansas          EDD, Inc. serves this          Board)</i>  <b>Serves Baxter,          Benton, Boone,          Carroll, Madison,          Marion, Newton,          Searcy, and          Washington          Counties</b>	EW	Yes		Blanket	Experience Works
	IID	Yes		Single	American Indian Center of Arkansas
	State (Sub-grantee EW)	Yes		Single	Experience Works, Inc.

<b>Southeast</b> Southeast Arkansas Workforce Centers <i>(Southeast Arkansas EDD, Inc. serves this Board)</i>  <b>Serves Arkansas, Ashley, Bradley, Chicot, Cleveland, Desha, Drew, Grant, Jefferson and Lincoln Counties</b>	AARP	No	AARP will not be signing the MOU as it is currently worded under Section IV COST ALLOCATION. (Primarily, it is the change to the last sentence in the paragraph that AARP disagrees with.)		
	EW	Yes		Single	Experience Works, Inc.
	NCBA	Yes		Single	National Caucus and Center on Black Aged, Inc.
	State (Sub-grantee EW)	Yes		Single	Experience Works, Inc.
<b>Southwest</b> Southwest Arkansas Workforce Investment Board <i>(Western Arkansas PDD, Inc. serves this Board)</i>  <b>Serves Calhoun, Columbia, Dallas, Hempstead, Howard, LaFayette, Little River, Miller, Nevada, Ouachita, Sevier and Union Counties</b>	EW	Yes		Blanket	Experience Works, Inc.
	State (Sub-grantee EW)	Yes		Blanket	Experience Works, Inc.
<b>West Central</b> West Central Arkansas Workforce Investment Board <i>(Western Central Arkansas PDD serves this Board)</i>  <b>Serves Clark, Conway, Garland, Hot Spring, Johnson, Montgomery, Perry, Pike, Pope, and Yell Counties</b>	AARP		AARP will not be signing the MOU as it is currently worded under Section IV COST ALLOCATION. (Primarily, it is the change to the last sentence in the paragraph that AARP disagrees with.)		
	EW	Yes		Single	Experience Works, Inc.
	State (Sub-grantee EW)	Yes	Single	Experience Works, Inc.	

<b>Western Western Arkansas Workforce Investment Board  Serves Crawford, Franklin, Logan, Polk, Scott and Sebastian Counties</b>	AARP				
	EW	Yes		Blanket	Experience Works
	IID	Yes		Single	American Indian Center of Arkansas
	State (Sub-grantee EW)	Yes		Blanket	Experience Works

\*\* If individual grantees or subgrantee within the State have not yet consummated MOUs with some or all of their Local Boards, the Governor or his/her designee must submit to the Department a timeline for completion of all outstanding MOUs for affected parties.