



STATE OF ARKANSAS
SARAH HUCKABEE SANDERS
GOVERNOR

June 10, 2024

Mr. Brent Parton
Principal Deputy Assistant Secretary
U.S. Department of Labor, Employment and Training Administration
200 Constitution Ave NW
Washington, DC 20210

Dear Mr. Parton,

Please accept this letter as a delegation of responsibility for developing and submitting a State Plan for the Senior Community Service Employment Program, as authorized under 20 C.F.R. § 641.310.

The Older Americans Act, as amended at 42 U.S.C. § 3056 et seq., created the Senior Community Service Employment Program (SCSEP). It directs each state to submit a State Plan that includes a four-year strategy for the statewide provision of community services and other authorized activities for eligible individuals. It also requires that each state submit modifications to the State Plan not less than every two years.

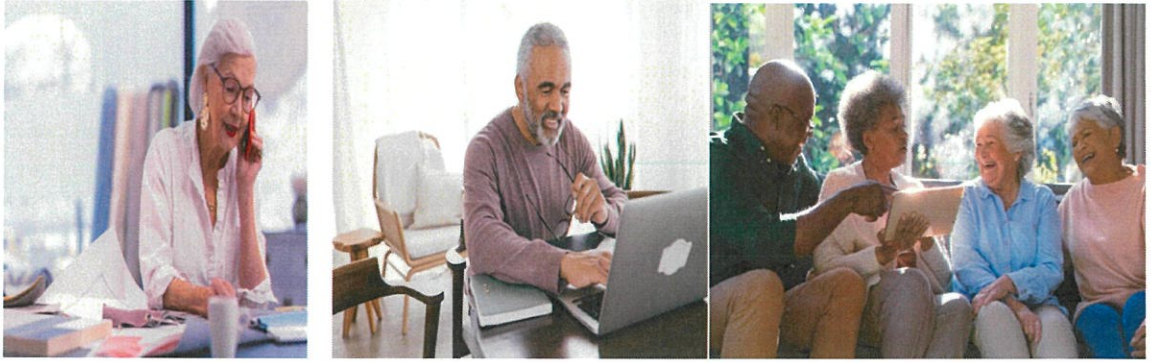
Arkansas SCSEP State Plan and Modifications are being drafted by the Division of Aging, Adult, and Behavioral Health (DAABH) of the Arkansas Department of Human Services (DHS). The Division is consulting with the SCSEP grantees within the state. Kristi Putnam, DHS Secretary, will sign and submit the plan and will address any subsequent modifications of the Arkansas SCSEP Program. Please direct any questions to her at (501) 682-8650.

Respectfully,

A handwritten signature in blue ink that reads "Sarah Sanders".

Sarah Huckabee Sanders
Governor of Arkansas

cc: Kristi Putnam, Secretary, Arkansas Department of Human Services



Arkansas

Senior Community Service Employment Program

STATE PLAN

Program Year 2024-2027



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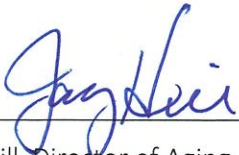
VERIFICATION OF INTENT

STATE OF ARKANSAS
SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM
STATE PLAN
Program Year 2024 – 2027

The Senior Community Service Employment Program (SCSEP) State Plan is hereby submitted for the State of Arkansas for Program Years 2024 through 2027. The Arkansas Department of Human Services Division of Aging, Adult and Behavioral Health Services has been designated and given authority by the Governor of the State of Arkansas to develop and administer the SCSEP State Plan in compliance with all requirements under Title V of the Older Americans Act (OAA as amended and reauthorized in 2016).

This Plan is hereby approved by the Governor and constitutes authorization to proceed with activities contained within the plan upon approval from the Department of Labor (DOL)-Employment and Training Administration.

The Senior Community Service Employment Program State Plan hereby submitted has been developed in accordance with all state and federal statutory and regulatory requirements.



Jay Hill, Director of Aging, Adult and Behavioral Health Services

6/14/2024
Date



Kristi Putnam, Secretary of Arkansas Department of Human Services

6/14/24
Date

I hereby approve the Senior Community Service Employment Program State Plan and submit it to the Department of Labor-Employment and training Administration for approval.

Sarah Huckabee Sanders, Governor, State of Arkansas

Date

OVERVIEW

The Senior Community Service Employment Program (SCSEP) is a federally funded employment training and placement program for unemployed, low-income adults 55 years of age or older, particularly those with poor employment prospects. SCSEP is federally funded and monitored by the Department of Labor (DOL) through the Older Americans Act (OAA) Title V Program.

The success of this pilot program resulted in the initial federally funded program known as the Senior Community Service Employment Program (SCSEP), which has been continuously funded since its inception. SCSEP continues to respond to the unfortunate reality that many mature people seek work with outdated skills and that economic changes often result in mature persons losing work or being forced into retirement before they are financially ready.

Historically, many older workers, especially women, may find themselves seeking work for the first time (or returning after many years of homemaking) because of family changes and in need of gaining updated skills.

The purpose of SCSEP is to foster economic self-sufficiency; promote useful, part-time training opportunities in meaningful community service assignments; and increase the number of older persons who may achieve economic security by obtaining unsubsidized employment in the public or the private sector. To participate, an individual must fall within annually established Federal Income Guidelines.

The Older Americans Act (OAA) requires the Governor, or the highest-ranking government official in each state, to submit a plan that outlines a four-year strategy for the statewide provision of community service employment and other authorized activities for eligible individuals under the SCSEP program.

The 2024 – 2027 Arkansas SCSEP State Plan has been formed in coordination with State and National grantees, as well as other entities in the employment and aging networks in Arkansas. The 2024 – 2027 Arkansas SCSEP State Plan is also made available to allow the public to make comments or suggestions to the SCSEP State Plan.

The purpose of this plan is to outline Arkansas' modification strategy of the SCSEP State Plan for the statewide provision of community service employment and other authorized activities for eligible individuals under SCSEP Program. The planning process and plan was designed with the intent of fostering both short-term and long-term coordination among key organizations and stakeholders.

The State will continue to work with SCSEP partners to:

- Enhance coordination and integration of SCSEP with the Arkansas Workforce System.
- Ensure training and employment strategies are based on local market conditions.
- Increase public awareness of SCSEP and educate employers on the benefits of hiring older workers.
- Provide priority to those in most need, particularly rural areas.
- Strengthen services to increase the number of SCSEP participants transitioning to unsubsidized employment.

Arkansas Department of Human Services (DHS) Division of Aging, Adult and Behavioral Health Services (DAABHS) through its sub-grantee creates opportunities by also partnering with local non-profit and government facilities, known as "Host Agencies," the local county "One-Stop System" training and employment services, as well as local employers interested in hiring mature workers. The participants gain the ability to achieve their employment goals by obtaining unsubsidized employment in the public or the private sector.

In Arkansas, four organizations are SCSEP providers. These include:

- Arkansas Department of Human Services
- American Indian Center of Arkansas (AICA)
- American Association of Retired Persons (AARP)
- National Caucus and Center on Black Aging (NCBA)

All are allotted participant slots funded by SCSEP, as does the Division of Aging Adult and Behavioral Health Services (DAAHS). The difference among the three is DAABHS only contracts with AICA to oversee their slots. AICA still manages their own SCSEP Program, but since they

are a unique program by contract with the State, they are considered the State grantee. AARP and NCBA are National grantees because Arkansas is not the only state where they provide SCSEP services.

The draft state plan was posted to the DHS website at for public comment. DAABHS also shared the draft state plan to all partners to ensure that all aging stakeholders had the opportunity to provide input.

The USDOL determines the number of authorized and modified positions for each state and national grantee. Arkansas' state grant received 150 authorized positions for plan year (PY) 2024. Participants must receive the highest rate of federal, state, or local minimum wage.

Modified positions reduce the number of available positions in a state to compensate for funding the higher state minimum wage while ensuring each participant remains at or near 20 hours of paid training each week. Modified positions occur when the state or local minimum wage is higher than the federal minimum wage. Arkansas has 95 modified positions for PY2024 due to Arkansas' minimum wage being higher than the Federal minimum wage.

DAABHS works closely with the sub-grantee participants to ensure adequate access to services that meet specific population requirements of DOL and OAA. DAABHS and the sub-grantee annually review, and update authorized and modified positions as appropriate. The current distribution of authorized positions reflects the DOL requirement for distribution, along with the following factors:

- The proportion of eligible SCSEP persons in each county to the total number of SCSEP eligible persons in the state.
- The proportion of individuals residing in rural and urban areas of the state.
- Persons in the state who are classified as a minority and/or are in the greatest social/economic need.
- Priority of Service for veterans.

The Arkansas SCSEP will continue to work with the sub-grantee and national grantees to ensure compliance with the expected distribution throughout Arkansas. Additionally, Arkansas SCSEP will work with the national grantees to ensure fair distribution of slots to rural areas in relation to urban areas, and all eligible individuals are afforded priority of service throughout the state.

The number of individuals eligible for participation in SCSEP due to their age and income status varies across regions of the state. Sub-grantees routinely evaluate and prioritize applicants determined eligible for enrollment to ensure they are serving those with the greatest number of most-in-need factors.

The OAA outlines the priority enrollment requirements for SCSEP. The priorities for enrollment include individuals who:

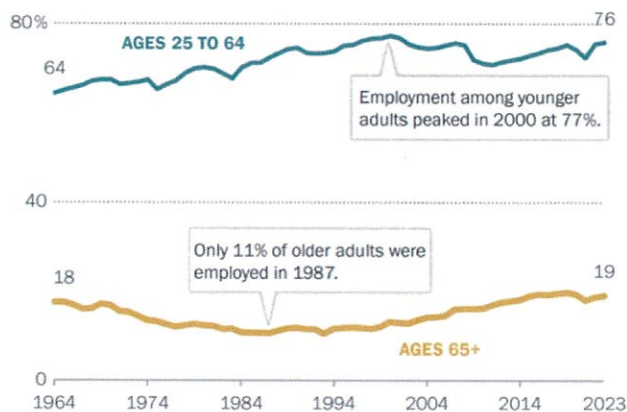
- . are veterans and qualified spouses, and then to persons who:
- . are over age 65
- . have low literacy or limited English proficiency
- . have a disability
- . reside in rural areas
- . are homeless or at risk of homelessness
- . have low employment prospects
- . were incarcerated in the past five years
- . have failed to find employment after using services through the American Job Center System.

Economic Projections and Impact

Arkansas is a diverse state in both available workforce and industries. Arkansas employers face an opportunity to help their staff develop the critical skills needed for the modern workforce. Arkansas' labor market continues to be strong with a lower unemployment rate than the national average. In recent years, the ratio of unemployed persons per job opening in the state has been near historic lows. Rural areas are experiencing population and labor force declines while central and northwest Arkansas are experiencing nearly all the population, labor force, and job growth in the state. Retail, food production, gas stations and related industries are the backbone of Arkansas' economy. Arkansans are eating out more leading to substantial growth in the food services sector.

Since the early 1990s, a rising share of older Americans are working

% of population who are employed



Source: Pew Research Center analysis of Current Population Survey Annual Social and Economic Supplement (IPUMS).
"Older Workers Are Growing in Numbers and Earning Higher Wages"

PEW RESEARCH CENTER

Figure 1 Bureau of Labor Statistics: <https://www.pewresearch.org/social-trends/2023/12/14/the-growth-of-the-older-workforce/>

According to the Bureau of Labor Statistics (BLS), 19% of adults aged 65 and over are active in today's workforce.

People are choosing to work longer or come out of retirement to go back to work for a few reasons:

- 1.) Financial: Lack of savings equals lack of financial confidence to meet immediate financial needs. That combined with people living longer has created a need for people to work past the traditional retirement age.

- 2.) Seeking purpose: Having meaningful work provides a person with a sense of purpose and allows them to feel a sense of increased value to society and community.

3.) Changing career paths: Significant life changes such as loss of a parent, empty nest, end of a marriage, new love, health problems, move from a home to an apartment may cause people to explore a new career.

4) Desire to stay active: Older adults are increasingly making the decision to remain active and staying in the workforce is part of that decision. This steady increase of employment opportunities is expected to continue through to 2030.¹

Occupations requiring no formal educational credential are likely to add 35,524 jobs between 2020 and 2030. Occupations requiring a high school diploma or equivalent could add 35,255 jobs. According to the Arkansas Department of Workforce Services, the growth occupations in Arkansas through 2030 that do not require specific education or licensing are:

- 1.) Ushers, Lobby Attendants, and Ticket Takers.
- 2.) Cooks (in restaurants).
- 3.) Travel and Tour Guides.

Yahoo!Finance reports that the most popular jobs for retirees in 2024 are as follows:

- 1.) Home Health Aide.
- 2.) Administrative Services/Secretary/Virtual Assistant.
- 3.) Retail.

¹ Vintage Blog; "Job Outlook for Older Workers"; <https://vantageaging.org/blog/job-outlook-older-workers/>

State of Arkansas Long-Term Industry and Occupational Projections 2020 –2030

Additional statistics from the Arkansas Division of Workforce Services Long-Term Industry and Occupational Projections 2020 –2030 identifies the following occupations which require a high school diploma or less and are appropriate for participants:

Top Occupations Requiring High School Diploma or Less:	
Fast Food and Counter Workers	8,699
Retail Salespersons	5,504
Cashiers	4,878
Farmers, Ranchers, and Other Agricultural Managers	4,186
Waiters and Waitresses	3,993
Home Health and Personal Care Aides	3,674
Stockers and Order Fillers	3,600
Office Clerks, General	3,125
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3,082
Laborers and Freight, Stock, and Material Movers, Hand	2,979

Career opportunities in these growth occupations and most popular jobs categories are good in Arkansas. For example, on the Arkansas Department of Workforce Services job search platform, Arkansas JobLink, there are 1891 jobs for “Home Health Aide” requiring High School Diploma or equivalent in the state of Arkansas. On that same platform, a search for “cook” requiring High School Diploma or equivalent in the state of Arkansas yielded a result of 689 job opportunities.

Based on 2018-2028 Arkansas Statewide Occupational Projections by Major Group, the following occupations are expected to have the highest gain over the projection period and support positive opportunities for seniors:

- Personal Care and Service 19.68%
 - Personal Care Aides
 - Childcare Workers

- Office and Administrative Support 16.93%
 - Information and Records Clerks
 - Material Recording/Scheduling/Dispatching and Distributing
 - Receptionists and Information Clerks

Of the top 20 growing occupations by numeric change, it is projected that the following occupations would serve to provide employment opportunities for seniors in the areas of:

- Personal Care Aides 33.86%
- Home Health Aides 27.32%
- Cooks, Restaurant 24.76%
- Food Preparation and Serving 19.54%
- Childcare Workers 11.05%
- Grounds Maintenance Workers 11.60%
- Nonfarm Animal Caretakers 15.93%
- Receptionists and Information 10.75%
- Medical Secretaries 16.93%
- Office and Administrative Support 11.54%
- Police, Fire, and Ambulance Dispatchers 12.48%

Arkansas

In-Demand Occupations



High Skill			Moderate Skill		
SOC Title	Total Annual Openings	May 2022 Mean Wage	SOC Title	Total Annual Openings	May 2022 Mean Wage
General and Operations Managers	3,281	\$84,460	Heavy and Tractor-Trailer Truck Drivers	4,917	\$47,090
Registered Nurses	1,717	\$66,530	Nursing Assistants	2,531	\$29,970
Clergy	1,435	\$46,910	Bookkeeping, Accounting, and Auditing Clerks	1,687	\$41,160
Elementary School Teachers, Except Special Education	1,066	\$50,610	Teaching Assistants, Except Postsecondary	1,398	\$28,840
Accountants and Auditors	1,048	\$70,660	Licensed Practical and Licensed Vocational Nurses	863	\$45,990
Secondary School Teachers, Except Special and Career/Technical Education	957	\$53,080	Medical Assistants	684	\$33,940
Management Analysts	836	\$78,380	Preschool Teachers, Except Special Education	650	\$31,680
Financial Managers	762	\$115,200	Automotive Service Technicians and Mechanics	544	\$43,280
Market Research Analysts and Marketing Specialists	690	\$75,990	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	544	\$45,560
Medical and Health Services Managers	657	\$94,840	Healthcare Practitioners and Technical Workers, All Other	498	\$36,570
Project Management Specialists	541	\$82,180	Dental Assistants	478	\$28,510
Human Resources Specialists	519	\$58,750	Hairdressers, Hairstylists, and Cosmetologists	414	N/A
Fundraisers	506	\$56,510	Paralegals and Legal Assistants	399	\$50,080
Middle School Teachers, Except Special and Career/Technical Education	483	\$52,890	Computer User Support Specialists	318	\$64,210
Buyers and Purchasing Agents	465	\$83,870	Physical Therapist Assistants	283	\$51,470

Basic Skill		
SOC Title	Total Annual Openings	May 2022 Mean Wage
Fast Food and Counter Workers	8,649	\$25,580
Cashiers	6,063	\$25,760
Retail Salespersons	5,610	\$31,130
Laborers and Freight, Stock, and Material Movers, Hand	4,655	\$32,880
Farmers, Ranchers, and Other Agricultural Managers	4,638	\$53,020
Stockers and Order Fillers	4,202	\$32,090
Waiters and Waitresses	3,751	\$28,270
Office Clerks, General	3,632	\$36,190
Customer Service Representatives	3,012	\$37,110
Home Health and Personal Care Aides	2,953	\$26,680
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,566	\$28,130
Cooks, Restaurant	2,256	\$28,530
First-Line Supervisors of Retail Sales Workers	2,150	\$42,820
Receptionists and Information Clerks	2,034	\$30,610
First-Line Supervisors of Food Preparation and Serving Workers	1,939	\$32,350

Source: Division of Workforce Services
 "High Skill" occupations include occupations requiring at least a bachelor's degree. This also includes occupations requiring a master's degree or a doctoral or professional degree.
 "Moderate Skill" occupations include occupations requiring an associate degree, postsecondary non-degree award or some college with no degree.
 "Basic Skill" occupations include occupations requiring either a high school diploma or equivalent or no formal education.

Source: <https://www.discover.arkansas.gov/docs/Publications/Economic-Report-OCI/Economic-Report.pdf>

The current economic landscape highlights a diverse range of existing demand in various industry sectors and occupations, showcasing opportunities for growth and development. **Restaurants and Other Eating Places** is projected to be the top growing industry in Arkansas, increasing its overall workforce in the state.

Title	2016 Estimated	2026 Projected	Projected Increase Percent
• Personal Care Aides	17,118	23,651	38.16%
• Home Health Aides	7,423	10,032	35.15%
• Combined Food Preparation and Serving Workers, Including Fast Food	30,865	37,737	22.26%
• Nursing Assistants	18,283	21,617	18.24%
• Registered Nurses	24,535	28,403	15.77%
• First-Line Supervisors of Food Preparation and Serving Workers	9,636	11,076	14.94%
• Licensed Practical and Licensed Vocational Nurses	12,647	14,365	13.58%
• Childcare Workers	12,086	13,706	13.40%
• Stock Clerks and Order Fillers	17,739	20,062	13.10%
• General and Operations Managers	21,180	23,901	12.85%
• Retail Salespersons	38,410	43,249	12.60%
• Waiters and Waitresses	19,399	21,826	12.51%
• First-Line Supervisors of Retail Sales Workers	16,474	18,362	11.46%
• Janitors and Cleaners, Except Maids and Housekeeping Cleaners	19,488	21,710	11.40%
• Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	14,473	16,016	10.66%

Department of Labor (DOL) statistics will be used to identify geographic areas of highest unemployment. DHS DAABHS SCSEP and its Sub-grantee will collaborate with the Arkansas Division of Workforce Services (ADWS) in order to obtain information from labor market environment scans to pinpoint untapped labor pools that would be a good fit for older workers. In addition, extensive labor market information (LMI) will be

obtained through ADWS on their “Discover Arkansas” website where LMI publications and updates are readily available for the State and for specific regions. DAABHS SCSEP and its sub-grantee staff will work to build strong relationships with the Division of Workforce Services and Arkansas Economic Development Commission so we can stay informed with new industry trends across the State that could affect employment opportunities in their respective areas.

DHS DAABHS SCSEP and its sub-grantee will work toward community integration as active members of State and/or local workforce development boards (WDBs), one-stops (a generic name for workforce centers), economic development councils, chambers of commerce, and other employer focused entities. These linkages provide current labor market information and opportunities to network and form partnerships with employers. Staff will be active members of human resource management, as well as workforce, training, and career development organizations. This will provide opportunities to work alongside hiring managers on local, regional, and state initiatives focusing on improving local labor markets in preparation for emerging industries and sector jobs.

Direct involvement with these organizations will put them at the forefront when decisions are being made concerning ways to expand local employment opportunities within communities and when employers move into the area offering new employment opportunities for SCSEP participants.

DHS DAABHS SCSEP and its sub-grantee will also work closely with ADWS, utilizing available employment related resources, including employability workshops, job leads, and participation in employer specific job fairs and/or hiring events.

Staff will work within communities developing and maintaining relationships with private, for-profit employers. In addition to local and rural community employment relationships, DAABHS supports participants by developing strategic partnerships that

enable employers to utilize on the job experience (OJE) and specialized training to encourage training and employment in the for-profit sphere.

The American Indian Center of Arkansas (AICA) is the Urban Indian Organization based in Little Rock, Arkansas. The American Indian Center of Arkansas serves Native Americans in Arkansas from federally recognized tribes throughout the state of Arkansas. The proposed catchment area will include the major population centers for active tribal members in the area. This area is comprised of the Little Rock Metropolitan Area and Fayetteville Metropolitan Area, and all of the western portion of Arkansas. Currently, there are 17,216 Native Americans living in Arkansas (American Fact Finder). Although some tribal members reside outside the proposed catchment area of Little Rock and Fayetteville, the population that they hope to serve is the over 3,196 Native American seniors in the state. AICA's SCSEP Program serves all, however, gives preference to the Native American Community.

Understanding the job market and understanding that the most in demand occupations are very relative to the experience of the majority of our participants is the key. The top in-demand jobs are personal care services, food preparation workers, administrative/supportive services, and retail.

AICA's goal is to find host agencies that will train in these specific industries to enable us to keep up with the long-term growth in the in-demand market.

AARP Foundation and NCBA SCSEP continues to develop and maintain positive relationships with our local workforces, community partners, employers, and educational providers/trainers, to support participants as they work to achieve unsubsidized employment in high-growth occupations.

AARP Foundation and NCBA Staff works closely with local city and county governments in urban and rural areas to identify needs within the local communities that could result

in specific training and employment opportunities that not only meet the needs of the local communities but support the educational needs and job goals of our participants.

For-profit employer engagement and outreach is an essential component of working in Arkansas cities and counties. AARP Foundation and NCBA Staff works with employers within these communities to identify job opportunities and ways to engage participants in non-threatening interactions as a means of preparing participants for job readiness.

Interactions can include:

- Participant involvement in job fairs through Workforce and/or community partners.
- Employer presentations to participants identifying type of business, jobs available, training opportunities, and current open positions.
- Employers engaging in mock-interviews that provide honest feedback and tips for improving interview skills.

SCSEP participants are placed in host agencies, 501c3 non-profit organizations or government agencies, to perform community service assignments in a wide variety of employment areas. Some of the most common community service assignments are in the very fields that were listed above as the fastest growing occupations and most popular job categories for retirees in 2024, such as: cook, office assistant/secretary/administrative assistant, work in thrift stores (retail), and attendants at museums (lobby attendants and ticket takers). These community service assignments allow each participant to gain the skills required in these high demand and growth areas that allow for an easy transition into unsubsidized employment.

As older workers continue to enter the workplace, skills training has moved to the forefront in the realm of employment opportunities. As part of Arkansas' innovative long-term plan, we have developed a basic computer program consisting of twelve modules with a mastery test that will provide the participants a certification of

completion. We also provide opportunities for SCSEP participants to complete credentials necessary to ensure they are employable in today's job market.

DHS DAABHS SCSEP and its Sub-grantee utilizes employer outreach to identify high growth and in-demand jobs. Employers have always been and will continue to be key strategic partners. DAABHS SCSEP and/or its sub-grantees will assign frontline staff to meet with employers to discuss hiring status, practices, and specific skills required for upcoming job openings.

Based on the long-term job projections, AARP Foundation utilizes Occupational Information Network (O'Net) to assess/identify participant interests, skills, and work histories. The assessment provides valuable insight to the participant and AARP Foundation Staff as they work together to develop an Individual Employment Plan or IEP that is designed to record SMART goals for the participant to attain until they become job ready. In conjunction with the O'Net Assessment, participant employment plans identify types of occupations for which they indicate interest/skills and the most reasonable geographical locations that would support job sustainability. In areas where training is needed either for specific work skills and/or soft skills, the site engages with trainers in the area to provide education in the areas of need. To reduce barriers to training, sites utilize diverse methods to engage participants. They include, but are not limited to the following:

- AR Workforces provides employability skills training, Arkansas Career Readiness Certifications, and job referrals.
- Adult Education Workforce Alliance for Growth within the Economy or WAGE provides participants training designed by Adult Education in collaboration with local employers thus benefiting participants, local employers, and the community as a whole. Certifications offered through WAGE can be listed on resumes and presented to local employers as evidence of proficiency in the area of certification. Adult Education also helps participants achieve GEDs. WAGE

has been particularly successful in Garland and Sebastian counties and is now being offered to participants in Pope and Hempstead counties.

- Employer presentations to participants regarding their businesses, job training, skills required, job openings, and expectations. These presentations are meant to reduce anxiety about job searches and allows participants to engage with employers as they move into job readiness.
- Non-profit and community agencies provide “on-the-job” experience as participants learn skills needed to become employed in the occupations projected for high growth such as food service, childcare, recordkeeping, ground maintenance, reception, and office/administrative support.
- Requisition for Training Funds (RTF) are provided to cover the cost of tuition and/or certifications, books, uniforms, and other expenses associated with education that can lead directly to unsubsidized employment.
- 1:1 Sessions are specific to the participant and usually address deficiencies in soft skills.
- Additional Training is training provided within the project office that includes dressing for success, how to keep the job, dealing with change, resume preparation, and/or mock interviewing.
- Specialized Training allows a participant to enter into employment training offered outside the traditional host agency environment.
- On the Job Experience (OJE) provides a formal structure that allows the participant to work for a private employer on a trial basis with no strings attached for either party; and

- Supportive Services (SS) provides temporary, often one-time assistance, designed to remove barriers of all kinds that may be preventing participants from successfully entering the workforce or enrolling in the program.
- Training for SCSEP participants is diverse and depends on the type of unsubsidized job placement the participant will be hired into. For example, participants may receive training in non-profit organizations and agencies, such as those providing adult day services, which would help prepare them for personal care aide and home health aide positions. This training also allows participants to complete certification and receive specialized training.
- On-the-job training is an important component of SCSEP. Participants who receive training for food service positions at schools, non-profit day care centers, colleges, hospitals, and senior centers eventually become paid employees at the same locations or somewhere else within the local community. This is also true for participants who receive clerical positions through local governmental offices, county health units, hospitals, and rural medical clinics. Childcare centers provide extensive training and employment opportunities for participants as a number of them are hired at the conclusion of their training. Customer service is a characteristic of training that is included with SCSEP training assignments where there is any interaction with the public, either in-person or by phone. Participants receive certificates of completion for each stage of training. These certificates can be added to their resumes as they seek unsubsidized employment.



- DHS DAABHS SCSEP will work with a number of host agencies to provide training to participant's in fields where jobs are available such as food preparation and service, childcare work, retail sales, and cashier positions. DHS DAABHS SCSEP will continue to utilize various training resources in these areas for participants.

- Before training can begin, each SCSEP participant is given an assessment. The goal of the initial assessment is to show participants that they have valuable skills and experience that they can be used to build toward a locally available job. To assist with the assessment, an online workforce development and case management tool is used through the One-Stops. It will be interactive, and it helps participants identify their interests, evaluates their existing skills through testing, it suggests the best jobs based on assessment results, and indicates any skill gaps to be addressed to obtain the participant's job goal.
 1. Following the assessment process, participants work with their SCSEP staff to determine employment goals that offer the greatest likelihood of success. During this plan cycle, staff will increase the use of the Career Clusters Tool, which is also available on the Division of Workforce Services' "Discover Arkansas" website.
<http://www.discover.arkansas.gov/Occupation/Projected-Employment-Opportunities-List>
 2. The participant and their SCSEP staff will review possible employment goals by geographic location and will identify the total number of annual job openings and median wages for participants. The tool also shows whether the job is in demand in that geographic location. Using these resources together will further help SCSEP staff and participants establish job goals that will help them achieve success and ensure that every training day and training dollar is well utilized.
- In conjunction with online assessments, participants utilize the Virtual Career Network (VCN), which is a publicly accessible web-based career development platform that includes assessments, virtual learning, training, and career search tools. Its primary purpose is to assist SCSEP participants prepare and qualify for jobs via the Internet. It is important to recognize the very important role these host agencies play in providing training and employment opportunities for participants. Assessment of newly enrolled

participants involves determining not only their interests, but whether the host agency infrastructure could be used to provide adequate training to move participants toward sustained unsubsidized employment. The SCSEP programs in Arkansas recognize the importance of properly assisting participants enrolled in the program with employment training and in addressing a multitude of other barriers they face when attempting to return to the workplace. For example, National Grantee AARP Foundation has developed the following tools that can be utilized to meet the needs of the individual participant:

- RTFs (Requisition for Training Funds) – Funding is provided to cover the cost of tuition and/or certifications, books, uniforms, and other expenses associated with education that can lead directly to unsubsidized employment;
 - AT (Additional Training) – Time spent in work training within the project office such as, job club education, resume preparation, and/or mock interviewing is compensated;
 - ST (Specialized Training) – Allows a participant to enter into employment training offered outside the traditional host agency environment;
 - OJE (On the Job Experience) – Provides a formal structure that allows the participant to work for a private employer on a trial basis with no strings attached for either party; and
 - SS (Supportive Services) – Is a form of temporary, often one-time assistance, designed to remove barrier(s) of all kinds that may be preventing participants from successfully entering the workforce or enrolling in the program.
- With the AARP Foundation, participants interested in the hospitality and food service industry have the opportunity to train via the “Serve Safe” program. ServSafe Food Handler Certification is easy to obtain. The course can be taken online or in person. Generally there is 60-90 minutes of instruction that includes basic food safety, personal hygiene, cross contamination and food allergens and cleaning/sanitation. Many participants come into our program with these skill sets but need the certification to

move into positions within Senior Centers, Food Banks, Shelters, as well as entertainment venues.

- Another partnership is with the Arkansas Department of Career Education. Specifically, the program known as WAGE; Workforce Alliance Growth in the Economy. This program provides career-specific training based on participant's individual employment plan and computer training for participants who have no or limited computer skills. As for most clerical positions, participants with previous experience answering phones and light data entry can easily move into training opportunities that would improve computer skills. The provided training leads them to positions that would allow them to become employed in entry level positions that would provide the bridge needed to internal promotions as knowledge, skills and abilities improved and increased.
- Our partnerships provide a host of training opportunities that are available to their participants at no charge. In all positions identified, soft skills are required. They include, good communication and interpersonal skills, problem solving, work ethic, and time management. Most participants entering SCSEP have these skills because of their life and work experiences. These are easily transferrable to any of the jobs listed in the labor market projections.
- As more and more individuals move from institutions to in-home or community-based care, the need for individuals trained as Personal Care Aides is projected to increase. Most qualifications include GED plus transferrable skills such as the ability to cook, clean, assist with daily life skills and employers are willing to train. Most participants have the knowledge, skills, and abilities for these positions.
- AICA SCSEP prepares participants for the labor market through Host Agencies, giving them the ability to dive right into the current labor market. Prior to training, each SCSEP participant will be given an extensive assessment. Ensuring that the participants are aware of the tools available for them and teaching them how to utilize the tools will be essential. AICA's participants are required to sign-up at the Workforce Center in their area and the Goodwill Career Program which offers free classes.
- Overall, there are many more workers for low skilled jobs than there are openings. This can present a barrier to SCSEP participants. The Workforce will work with SCSEP

participants to encourage them to receive training to upgrade their educational skills to be able to fill jobs in the middle-skills jobs area. One area that the SCSEP grantees take advantage of is the basic computer and computer software (job specific) skills that are often lacking among SCSEP participants.

Basic Skill		
SOC Title	Total Annual Openings	May 2022 Mean Wage
Fast Food and Counter Workers	8,649	\$25,580
Cashiers	6,063	\$25,760
Retail Salespersons	5,610	\$31,130
Laborers and Freight, Stock, and Material Movers, Hand	4,655	\$32,890
Farmers, Ranchers, and Other Agricultural Managers	4,638	\$53,020
Stockers and Order Fillers	4,202	\$32,090
Waiters and Waitresses	3,751	\$28,270
Office Clerks, General	3,632	\$36,190
Customer Service Representatives	3,012	\$37,110
Home Health and Personal Care Aides	2,953	\$26,690
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,566	\$28,130
Cooks, Restaurant	2,256	\$28,530
First-Line Supervisors of Retail Sales Workers	2,150	\$42,820
Receptionists and Information Clerks	2,034	\$30,610
First-Line Supervisors of Food Preparation and Serving Workers	1,939	\$32,350

Employment Opportunities and Training

To be able to prepare participants for employment it is necessary to understand the top-tier jobs in the projected labor market. The Arkansas Division of Workforce Services Labor Market Information Unit listed the occupations with the largest growth for the years 2018-2028 for seniors.

Personal Care Aids is projected to increase 33.86% in volume through 2028. Personal Care Aides is slated to be the

fastest growing occupation for seniors 55+ in Arkansas with the next three being Home Health Aides, Cook/restaurants, and food preparation and serving.

The 2023 Arkansas Labor Market and Economic Report, developed by the Arkansas Department of Workforce Services, basic skill, in-demand occupations include the following: Fast Food and Counter Workers (8,649 annual openings), Retail Cashiers (6,063 annual openings), Salespersons (5,610 annual openings), Home Health and Personal Care Aides (2,953 annual openings), Cooks (2,256 annual openings), and Receptionists and Information Clerks (2,034 annual openings).

SCSEP participants who perform these jobs or similar jobs while training in their community service assignments gain the following skills: time management, teamwork, attention to detail, communication, organization, customer service, leadership, interpersonal skills, adaptability, physical stamina, patience, multitasking, and computer literacy.

To be able to prepare participants for these jobs it is necessary to understand the education and skills required for these positions. Skills Projections are based on two factors: Occupational Projections and O'NET Skills data. When a skill is determined by the US Department of Labor to be moderately important and moderately required for an occupation, that occupation's projections are factored into the skills projections. Projections are calculated for Content Skills, Knowledge Domains, and Generalized Work Activities. Many SCSEP participants are unemployed or have had a limited work history. While some of these participants may possess the educational level to obtain one of the middle to high growth jobs, training in the soft skills will be necessary for them to retain and advance in unsubsidized employment.

DAABHS SCSEP and its Sub-grantee will increase their knowledge of the various labor markets and employer needs by collaborating with local Workforce Investment Boards and Arkansas Workforce Centers to ensure that participants receive the training needed to prepare them for employment in their communities. Because oftentimes, while the participants may have strong skills in a particular career field, they may not have the skill set needed for the available jobs in a certain region. As a result, several programs throughout Arkansas offer training and identify skills for potential participants seeking employment opportunities.

1. For instance, Arkansas Workforce Centers provide participant training through the Arkansas Career Readiness Certificate Program. In this program, participant skill levels are assessed using ACT WorkKeys assessments for the following skills: Reading for Information, Applied Mathematics, and Locating Information.
2. If the job seeker scores high in all these areas, then he/she will receive an Arkansas Readiness Certificate which in turn automatically qualifies the participant for a National Career Certificate (NCRC). However, if the

participant scores low in one or more areas, the participant must successfully complete the Career Ready 101 instructional program, which is available onsite and online. Participants must pass each WorkKeys assessment before receiving certification. This educational approach which focuses on computer, occupation-specific, and job-search skills training for participants is a factor in reducing participant job barriers, as well as, increasing participant access to online learning. Other programs throughout Arkansas offer participants generalized training, such as computer or basic skills training, or specialized training like bookkeeping.

While basic skills such as reading for information, applied mathematics, and locating information are assessed, helping participants improve computer skills is another focus that almost all programs train participants. Since the ability to efficiently operate a computer is a requirement for many jobs, most SCSEP grantees and/or its sub-grantees provide computer skills training to participants through One-Stops. These include training in skills needed for high-growth industries, the online tests evaluate participant progress. Some of the other training can include the ability to earn industry-recognized certificates that can be added to participant resumes.



- Participants have indicated that these certifications have a positive effect on their self-esteem, confidence and marketability. Certified online training is particularly effective in increasing access in rural areas. For those new to computer technology or who cannot afford a computer, computer access may be available at their host agency, a community library, or a workforce center where additional help is available if needed. For rural residents, DAABHS SCSEP and/or its Sub-grantee recommend online computer training through the Workforce One-Stops which may be the only accessible option.

1. In addition to the aforementioned resources, participants can access training through host agencies, community colleges, workforce centers, and others as documented on Individual Employment Plans (IEP). Examples of general training provided by partners include basic education, GED, English as a Second Language (ESL), work-readiness skills, and job search skills.
2. General training is usually provided in conjunction with the community service assignment and includes one-on-one skills training, lectures, or seminars.

DAABHS SCSEP participants offer extra-help for host agencies in exchange for the valuable hands on training and networking that goes along with participating at the agency. In many cases, the agency will hire the participant. For those that are not offered employment, the experience can lead directly to unsubsidized employment elsewhere.

- One barrier to employment that older workers face is the inability to market themselves to employers. To address this, DAABHS SCSEP and its Sub-grantee assist participants with resume preparation, interview skills, and referrals. When appropriate, participants also receive support through workforce center job search classes, or the DAABHS SCSEP and its Sub-grantee Job Club/job-search training program developed specifically for older job seekers.

- Job Club/job-search training is a value-added feature for SCSEP projects by incorporating best practices from around the country as well as ideas and adapted materials from some of the most recognized trainers in the industry. The curriculum includes an instruction manual and materials for the trainer as well as handouts and materials for participants. Training covers



networking, completing applications, interviewing, answering difficult questions, closing an interview, writing thank you notes, and keeping the job. Because job searches require basic computer literacy, such as using a kiosk to fill out an application for Walmart or completing an online application for Home Depot, online computer training is emphasized for Job Club participants lacking computer skills. The Job Club/job-search training is an enjoyable and nonthreatening way for participants to learn while building self-confidence and self-esteem. Participants come to realize that employers value the skills they have or can obtain by participating in SCSEP.

- A computer-literacy component teaches participants to prepare online resumes and complete online applications. In rural areas where there are few participants, staff collaborates with other employment and training providers to ensure that there are enough participants to validate having a Job Club in that region.

The goal of the DAABHS SCSEP and its Sub-grantee is to assist the participant in obtaining and retaining an unsubsidized job. In most cases, the project director and site participants have played a significant part in preparing the participant for a particular job. IEPs are developed for everyone entering SCSEP. They are living documents initiated based on specific interests identified through online assessments and interviews with the participant. The tool is used to identify areas of needed training specifically as it relates to employability, training in the agency and the community, and job search activities.

Local Project Site Offices are flexible enough to train to the needs of their participants. For example, in one instance, a series of training modules were tailored to help the older worker recognize that constant change is part of today's workforce and how to embrace and adapt to change in the workplace. Another training class focused on how the impact of one's mindset or thoughts about things can impact opportunities for sustained long-term employment.

II. SERVICE DELIVERY AND COORDINATION

Coordinate SCSEP with other Programs

1. Actions State and National Grantees will take to coordinate activities of SCSEP grantees with WIOA Title I programs, including plans for using the WIOA one-stop delivery system and its partners to serve individuals aged 55 and older.

The Arkansas DHS DAABHS SCSEP program is a valued required partner of every comprehensive workforce center in Arkansas's ten (10) local workforce development areas. SCSEP also has the opportunity to participate in multiple affiliate workforce centers across the state. As a result, activities between SCSEP and WIOA Title I adult and dislocated worker programs will be encouraged where appropriate. SCSEP participants are encouraged to co-enroll in these programs when they can provide services not available through SCSEP. In addition, with the permission of participants, SCSEP case managers will regularly meet with WIOA Title I-B staff regularly to discuss opportunities for specific SCSEP participants in order to assist these participants in reaching their goals.

In addition, SCSEP programs in each local workforce delivery area will provide paid workers in the local workforce centers, as appropriate. The provision of such workers will depend on the agreement of the local one-stop-operator, the availability of workers, and availability of funding. Such jobs will be used as training programs for SCSEP participants.

The workforce center delivery system one-stop center operators and the workforce delivery system partners will comply with section 188 of WIOA and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) with regard to the physical and programmatic accessibility of facilities, programs, services, technology, and materials for individuals with disabilities.



The SCSEP programs works closely with the One Stops. When it is financially possible the SCSEP grantee is co-located in the One Stop. If this is not possible, they may attend the local partners meetings so that they are aware of other programs and services that are

available for their participants. Since understanding the local labor market is important, they may attend the Local Workforce Development Board meetings. At these meetings, they can create connections with local businesses and learn about employment opportunities for their participants. The SCSEP Program Director of the DHS - Department on Aging, Adult and Behavioral Health Services has signed a Memorandum of Understanding (MOU) with the state workforce agencies involved with providing workforce services.

AICA has both the SCSEP and the WIOA program. We have partnerships with Arkansas Division of Workforce Services all over the state of Arkansas. All of our SCSEP participants are asked to register with Arkansas JobLinks and to submit a job search log with each timesheet, twice per month. Resources are available at all one-stops and our participants have access to those resources with our ongoing partnerships. Participants are also encouraged to visit the closest Arkansas Division of Workforce Services office to work one on one with the career specialists there and to develop an updated resume and to participate in activities to improve interview skills.

AICA is currently in the process of obtaining office space in the Arkansas Division of Workforce Services office in Fort Smith, Arkansas, to better serve our participants in the Western part of the state. There will be an AICA representative in the Arkansas Division of Workforce Services office in Fort Smith, Arkansas, two to three days per week. A satellite office will also be opened in Springdale, Arkansas where participants can get further resources and help with job training and placement.

AARP Foundation SCSEP partners with Workforce Services to serve individuals 55+ who are unemployed. A natural partnership is achieved between Workforce and AARP Foundation SCSEP as referrals are provided to each other and staff work together to register and provide training to participants. Sites have and continue to develop Memorandums of Understanding and Infrastructure Agreements. The AARP Foundation has enjoyed a positive working relationship with Arkansas Workforce for many years and attends Workforce Investment board (WIB) meetings. As AARP Foundation Sites started working in more rural, remote counties, the WIB meetings proved very helpful as sites were able to identify partners

to help participants with various social and benefits needs. In addition to the Workforce Center and WIB partners assist the sites by providing training to participants. AARP Foundation does have a site located in Drew County and other AARP Foundation SCSEP offices partner directly with Workforce Services to provide in-kind help.

AARP Foundation and SCSEP work within counties chosen to partner with agencies that can best serve the 55+ community. These include but are not limited to the Workforce Services discussed previously, Arkansas Vocational Rehabilitation, Veterans Services (multiple agencies), Area Agency on Aging, Literacy Councils, Food Banks, Senior Centers, Department of Human Services, and transportation providers. These are just a few and they change periodically based on the needs of the participants and program, but the goal is always to develop and maintain partnerships with agencies that provide services to individuals regardless of race, age, sex, creed or national origin, veteran status, disability, and those with low incomes.

NCBA continues to require prospective participants to enroll in employment services with workforce centers and enroll in Title I services, Career Readiness Certification, industrial training, and basic computer skills. They also encourage all participants to access what the One-Stop Delivery System has to offer, such as training on skills needed for unsubsidized employment and enhancing existing skills.

2. Actions State and National Grantees will take to coordinate activities or SCSEP grantees with the activities to be carried out in the State under the other titles of the OAA.

The DHS DAABHS SCSEP and subgrantee have a good relationship with the Older American Act team working under the titles of OAA. The teams under Title III, V, and VII all work closely together and collaborate on activities to enhance the lives of senior Arkansans. The benefit of this cannot be understated given the rural nature of Arkansas. It is the State and National Grantees expectation that we all partner and work together to assist seniors in need as the titles of OAA intended.

AARP Foundation SCSEP adheres to the guidelines set out by the Older Americans Act. Project sites consistently serve those with the most “in need” characteristics and works with partners to provide supportive services to those requiring SNAP benefits, meals, health/wellness, transportation, and housing. Senior Centers act as host agencies, but also provide relief from isolation by providing much needed socialization for seniors participating in our program. As with Workforce Services, Area Agencies on Aging assist sites through marketing and recruiting of seniors in need of employment. They also serve as training providers and have been great employers for AARP Foundation participants. Project sites are expected to reflect the demographics of the communities they serve. A representative from AARP Foundation will participate in meetings conducted by DHS DAABHS and Sub grantee and will assist where possible to advance proper distribution to those most in need.

3. Actions State and National Grantees will take to coordinate SCSEP with other private and public entities and programs that provide services to older Americans, such as community and faith-based organizations, transportation programs, and programs from those with special needs or disabilities.

All SCSEP staff will develop working relationships with local public and private entities that provide services to older Arkansans. These relationships will lead to several actions: (1) a list of community services and programs a participant might find useful and (2) direct referral of participants to particular programs and services that might be needed by each participant, as appropriate.

Since implementing WIOA, the core workforce partners have participated in the WIOA Partners Roundtable, which meets regularly and includes representatives from TAA, UI, SNAP E&T, registered apprenticeship, higher education, secondary education, two- and four-year educational institutions, Carl D. Perkins secondary and post-secondary programs, career and technical education, human services, and elected officials to engage in discussions about integration of services provided by a multitude of service providers. The WIOA Partners Roundtable has individual committees to focus on critical areas in WIOA

implementation, including finance, IT system integration, policy development, core performance measures, sector strategies, and the state workforce development plan.

The WIOA Partners Roundtable also develops strategies to align programs, prevent duplication, and increase access to services for job seekers and employers.

Each year, the WIOA Partners Roundtable hosts a statewide conference for workforce system partners. Approximately 300 individuals typically attend these conferences, including representatives of state and local workforce boards and board members, core and optional workforce partner programs, secondary and higher education, state and regional economic development associations, community-based organizations, employers, and elected officials.

This group meets every other month. During these meetings, topics include collaboration opportunities, updates, and subcommittee report-outs. More recently, the WIOA Executive Committee discussed further collaboration efforts such as expanding pre-apprenticeships and apprenticeships across the state and increasing and tracking referrals as a priority.

The National Grantee AARP Foundation coordinates with other private and public entities and programs that provide services to older Americans, such as community and faith-based organizations, transportation programs, and programs for those with special needs or disabilities. Participants are frequently assigned to these agencies to perform community service. These agencies provide training as well as references to supportive services based on the need of the participant. Supportive Services include, but are not limited to, transportation, eyeglasses, food stamps, utility assistance, tax preparation, legal assistance, scrubs, and other work-related items that participants may require for successful employment.

The National Caucus and Center on Black Aged, Inc. (NCBA) utilize the services of or directly contract with the service organizations that serve the aging population, such as elder abuse prevention services, legal services, and transportation services. Many of these services are provided by community-based organizations. Due to the direct contractual

relationship, NCBA staff members remain in constant contact with the service provider staff from which participant and host agency referrals are made. NCBA, will continue usage of the referral system to ensure that every participant receives the necessary supportive services such as food pantries, clothing, and transportation. They will also assist participants with the completion of forms for those in need. In addition, they will continue partnerships with the Division of Services for the Blind, all Veterans Empowerment Services, Inc., Mid Delta Community Services, and Lee County Co-operative Clinic.

AARP Foundation SCSEP coordinates with other private and public entities and programs that provide services to older Americans, such as community and faith-based organizations, transportation programs, and programs for those with special needs or disabilities. Some that provide services are Arkansas Vocational Rehabilitation Services and Central Arkansas Development Council. Participants are frequently assigned to these agencies to perform community service. These agencies provide training as well as references to supportive services based on the need of the participant. Supportive Services include, but are not limited to, transportation, eyeglasses, food stamps, utility assistance, tax preparation, legal assistance, scrubs, and other work-related items that participants may require for successful employment. AARP Foundation SCSEP also works with various veteran groups to ensure our senior vets have opportunities for community service and veteran services.

The DHS DAABHS SCSEP and subgrantee AICA continues to expand on programmatic outreach events and activities to engage our communities to develop partnerships. For example, they collaborate with Direct Employers Association, a nonprofit organization that partners employers with job seekers. Each Case Manager in the Department of Labor at AICA, including all SCSEP Case Managers, created a profile designating the counties in which their participants reside in Arkansas. Each Case Manager receives a daily email containing job opportunities in those counties. They can then, in turn, pass those job opportunities to their participants in those counties. This has led to increased job opportunities for our SCSEP participants.

Also, AICA developed a partnership with Rock It! Lab in downtown Little Rock. Rock It! Lab is a nonprofit organization whose mission is to inspire, educate, and connect entrepreneurs, primarily in the Black, Hispanic, female, and veteran communities and to create pathways for them to achieve economic mobility. They provide the tools, guidance, and training necessary to start, grow, and scale their businesses. We have referred several participants, both from the WIOA and SCSEP programs, to Rock It! Lab since December. This is a wonderful resource specifically for participants who are re-entering society from incarceration and are having difficulty finding unsubsidized employment. It is also a great resource for participants who have the dream of becoming an entrepreneur but do not know where or how to begin that process. Rock It! Lab is a wonderful partner that assists in providing mentorship and tools for long-term success for our participants.

A new partnership between AICA and 100 Families in Searcy, AR, has officially begun. 100 Families is a community-led initiative designed to help families move from crisis to career. The goal is to use existing community resources by engaging community partners, creating new alliances training agencies on a collaborative case management system, and recruiting case managers to respond when a family is in crisis.

(<https://www.restorehopear.org/#100families>). All Department of Labor Case Managers will attend a training held by 100 Families' Case Manager, Teresa Allred, on a Case Management platform called Hope Hub. The scheduling of this training is pending a date to be determined by Ms. Allred. Once Case Managers are trained on the Hope Hub platform, this will allow them to receive referrals from other agencies all over the state of Arkansas, in turn allowing them to enroll more SCSEP participants into the program.

The DHS DAABHS SCSEP and Subgrantee AICA will continue to go into the communities we serve in Arkansas to make partnerships with 501c3 organizations and other agencies that offer home and community-based services and support to older Arkansans. We hold outreach events frequently. Our last outreach event was held at Freshly Renewed Transitional Treatment in Little Rock. Freshly Renewed Transitional Treatment is a faith based nonprofit organization that offers a comprehensive program to empower people coming out of addiction to navigate the path to sobriety and reintegration into society and community. Freshly Renewed Transitional Treatment has become a host agency for

SCSEP and we were able to assist one individual in their treatment program who was recently released from a 17 year prison stay into our SCSEP program and get him on the road to self-sufficiency.

Faulkner County Council on Aging is a current host agency for AICA's SCSEP program and they were happy to allow us to host an outreach event there. We were given time and space to give a PowerPoint presentation regarding the services we provide at AICA, with an emphasis on the SCSEP program. Numerous SCSEP applications were distributed, and contacts made within the community.

This year we have gained the following partners as host agencies for our SCSEP Program:

- Transforming Life Ministries Care Center in Little Rock
- Transforming Life Ministries Care Center in Sherwood
- Transforming Life Ministries Care Center in Searcy
- Compassionately Connected for Veterans, Inc in Little Rock
- Benevolent Hearts in Little Rock
- Cassandra Cares Cancer Foundation in Little Rock
- Family Crisis Center, Inc. in Jonesboro
- The City of Tuckerman
- Wolfe Street Foundation in Little Rock
- Ambitious Girls, Inc. in Sherwood
- Freshly Renewed Transitional Treatment in Little Rock
- Carter's Crew in Little Rock

4. Actions to coordinate SCSEP with other labor market and job training initiatives.

Through the grantee SCSEP's attendance at the State and Local Workforce Development Board meetings, the SCSEP program representatives may be made aware of the high growth industries in their area and the jobs that need to be filled. They also have access to

local labor market information through their One-Stops. By using this information, they can determine if their participants have the skills to perform the jobs or if they need additional training. If training is needed their connection to the Workforce System allows them access to the training providers.

Currently the state of Arkansas workforce system has established sector partnerships in each region. A forthcoming statewide online portal will be a skills-based learning, employment, and advancement platform designed as part of the Arkansas Workforce Strategy. It will serve as a one-stop hub for accessing a wide range of resources, including training programs, job listings, and career guidance, personalized to each individual's unique skills, experience, preferences, and goals. The portal will simplify the journey from learning to employment, making it more efficient and user-friendly for Arkansas residents.

Role in the Arkansas Workforce Strategy:

- **Skills-Based Matching:** Utilizing advanced matching algorithms, the portal will connect job seekers with employers based on skill compatibility, moving beyond traditional credential-based hiring.
- **Leverage Learning and Employment Records (LERs):** Incorporating LERs, the portal will enable individuals to maintain a comprehensive and verified record of their skills and work history.
- **Connect Learning to Employment:** The platform will provide access to a range of learning and training opportunities, allowing individuals to acquire or upgrade skills in alignment with market demands.
- **Empower Individuals:** The platform will empower job seekers and workers by providing them with tools and information to navigate their career paths effectively.
- **Enhance Employer Engagement:** The portal will enable employers to identify and connect with candidates more efficiently, based on skills and needs.
- **Facilitate Continuous Learning and Advancement:** The platform will promote a culture of continuous learning and skill development, crucial for career advancement and workforce adaptability.

- **Streamline Work Search Activities:** The portal will feature an intuitive dashboard for Unemployment Insurance claimants to track their required weekly work search activities to maintain benefit compliance while simultaneously connecting with jobs that match their skills and experience.

The online platform will provide an integrated digital environment where individuals can explore, acquire, and showcase their skills and competencies. The portal will support the overall Arkansas Workforce Strategy by seamlessly integrating education, training, and employment services into a unified platform, aligning individual skill sets and career aspirations with local employment and advancement opportunities.

The Arkansas SCSEP providers will continue to monitor the development of these partnerships and link up with the partnerships in the sectors that would be most beneficial for their participants. Through the partnerships with the One-Stops and the Local Workforce Development Boards the SCSEP providers will also be connecting with apprentice programs. With the variety of apprenticeships that are being developed there are many possibilities for employment for SCSEP participants and best utilize individuals age 55+ in these apprenticeships.

NCBA employment opportunities for SCSEP participants vary based on the jobs available in the local labor market. Data on the local jobs, such as type, availability, and potential growth should determine the types of host agencies and how many are needed to support SCSEP participant training. Also, each SCSEP participant's Individual Employment Plan is developed based on the skills needed for the available jobs and should guide the training he or she receives. The labor market data needed to drive these decisions comes from the WIOA Labor Market Information unit and is provided in partnership through board meetings, conferences, the Workforce Innovation and Opportunity Act State Plan, and local Workforce Development Network Job Centers.

DHS DAABHS SCSEP and AICA will work to gain access to more specialized training at the basic levels through one-on-one and classroom trainings provided by staff, as well as through our partners. We will also work towards building stronger collaborations with community colleges, adult education centers, libraries, and more to ensure that the

training and educational needs are met at every level. We will utilize our partnerships through the One-Stops and Local Workforce Development Boards. We are also working towards partnering with the up-and-coming apprentice programs and we will work towards getting on the apprenticeship boards that best fit our SCSEP participant's needs. We will enhance our relationship with the WAGE Program as well as the local community colleges that we are partnered with.

DHS DAABHS SCSEP and AICA focuses on fostering partnerships with the community, local agencies, and rural agencies to work together to create job training opportunities and initiatives for all SCSEP participants. For example, we have partnered with River Rock CDL Training, LLC, and held a job fair at Arkansas Workforce Center in North Little Rock. Contact was made with approximately 20 job seekers during the job fair. SCSEP information was distributed during the job fair. AICA is currently in negotiations with River Rock CDL Training, LLC, and the Federal Bureau of Prisons, Forrest City to host a job fair in April 2024. Pending responses from both partners to confirm the exact date.

DHS DAABHS SCSEP and AICA will continue to host job fairs and partner with other organizations and educational institutions to improve unsubsidized job opportunities for SCSEP participants.

To increase opportunities for job training that specifically coordinates SCSEP with labor market opportunities, AARP Foundation utilizes diverse methods for engaging with participants. Making sure participants receive training relative to their interests and job goals starts with the use of O'Net to assess and identify participant interests, skills, and work histories. The assessment provides valuable insight to the participant and AARP Foundation Staff as they work together to develop an Individual Employment Plan or IEP that is designed to record SMART goals for the participant to attain until they become job ready. In conjunction with the O'Net Assessment, participant employment plans identify types of occupations for which they indicate interest/skills and the most reasonable geographical locations that would support job sustainability. In areas where training is needed either for specific work skills and/or soft skills, the site engages with trainers in the area to provide education in the areas of need. To reduce barriers to

training, sites utilize diverse methods to engage participants. They include, but are not limited to the following:

- AR Workforces provides employability skills training, Arkansas Career Readiness Certifications, and job referrals.
- Adult Education Workforce Alliance for Growth within the Economy or WAGE provides participants training designed by Adult Education in collaboration with local employers thus benefiting participants, local employers, and the community as a whole. Certifications offered through WAGE can be listed on resumes and presented to local employers as evidence of proficiency in area of certification. Adult Education also helps participants achieve GEDs. WAGE has been particularly successful in Garland and Sebastian counties and is now being offered to participants in Pope and Hempstead counties.
- Employer presentations to participants regarding their businesses, job training, skills required, job openings, and expectations. These presentations are meant to reduce anxiety about job searches and allows participants to engage with employers as they move into job readiness.
- Non-profit and community agencies provide “on-the-job” experience as participants learn skills needed to become employed in the occupations projected for high growth such as food service, childcare, recordkeeping, ground maintenance, reception, and office/administrative support.
- Requisition for Training Funds (RTF) are provided to cover the cost of tuition and/or certifications, books, uniforms, and other expenses associated with education that can lead directly to unsubsidized employment.
- 1:1 Sessions are specific to the participant and usually address deficiencies in soft skills.
- Digital Literacy is another training component that is very relative to the workforce of today and especially important to our participants. Some level of digital literacy is required in most every job today. In addition to working with Adult Education to ensure participants learn computer skills, AARP Foundation SCSEP utilizes some online resources (Udemy, NorthStar) that require

participants to navigate through courses to complete testing targeted to improve digital literacy. Some courses offer certificates that increase their employment opportunities when reflected in a resume. Courses include:

- Microsoft Office, Excel, PowerPoint
- Information Literacy
- Career Search Skills
- Additional Training is training provided within the project office that includes dressing for success, how to keep the job, dealing with change, resume preparation, and/or mock interviewing.
- Specialized Training allows a participant to enter into employment training offered outside the traditional host agency environment.
- On the Job Experience (OJE) provides a formal structure that allows the participant to work for a private employer on a trial basis with no strings attached for either party; and
- Supportive Services (SS) provides temporary, often one-time assistance, designed to remove barriers of all kinds that may be preventing participants from successfully entering the workforce or enrolling in the program.

5. Actions the State and National Grantees will take to ensure that SCSEP is an active partner in the one-stop delivery system and the steps the State will take to encourage and improve coordination with the one-stop delivery system.

Integrated service delivery is a holistic approach to providing public services that focuses on efficiently and effectively meeting the needs of individuals through coordinated and streamlined processes. It is characterized by the integration of services across different agencies and sectors to provide a comprehensive support system for individuals seeking employment, training, or other related services.

One strategic activity to support integrated service delivery is the implementation of CiviForm, an innovative digital tool designed to streamline the application process for government and community services. Developed with support from Google.org, it

simplifies the experience of finding and applying for various services, making them more accessible and efficient for residents.

Role in the Arkansas Workforce Strategy:

- **Facilitate Access to Workforce Services:** Integrated service delivery, enabled by tools like CiviForm, allows residents easy access to a range of services critical for employment and training.
- **Enhance Efficiency and Effectiveness:** By breaking down silos between different service providers, integrated service delivery ensures that resources are utilized more efficiently and effectively, leading to better outcomes for residents.
- **Data-Driven Service Improvement:** The data collected through integrated service delivery processes can be used to continuously improve service delivery, tailor services to meet emerging needs, and inform workforce policy decisions.
- **Enhance User Experience:** By providing a one-stop-shop for services, integrated service delivery makes it easier for residents to access the support they need, improving overall satisfaction and engagement.

Integrated service delivery reflects the commitment to a more coordinated, efficient, and customer centric approach to workforce development. This initiative is crucial for ensuring that all Arkansans can easily access the support and opportunities they need to succeed in today's dynamic job market.

AARP Foundation SCSEP will remain an active partner with Arkansas Workforce Centers and will continue to collaborate regarding opportunities to partner which includes providing referrals, participating in employment fairs and employability training. Staff is housed in the Monticello Workforce Center and other staff work directly and indirectly with the Workforces located in their areas to ensure participants access needed services and are co-enrolled. Participants are encouraged to utilize the Resource Center and conduct online job searches as well. Marketing/recruiting materials are provided to ensure that partners and unemployed individuals receive information regarding SCSEP.

AARP Foundation SCSEP is committed to attending quarterly Workforce Investment Board (WIB) meetings and serving where needed.

NCBA-SCSEP participants complete an initial assessment upon entrance into the program to determine their employment plan. For participants that are interested in completing their High School Equivalency Diploma (HSE), NCBA partners with county Adult Education program administered by the Community Colleges. The Adult Education program is designed to offer opportunities to enhance the skills and abilities of individuals preparing for the workforce. NCBA participants are encouraged to prepare themselves in the areas of math, reading, writing, communication, and computer skills to become employment ready. The Adult Education program aids in developing these skills based on the individual's skill level and learning capacity.

DHS DAABHS SCSEP and subgrantee AICA ensures that current MOUs are in place with each partner. At AICA, we have both the SCSEP and the WIOA program. We have partnerships with Arkansas Division of Workforce Services all over the state of Arkansas. All our SCSEP participants are required to register with Arkansas JobLinks and to submit a job search log with each timesheet, twice per month. Participants are also encouraged to visit the closest Arkansas Division of Workforce Services office to work one on one with the career specialists there and to develop an updated resume and to participate in activities to improve interview skills.

DHS DAABHS SCSEP and AICA is currently in the process of obtaining office space in the Arkansas Division of Workforce Services office in Fort Smith, Arkansas, to better serve our participants in the Western part of the state. There will be an AICA representative in the Arkansas Division of Workforce Services office in Fort Smith, Arkansas, two to three days per week.

DHS DAABHS SCSEP and AICA is working to build relationships with all one-stop centers in the state. We have recently signed Memorandum of Understandings (MOUs)

with Arkansas Workforce Centers in Helena, West Memphis, and Forrest City. We are currently working to develop MOUs with all other Arkansas Workforce Centers in the state of Arkansas.

6. Efforts the State and National Grantees will take to work with local economic development offices in rural locations. Best practices established during this pilot have been:

AARP Foundation continues to use its *Rural Strategy Initiative* that focuses on Recruitment, Partnerships/Collaboration, and the use of Technology. Best practices include:

Recruitment

- Start with the largest community in the county and work out from this starting point.
- Work with local city and county agencies to identify partners and potential applicants.
- As host agencies develop, ask supervisors if internet or Wi-Fi access for participant job search and training is possible;
- Identify entities like the USDA or Food Banks and request permission to recruit during events; and

Partnerships

- Utilize asset mapping.
- Request that host agencies and partners assist with recruitment and referrals.
- Request referrals from participants.

Technology

- Implement laptops and mobile devices where appropriate;
- Request that host agencies allow their participant to use their internal system to complete online job search and training; and

- Establish relationships with local library for WI-FI and connectivity.

NCBA

- Staff will continue to foster these relationships to increase their participation as host agencies. These entities may potentially hire participants into unsubsidized employment.

- Area Agencies on Aging are directly linked to the economic development of rural areas and receive funds from local cities, counties, and local governments. Area Agencies on Aging have direct relationships with cities, counties, and local governments; many are host agencies for NCBA participants. The following are government agencies that NCBA works with on an ongoing basis:
 - a) Cities;
 - b) Towns;
 - c) Libraries;
 - d) Local Chambers of Commerce

State Grantee and subgrantee AICA

- Has a partnership with Independence County Senior Center and the construction of a new center will provide more opportunities for Seniors living in Independence County to seek resources and companionship within their community. White River Planning and Development District, Inc has devoted \$300k for the construction of a new Independence County Senior Center. West Central Arkansas Planning and Development District, Inc is offering virtual and in-person job readiness workshops in the month of March. The topics of the workshops are as follows: Resume Creation, Application Basics, Interview Basics-Virtual, Interview Basics- In-Person, and Financial Literacy. AICA Department of Labor Case Managers have shared the link for these workshops with participants who would benefit from such workshops.

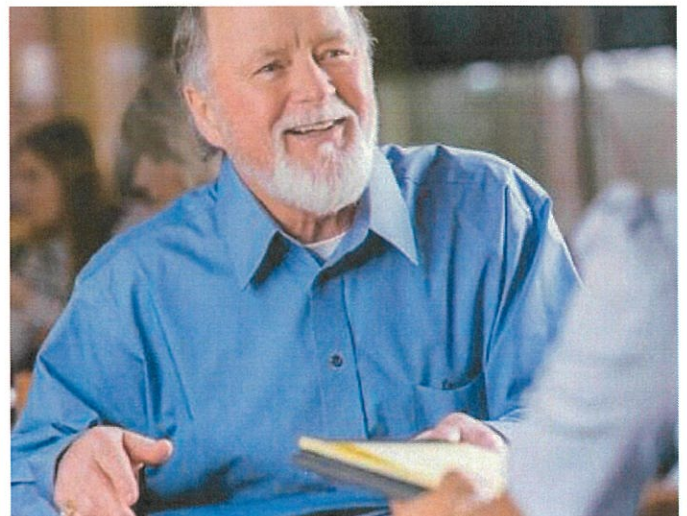
- Is currently working to establish working partnerships with local economic development offices in rural communities to improve unsubsidized employment opportunities for participants in these rural counties.

Long-Term Strategy for Engaging Employers

DHS DAABHS and its Sub-grantee will make contact with private employers to make referrals for unsubsidized employment opportunities. By partnering with local businesses and educational institutions and participating in job fairs and other employment opportunities to develop relationships with these partners. Once relationships are developed, staff will be following up with intermittent meetings to learn what specific skills they are seeking in their potential unsubsidized employees. Our goal is to take that information, provide educational opportunities for participants to learn these skills, and assist participants in applying for these unsubsidized jobs with our partnering agencies.

AARP Foundation SCSEP's long-term strategies for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment include continuing the following actions:

- Coordinating activities with the Arkansas Department of Workforce Services, specifically as it relates to job referrals, job specific job fairs, and job fairs.
- Participating in local Job Fairs, Business Expositions, Chambers of Commerce and other employer networking opportunities.
- Maintaining strong partnerships with other community-based, non-profit programs to make an impact in the social service network. Each non-profit or government host agency that SCSEP supports creates a



social support network which in turn generates support for our more mature population which ultimately results in unsubsidized employment opportunities.

- Developing and maintaining relationships with for profit agencies/employers to improve and increase employment opportunities for participants.
- Increasing training opportunities for participants to meet local labor market needs by utilizing aforementioned training funds for specific job-related training and classroom courses.
- Partnering with community and faith-based organizations and other agencies by collaborating and sharing information regarding SCSEP Program and the individuals we serve; and
- Working through our National Employer Initiative to provide additional training and employment opportunities for SCSEP Participants.

Long-Term Strategy for Serving Minorities

DHS DAABHS SCSEP program along with the national grantees has served and will continue to serve minorities. The approach is primarily partnering with agencies that provide social services directly or indirectly to these potential participants. In most cases, these agencies are also potential host agencies. In addition, their efforts will continue by:

- Attending functions sponsored by minority leaders;
- Utilizing agencies that work with minorities;
- Make presentations to local civic and faith-based organizations that serve minorities;
- Distributing flyers, brochures, and fact sheets within the communities; and
- Accepting referrals from workforce centers, minority agencies, and community referrals.
- Continue to serve the African-American population that is currently 59% of the AARP Foundation SCSEP enrollment.
- Recruit and serve American Indian/Alaskan, Asian, Hawaiian/Pacific Islanders and Hispanic peoples.

NCBA will coordinate with ADWS to assist and provide the following:

- Continue to work together in collecting and sharing labor market information in any specific area to identify the skills area businesses require so that we can develop targeted recruitment of both the participants and host agencies.
- Remain in compliance with DOL distribution requirements for positions in the state. NCBA will work closely with the state to ensure the proper distribution.

DHS DAABHS SCSEP and AICA's SCSEP programs will continue to serve Arkansas residents aged 55 and over who fall at or below 125% of the current federal poverty threshold who have limited or poor employment prospects. We will continue reaching into the community to promote programs as well as getting referrals from our other partners. We will continue to attend events and community outreach projects that are hosted by minority leaders. Both programs comply with all non-discrimination provisions set forth in the Department of Labor's regulations governing non-discrimination in federally assisted programs based on color, race, or national origin. AICA also complies with Section 188 of the Workforce Investment Opportunity Act, which prohibits discrimination against applicants, employees, and participants in WIOA Title I financially assisted programs and activities, and programs that are part of the One-Stop system, on the grounds of race color, religion, sex, and national origin.

SCSEP applicants who are experiencing homelessness or are at risk of homelessness, are a veteran, or are Native American, Native Alaskan, or Native Hawaiian are given first priority if there are more applicants than there are SCSEP community service assignments available in the county of residence of an applicant.

Community Services Needed to Address the Needs of Individuals



Community services are needed throughout the entire state. Housing insecurity is one of the most prevalent issues experienced within our SCSEP program. While Arkansas has one of the lowest “homeless” rates in the country, the percentage of people who are considered “unsheltered” is the 6th highest in the country at 51%. AICA partners with numerous organizations that offer housing assistance, or shelter for persons experiencing housing insecurity.

Another prevalent issue that we see within our SCSEP program is low literacy. Literacy in its most basic definition is the ability to read and write but to be more specific it is “the ability to understand, evaluate, use, and engage with written text to participate in society, to achieve one’s goals, and to develop one’s knowledge and potential.” According to the Literacy Action of Central Arkansas, “23% of Arkansans (nearly 500,000) are at or below the lowest level of literacy.” AICA partners with numerous organizations that offer adult literacy programs in Arkansas. One of those partners is Literacy Council of the Ouachita’s in Hot Springs. They are currently a Host Agency for two of our SCSEP participants.

Lastly, our SCSEP participants often have no transportation to get back and forth to community service assignments. This often creates a great barrier to employment. Whenever possible and beneficial, SCSEP purchases a public transit pass to assist participants in getting to and from their community assignments safely and consistently. In other instances, we are able to place the participant at a host agency within walking distance from their home. There are instances in which a participant quits the program because they lose transportation access, or we cannot place them on the program at all

because they simply have no way to get to and from the assignment. Transportation is truly a concern and is often a barrier to obtaining unsubsidized employment.

AARP Foundation SCSEP serves many rural areas. Isolation, hunger, poverty, transportation, and housing risks are concerns for many of our seniors. All sites are required to work with participants to resolve as many of these barriers as possible as they impact participants ability to conduct reasonable job searches and obtain unsubsidized employment.

We will continue our efforts in education and employment in that area.

Long-Term Strategy to Improve SCSEP Services

The long-term strategy to improve SCSEP services includes planned long-term changes to the design of the program within the State and planned changes in the use of SCSEP grantees and program operators to better achieve the goals of the program.

The AARP SCSEP program will internally review their outputs to determine strengths, weaknesses, and opportunities. Through this process they will develop initiatives to improve services provided to participants, host agencies, employers, and communities. The *Rural Strategy Initiative* involves reaching out to rural areas to determine the best delivery of service and how to effectively provide training that will lead to unsubsidized employment. An example of this is in Southwest AR. Through the Southwest AR Partner Development Meeting, Project Director partnered with local employer, A&L Solutions to provide training and coaching for career development and transition training for participants. The Project Director and Employer are now collaborating to conduct phone conference training to participants in other counties served by the site. Sites also provide training to participants regarding utilization of community resources in the areas in which they live. This includes but is not limited to CADC for transportation and Community Service Organizations for food insecurity, utility assistance as well as housing and/or rental assistance. Sites focus on sustainability training to address life after the participant achieves unsubsidized employment. This

includes utilizing University of Arkansas Extension Services for life skills classes and local banks to teach budgeting/saving skills.

Additionally, AARP Foundation and NCBA SCSEP programs will continue to:

- a. Coordinate activities with the Division of Workforce Services to improve assistance to more mature workers;
- b. Expand supportive services to include meeting transportation needs of seniors through mass transportation (bus passes) and collaborate for transportation with other agencies serving seniors;
- c. Provide services for disabled individuals through host agency assignments and potential unsubsidized employment. We will pursue efforts to collaborate with Vocational Rehabilitation and Spa Area Independent Living Services (S.A.I.L.S.);
- d. Collaborate with community colleges and adult learning centers to provide basic computer training for seniors; and
- e. Target employers who are interested in hiring older workers.
- f. Invite employers to meetings with participants to discuss type of business, jobs available, how to apply and types of skills required.
- g. As national administrators of the SCSEP programs in Arkansas, NCBA and AARP have recognized and experienced the many challenges presented by the rural nature of the state. They will continue to work with the state to develop and implement plans to meet these challenges and help the participants gain unsubsidized employment.

AICA has worked to hire programmatic outreach staff whose primary job duty is to plan and implement continuous partnership protocols to foster relationships, collaborate services and work with various organizations to offer SCSEP participants the resources and opportunities to work to secure unsubsidized employment. We have ongoing internal audits to review host agency surveys and community feedback assessments. This process is in place to assist in reviewing how to best meet the objectives, milestones, and goals of the AICA SCSEP program. We will continue to work to complete these key activities:

- o Strategic Partnership Development
- o Community Engagement Endeavors
- o Participant Profiling & Skill Alignment
- o Skill Augmentation Modules
- o Purposeful Community Engagements
- o Holistic Support Mechanism
- o Employer Collaborations
- o Data Stewardship & Compliance Reporting

The ultimate goal of the program is to foster economic self-sufficiency, promote useful part-time training opportunities in meaningful community service assignments and increase the number of older persons who may achieve economic security. AICA's SCSEP program will continue to serve Arkansas residents aged 55 and over who fall at or below 125% of the current federal poverty threshold who have limited or poor employment prospects. AICA complies with all non-discrimination provisions set forth in the Department of Labor's regulations governing non-discrimination in federally assisted programs based on color, race, or national origin.

Improvement in Performance for SCSEP Participants into Unsubsidized Employment

The USDOL provides SCSEP Managers with management reports via the web-based data collection system known as GPMS (Grantee Performance Management System). The Arkansas SCSEP programs use reports and data collected in GPMS to assist in gauging progress towards meeting performance measures.

State and National grantees will improve their knowledge of which local employers are available in each area of the state and will familiarize themselves with what minimum skills requirements those employers have for prospective employees. A thorough

assessment of participant interests, knowledge, skills, and abilities will be completed for those who complete training goals and are considered “employment ready.” SCSEP staff will then identify and target employers and agencies that have needs for these types of skills and experience.

Once local employers are identified, AARP Foundation staff and Employment Specialists will work to develop partnerships by making face-to-face presentations and/or written presentation of the opportunities presented by SCSEP and the pool of available workers ready to enter the workforce in their area. National Grantee AARP Foundation will:

- a. Attend job fairs to increase awareness of the program and to develop relationships with employers making them aware of the availability of the trained applicant pool;
- b. Partner with one-stops and associated boards to acquire information regarding local trends in the employment market which will help identify employment opportunities. In rural areas where one-stops are not available, connections will be made with senior activity centers, local officials, and public agencies for assistance in networking with employers in the local area;
- c. Recruit host agencies or training sites that will provide skills needed within high growth industries and occupations mentioned earlier;
- d. Utilize OJE to match the participant and employer. Past experience indicates that the hotel, food and beverage industry, retail stores, and in-home care and/or assisted living/rehabilitation centers are more likely to hire more mature workers; and
- e. Continue to engage in personal contacts either face-to face or via telephone in assigning participants to host agencies as they are very positive about hiring mature workers.

AICA’s strategy for continuous improvement in the level of performance for SCSEP participants’ entry into unsubsidized employment will be to:

- Utilize each participants IEP as a working document, building the training designed around the set goals.
- Recruit host agencies and training sites that will provide specific training needs for specific participants.
- DHS DAABHS SCSEP and AICA's participants are required to sign up at the local workforce centers and one stop centers and stay informed of the employment market on their own. Educating them on how to do this, and how to make it the most effective for them individually will be a key factor in the success of the program as a whole.
- Continue to work with current partners, like the Literacy Council of the Ouachita's, Crawford County Volunteers for Literacy, Arkansas Learning Network, and our many other partners who offer educational opportunities for our SCSEP participants. By working with these partners, SCSEP participants have an opportunity to improve skills such as: 1.) Literacy, 2.) Digital Literacy, 3.) English as a Second Language, 4.) Adult Basic Education, and 5.) Writing. Improving one's knowledge in these areas significantly improves one's ability to enter into unsubsidized employment with, at minimum, entry level employment skills.
- AICA's SCSEP Case Managers encourage participants to participate in some level of skill improvement to improve their ability to find unsubsidized employment. Whether it is attending classes with the partners like the Literacy Council of the Ouachitas, Crawford County Volunteers for Literacy, and Arkansas Learning Network for improvement of the above listed skills, or whether it is becoming certified in computer programs like Microsoft Office programs such as Excel or Word. A number of our SCSEP participants take courses through the University of Central Arkansas's Ed2Go program. Some courses offered through that program are as follows: 1.) Computer Skills for the Workplace, 2.) Introduction to Microsoft Excel 2019, 3.) A to Z Grant Writing, 4.) Introduction to QuickBooks Online, and 5.) Project Management Fundamentals. Participants who complete Ed2Go courses are more likely to have the entry level skills required to enter unsubsidized employment.
- AICA has also created a Basic Computer Skills Course for SCSEP participants. There are four modules containing three lessons complete with a printable outline, short video

instruction (all videos under three minutes long), and post lesson quiz. Once all twelve quizzes have been returned and passed, participants receive a certificate of completion in Basic Computer Skills. Knowledge obtained within this course will allow participants to enter unsubsidized employment with the confidence that they have a minimum of entry level mastery of basic computer skills.

III. LOCATION AND POPULATION SERVED INCLUDING DISTRIBUTION

Authorized Title V Projects Localities and Populations

The Department of Labor (DOL)/Employment and Training Administration (ETA) authorize the number of community service training positions in the state, by a Census based formula. Arkansas was allocated a total of 785 authorized positions in PY 2024. Arkansas has three national grantees and the state grantee, with positions funded as follows: the Arkansas Department of Human Services – Division of Aging, Adult and Behavioral Health Services, the state grantee, was funded for 150 authorized positions, AARP Foundation, a national grantee, was funded for 204 positions, NCBA, a national grantee, was funded for 383 positions and IID(S), a national grantee, was funded for 48 positions.

It is noted that authorized position funding is modified by several factors, including the state’s minimum wage. The Arkansas Department of Human Services – Division of Aging, Adult and Behavioral Health Services, State Grantee, PY 2024 modified positions total 95, AARP Foundation, modified positions total 135, NCBA, a national grantee, modified positions total 257 and IID(S), a national grantee, modified positions total 32. This would bring the overall state modified positions to 519.

The continued effort to increase SCSEP job placements in the high growth areas will assist with more job placements in Arkansas. As grantees, we understand the need to obtain skills through training at host agencies in order to generate quality job placements in high growth industries. Arkansas SCSEP programs across the state projects that a high number of

jobs are expected to be available in the next ten years. Participants are encouraged to design their employment plan around industries most-in need of skilled workers such as service sector, administrative support, health care, retail, food, service, gaming, social assistance, and education.

Cities and Counties Where the SCSEP Project Take Place

Many counties are very rural in nature and there are challenges with transportation, recruitment of participants and host agencies and lack of employment opportunities. The Arkansas State grantee SCSEP positions are located in 37 counties. (see below)

Ashley	Lawrence
Baxter	Little river
Benton	Logan
Boone	Lonoke
Clay	Miller
Cleburne	Mississippi
Conway	Monroe
Craighead	Ouachita
Crawford	Poinsett
Crittenden	Pulaski
Cross	Randolph
Faulkner	St. Francis
Greene	Searcy
Howard	Sebastian
Independence	Sharp
Jackson	Union
Jefferson	Washington
Lafayette	White
	Yell

In Arkansas the SCSEP program is offered and available in all 75 counties. The National grantees and IID grantee are allocated slots in the remaining counties with several counties overlapped and covered by multiple grantees.

Current Slot Imbalances Proposed to Achieve Distribution

SCSEP state and national grantees work to assure information regarding SCSEP is readily available to all individuals. This is accomplished through meetings, presentations, distribution of brochures and media advertisement of the program. To better serve participants, SCSEP's State and National grantees staff have identified some challenges and are developing strategies and sharing best practices to address or minimize the following:

- Low skills in education/literacy/computers— in the reception area and resource rooms are trained Workforce staff to identify signs and behaviors that indicate a job seeker cannot access the available services due to education/literacy/language barriers.
- Workforce staff provides one-on-one assistance to those who need individual service. Workforce staff designated as bilingual provide Spanish-language brochures and pamphlets covering the services provided. One-stops are a cornerstone to SCSEP's State and National grantees recruitment in most offices.
- Continuation to also advertise frequently in newspapers and local media including cable television and radio that cover any given locality.

State and National Grantees Long-Term Strategy for Distribution of SCSEP Positions

To obtain desirable distribution statewide, positions will be moved from overserved areas to underserved areas as positions become vacant in overserved areas. SCSEP grantees will maintain a waiting list. The effected host agency will be given 30 days' notice.

The purpose of recruitment is to maximize the number of eligible older individuals who will have an opportunity for SCSEP participation. The SCSEP grantee will make efforts to provide fairly distributed services among the population segments eligible for SCSEP participation. These efforts include outreach to broaden the applicant composition pool to ensure inclusion of

individuals that match the following priority criteria: age 65 years or older; individuals with disability; limited English proficiency or low literacy skills; rural area residents; veterans or spouses of veterans; individuals with low employment prospects; those who have failed to find employment after utilizing services provided under Title I of WIOA; or those who are homeless or at risk for homelessness.

Overall, the State and National grantees of Arkansas SCSEP Programs remain dedicated to serving eligible individuals across all geographic regions of the state, working diligently to address barriers to participation and promote economic stability and self-sufficiency.

As Grantees are awarded new counties or as participants move to new counties and want to continue to participate in SCSEP, the State and national grantees will initiate transfers among each SCSEP program to ensure continuity of services for the participant.

Serves both Rural and Urban Areas

To accurately provide the relative distribution of eligible individuals who reside in urban and rural areas within the state, the American Indian Center of Arkansas SCSEP Program conducts ongoing outreach and data collection efforts. Our approach involves collaborating with community organizations, tribal entities, local agencies, and government partners to identify and engage eligible individuals across diverse geographic regions.

Arkansas utilizes a combination of demographic data, community assessments, and participant feedback to assess the relative distribution of eligible individuals residing in urban and rural areas within the state. This information informs our outreach strategies and programmatic efforts to fairly ensure access to services and opportunities for all eligible individuals, regardless of their geographic location.

Through targeted outreach initiatives, including community events, workshops, informational sessions, and digital communications, we strive to reach individuals in both urban and rural areas. Additionally, our program maintains a strong presence in both urban centers

and rural communities through partnerships with local service providers, tribal organizations, and other stakeholders.

As part of our commitment to transparency and accountability, we continuously monitor and evaluate the effectiveness of our outreach efforts to assess the relative distribution of eligible individuals in urban and rural areas. This allows us to adapt our strategies as needed to better meet the needs of all eligible participants and ensure access to our program services.

Recruitment methods identified by Arkansas SCSEP Providers to target priority populations include:

- List vacancies with local workforce centers;
- Advertise in local newspapers and newsletters, including minority-focused newspapers;
- Distribute brochures, flyers, posters, and fact sheets throughout the community;
- Run public service announcements on local radio and cable networks;
- Participate in radio and television interviews;
- Work with local newspapers to print human interest stories on SCSEP participants and host agencies;
- Present SCSEP at local civic and faith-based organization and business meetings;
- Request promotion of SCSEP and referrals from host agency representatives, existing participants, and local officials
- Coordinate outreach activities with other local partners: flyers in food bank distribution packets, attending senior health fairs, participating in local job fairs, and visiting senior nutrition sites; and
- Network with organizations who serve and advocate for those classified as most-in-need, minority, and/or priority preferences.

Individuals Afforded Priority for Service

Individuals matching the following criteria will be accepted for participation in SCSEP: (1) age 55 or older; (2) a resident of Arkansas; and (3) a member of a family, including a family of one, which during the preceding 12 month period, or at the option of the project, an annualized six month period, had an annualized income that did not exceed 125 percent of the Federal Poverty Level as established by the U.S. Office of Management and Budget. Participants are required to disclose family income and sign a statement affirming truth of the disclosure. Income is verified through proper interview techniques and documentation received from participants.

State and national grantees adhere to SCSEP Final Rule Section 641.520 along with the OAA Section 518(b) which defines priority individuals as those who meet the following criteria:

- Are aged 65 years or older;
- 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;
- Formerly incarcerated individuals
- Have failed to find employment after utilizing services provided under Title 1 of WIOA;

OR

- Are homeless or at risk of homelessness.
- Other populations identified in the statute are defined in OAA Section 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).

State and National grantees will continue to utilize the following agencies and community resources to ensure adherence to priority of services to at risk populations identified above:

- Arkansas Workforce Centers
- Veteran Administration and local Veteran Agencies
- WIOA Partners
- Prison Re-Entry Programs
- Vocational Rehabilitation
- Department of Human Services
- Social Security Administration

The WIOA in the state are key partners for both the state and national grantees as they provide labor market information and economic data to assist grantees in developing new host agencies, educating employers on the benefits of hiring older workers, and providing job search assistance for SCSEP participants. WIOA provide an additional avenue to recruit eligible individuals to participate in the SCSEP.

Additional recruitment activities include, but are not limited to, the following:

- attending job fairs;
- advertising in local newspapers and newsletters;
- referrals from exited participants, host agencies, faith-based organizations and local officials;
- running public service announcements;
- visiting local senior centers;
- partnering with organizations that serve aging and/or disabled adults;
- distributing brochures, flyers, posters, and fact sheets throughout the state.

Arkansas's State and national SCSEP providers will continue outreach to Arkansas' most in need individuals so they may access the program and work toward finding employment and obtaining self-sufficiency.

Relative Distribution of Eligible Individuals

The State of Arkansas is a predominately rural state, with 41% of the population living in rural counties. In contrast, only 14% of the United States population as a whole live in nonmetropolitan counties. Arkansas is a very rural state, so when we work to expand our participants reach statewide, we must always recognize the challenges that our rural communities face. Access to transportation and limited numbers of host agencies in the most rural counties will continue to be a challenge that all SCSEP grantees must work together to overcome.

Our SCSEP program serves eligible individuals residing in both urban and rural areas within the state of Arkansas. Through outreach efforts and partnerships with community organizations and local agencies, we strive to ensure access to our services across diverse geographic regions. While the exact distribution of participants may vary over time from grantee to grantee, our programs are committed to reaching individuals in urban centers as well as rural communities, tailoring our services to meet the unique needs of participants regardless of their location. For the Arkansas SCSEP, 35% of our participants reside in rural areas.

Inadequate Resources

The state and national grantees strive to serve both rural and urban areas of Arkansas. To accomplish this the state and national grantees must work together to overcome inadequate resources (limited employment prospects, few host agencies, lack of transportation).

Employment

The rural nature of the state combined with an agrarian-based economy makes it difficult to provide adequate unsubsidized placement opportunities. The number of jobs available is few and because public and mass transportation are not available, access to

many of the existing jobs or employment opportunities can be problematic. In some instances, the cost of transportation and other job maintenance factors exceed the benefits of employment.

Host Agencies

The rural nature of the state also creates a shortage of host agencies. The state and National Grantees operating in the state know the challenge of developing enough host agencies to rotate participants appropriately according to their individual employment plan. SCSEP managers will continue to partner with the ADWS to assist in developing new business opportunities and to partner with new and existing non-profit organizations located in the state.

Transportation

Access to transportation continues to be a problem in areas outside of the metropolitan area of Little Rock. In an attempt to alleviate transportation concerns, the state grantees may reimburse participants for transportation costs only when travel is necessary for training, physical exams, or enrollee meetings. If there is no public transportation available, and there are no other options, and if the participant could not otherwise participate in the program, transportation to and from host agency assignment may be reimbursed until another option is identified.

The SCSEP will attempt to collaborate with other local agencies and resources to provide participant transportation at no cost or reduced cost whenever possible. Additionally, flexible scheduling is encouraged to help participants reduce travel costs by training more hours on fewer days, providing the same community service assignment hours.

Timeline

To address inadequate resources in rural areas, the SCSEP will target individual geographic areas and systematically contact community representatives to develop host agencies or employers and in partnership with these organizations determine if a plan to accomplish program requirements can be developed.

Steps to Avoid Disruptions in Service for Participants

The State of Arkansas Department of Human Services Division of Aging, Adult and Behavioral Health Services will provide for program continuation if slots are lost or transferred to other grantees by initiation of the following:

Participant Notification

The Division agrees to provide for a smooth transition for participants and host agencies upon termination or transfer to the new grantee and/or national sponsor. This will include a letter explaining that the SCSEP provider will no longer be providing program services for SCSEP and, if applicable, an introductory letter to participants, host agencies and employers introducing the new grantee and/or national sponsor arrangement.

Records

All program, participant and host files will be forwarded to any new sub recipient.

Placement of Participants

The Arkansas grantees will work closely with WIOA's One-Stop Centers to try to place as many participants into unsubsidized employment as possible prior to the reduction of positions or termination of a grant.

Services to Ease Transition

Provide technical assistance and continuity for grantees, participants and host agencies during the transition period. Provide technical assistance and training as needed to the new grantee or national sponsor(s).

Final Payroll

The SCSEP providers are responsible for final payroll arrangements as part of the grant responsibilities, with the grantees audit staff overseeing this effort for the State SCSEP sub-recipient. Invoices, Expenditure reports and Payroll hours are sent into DHS DAABHS Grantee for review and approval prior to reimbursement of funds.

The State of Arkansas Department of Human Services Division of Aging, Adult and Behavioral Health Services will assist with the transition of slots from an incumbent national grantee to a new national grantee, if necessary, as follows:

Meeting

The State of Arkansas will offer to schedule/host a transition meeting with incumbent national grantees and new national grantees within one month of an award announcement.

Communication

The State of Arkansas will suggest to incumbent national grantees that letters be sent to participants, host sites and employers notifying them that they are no longer providing SCSEP in Arkansas and introducing the new national grantee that will be providing SCSEP.

Complaints

The State of Arkansas will provide national grantee contact information and Department of Labor contact information to all participants, host sites and employers stating the complaint process.

Participant Notification

The Division agrees to provide for a smooth transition for participants and host agencies upon termination or to transition to the new national sponsor. National grantee contact information will be provided to all participants, host sites and employers, as requested.

Records

The State of Arkansas will suggest that all program participants and host agency files will be forwarded from the incumbent national grantee to the new national grantee.

Issues

The State of Arkansas will notify Arkansas's SCSEP Department of Labor Federal Project Officer of issues that arise via email or telephone.

Arkansas' state and national grantees are dedicated to the avoidance of disruptions in service to SCSEP participants. To reduce the opportunity for disruption in services to SCSEP participant, when new census data indicates a shift in the location of the eligible population, Arkansas' state and national grantees will take the recommendation of the U. S. Department of Labor that when there is a 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 to where there has been an increase of the eligible population.

The SCSEP state and national grantees realize that participants are not entitled to remain in an unsubsidized community service assignment and will adhere to the time limits on SCSEP community service assignment as set forth in the Older American Act.

APPENDICES

Appendix 1: Community Services Needed

Appendix 2: Eligibility and Slots Allotted

Appendix 3: Changes in Allotted Slots (State and National Grantee)

Appendix 4: Urban and Rural Relative Distribution (55 and over)

Appendix 5: Low Income and Minorities Relative Distribution Needed

Appendix 6: Hispanic Relative Distribution

Appendix 7: State and National Grantees' Variance

Appendix 8: Ratio of Eligible Individuals in Each Service Area

APPENDIX 1

Community Services Needed

Community Services Needed	Locations	Organizations
Transportation	Northeast (Jonesboro) Pulaski, Saline, Jefferson Washington County	Jet System – City of Jonesboro CADC (Central Arkansas Development Council) Ozark Regional Transit
Utility assistance; food bank; clothing assistance; and commodities.	Southeast (Rison, Pine Bluff) Lonoke Washington County Benton County Baxter / Marion County Stone county; Northeast (Craighead, Crittenden, Cross, Greene, Jackson, Poinsett)	Pine Bluff Jefferson County Economic Opportunity Commission, TOPPS (Targeting Our People's Priorities with Service), Lonoke County Council on Aging, White River Area Agency on Aging, Central Delta Community Action Agency; Life Source International (Fayetteville) Returning Home (Springdale) Center for non Profits (Bentonville) Salvation Army Mt Home. Stone county food pantry resource center (Mt. View); Crowley's Ridge Development Council (Jonesboro)
Meals on Wheels; energy assistance; economic self-sufficiency training/case management; water utility assistance; commodities program; prescription assistance program; weatherization; meal assistance programs; senior transportation; and senior activities/exercise programs.	Washington, Benton, Carroll, Madison, Johnson, Stone, Izard Newton, Van Buren, Boone, Northeast - Craighead, Poinsett, Cross, Greene, Cleburne	Office of Human Concern, CADC (Central Arkansas Development Council) Area Agency on Aging, White River Area of Aging. Senior activities, food assistance, transportation. St. Bernards Meals Express (Jonesboro, Trumann, Harrisburg, Wynne); Meals for Mom (Jonesboro); Senior BEES (Paragould); Cleburne Co. Aging Program (Heber Springs);
Food Bank	Southeast (Warren), Northeast (Craighead, Independence, Cleburne, Greene	Arkansas Food Bank, Southeast Ark Community Action Council, Revival Center Food Pantry, Options 123
Literacy and ESL tutoring.	Southeast (Warren), Pulaski Washington Benton County; Northeast (Mississippi Co)	Southeast Arkansas Community Based Education, Literacy Action of Central Arkansas, Division of Workforce Services Adult Ed, UAM Adult Ed G - Tech Springdale / ESL, GED Literacy; Arkansas Literacy Council (Blytheville, Manila)
Thrift Stores and clothing assistance	Northeast (Newport, Pocahontas, Heber Springs, Wynne, Hardy) Benton County Baxter County Johnson county	The Learning Center Dress for Success Rogers Christian Care Closet Mt. Home Salvation Army Clarksville, Humane Society Thrift Store, (Batesville); Fur Pets Sake Thrift Store (Batesville); Fresh Start Thrift Store (Batesville), 2nd Chance Thrift Store (Wynne); Going to the Dogs Thrift Store (Pocahontas); Humane Society Thrift Store (Heber Springs)

Community Services Needed	Locations	Organizations
Food Bank	Northeast (Jonesboro) Washington / Benton County Stone county Madison county	Northeast Arkansas Food Bank Northwest Arkansas Food Bank Mt. View community Food Bank Open Arms Food Bank
Weatherization assistance; emergency assistance (rent, mortgage, temporary shelter); food pantry; commodity distribution; and energy assistance.	Central (Searcy); Northeast (Craighead)	Community Action Program of Central Arkansas; United Way of Northeast Arkansas (Jonesboro)
Daycare; thrift store and meal assistance program	Delta (Wynne)	Helping Hands
Thrift stores and clothing assistance	Central (Batesville)	Family Violence Center
Legal assistance	Northeast (Newport) State Wide	Legal Aid of Arkansas
Commodities; Meals on Wheels; and meal assistance program.	Southwest (Murfreesboro); Northeast (Craighead, Jackson, Cleburne)	Central Arkansas Development Council - Murfreesboro Senior Center; Salvation Army (Jonesboro); United Way (Jonesboro); Wardell Pennington Memorial Food Pantry (Newport); Cleburne Co. Food Cares (Heber Spr.)
Disability services	Northeast (Jonesboro, Batesville); Garland, Pope, Miller State wide	Arkansas Rehabilitation Services Friendship Care
Literacy assistance; tutoring; and ESL tutoring.	Northeast (Blytheville)	Literacy League of Mississippi County
Services for the blind	Northeast (Batesville) (Jonesboro)	Services for the Blind of Independence County; Blind Services Division (Jonesboro)
Adult daycare and thrift store	Delta (Parkin, Wynne); Northeast (Craighead)	Parkin Adult Daycare & Thrift Store of Cross County; St. Bernard's Day Place (Jonesboro)
Meals on Wheels and meal assistance program	Northwest (Rogers); Garland, Montgomery, Clark, Pike, Hot Spring	Meals on Wheels of Benton County, Area Agency on Aging of West Central Arkansas
Utility Assist; food & Transportation.	Garland	Community Svc. Org.
Utility Assistance, Food	Washington County	Economic Opportunity Agency of Washington County (EOAWC)
Food Assistance, Utility Assistance, Weatherization, Community Action (i.e. substance abuse clinics, dental care, housing, employment, emergency food/shelter, some senior services	Franklin, Johnson, Logan, Pope, Conway, Perry, Yell, Scott Polk, Sebastian, Lonoke	Arkansas River Valley Area Council Inc. (ARVAC), Crawford-Sebastian Community Development Council, Central Arkansas Planning and Development District (CAPDD)
Clothing and house hold items	Garland, Polk, Pulaski, Saline	Abilities Unlimited, Salvation Army, Habitat for Humanity, Jackson House, Our House LR & NLR
Food; socialization; and clothing.	Garland; Polk; Sebastian; Hot Spring; Logan; Yell; Scott; Montgomery; and Pulaski.	Senior Activity Centers; Community Svc Clearing House; and Jackson House, local churches

Community Services Needed	Locations	Organizations
Clothing	Garland	Jackson House, Salvation Army
Housing	Garland; Hot Spring; and Pulaski. White; Northeast - (Craighead, Poinsett, Greene, Mississippi,)	HUD Housing Agencies and Homeless Shelters for Men & Women, Our House, Better Community Development, Jericho Way, Restore Hope; Stepping Stone Sanctuary (Trumann); Salvation Army (Jonesboro); Mission Outreach of Northeast AR (Paragould); Mississippi County Union Mission (Blytheville)
Dental Care	Sebastian, Pulaski	Community Dental Care, Harmony Health
Disability services	Garland and Pulaski	S.A.I.L.S, Rehabilitation Center, World Svc's. for the Blind

APPENDIX 2

Eligibility and Slots Allotted

Counties	Population 55+	Eligible Below 125% poverty level	Percent of counties below 125% poverty	Total State Slots Allotted
Arkansas	5,670	1,091	19.2%	4
Ashley	6,645	1,287	19.4%	5
Baxter	19,060	1,970	10.3%	10
Benton	68,588	4,773	7.0%	25
Boone	12,678	1,375	10.8%	7
Bradley	3,124	524	16.8%	2
Calhoun	1,785	295	16.5%	2
Carroll	10,557	1,131	10.7%	6
Chicot	3,540	782	22.1%	3
Clark	5,699	530	9.3%	3
Clay	5,129	811	15.8%	4
Cleburne	10,471	1,027	9.8%	5
Cleveland	2,651	228	8.6%	2
Columbia	6,379	845	13.2%	5
Conway	7,036	1,050	14.9%	5
Craighead	26,771	2,743	10.2%	13
Crawford	18,020	2,254	12.5%	12
Crittenden	12,751	1,946	15.3%	9
Cross	5,236	1,060	20.2%	3
Dallas	2,519	251	10.0%	2
Desha	3,742	620	16.6%	3
Drew	5,134	751	14.6%	4
Faulkner	29,711	4,254	14.3%	21
Franklin	5,595	1,001	17.9%	4
Fulton	4,855	701	14.4%	5
Garland	38,020	4,399	11.6%	21
Grant	5,695	563	9.9%	3
Greene	12,779	1,459	11.4%	6
Hempstead	6,309	887	14.1%	3
Hot Spring	10,507	1,520	14.5%	6
Howard	3,814	475	12.5%	2
Independence	11,313	1,654	14.6%	7
Izard	5,338	979	18.3%	3
Jackson	4,830	711	14.7%	4
Jefferson	19,695	2,854	14.5%	14
Johnson	7,778	1,274	16.4%	6
Lafayette	2,496	474	19.0%	1
Lawrence	5,085	687	13.5%	4
Lee	2,536	407	16.0%	3
Lincoln	2,841	353	12.4%	2

Little River	4,064	458	11.3%	3
Logan	7,316	785	10.7%	4
Lonoke	19,101	1,774	9.3%	11
Madison	5,614	651	11.6%	3
Marion	7,673	1,041	13.6%	5
Miller	12,367	2,089	16.9%	7
Mississippi	11,056	1,673	15.1%	7
Monroe	2,646	450	17.0%	1
Montgomery	3,665	466	12.7%	2
Nevada	2,796	344	12.3%	3
Newton	3,034	311	10.3%	3
Ouachita	7,743	1,093	14.1%	7
Perry	3,424	530	15.5%	2
Phillips	5,432	1,088	20.0%	5
Pike	3,416	638	18.7%	3
Poinsett	7,022	1,198	17.1%	4
Polk	7,167	892	12.4%	5
Pope	17,721	2,098	11.8%	9
Prairie	3,058	342	11.2%	2
Pulaski	112,418	12,184	10.8%	62
Randolph	5,967	852	14.3%	4
St. Francis	6,462	1,526	23.6%	7
Saline	37,613	3,124	8.3%	14
Scott	3,453	400	11.6%	3
Searcy	3,196	667	20.9%	1
Sebastian	36,763	4,725	12.9%	22
Sevier	4,061	588	14.5%	3
Sharp	6,922	862	12.5%	5
Stone	5,302	876	16.5%	5
Union	12,262	1,968	16.0%	7
Van Buren	6,756	1,053	15.6%	4
Washington	53,656	4,970	9.3%	26
White	22,388	2,882	12.9%	15
Woodruff	2,283	322	14.1%	2
Yell	6,251	680	10.9%	4
Total	882,450	107,596		519

**Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates.*

***Totals may fluctuate between tables due to lack of source data parameters.*

DHS SCSEP Counties Indicated above.

APPENDIX 3

*Changes in Allotted Slots
(State and National Grantees)*

Counties	State AR			AARP			NCBA			IID		
	2022	2023	Difference	2022	2023	Difference	2022	2023	Difference	2022	2023	Difference
Arkansas							4	4	0			
Ashley	2	2	0				3	3	0			
Baxter	1	1	0				9	9	0			
Benton	3	3	0				19	19	0	3	3	0
Boone	3	3	0				4	4	0			
Bradley							2	2	0			
Calhoun							1	1	0			
Carroll							6	6	0			
Chicot							3	3	0			
Clark							3	3	0			
Clay	1	1	0				3	3	0			
Cleburne	3	3	0				2	2	0			
Cleveland							2	2	0			
Columbia							5	5	0			
Conway	3	3	0				2	2	0			
Craighead	4	4	0				9	9	0			
Crawford	10	10	0							2	2	0
Crittenden	2	2	0				7	7	0			
Cross	1	1	0				2	2	0			
Dallas							2	2	0			
Desha							3	3	0			
Drew							4	4	0			
Faulkner	15	15	0							6	6	0
Franklin							4	4	0			
Fulton							5	5	0			
Garland				18	18	0				3	3	0
Grant				3	3	0						
Greene	3	3	0				3	3	0			
Hempstead							3	3	0			
Hot Spring				6	6	0						
Howard	1	1	0				1	1	0			
Independence	2	2	0				5	5	0			
Izard							3	3	0			
Jackson	2	2	0				2	2	0			
Jefferson	3	3	0	11	11	0						
Johnson												
Lafayette	1	1	0									
Lawrence	1	1	0				3	3	0			
Lee							3	3	0			
Lincoln							2	2	0			

Little River	3	3	0									
Logan	1	1	0	3	3	0						
Lonoke	3	3	0				5	5	0	3	3	0
Madison							3	3	0			
Marion							5	5	0			
Miller	1	1	0				6	6	0			
Mississippi	2	2	0				5	5	0			
Monroe	1	1	0									
Montgomery				2	2	0						
Nevada							3	3	0			
Newton							3	3	0			
Ouachita	2	2	0				5	5	0			
Perry				2	2	0						
Phillips							5	5	0			
Pike							3	3	0			
Poinsett	1	1	0				3	3	0			
Polk				5	5	0						
Pope							9	9	0			
Prairie							2	2	0			
Pulaski	4	4	0	51	51	0				7	7	0
Randolph	1	1	0				3	3	0			
Saline				13	13	0				1	1	0
Scott				3	3	0						
Searcy	1	1	0									
Sebastian	3	3	0	15	15	0				4	4	0
Sevier							3	3	0			
Sharp	2	2	0				3	3	0			
St. Francis	2	2	0				5	5	0			
Stone							5	5	0			
Union	1	1	0				6	6	0			
Van Buren							4	4	0			
Washington	3	3	0				20	20	0	3	3	0
White	2	2	0				13	13	0			
Woodruff							2	2	0			
Yell	1	1	0	3	3	0						

APPENDIX 4

Urban and Rural Relative Distribution (55 and Over)

Counties	Percent Rural 55+	Percent Urban 55+	Total Population 55+	Rural Population 55+ est.	Urban Population 55+ est.
ARKANSAS	52.58%	47.42%	5807	3053	2754
ASHLEY	62.31%	37.69%	6714	4184	2530
BAXTER	57.28%	42.72%	19357	11088	8269
BENTON	24.00%	76.00%	69603	16708	52895
BOONE	62.67%	37.33%	12914	8094	4820
BRADLEY	49.95%	50.05%	3213	1605	1608
CALHOUN	100.00%	0.00%	1788	1788	0
CARROLL	82.11%	17.89%	10695	8781	1914
CHICOT	100.00%	0.00%	3664	3664	0
CLARK	52.97%	47.03%	5869	3109	2760
CLAY	100.00%	0.00%	5200	5200	0
CLEBURNE	72.71%	27.29%	10738	7808	2930
CLEVELAND	100.00%	0.00%	2725	2725	0
COLUMBIA	54.37%	45.63%	6641	3611	3030
CONWAY	69.39%	30.61%	7115	4937	2178
CRAIGHEAD	33.67%	66.33%	27481	9252	18229
CRAWFORD	49.41%	50.59%	18452	9117	9335
CRITTENDEN	18.38%	81.62%	13037	2396	10641
CROSS	55.06%	44.94%	5381	2963	2418
DALLAS	100.00%	0.00%	2574	2574	0
DESHA	62.19%	37.81%	3791	2358	1433
DREW	54.04%	45.96%	5334	2883	2451
FAULKNER	46.06%	53.94%	30290	13951	16339
FRANKLIN	100.00%	0.00%	5804	5804	0
FULTON	100.00%	0.00%	5008	5008	0
GARLAND	33.78%	66.22%	38638	13054	25584
GRANT	73.77%	26.23%	5794	4274	1520
GREENE	45.14%	54.86%	13054	5893	7161
HEMPSTEAD	55.87%	44.13%	6484	3623	2861
HOT SPRING	73.21%	26.79%	11026	8072	2954
HOWARD	100.00%	0.00%	3972	3972	0
INDEPENDENCE	71.23%	28.77%	11690	8327	3363
IZARD	100.00%	0.00%	5580	5580	0
JACKSON	64.51%	35.49%	5164	3331	1833
JEFFERSON	30.59%	69.41%	20927	6402	14525
JOHNSON	69.65%	30.35%	7898	5501	2397
LAFAYETTE	100.00%	0.00%	2556	2556	0
LAWRENCE	59.67%	40.33%	5306	3166	2140
LEE	100.00%	0.00%	2802	2802	0

LINCOLN	100.00%	0.00%	3480	3480	0
LITTLE RIVER	100.00%	0.00%	4201	4201	0
LOGAN	100.00%	0.00%	7478	7478	0
LONOKE	51.94%	48.06%	19513	10134	9379
MADISON	100.00%	0.00%	5681	5681	0
MARION	100.00%	0.00%	7788	7788	0
MILLER	39.91%	60.09%	12676	5058	7618
MISSISSIPPI	45.64%	54.36%	11351	5180	6171
MONROE	100.00%	0.00%	2680	2680	0
MONTGOMERY	100.00%	0.00%	3766	3766	0
NEVADA	100.00%	0.00%	2932	2932	0
NEWTON	100.00%	0.00%	3098	3098	0
OUACHITA	56.41%	43.59%	8024	4526	3498
PERRY	100.00%	0.00%	3491	3491	0
PHILLIPS	48.10%	51.90%	5515	2653	2862
PIKE	100.00%	0.00%	3524	3524	0
POINSETT	68.50%	31.50%	7263	4975	2288
POLK	71.21%	28.79%	7271	5178	2093
POPE	55.89%	44.11%	18082	10105	7977
PRAIRIE	100.00%	0.00%	3160	3160	0
PULASKI	11.36%	88.64%	114747	13037	101710
RANDOLPH	61.42%	38.58%	6147	3776	2371
SALINE	62.94%	37.06%	38137	24004	14133
SCOTT	36.76%	63.24%	3525	1296	2229
SEARCY	100.00%	0.00%	3254	3254	0
SEBASTIAN	100.00%	0.00%	37582	37582	0
SEVIER	19.67%	80.33%	4131	813	3318
SHARP	62.79%	37.21%	7065	4436	2629
ST. FRANCIS	100.00%	0.00%	6937	6937	0
STONE	100.00%	0.00%	5371	5371	0
UNION	52.12%	47.88%	12517	6524	5993
VAN BUREN	100.00%	0.00%	6885	6885	0
WASHINGTON	24.00%	76.00%	54695	13127	41568
WHITE	55.91%	44.09%	22730	12709	10021
WOODRUFF	100.00%	0.00%	2382	2382	0
YELL	80.70%	19.30%	6442	5199	1243

APPENDIX 5

Low Income and Minorities Relative Distribution

Counties	Total Population 55 +	Total Populaton 55+ low income	Percentage 55+ low income	Population 55+ Low income minority	Percentage 55+ Low income minority
ARKANSAS	5807	1121	19.30%	613	54.68%
ASHLEY	6714	1360	20.26%	552	40.59%
BAXTER	19357	7977	41.21%	191	2.39%
BENTON	69603	19896	28.58%	1376	6.92%
BOONE	12914	5606	43.41%	70	1.25%
BRADLEY	3213	1976	61.50%	367	18.57%
CALHOUN	1788	1196	66.89%	248	20.74%
CARROLL	10695	4783	44.72%	408	8.53%
CHICOT	3664	2957	80.70%	546	18.46%
CLARK	5869	2219	37.81%	294	13.25%
CLAY	5200	3121	60.02%	50	1.60%
CLEBURNE	10738	4089	38.08%	84	2.05%
CLEVELAND	2725	931	34.17%	84	9.02%
COLUMBIA	6641	3737	56.27%	360	9.63%
CONWAY	7115	4134	58.10%	209	5.06%
CRAIGHEAD	27481	10682	38.87%	454	4.25%
CRAWFORD	18452	8649	46.87%	196	2.27%
CRITTENDEN	13037	7442	57.08%	1304	17.52%
CROSS	5381	3827	71.12%	346	9.04%
DALLAS	2574	1112	43.20%	200	17.99%
DESHA	3791	2425	63.97%	242	9.98%
DREW	5334	3058	57.33%	218	7.13%
FAULKNER	30290	16344	53.96%	944	5.78%
FRANKLIN	5804	3881	66.87%	97	2.50%
FULTON	5008	2944	58.79%	60	2.04%
GARLAND	38638	16235	42.02%	986	6.07%
GRANT	5794	2482	42.84%	96	3.87%
GREENE	13054	5664	43.39%	118	2.08%
HEMPSTEAD	6484	3649	56.28%	377	10.33%
HOT SPRING	11026	5508	49.95%	421	7.64%
HOWARD	3972	1869	47.05%	199	10.65%
INDEPENDENCE	11690	6297	53.87%	157	2.49%
IZARD	5580	3381	60.59%	30	0.89%
JACKSON	5164	2962	57.36%	134	4.52%
JEFFERSON	20927	11388	54.42%	1819	15.97%
JOHNSON	7898	4930	62.42%	135	2.74%
LAFAYETTE	2556	1962	76.76%	248	12.64%
LAWRENCE	5306	2658	50.09%	34	1.28%
LEE	2802	1781	63.56%	306	17.18%

LINCOLN	3480	1238	35.57%	100	8.08%
LITTLE RIVER	4201	1864	44.37%	194	10.41%
LOGAN	7478	3172	42.42%	88	2.77%
LONOKE	19513	7018	35.97%	315	4.49%
MADISON	5681	2618	46.08%	57	2.18%
MARION	7788	3967	50.94%	98	2.47%
MILLER	12676	7721	60.91%	684	8.86%
MISSISSIPPI	11351	6428	56.63%	1080	16.80%
MONROE	2680	1601	59.74%	307	19.18%
MONTGOMERY	3766	1794	47.64%	70	3.90%
NEVADA	2932	1372	46.79%	179	13.05%
NEWTON	3098	1184	38.22%	6	0.51%
OUACHITA	8024	4580	57.08%	558	12.18%
PERRY	3491	2064	59.12%	71	3.44%
PHILLIPS	5515	4656	84.42%	873	18.75%
PIKE	3524	2490	70.66%	78	3.13%
POINSETT	7263	4829	66.49%	282	5.84%
POLK	7271	3654	50.25%	149	4.08%
POPE	18082	7683	42.49%	164	2.13%
PRAIRIE	3160	1255	39.72%	100	7.97%
PULASKI	114747	49984	43.56%	6968	13.94%
RANDOLPH	6147	3295	53.60%	98	2.97%
SALINE	38137	12159	31.88%	293	2.41%
SCOTT	3525	1648	46.75%	0	0.00%
SEARCY	3254	2572	79.04%	144	5.60%
SEBASTIAN	37582	18893	50.27%	1874	9.92%
SEVIER	4131	2584	62.55%	133	5.15%
SHARP	7065	3643	51.56%	77	2.11%
ST. FRANCIS	6937	6142	88.54%	1029	16.75%
STONE	5371	3497	65.11%	68	1.94%
UNION	12517	7506	59.97%	1081	14.40%
VAN BUREN	6885	3763	54.66%	121	3.22%
WASHINGTON	54695	20582	37.63%	1536	7.46%
WHITE	22730	11181	49.19%	550	4.92%
WOODRUFF	2382	1316	55.25%	128	9.73%
YELL	6442	2993	46.46%	116	3.88%

Arkansas Poverty by Race

Name	Total	In Poverty	Poverty Rate
White	2,070,826	262,648	12.68%
Black	437,329	123,530	28.25%
Hispanic	232,000	50,586	21.8%
Multiple	154,986	28,349	18.29%
Other	86,190	20,887	24.23%
Asian	45,625	4,948	10.84%
Native	16,763	3,446	20.56%
Islander	10,469	2,979	28.46%

X
 16.01%
 Overall Poverty Rate
 14.41%
 Male Poverty Rate
 17.56%
 Female Poverty Rate

[Arkansas Population 2024 \(Demographics, Maps, Graphs\) \(worldpopulationreview.com\)](https://worldpopulationreview.com/arkansas-population-2024-demographics-maps-graphs/)

Poverty in Arkansas

The race most likely to be in poverty in Arkansas is Islander, with 28.46% below the poverty level.

The race least likely to be in poverty in Arkansas is Asian, with 10.84% below the poverty level.

The poverty rate among those that worked full-time for the past 12 months was 3.54%. Among those working part-time, it was 19.52%, and for those that did not work, the poverty rate was 23.69%.

Source:



County Pop. Est. by Groups 2017 Census Table 5-year estimate

APPENDIX 6

Hispanic Relative Distribution

County	Total Population 55+ low income	Population 55+ Hispanic low income	Percentage 55+ Hispanic low income
ARKANSAS	1121	121	10.79%
ASHLEY	1360	180	13.24%
BAXTER	7977	150	1.88%
BENTON	19896	2030	10.20%
BOONE	5606	169	3.01%
BRADLEY	1976	0	0.00%
CALHOUN	1196	161	13.46%
CARROLL	4783	463	9.68%
CHICOT	2957	6	0.20%
CLARK	2219	21	0.95%
CLAY	3121	0	0.00%
CLEBURNE	4089	0	0.00%
CLEVELAND	931	0	0.00%
COLUMBIA	3737	3	0.08%
CONWAY	4134	24	0.58%
CRAIGHEAD	10682	34	0.32%
CRAWFORD	8649	223	2.58%
CRITTENDEN	7442	36	0.48%
CROSS	3827	0	0.00%
DALLAS	1112	0	0.00%
DESHA	2425	0	0.00%
DREW	3058	0	0.00%
FAULKNER	16344	445	2.72%
FRANKLIN	3881	98	2.53%
FULTON	2944	27	0.92%
GARLAND	16235	300	1.85%
GRANT	2482	0	0.00%
GREENE	5664	30	0.53%
HEMPSTEAD	3649	396	10.85%
HOT SPRING	5508	120	2.18%
HOWARD	1869	199	10.65%
INDEPENDENCE	6297	183	2.91%
IZARD	3381	7	0.21%
JACKSON	2962	9	0.30%
JEFFERSON	11388	86	0.76%
JOHNSON	4930	32	0.65%
LAFAYETTE	1962	0	0.00%
LAWRENCE	2658	0	0.00%
LEE	1781	19	1.07%

LINCOLN	1238	0	0.00%
LITTLE RIVER	1864	75	4.02%
LOGAN	3172	60	1.89%
LONOKE	7018	103	1.47%
MADISON	2618	0	0.00%
MARION	3967	49	1.24%
MILLER	7721	50	0.65%
MISSISSIPPI	6428	252	3.92%
MONROE	1601	0	0.00%
MONTGOMERY	1794	0	0.00%
NEVADA	1372	0	0.00%
NEWTON	1184	0	0.00%
OUACHITA	4580	91	1.99%
PERRY	2064	7	0.34%
PHILLIPS	4656	27	0.58%
PIKE	2490	33	1.33%
POINSETT	4829	228	4.72%
POLK	3654	67	1.83%
POPE	7683	200	2.60%
PRAIRIE	1255	6	0.48%
PULASKI	49984	1274	2.55%
RANDOLPH	3295	86	2.61%
SALINE	12159	209	1.72%
SCOTT	1648	0	0.00%
SEARCY	2572	83	3.23%
SEBASTIAN	18893	1886	9.98%
SEVIER	2584	259	10.02%
SHARP	3643	136	3.73%
ST. FRANCIS	6142	0	0.00%
STONE	3497	2	0.06%
UNION	7506	10	0.13%
VAN BUREN	3763	46	1.22%
WASHINGTON	20582	2111	10.26%
WHITE	11181	711	6.36%
WOODRUFF	1316	2	0.15%
YELL	2993	259	8.65%

Source:

APPENDIX 7

State and National Grantees' Variance

	G M P	E	G V	te for Indian Develop , Inc. (Set- aside Grant) MP	for Indian Develop , Inc. (Set- aside Grant) E	for Indian Develop , Inc. (Set- aside Grant) V	RP MP	P E	A R P V	onal Cauc us and Cent er on Blac k Aged MP	onal Cauc us and Cent er on Blac k Aged E	onal Cauc us and Cent er on Blac k Aged V
Arkansas	0	0	0	0	0	0	0	0	0	4	2	-2
Ashley	2	2	0	0	0	0	0	0	0	3	2	-1
Baxter	1	0	-1	0	0	0	0	0	0	9	8	-1
Benton	3	2	-1	3	2	-1	0	0	0	19	6	-13
Boone	3	3	0	0	0	0	0	0	0	4	4	0
Bradley	0	0	0	0	0	0	0	0	0	2	1	-1
Calhoun	0	0	0	0	0	0	0	0	0	2	3	1
Carroll	0	0	0	0	0	0	0	0	0	6	5	-1
Chicot	0	0	0	0	0	0	0	0	0	3	3	0
Clark	0	0	0	0	0	0	0	0	0	3	5	2
Clay	1	1	0	0	0	0	0	0	0	3	2	-1
Cleburne	3	3	0	0	0	0	0	0	0	2	0	-2
Cleveland	0	0	0	0	0	0	0	0	0	2	0	-2
Columbia	0	0	0	0	0	0	0	0	0	5	5	0
Conway	3	3	0	0	0	0	0	0	0	2	1	-1
Craighead	4	4	0	0	0	0	0	0	0	9	10	1
Crawford	1 0	10	0	2	2	0	0	0	0	0	0	0
Crittenden	2	0	-2	0	0	0	0	0	0	7	6	-1
Cross	1	2	1	0	0	0	0	0	0	2	6	4
Dallas	0	0	0	0	0	0	0	0	0	2	3	1
Desha	0	0	0	0	0	0	0	0	0	3	3	0
Drew	0	0	0	0	0	0	0	0	0	4	7	3
Faulkner	1 5	13	-2	6	7	1	0	0	0	0	0	0
Franklin	0	0	0	0	0	0	0	0	0	4	4	0
Fulton	0	0	0	0	0	0	0	0	0	5	3	-2
Garland	0	0	0	3	3	0	18	20	2	0	0	0
Grant	0	0	0	0	0	0	3	0	-3	0	0	0
Greene	3	1	-2	0	0	0	0	0	0	3	3	0
Hempstead	0	0	0	0	0	0	0	0	0	3	4	1
Hot Spring	0	0	0	0	0	0	6	3	-3	0	0	0

Howard	1	1	0	0	0	0	0	0	0	1	1	0
Independence	2	0	-2	0	0	0	0	0	0	5	7	2
Izard	0	0	0	0	0	0	0	0	0	3	1	-2
Jackson	2	2	0	0	0	0	0	1	1	2	0	-2
Jefferson	3	3	0	0	0	0	11	10	-1	0	0	0
Johnson	0	0	0	0	0	0	0	0	0	6	4	-2
Lafayette	1	1	0	0	0	0	0	0	0	0	2	2
Lawrence	1	1	0	0	0	0	0	0	0	3	1	-2
Lee	0	0	0	0	0	0	0	0	0	3	4	1
Lincoln	0	0	0	0	0	0	0	0	0	2	0	-2
Little River	3	4	1	0	0	0	0	0	0	0	0	0
Logan	1	1	0	0	0	0	3	3	0	0	0	0
Lonoke	3	2	-1	3	2	-1	0	0	0	5	3	-2
Madison	0	0	0	0	0	0	0	0	0	3	2	-1
Marion	0	0	0	0	0	0	0	0	0	5	2	-3
Miller	1	3	2	0	0	0	0	0	0	6	7	1
Mississippi	2	2	0	0	0	0	0	0	0	5	15	10
Monroe	1	1	0	0	0	0	0	0	0	0	1	1
Montgomery	0	0	0	0	0	0	2	1	-1	0	0	0
Nevada	0	0	0	0	0	0	0	0	0	3	2	-1
Newton	0	0	0	0	0	0	0	0	0	3	0	-3
Ouachita	2	1	-1	0	0	0	0	0	0	5	4	-1
Perry	0	0	0	0	0	0	2	1	-1	0	0	0
Phillips	0	0	0	0	0	0	0	0	0	5	6	1
Pike	0	0	0	0	0	0	0	0	0	3	2	-1
Poinsett	1	1	0	0	0	0	0	0	0	3	7	4
Polk	0	0	0	0	0	0	5	4	-1	0	0	0
Pope	0	0	0	0	0	0	0	0	0	9	9	0
Prairie	0	0	0	0	0	0	0	0	0	2	4	2
Pulaski	4	4	0	7	5	-2	51	59	8	0	0	0
Randolph	1	3	2	0	0	0	0	0	0	3	0	-3
Saline	0	0	0	1	1	0	13	6	-7	0	0	0
Scott	0	0	0	0	0	0	3	3	0	0	0	0
Searcy	1	1	0	0	0	0	0	0	0	0	2	2
Sebastian	3	3	0	4	3	-1	15	16	1	0	0	0
Sevier	0	0	0	0	0	0	0	0	0	3	2	-1
Sharp	2	1	-1	0	0	0	0	0	0	3	2	-1
St. Francis	2	2	0	0	0	0	0	0	0	5	4	-1
Stone	0	0	0	0	0	0	0	0	0	5	2	-3
Union	1	1	0	0	0	0	0	0	0	6	6	0
Van Buren	0	0	0	0	0	0	0	0	0	4	2	-2

Washington	3	3	0	3	3	0	0	0	0	20	32	12
White	2	2	0	0	0	0	0	0	0	13	7	-6
Woodruff	0	0	0	0	0	0	0	0	0	2	5	3
Yell	1	1	0	0	0	0	3	2	-1	0	0	0
TOTALS	9	88	-7	32	28	-4	135	129	-6	257	244	-13
	5											

APPENDIX 8

Ratio of Eligible Individuals in Each Service Area

Ratio of Eligible Individuals to Total Population for each area.

County	Total Population	Population 55+	Percentage
ARKANSAS	17024	5807	34.11%
ASHLEY	19018	6714	35.30%
BAXTER	41081	19357	47.12%
BENTON	286528	69603	24.29%
BOONE	37662	12914	34.29%
BRADLEY	10461	3213	30.71%
CALHOUN	4773	1788	37.46%
CARROLL	28362	10695	37.71%
CHICOT	10234	3664	35.80%
CLARK	21469	5869	27.34%
CLAY	14537	5200	35.77%
CLEBURNE	24948	10738	43.04%
CLEVELAND	7548	2725	36.10%
COLUMBIA	22707	6641	29.25%
CONWAY	20782	7115	34.24%
CRAIGHEAD	111038	27481	24.75%
CRAWFORD	60593	18452	30.45%
CRITTENDEN	47945	13037	27.19%
CROSS	16827	5381	31.98%
DALLAS	6472	2574	39.77%
DESHA	11285	3791	33.59%
DREW	17309	5334	30.82%
FAULKNER	124611	30290	24.31%
FRANKLIN	17160	5804	33.82%
FULTON	12183	5008	41.11%
GARLAND	100021	38638	38.63%
GRANT	18022	5794	32.15%
GREENE	45954	13054	28.41%
HEMPSTEAD	20037	6484	32.36%
HOT SPRING	33129	11026	33.28%
HOWARD	12779	3972	31.08%
INDEPENDENCE	37910	11690	30.84%
IZARD	13748	5580	40.59%
JACKSON	16784	5164	30.77%
JEFFERSON	66934	20927	31.27%
JOHNSON	25925	7898	30.46%
LAFAYETTE	6277	2556	40.72%
LAWRENCE	16258	5306	32.64%
LEE	8666	2802	32.33%
LINCOLN	13016	3480	26.74%

LITTLE RIVER	12024	4201	34.94%
LOGAN	21247	7478	35.20%
LONOKE	74292	19513	26.27%
MADISON	16737	5681	33.94%
MARION	16905	7788	46.07%
MILLER	42682	12676	29.70%
MISSISSIPPI	40361	11351	28.12%
MONROE	6787	2680	39.49%
MONTGOMERY	8555	3766	44.02%
NEVADA	8292	2932	35.36%
NEWTON	7243	3098	42.77%
OUACHITA	22606	8024	35.50%
PERRY	10055	3491	34.72%
PHILLIPS	16373	5515	33.68%
PIKE	10205	3524	34.53%
POINSETT	22997	7263	31.58%
POLK	19384	7271	37.51%
POPE	63475	18082	28.49%
PRAIRIE	8217	3160	38.46%
PULASKI	398322	114747	28.81%
RANDOLPH	18619	6147	33.01%
SALINE	123988	38137	30.76%
SCOTT	9871	3525	35.71%
SEARCY	7880	3254	41.29%
SEBASTIAN	128184	37582	29.32%
SEVIER	15913	4131	25.96%
SHARP	17422	7065	40.55%
ST. FRANCIS	23138	6937	29.98%
STONE	12393	5371	43.34%
UNION	38815	12517	32.25%
VAN BUREN	15900	6885	43.30%
WASHINGTON	247331	54695	22.11%
WHITE	77118	22730	29.47%
WOODRUFF	6259	2382	38.06%
YELL	20342	6442	31.67%