

**KENTUCKY SENIOR COMMUNITY
SERVICE EMPLOYMENT PROGRAM
STATE PLAN**

**Cabinet for Health and Family Services
Department for Aging and Independent Living
Fiscal Years 2017-2020**

Matthew G. Bevin, Governor

Commonwealth of Kentucky

Secretary Vickie Yates Brown Glisson, Secretary

Cabinet for Health and Family Services

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Section 1. Purpose of the State Plan

The fiscal year 2017-2020 Senior Community Service Employment Program (SCSEP) State Plan outlines the four-year strategy that Kentucky will implement to train and prepare the low-income older population to enter the workforce. Governor Matthew Bevin has designated the Kentucky Cabinet for Health and Family Services' Department for Aging and Independent Living to develop and submit the SCSEP State Plan on behalf of the Commonwealth of Kentucky.

The State Plan also describes the planning and operation process for SCSEP services in Kentucky, taking into account the relative distribution of eligible adult individuals and employment opportunities within the state agency. The State Plan is intended to produce coordination among the SCSEP grantee and various sub-recipients operating within the state along with state and local boards under Workforce Innovation and Opportunity Act (WIOA). This collaboration supports the SCSEP program's goal, which is to improve the skills and employment prospects for older workers.

Demographic and economic estimates for the labor market were analyzed to determine the changing needs of the state's workforce. These trends and projections were considered when developing a strategy for the SCSEP program that encompasses regions, job markets, and individuals.

Involvement of Organizations and Individuals

The plan was developed in collaboration with representatives of the three national grantees operating in Kentucky, sub-grantees, and the Kentucky Education and Workforce Development Cabinet to promote performance improvement in serving the designated population. Partnerships with Kentucky One-Stop Career Centers and WIOA programs have proven effective in preparing the participants with labor skills needed in today's market.

Cooperative efforts will also continue with local health departments, community colleges, public libraries, governmental agencies, and various other agencies.

Kentucky has sought the involvement, advice, and recommendations of representatives from multiple organizations and individuals as required in the 2006 Older American's Act Amendments, Section 503(a)(2). The Kentucky SCSEP resides in the Kentucky Department for Aging and Independent Living (DAIL), the state unit on aging. DAIL contracts with the Area Development Districts (ADD), which assist with the implementation of programs funded under the Older Americans Act.

The Kentucky SCSEP maintains a working relationship with the State Workforce Investment Agency (WIA), as well as to the sub-grantees that collaborate with the local WIOA boards. Invitations to participate in the development of the plan were mailed to the Department for Community Based Services, Cabinet for Health and Family Services, Area Development Districts, Community Action Agencies, Office of Vocational Rehabilitation, WIA/WIOA One-Stop Career Centers, transportation programs, Kentucky Office of Employment and Training, senior center directors, employers, host agencies, unemployed older adults, and program participants. Attachment E in the appendix includes the invitation to the required parties requesting their participation in the development of the State Plan.

Solicitation and Collection of Public Comments

Public comments were sought on a regional basis, which included correspondence, public forums, websites, and meetings to ensure that any interested individual or organization had an opportunity to comment on the SCSEP State Plan. Area Plan Needs Assessments and recommendations were distributed to community partners for solicitation of comments incorporated into the plan. The draft plan was distributed to all partners within the service areas and included on ADD websites. The plan was also shared with host agencies. All individuals and agencies were encouraged to comment and make additional recommendations. The State Plan Modifications were posted on the DAIL website (<http://chfs.ky.gov/dail/scsep.htm>) for review and to solicit comments from any individual or organization. Documentation of solicitation is provided as Attachment C in the appendix.

Section 2. Economic Projections and Impact

The federal Office of Management and Budget defines Metropolitan and Micropolitan Statistical Areas as a county or group of counties consisting of a population core and adjacent communities that are combined with an urban core. The links between the communities and the urban core are both economic and social.

Metropolitan and Micropolitan areas are not inclusive of an urban rural classification, thus non-metropolitan areas can be defined as a population nucleus and adjacent communities with a population less than 2.5 million and a with a rural core. Within Kentucky, the metropolitan and nonmetropolitan areas overlap regionally.

Kentucky's economy is divided into nine Metropolitan Statistical Areas and four nonmetropolitan areas. Metropolitan Statistical Areas include: Bowling Green, KY; Cincinnati-Middletown, OH-KY-IN; Clarksville, TN-KY; Elizabethtown, KY; Evansville, IN-KY; Huntington-Ashland, WV-KY-OH; Lexington-Fayette County, KY; Louisville-Jefferson County, KY-IN; and Owensboro, KY. Nonmetropolitan areas include: West Kentucky, South Central Kentucky, West Central Kentucky, and East Kentucky.

Kentucky's economy has distinct challenges created by the size and shape of the Commonwealth. For example, although Kentucky has nine designated Metropolitan Statistical Areas, this designation only includes eight Area Development Districts: Barren River, Northern Kentucky, Pennyriple, Lincoln Trail, Green River, FIVCO Area Development District, Bluegrass, and Kentuckiana Regional Planning and Development Agency. As of 2015, Jefferson County (Louisville) is Kentucky's largest Metropolitan Statistical Area for Kentucky's total employment composition. The Kentucky portion of Louisville – Jefferson County Metropolitan Statistical Area consists of Jefferson, Oldham, Trimble, Henry, Shelby, Spencer, Nelson, Larue, Hardin, Meade, and Bullitt Counties.

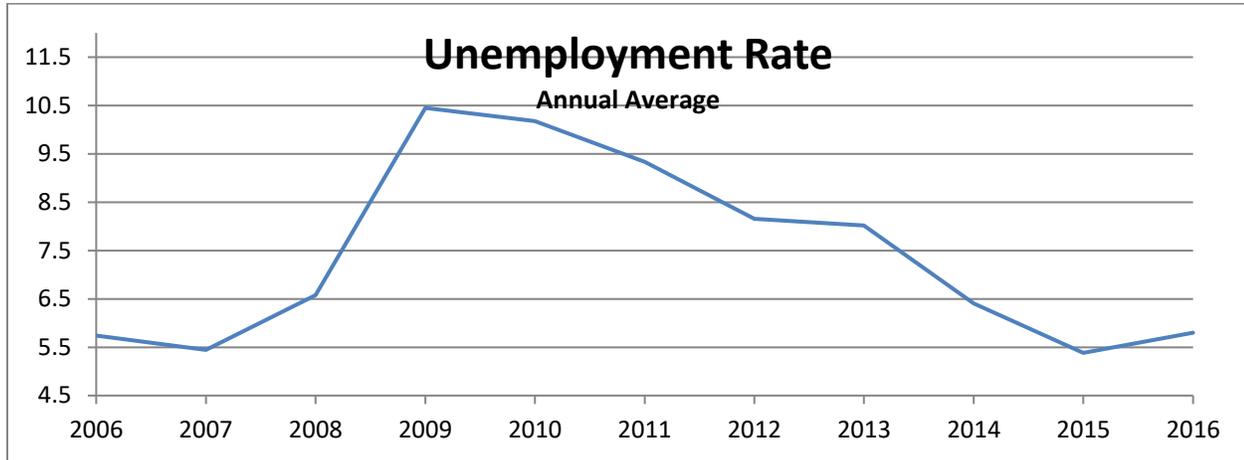
According to the 2015 data from the U.S. Bureau of Labor Statistics, employment was highest in Jefferson County (442,300), while Boone County had the smallest employment (79,100). Together, Kentucky counties that make up the Jefferson County Metropolitan Statistical Area accounted for 39.0 percent of total employment within the state. Nationwide, the 342 largest counties made up 72.3 percent of total U.S. employment.

Economic Make-up and Industry Projections

According to December 2015 data from the U.S. Bureau of Labor Statistics, Kentucky's unemployment rate is 5.7%. This was a significant improvement in the rate from the prior years of 2012 through 2013 (see Chart 1). The Kentucky occupation with the highest number of job openings was retail sales person with 31,760. The second highest occupation with job openings was cashier with 23,900 openings. The third highest occupation with job openings was laborers and freight, stock, and material movers. Food preparation was the fourth highest occupation in demand for Kentucky.

The availability of job growth in nonfarm labor assists the SCSEP program to provide the most appropriate training for unsubsidized employment. In order to prepare SCSEP participants for job driven training, participants are first assessed to see what job readiness skills are needed in order to obtain desired occupations based on their Individual Employment Plan (IEP). SCSEP participants receive training and work experience for many in-demand or readily available occupations in Kentucky such as retail, customer service, clerical, janitorial, maintenance, receptionist, transportation/ material moving, and kitchen or food services. Volunteer hours and training through the SCSEP program are designed, according to IEP, to give participants the work experience and skills necessary to prepare for these industries. Participants are assigned to a host agency that provides job preparedness for unsubsidized wage employment. Host agencies include nutrition, recreation, and day programs at senior centers; housing agencies; retail cooperation such a Goodwill Industries; schools; governmental offices; and community centers.

Chart 1-Unemployment Rate



Source: U.S. Bureau of Labor Statistics

Purpose for Collaborations

The SCSEP program collaborates with vocational rehabilitation agencies as a referral source and a resource for needed information. Participants are encouraged to utilize adult education programs such as community colleges, technical schools, and remedial education to prepare for jobs that require trade certificates or degrees. SCSEP also collaborates with One-Stop Career Centers to conduct job fairs, obtain labor market information, and coordinate on intensive services/training. This training is typically provided through several different agencies. Thus the SCSEP program is continuously recruiting training partners to provide the most beneficial community service and training opportunities with the potential of hiring internally with collaborative agencies.

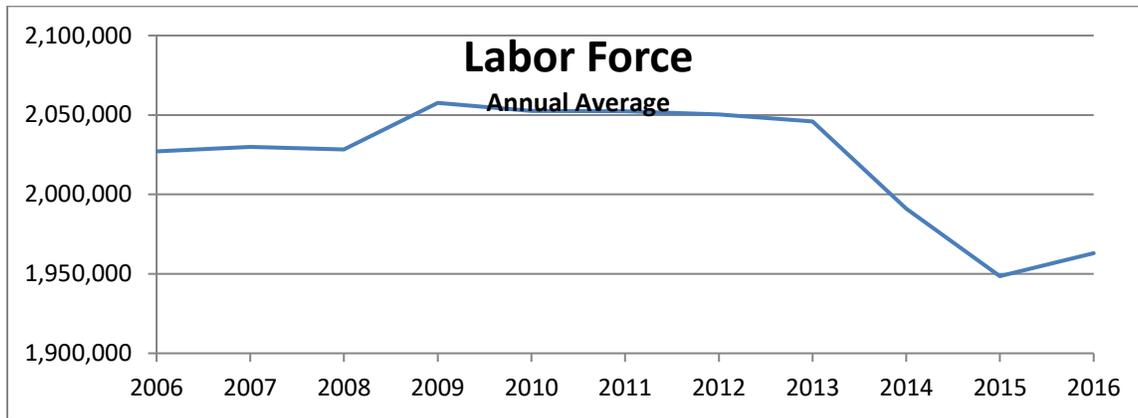
Nonfarm and Civilian Labor Force Economics

According to the U.S. Bureau of Labor Statistics, Kentucky's civilian labor force was 1,952,700 as of December 2015 (see Chart 2). Kentucky maintains a nonfarm workforce in the industries of mining and logging; construction; manufacturing; trade, transportation, and

utilities; information; financial activities; professional and business services; education and health services; leisure and hospitality; government; and other services.

The Kentucky civilian labor force experienced a decrease from December 2012 to November 2015. Fortunately, in December 2015, the market saw steady improvement in the civilian labor force and has maintained an increase in the last four months.

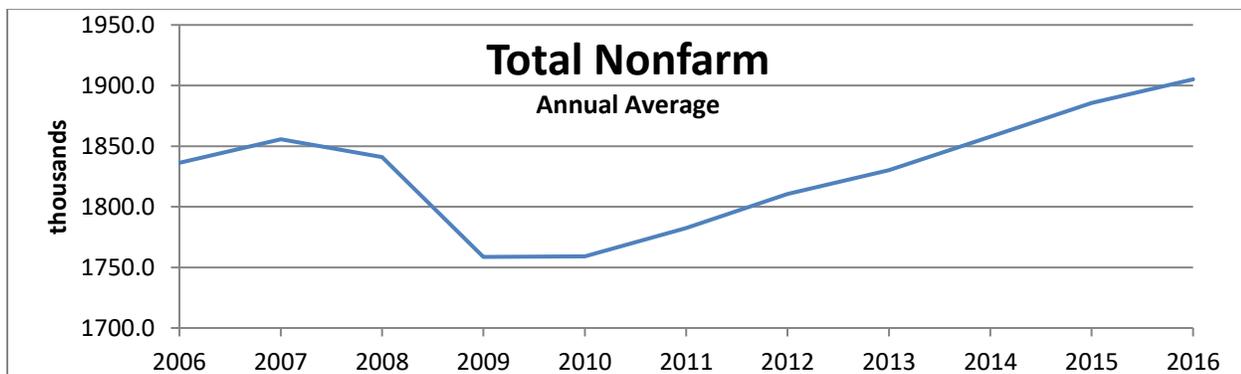
Chart 2 – Labor Force



KY Labor Force Source: U.S. Bureau of Labor Statistics

As of December 2015, nonfarm employment in Kentucky was 1,920,200 according to U.S. Bureau of Labor Statistics (see Chart 3), which is a gain from the previous year. Nonfarm employment jobs have expanded consistently since January 2010 but, on average, Kentucky's increase has been slower than most others states across the United States.

Chart 3 – Nonfarm Labor

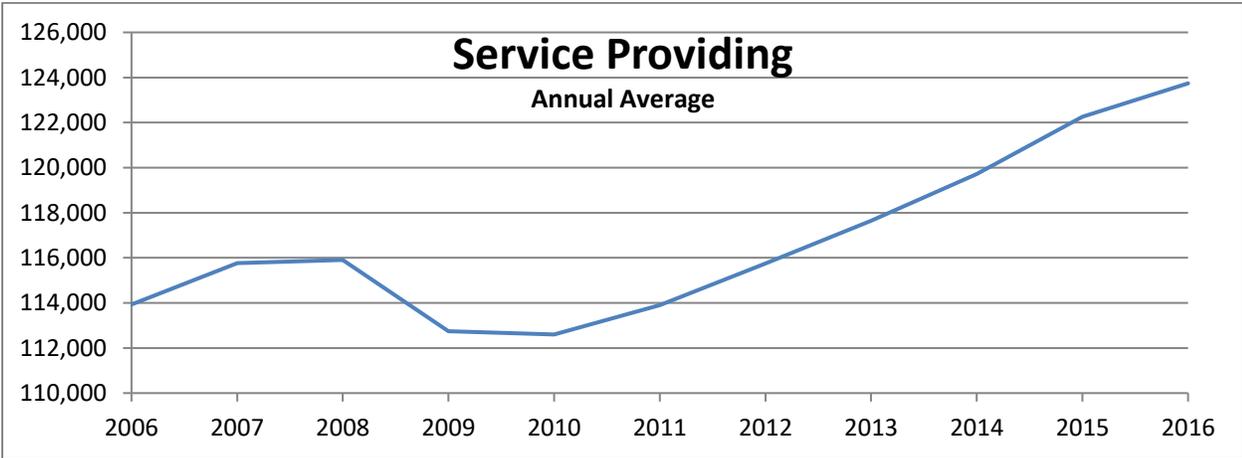


State: Kentucky
Area: Statewide
Supersector: Total Nonfarm
Industry: Total Nonfarm
Data Type: All Employees, In Thousands
 U.S. Bureau of Labor Statistics

Employment Super Sectors

Trade, Transportation, and Utilities; Information; Financial Activities; Professional and Business Services; Educational and Health Services; Leisure and Hospitality; Other Services; and Government and Public Education super sectors are all classified as Service-Providing industries. Trade, Transportation, and Utilities constitute the largest super sector in Kentucky with 385,100 jobs as of December 2015. According to the U.S. Bureau of Labor Statistics, in 2015 the Service Providing industries in Kentucky employed 1,595,300. In 2014, it accounted for 1,565,600 positions employed. This sector has shown a gradual increase in employment in the last four years (see Chart 4).

Chart 4- Service Providing



SuperSector: Service-providing
Industry: Service-providing
Data Type: ALL EMPLOYEES, THOUSANDS
 U.S. Bureau of Labor Statistics

The 338,500 positions in the Mining and Logging, Construction, and Manufacturing super sectors are classified as Goods-Producing industries. These sectors have shown a substantial increase from 2013 when there were at 313,500 positions and account for 20.1 percent of all nonfarm employment in Kentucky. This marks a slight decrease from 2012 when 20.3 percent of Kentucky jobs were in these super sectors. More strikingly, the number of jobs in this super sector exceeded total employment in all Goods-Producing industries in 2013. Led by Louisville, and to a lesser extent, Lexington, 2015 has seen strong growth in manufacturing employment in Kentucky with 245,300 manufacturing jobs in the Commonwealth. Kentucky's increase in manufacturing jobs of 1.5 percent exceeded the national growth of 1.4 percent. However, it is forecast that employment growth in manufacturing, in both Kentucky and the U.S., will be quite modest at 0.5 percent according to the 2015 Kentucky Annual Economic Report by University of Kentucky's Center for Business and Economic Research.

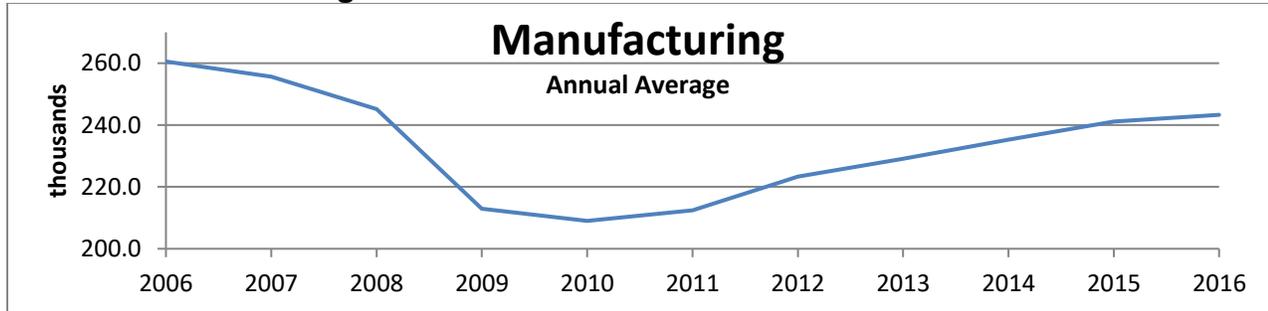
Occupational Projections

In 2015, Kentucky's metropolitan/nonmetropolitan area occupational employment were sales and related; life, physical, and social science; healthcare support; farming, fishing, and forestry; construction and extraction; arts, design, entertainment, sports, and media; office and administrative support; legal; installation, maintenance, and repair; community and social services; personal care and service; healthcare practitioners and technical; management; protective service; architecture and engineering; business and financial operations; and computer and mathematical occupations. According to Labor Market Statistics, long-term industry projections for Kentucky in some occupations project future growth in employment. Meanwhile, economist forecast that short-term industry employment in Kentucky will gain 1,227 new jobs for manufacturing and 4,338 new jobs for supportive services according to the 2015 Kentucky Annual Economic Report.

Kentucky's local economies are considered when determining the occupations for which participants are trained, and a participant's Individual Employment Plan (IEP) is developed to identify training goals and marketable skills consistent with available job opportunities.

Industries with high growth rates influence the types of SCSEP trainings offered, and community service opportunities are tailored to meet the needs of those industries.

Chart 5: Manufacturing



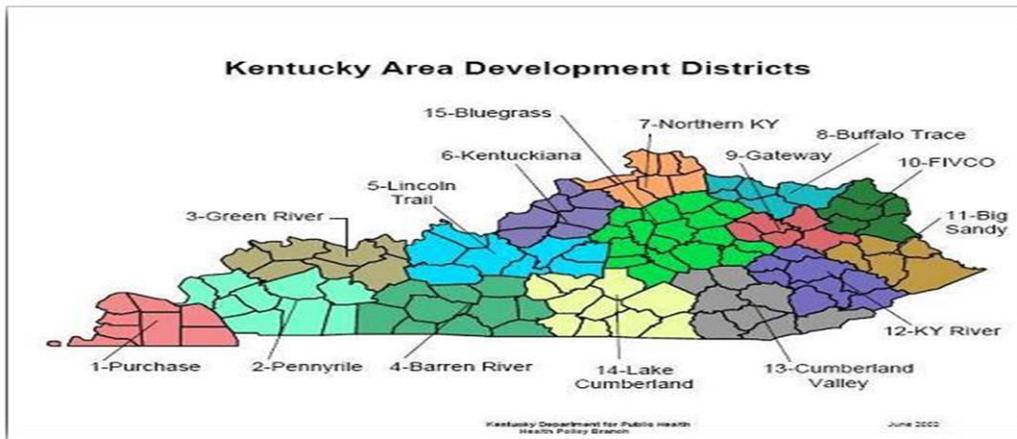
State: Kentucky
Area: Statewide
Supersector: Manufacturing
Industry: Manufacturing
Data Type: All Employees, In Thousands
U.S. Bureau of Labor Statistics

Section 3. Service Delivery and Coordination

The Commonwealth of Kentucky is divided into 15 Area Development Districts (ADDs), with each ADD structured across multi-jurisdictional lines to include all 120 counties. The ADDs were established in 1972 to provide a systematic linkage between local elected officials, the Governor’s office, state and federal agencies, private organizations, and citizens. This approach allows ADDs to tailor state and federal programs to regional needs and problems. The ADDs in Kentucky are authorized under federal and state statutes to be regional leaders and resource centers within the Commonwealth of Kentucky (see Chart 6).

DAIL contracts with six sub-recipients in nine separate regions to implement the SCSEP program and maintains 155 authorized positions to place participants across the state (See Table 1).

Chart 6 – Kentucky ADD Districts



SCSEP Collaborations with OAA

KY SCSEP is housed within the Department of Aging and Independent Living (DAIL). DAIL contracts with the ADDs to administer Older American Act (OAA) programs. Four of the seven SCSEP sub-recipients are operated by the local ADDs. Those ADDs administer OAA title programs and SCSEP, along with other services. The local ADD coordinates activities with the SCSEP participants through the usage of their Aging and Disability Resource Center (ADRC) line. A prescreening method is utilized for every caller for priority ranking of services needed whether it is SCSEP or OAA title service. All applicants are prescreened with a Level One Screening Tool which sums the totals of the needed services for participants. Clients are referred and encouraged to make applications for multiple services if necessary. The goal is to completely meet the needs of the client with all provided services. The ADRC line connects participants to various needed OAA or SCSEP programs along with other potentially beneficial agencies in the caller's local communities. Calls requesting SCSEP services are referred to the appropriate grantees according to their regions regardless of state or national grantee status as equitable distribution dictates.

Another method of collaboration with OAA programs and SCSEP involve the usage of Conferences. DAIL sponsors Conferences such as Kentucky Association of Gerontology (KAG) which provide information for senior adults seeking various types of resources in their community. Whether the need is involving homecare or senior employment, KAG tries to encompass all senior needs at the conference with providing information to those in need of services.

SCSEP Sub-grantees housed with ADDs also provide their individual regional conferences that collectively inform seniors of all resources available to them. These conferences are held at various times throughout the program year.

Table 1 – Summary Table of Kentucky SCSEP Providers

Sub-Grantee	Address	Areas Served	Authorized Positions
Audubon Allied Services servicing Green River/ Lincoln Trail/ and Barren River Regions	1800 West Fourth St. P.O. Box 20004 Owensboro, KY 42302 (270) 686-1666	Henderson (3), Ohio (3), Union (3), and Webster (3); Butler (3), Edmonson (3), Hart (3), Warren (4), Breckinridge (4), Grayson (3) Hardin (3), Larue, (2), and Meade (4)	41
Bluegrass Community Action Agency	111 Professional Court P.O Box 738 Frankfort, KY 40602 502-695-4290	Anderson (3), Fayette (3), Franklin (4), Garrard (3, Lincoln (5), Mercer (4), Powell (2), and Woodford (3)	27
Cumberland Valley Area Agency on Aging and Independent Living	342 Old Whitley Rd. London, KY 40743 (606) 864-7391	Bell (3), Clay 3), Harlan (4), Jackson (2), and Whitley (4)	16
Kentucky River/Big Sandy Area Agency on Aging and Independent Living servicing KY River/ and Buffalo Trace Districts	917 Perry Park Rd Hazard, KY 41701 (606) 436-3158	Floyd(3), Pike (3), Breathitt (3), Knott (4), Leslie (2), Letcher (3, and Perry 3) Bracken (2), Fleming (3), Lewis (3), Mason (4), and Robertson (0)	33
Pennyrile Area Agency on Aging and Independent Living	300 Hammond Drive Hopkinsville, KY 42240 (270) 886-9484	Caldwell (3), Christian (3), Crittenden (3), Hopkins (3), Livingston (3), Lyon (2), and Trigg (3)	20
Purchase Area Agency on Aging and Independent Living	1002 Medical Drive, P. O. Box 588 Mayfield, KY 42066 (270) 247- 7171	Ballard (2), Calloway (5), Fulton (2), Graves (3), Hickman (0), McCracken (4) and Marshall (2)	18

Partnership with WIOA Title One Programs

An active partnership exists in Kentucky among SCSEP, One-Stop Career Centers, Workforce Innovation Opportunity and Act (WIOA) programs, and Workforce Investment Boards (WIB). WIB meetings provide up-to-date information about WIA/WIOA activities and opportunities for SCSEP to partner with the One-Stop career center delivery system. For example, One-Stop Career Centers make referrals of those eligible to SCSEP, while SCSEP, in turn, will refer those not eligible for the program to One-Stop Career Centers. Host agencies and Kentucky sub-grantees, which include agencies that serve as voluntary members of local workforce investment boards, have excellent working relationships with the local WIOA programs.

Sub-grantees utilize training services available through WIOA programs and partner with One-Stop Career Center staff on employment strategies. SCSEP and One-Stop Career Centers collaborate on joint training activities and work together to engage the community in various new initiatives that will support local community interests and needs. Sub-grantees utilize the One-Stop Career Centers to:

- Register enrollees with One-Stop Career Centers;
- Assign participants to local One-Stop Career Centers;
- Utilize WIOA Mobile Job Center to assist SCSEP participants;
- Utilize SCSEP staff in outreach and recruitment activities;
- Collaborate on job fairs, labor market information, and on intensive services such as On the Job Experience (OJE);
- Partner with vocational rehabilitation as a referral source and a resource for needed information;
- Collaborate with adult education programs including: community colleges, technical schools, and remedial education for participants;
- Enroll participants in necessary trainings provided by WIA/WIOA career centers that aid in obtaining unsubsidized employment; and

- Network and communicate with partner agencies and services to send participants for any additional resources.

Host Agency Collaborations

Some of the more innovative host agency approaches have included collaboration with the aging network and have resulted in permanent employment for many participants. Many senior centers provide excellent training opportunities for participants, which may include providing space for meetings and trainings. For example, nutrition program providers work closely with SCSEP and senior centers to train providers to serve as a resource for nutrition and transportation needs.

Collaborative arrangements have been formed or strengthened to achieve a mutually beneficial outcome. These activities link organizations that provide services to older Kentuckians with limited incomes and disabilities to agencies providing employment and training services in order to increase the opportunity for employment. The following public and private agencies and programs are among the many agencies that collaborate with the department:

- The Kentucky Office of Employment and Training
- Local health departments
- Senior citizens centers
- Adult day programs
- Transportation programs
- Weatherization programs
- Community Action Agencies
- Faith-based organizations
- Local school districts
- Emergency preparedness agencies

The Department for Aging and Independent Living works collaboratively with national grantees operating in Kentucky, sub-grantees, host agencies, and community partners to identify the future needs of the individual communities. Host agencies are recruited to provide training for participants while addressing the unmet needs in the local communities. Depending on the participant's Individual Employment Plan, host agencies create on-the-job related tasks for SCSEP participants to gain beneficial skills needed for unsubsidized employment.

Continuous Improvement

Consideration of changes that would benefit the state's program include: recruiting new while expanding upon existing host agencies that will offer diverse training skills for SCSEP participants; enhancing training in the fields of computer skills and documentation; and increasing access to job searches that will help participants keep pace with the changing demands of the contemporary workforce.

It is the goal of the Kentucky SCSEP to train participants with skills that will allow them opportunities for long-term, unsubsidized employment. Current and projected employment opportunities, and the necessary skills required to secure such employment, have direct implications for the types of host agencies that are recruited to participate in SCSEP.

Prior performances of host agencies are also considered. Recruitment of various host agencies is an ongoing task in order to secure a broader range of employment skills training opportunities so that participants might build needed job skills based on their Individualized Employment Plan (IEP).

According to program year 2014's Final SCSEP Quarterly Progress Report (QPR) for Kentucky from the SCSEP Performance and Results QPR System database, 51% of the SCSEP participants are classified as having low employment prospects. Participants, in general, lack current marketable skills, especially in the area of technology, by typically possessing skills in fields such as, manual labor, food service, housekeeping, and driving.

Host agencies build on these skills and provide additional training in areas that will be marketable and meet regional employer's needs.

Specialized trainings are provided by local non-profit agencies consistent with the goals of participants and include CPR, computer and computer applications skills, and safe driver training. Sub-grantees have established linkages with One-Stop Career Centers to assist in training participants on topics such as resume preparation and classes on computer skills. SCSEP also collaborates with adult education programs (including community colleges, technical schools, and remedial education for participants) and provide host agency with opportunities to review available classes for participants.

The Kentucky SCSEP partners with vocational rehabilitation agencies as a referral source as well as a resource for information for the program and participants. This relationship with vocational rehabilitation provides assistance to participants with disabilities and gives vocational rehabilitation a training/job development alternative for its older clients.

One-on-one contacts with the employer serve to identify training strategies designed to enhance the skills of participants so they may obtain the knowledge and skills necessary to advance their careers. Staff meets with human resource directors to determine jobs that may provide opportunities for advancement and work with employers to develop on-the-job experience contracts, directly fill jobs, and establish or maintain partnerships. Sub-grantees also utilize online programs, as well as the Workforce Innovation Opportunity Act (WIOA), to access information about high-growth jobs in the local areas and determine required skills and training needed to secure those jobs. Once identified, outreach efforts are made to those employers whose businesses are in high-growth occupations. A participant's individual employment plan will be developed to outline training goals consistent with available job opportunities and enable participants to learn marketable skills. Frequent contact with local employers by SCSEP staff also enables participants to be made aware of employer outreach efforts such as job fairs and other networking activities that may prove beneficial in securing desirable employment. Grantees and sub-grantees will promote SCSEP through meetings,

seminars, presentations, etc., to inform the public, including potential employers, about SCSEP and the advantages of hiring older workers.

Service to Minorities (OAA title V, section 515)

Kentucky has met its service to minority goals for the past four years and will continue to focus recruitment efforts on those most in need by concentrating its initiatives on local areas and utilizing SCSEP priorities. Recruitment methods include word of mouth, faith-based and minority focused newspapers, brochures, posting ads in neighborhoods with large minority populations and local churches, and distribution of SCSEP information to the local National Association for the Advancement of Colored People (NAACP).

The most recent Senior Community Service Employment Program Analysis of Service to Minority Individuals Report of 2013 by Charter Oaks Group with Department of Labor indicates Kentucky's efforts to serve minority populations have been successful. According to this report, the percent of minority participants enrolled in SCSEP was 11.4% whereas; the Census Percentage of Minority population is 7.4%. The Census Percentage of Minority population is the number of individuals over 55 years of age and at or below 125% of poverty in various minority categories in each county served by a SCSEP grantee in each state. This defines the population of minority individuals whom the program could serve. The Quarterly Progress Report (QPR) shows that the common measure for entered employment rate by minorities was 30% and non-minorities was 30.6%. No measurements indicated an under-service using the dual test of practical and statistical significance.

Kentucky faces several difficulties in recruiting minorities to the program. One of Kentucky's greatest challenges is that of geographical boundaries. Many areas with large minority populations reside in counties without authorized slots at the state grantee level. In addition, transportation is a major issue for minorities. Thus, sub-grantees and host agencies work with the participants to address transportation challenges in order to keep them actively participating. All recruiting challenges are addressed through training and technical assistance provided by the grantee to the sub-grantees.

The African American population encompassed 13.2% of the national population and 7.7% of the state population in 2010 according to census.gov. Other races, such as Hispanic, Asian, Native American, Hawaiian/ Pacific Islander, two or more race, or other accounted for 26.7% of the national population and 7.7% of the Kentucky population. (See Table 2)

Table 2 – Kentucky Population Summary 2010 Table

Race/ Ethnicity	Population	Percentage
Total population	4,339,367	100%
Ethnicity		
• Non-Hispanic/ Latino	4,206,531	96.9%
• Hispanic or Latino	132,836	3.0%
Race		
• White	3,809,537	87.8%
• African American	337,520	7.8%
• Asian	48,930	1.1%
• American Indian and Alaska Native	10,120	.2%
• Hawaiian/and Pacific Islander	2,501	.1%
• Other	55,551	1.2%
• Two or more races	75,208	1.7%

Source: www.census.gov

Quarterly Progress Report Minority Data

According to 2014 final data from the SCSEP Performance and Results QPR System (SPARQ), a total of 30 minorities enrolled with SCSEP, which is one less than the previous year, and consistent with the average number of minorities receiving services in the prior four years in Kentucky. Program year 2013 showed a decrease of seven participants in minority enrollment than in program year 2012, despite continuing to meet the performance measures required for service to most in need. However, since Kentucky has not seen a decline in the

minority populations in the last five years, lower enrollment rates indicate the need of more effective advertisement efforts for the SCSEP program in areas with a larger minority population.

Enrollment levels are affected by employment rate and geographical factors. Employment rates greatly affect percentages involving the performance measure of entering employment. A decrease in the employment rate can indicate difficulties in finding unsubsidized wages for participants. This, along with the geographical location of some the counties in Kentucky, has shown to cause economically distressed counties. Geographically, most eastern Kentucky counties have been deemed economically distressed as little to no employment growth has occurred in those regions (See Table 3). Various forms of advertisement can help increase the introduction of SCSEP to eligible participants in this area of the state. The SCSEP program in Kentucky has successfully used local media and face-to-face contact to inform individuals of employment and training opportunities available through the SCSEP program. In addition, recruiting within existing agencies in these counties can help participants compete for job opportunities where job placement is difficult.

Table 3 – Fiscal Year 2015 Kentucky Economically Distressed Counties

County	Economic Status	Number of Distressed Areas
Adair	At-Risk	1
Bath	Distressed	0
Bell	Distressed	0
Boyd	Transitional	4
Breathitt	Distressed	0
Carter	Distressed	0
Casey	Distressed	0
Clark	Transitional	1
Clay	Distressed	0
Clinton	Distressed	0
Cumberland	Distressed	0
Edmonson	At-Risk	1
Elliott	Distressed	0
Estill	Distressed	0
Fleming	At-Risk	3
Floyd	Distressed	0

Garrard	At-Risk	0
Green	At-Risk	2
Greenup	Transitional	1
Harlan	Distressed	0
Hart	Distressed	0
Jackson	Distressed	0
Johnson	Distressed	0
Knott	Distressed	0
Knox	Distressed	0
Laurel	At-Risk	5
Lawrence	Distressed	0
Lee	Distressed	0
Leslie	Distressed	0
Letcher	Distressed	0
Lewis	Distressed	0
Lincoln	Distressed	0
McCreary	Distressed	0
Madison	Transitional	6
Magoffin	Distressed	0
Martin	Distressed	0
Menifee	Distressed	0
Metcalfe	Distressed	0
Monroe	Distressed	0
Montgomery	At-Risk	1
Morgan	Distressed	0
Nicholas	At-Risk	0
Owsley	Distressed	0
Perry	Distressed	0
Pike	At-Risk	5
Powell	Distressed	0
Pulaski	At-Risk	6
Robertson	At-Risk	0
Rockcastle	Distressed	0
Rowan	At-Risk	2
Russell	Distressed	0
Wayne	Distressed	0
Whitley	Distressed	0
Wolfe	Distressed	0

Appalachian Regional Commission, May 2015

Distressed counties rank in the worst 10 percent of the nation's counties in employment.
 At-Risk counties rank between the worst 10 percent and 25 percent of the nation's counties in employment.
 Transitional counties rank between the worst 25 percent and the best 25 percent of the nation's counties in employment.

Service to Most in Need

Recruitment efforts will be made to reach individuals with the greatest social needs by contacting social service agencies, vocational rehabilitation organizations, career centers, and other applicable organizations. Staff at the local level assumes an important role in reaching the most in need as local community knowledge allows them to produce positive recruitment outcomes for priority groups. Regular review of management reports of sub-project data with SPARQ ensures priority groups are being adequately served.

Kentucky's SCSEP program works with local agencies to increase the number of host agencies to address deprivations in under-served minorities. SCSEP also emphasizes increased community support in economically distressed counties to identify opportunities to engage with host agencies to address under-served minority populations. The placement of a participant in a community service assignment in the area in which the participant resides, or an adjacent community, is designed to accommodate the participant's travel needs. SCSEP also provides assistance to participants through supportive services identified in the participant's Individualized Employment Plan, which helps with successful job placement.

Section 4. Location, Population Served, and Equitable Distribution

The Department for Aging and Independent Living has established and continually maintains a working relationship with the SCSEP national grantees in Kentucky. The national sponsors in Kentucky are the National Urban League (NUL), Goodwill Industries (GWI), and the National Council on Aging (NCOA). The equitable distribution for authorized positions in Kentucky provided by the U.S. Department of Labor as of program year 2015 is as follows:

- NUL 119
- Goodwill Industries 267
- National Council on Aging 217
- State 155

Equitable Distribution for Over-Served and Under-Served Locations

Please see Attachment A for Kentucky's proposed Equitable Distribution Report for program year 2016, in accordance with Section 508 of the 2006 OAA Amendments. Please see Attachment B for areas in Kentucky that are over-served or under-served which also identifies Kentucky's service delivery areas by Grantee Providers.

The Department for Aging and Independent Living works with the national grantees and sub-grantees to achieve equitable distribution through attribution and unsubsidized employment. Any discrepancies will be reduced through frequent communication and further negotiation with national sponsors. Other plans, as reported by SCSEP providers, to reduce the variance in Kentucky during the program year involve:

- Training for staff on increasing job placements. The focus will be on those already enrolled rather than new adding enrollments.
- Enrolling two participants per month to meet approved level.
- Participating in "swaps" (swapping the distribution of slots among SCSEP grantees) in order to consolidate positions in counties with multiple grantees.
- Advertising the program at new and different organizations instead of the typical centers.
- Expanding recruitment efforts, increase program publicity, and focus on developing viable host agencies in underserved jurisdictions.
- Expanding and strengthen relationships with workforce, community action, council on aging, and other local resources that offer an exchange of information.
- Continuing to refer participants to other grantees outside our service areas.

The goal is to reach complete equitable distribution (ED), and the most recent ED report is attached as an appendix (Attachment C).

Services in Rural Areas

SPARQ utilizes the Rural Urban Commuting Area Codes (RUCA) to measure the concept of rural. There are eight designated Metropolitan Statistical Areas in Kentucky that include the following counties: Boone, Bourbon, Boyd, Bracken, Bullitt, Campbell, Christian, Clark, Daviess, Edmonson, Fayette, Gallatin, Grant, Greenup, Hancock, Hardin, Henderson, Henry, Jefferson, Jessamine, Kenton, Larue, McLean, Meade, Nelson, Oldham, Pendleton, Scott, Shelby, Spencer, Trigg, Trimble, Warren, Webster, and Woodford. Jefferson County has the greatest number of persons with a total population of 741,096; Robertson County has the least with 2,282. Attachment C shows the Equitable Distribution and SCSEP Service Agencies in each county. All areas of Kentucky are served with an equitable distribution of position regardless of their designated rural or urban status.

Pockets of under-served rural areas exist predominantly in eastern and western Kentucky where there is limited availability of host agencies, transportation alternatives, and employment prospects. Because there are few employers in these regions of the state, it makes identifying unsubsidized employment opportunities for SCSEP participants challenging. In these areas, less traditional methods will be utilized to obtain host agencies, employers, transportation and other supportive services, and will include requesting assistance from local community/business leaders; targeting veterans in collaboration with One-Stop Career Centers, veteran's representatives, and Veterans of Foreign War organizations, and partnering with neighborhood and faith-based organizations.

The current information available regarding services to both rural and urban areas shows that educational levels, availability of services, number of host agencies, and transportation services do not appear to negatively affect the outcome of SCSEP participants regarding host agency assignments and unsubsidized placements. There is an exception for the relatively small percentage of SCSEP eligible individuals in geographically and/or culturally isolated areas that are difficult to reach using traditional methods.

Prioritization of Participants in Need

Section 518(b) of the Older Americans' Act requires that state plans provide information about the distribution of eligible individuals that must be given priority for participation in SCSEP. Priority is given to applicants who qualify based on one or more of the SCSEP criteria. The following criteria were taken from Kentucky's Final End of Year Quarterly Progress Report (QPR) for Program Year 2014:

- Are aged 65 years or older – 26%
- Have a disability – 22%
- Have limited English proficiency or low literacy skill - 13%
- Reside in a rural area – 81%
- Are veterans or their spouses who meet the requirements of the Jobs for Veterans Act, 38U.S.C. sec. 4215(a)(1) – 9%
- Have low employment prospects – 59%
- Have failed to find employment after utilizing services provided under Title I of WIA – 11%
- Are homeless or at risk for homelessness – 16%.

Other populations identified for priority placement in Section 503(a)(5)(C) of the statute are as follows:

1. "Greatest Economic Need" indicate persons at 0% to 125% of the Federal Poverty Guidelines. The greatest economic need means the need is resulting from an income level at or below the federal Poverty level. When considering greatest economic need for SCSEP participants, some of the participant characteristics measured by the SPARQ's Quarterly Progress Report (QPR) would involve "Family income at or below poverty level", "Individuals with low employment prospects", and "Individuals receiving public assistance". According to the preliminary Final End of the Year QPR for program year 2014, KY SCSEP has serviced 243 participants. The relative distribution for greatest economic needs for KY SCSEP were:
 - Family income at or below the poverty level totaled to 211 eligible participants of the 243 participants served.

- Individuals with low employment prospects totaled to 143 eligible participants of the 243 participants served.
- Individuals receiving public assistance totaled to 123 eligible participants of the 243 participants served.

Sub-grantees identified for the largest totals for greatest economic needs category per Final QPR from program year 2014 were Barren River and Lincoln Trail, Purchase Area Development, and Pennyrile Area Development.

2. “Minorities” including American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino American, and Native Hawaiians or other Pacific Islanders. According to the preliminary Final End of the Year QPR for program year 2014, KY SCSEP has serviced 243 participants. A total of 38 of 243 SCSEP participants were minorities. The relative distribution for minorities totals for KY SCSP are as follows:

- Hispanic, Latino, or Spanish origin participants totaled to 0 of the 243 eligible participants served.
- American Indian or Alaska Native participants totaled to 3 of the 243 eligible participants served.
- Asian participants totaled to 0 of the 243 eligible participants served.
- Black or African American participants totaled to 34 eligible participants of the 243 participants served.
- Native Hawaiian or Pacific Islander participants totaled to 0 eligible participants of the 243 participants served.
- Two or more races participants totaled to 1 eligible participant of the 243 participants served.

Sub-grantees identified for the largest totals for minority SCSEP participants were Purchase Area Development, Barren River and Lincoln Trail, and Bluegrass Area Development.

3. “Greatest Social Need” which is caused by non-economic factors, including persons with disabilities, language barriers, and cultural, social or geographical isolation. When considering greatest social need for KY SCSEP participants some of the participant characteristics measured by the SPARQ’s Quarterly Progress Report (QPR) would include the following:

- 8th grade & under education category totaled to 11 eligible participants of the 243 participants served.
- Individuals with disabilities category totaled to 53 eligible participants of the 243 participants served.
- Individuals with limited English proficiency category totaled to 1 eligible participant of the 243 participants served.
- Individuals with low literacy skills category totaled to 31 eligible participants of the 243 participants served.
- Individuals residing in rural areas category totaled to 197 eligible participants of the 243 participants served.
- Individuals with low employment prospects category totaled to 143 eligible participants of the 243 participants served.
- Individuals who are homeless or at risk of homelessness category totaled to 39 eligible participants of the 243 participants served.
- Individuals with severe disability category totaled to 5 eligible participants of the 243 participants served.
- Individuals who are frail category totaled to 3 eligible participants of the 243 participants served.
- Individuals with severely limited employment prospects in areas of persistent unemployment category totaled to 36 eligible participants of the 243 participants served.

Sub-grantees identified with the largest totals for greatest social needs were Barren River and Lincoln Trail, Purchase Area Development, and KY River and Big Sandy Area Development District.

The SCSEP sponsors in Kentucky work together to serve those with eligibility priorities through recruitment, subsidized employment, transition into unsubsidized employment, and outreach, as well as referrals to appropriate services.

Aged Population Growth

Since 1990, Kentucky's population has shifted toward an older distribution. The increase in the number of individuals over the age of 45 is indicative of the aging baby boom population

and longer life expectancy. Persons 55 years of age and older make up 21.4% of Kentucky's population and has experienced the highest growth rate at 37.5%. These numbers substantially affect Kentucky's economy and workforce. The SCSEP program allows many of these individuals of the age group 55 and above to return to or stay in the workforce, thereby benefiting the economy as a whole by providing an increase in the civilian labor force in Kentucky.

Table 5- Population Comparison 2010 to 2014

Age 2010 to 2014 Quick Facts	Years	% Population
Persons under 5 years	July 1 2014 (V2014)	6.3%
Persons under 5 years	April 1 2010	6.5%
Persons under 18 years	July 1 2014 (V2014)	22.9%
Persons under 18 years	April 1 2010	23.6%
Persons 65 years and over	July 1 2014 (V2014)	14.8%
Persons 65 years and over	April 1 2010	13.3%

Source: U.S. Census Bureau Quick Facts 2014

Section 5. Appendix.

Attachment A	Service Delivery Area by Area Agencies on Aging
Attachment B	PY 15 Over Enrolled/ Under Enrolled Per Grantees
Attachment C	PY 15 Equitable Distribution and Variances by County
Attachment D	Invitation and Feedback Recommendations
Attachment E	Partner Agency Letter
Attachment F	Letter of Attestation
Attachment G	Sign In Sheet
Attachment H	Power Point Presentation of State Plan
Attachment I	Public Comments
Attachment J	Governor's Designation Letter and Secretary's Letter

ATTACHMENT A
SERVICE DELIVERY AREA BY AREA AGENCIES ON AGING

PURCHASE

<u>County</u>	<u>Sponsors/Slots</u>
Ballard	State (2)
Calloway	State (5)
Carlisle	State (0)
Fulton	State (2)
Graves	State (3), Goodwill Industries (4)
Hickman	State (0)
McCracken	State (4), Goodwill Industries (5)
Marshall	State (2), Goodwill Industries (3)

PENNYRILE

<u>County</u>	<u>Sponsors/Slots</u>
Caldwell	State (3)
Christian	State (3), Goodwill Industries (5)
Crittenden	State (3)
Hopkins	State (3), Goodwill Industries (4)
Livingston	State (3)
Lyon	State (2)
Muhlenberg	Goodwill Industries (5)
Todd	Goodwill Industries (3)
Trigg	State (3)

GREEN RIVER

<u>County</u>	<u>Sponsors/Slots</u>
Daviess	Goodwill Industries (14)
Hancock	Goodwill Industries (1)
Henderson	State (3), Goodwill Industries (0)
McLean	National Council on Aging (13)
Ohio	State (3), Goodwill Industries (3)
Union	State (3)
Webster	State (3)

BARREN RIVER

<u>County</u>	<u>Sponsors/Slots</u>
Allen	Goodwill Industries (5)
Barren	Goodwill Industries (9)
Butler	State (3), Goodwill Industries (1)
Edmonson	State (3), Goodwill Industries (1)
Hart	State (3), Goodwill Industries (2)
Logan	Goodwill Industries (6)
Metcalfe	Goodwill Industries (3)
Monroe	Goodwill Industries (3)
Simpson	Goodwill Industries (4)
Warren	State (4), Goodwill Industries (8)

LINCOLN TRAIL

<u>County</u>	<u>Sponsors/Slots</u>
Breckinridge	State (4)
Grayson	State (3), Goodwill Industries (4)
Hardin	State (3), Goodwill Industries (6)
Larue	State (2), Goodwill Industries (1)
Marion	Goodwill Industries (5)
Meade	State (4)
Nelson	NUL (5)
Washington	Goodwill Industries (3)

BUFFALO TRACE

<u>County</u>	<u>Sponsors/Slots</u>
Bracken	State (2)
Fleming	State (3), NCOA (1)
Lewis	State (3), NCOA (2)
Mason	State (4)
Robertson	State (0)

BIG SANDY

<u>County</u>	<u>Sponsors/Slots</u>
Floyd	State (3), NCOA (9)
Johnson	NCOA (7)
Magoffin	NCOA (5)
Martin	NCOA (4)
Pike	State (3), NCOA (14)

BLUEGRASS

<u>County</u>	<u>Sponsors/Slots</u>
Anderson	State (3)
Bourbon	NCOA (4)
Boyle	Goodwill Industries (5)
Clark	NCOA (6)
Estill	Goodwill Industries (4)
Fayette	State (3), NCOA (29)
Franklin	State (4), NCOA (2)
Garrard	State (3)
Harrison	NCOA (5)
Jessamine	NCOA (5)
Lincoln	State (5), Goodwill Industries (2)
Madison	NCOA (13)
Mercer	State (4), NCOA (0)
Nicholas	NCOA (2)
Powell	State (2), Goodwill Industries (3)
Scott	NCOA (5)
Woodford	State (3), NCOA (0)

KENTUCKY RIVER

<u>County</u>	<u>Sponsors/Slots</u>
Breathitt	State (3), Goodwill Industries (2)
Knott	State (4)
Lee	Goodwill Industries (3)
Leslie	State (2), Goodwill Industries (3)
Letcher	State (3), NCOA (3)
Owsley	Goodwill Industries (2)
Perry	State (3), Goodwill Industries (5)
Wolfe	Goodwill Industries (3)

CUMBERLAND VALLEY

<u>County</u>	<u>Sponsors/Slots</u>
Bell	State (3), Goodwill Industries (7)
Clay	State (3), Goodwill Industries (5)
Harlan	State (4), Goodwill Industries (5)
Jackson	State (2), Goodwill Industries (4)
Knox	Goodwill Industries (10)
Laurel	Goodwill Industries (12)
Rockcastle	Goodwill Industries (8)
Whitley	State (6), Goodwill Industries (8)

KIPDA

<u>County</u>	<u>Sponsors/Slots</u>
Bullitt	NUL(8)
Henry	NCOA (3)
Jefferson	NUL (103)
Oldham	NUL (3)
Shelby	NCOA (4)
Spencer	NCOA (2)
Trimble	NCOA (2)

NORTHERN KENTUCKY

<u>County</u>	<u>Sponsors/Slots</u>
Boone	NCOA (9)
Campbell	NCOA (10)
Carroll	NCOA (3)
Gallatin	NCOA (0)
Grant	NCOA (4)
Kenton	NCOA (18)
Owen	NCOA (3)
Pendleton	NCOA (3)

FIVCO

<u>County</u>	<u>Sponsors/Slots</u>
Boyd	NCOA (10)
Carter	NCOA (5)
Elliott	NCOA (3)
Greenup	NCOA (7)
Lawrence	NCOA (5)

GATEWAY

<u>County</u>	<u>Sponsors/Slots</u>
Bath	NCOA (4)
Menifee	Goodwill Industries (2)
Montgomery	NCOA (5)
Morgan	Goodwill Industries (5)
Rowan	NCOA (5)

LAKE CUMBERLAND

<u>County</u>	<u>Sponsors/Slots</u>
Adair	Goodwill Industries (5)
Casey	Goodwill Industries (6)
Clinton	Goodwill Industries (4)
Cumberland	Goodwill Industries (2)
Green	Goodwill Industries (3)
McCreary	Goodwill Industries (7)
Pulaski	Goodwill Industries (15)
Russell	Goodwill Industries (6)
Taylor	Goodwill Industries (5)
Wayne	Goodwill Industries (6)

**ATTACHMENT B
OVER ENROLLED AND UNDER ENROLLED PER GRANTEE**

State	AP	E	V	# Counties	# Under	% Under	Avg. % Und. E	# Over	% Over	Avg. % Over E	#Over Under	%Over Under	Total V / AP
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Kentucky														
State	155	124	-31	52	24	46.2%	50.6%	6	11.5%	53.8%	30	57.7%	30.3%	
Goodwill industries	267	234	-33	58	27	46.6%	48.1%	17	29.3%	48.5%	44	75.9%	36.3%	
NUL	119	96	-23	4	4	100%	19.3%	0	0%	25.2%	4	100%	19.3%	
NCOA	217	235	18	37	22	59.5%	62.2%	14	37.8%	86.1%	36	97.3%	71.9%	
-														
-														
-														

(www.scseped.org, PY 2017)

AP is Authorized Positions

E is enrolled

V is variance

ATTACHMENT C
PY 2015, FY 16 EQUITABLE DISTRIBUTION AND VARIANCES PER COUNTY

FIPS	County	Grantee	# Enrollments	PY 17 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21001	Adair County - Kentucky	GW	2	5			
21003	Allen County - Kentucky	GW	1	5			
21005	Anderson County - Kentucky	KY	2	3	3	2	-1
21007	Ballard-Kentucky	KY		2	2	1	-1
21009	Barren County - Kentucky	GW	9	9			
21011	Bath County - Kentucky	NCOA	0	4			
21013	Bell County - Kentucky	GW	2	7	3	2	-1
21015	Boone County - Kentucky	NCOA	7	9			-2
21017	Bourbon County - Kentucky	NCOA	0	4			
21019	Boyd County - Kentucky	NCOA	16	10			
21021	Boyle County - Kentucky	EW	6	5			
21021	Boyle County-Kentucky						
21023	Bracken County - Kentucky	KY	2	2	2	2	0
21025	Breathitt County - Kentucky	GW	2	2			
21025	Breathitt-KY	KY		3	3	3	0

FIPS	County	Grantee	# Enrollments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21029	Bullitt-Kentucky	NUL	1	8			
21031	Butler County - Kentucky	GW	0	1			
21031	Butler County - Kentucky	KY	1	2	3	2	-1
21033	Caldwell County - Kentucky	KY	2	5	3	3	0
21035	Calloway County - Kentucky	KY	1	6	5	4	-1
21037	Campbell County - Kentucky	NCOA	10	11			
21041	Carroll County - Kentucky	NCOA	7	3			
21043	Carter County - Kentucky	NCOA	5	5			
21045	Casey County - Kentucky	GW	4	6			
21047	Christian County - Kentucky	GW	7	5			
21047	Christian County - Kentucky	KY	0	3	2	1	-1
21049	Clark County - Kentucky	NCOA	7	6			
21051	Clay County - Kentucky	GW	4	5			
21051	Clay County - Kentucky	KY	2	4	3	3	0
21053	Clinton County - Kentucky	GW	3	4			
21055	Crittenden	KY	2	3	3	3	0

FIPS	County	Grantee	# Enrollments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21057	Cumberland County - Kentucky	GW	3	2			
21059	Daviess County - Kentucky	GW	13	14			
21059	Daviess County - Kentucky	KY			0	1	1
21061	Edmonson County - Kentucky	GW	1	1			
21061	Edmonson County - Kentucky	GW		2	3	3	0
21063	Elliott County - Kentucky	NCOA	1	3			
21065	Estill County - Kentucky	GW	4	4			
21067	Fayette County - Kentucky	KY	2	2	3		-3
21067	Fayette County - Kentucky	NCOA	49	29			
21069	Fleming County - Kentucky	KY	4	3	3	6	3
21069	Fleming County - Kentucky	NCOA	0	0			
21071	Floyd County - Kentucky	KY	3	3	3	3	0
21071	Floyd County - Kentucky	NCOA	5	89			
21073	Franklin County - Kentucky	KY	7	5	4	2	-2
21073	Franklin-KY	NCOA	0	2			

FIPS	County	Grantee	# Enrollments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21075	Fulton County - Kentucky	KY	2	2	2	2	
21077	Gallatin County - KY	NCOA	2	0			
21079	Garrard County - Kentucky	KY			3	1	-2
21081	Grant County - Kentucky	NCOA	7	4			
21083	Graves County - Kentucky	GW	2	4			
21083	Graves County - Kentucky	KY	6	6	3	2	-1
21085	Grayson County - Kentucky	GW	3	5			
21085	Grayson County - Kentucky	KY	3	3	1	3	-2
21087	Green County - Kentucky	GW	4	3			
21089	Greenup County - Kentucky	NCOA	5	7			
21091	Hancock County - Kentucky	GW	1	1			
21093	Hardin County - Kentucky	GW	6	6			
21093	Hardin County - Kentucky	KY	6	4	3	3	0
21095	Harlan County - Kentucky	GW	2	5			
21095	Harlan County-KY	KY			4	4	0

FIPS	County	Grantee	# Enrollments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21097	Harrison-Kentucky	NCOA	0	5			
21099	Hart County - Kentucky	GW	1	2			
21099	Hart County - Kentucky	KY			3	3	0
21101	Henderson County - Kentucky	GW	4	5			
21101	Henderson County - KY	KY			3	3	0
21103	Henry-Kentucky	NCOA	0	3			
21105	Hickman County - Kentucky	KY	0	0	0	0	0
21107	Hopkins County - Kentucky	GW	3	4			
21107	Hopkins County - Kentucky	KY			3	3	0
21109	Jackson County - Kentucky	GW	2	4			
21109	Jackson County - Kentucky	KY			2	2	0
21111	Jefferson County-Kentucky	NUL	93	103			
21113	Jessamine County - Kentucky	NCOA	1	5			
21115	Johnson County - Kentucky	NCOA	7	6			
21117	Kenton County - Kentucky	NCOA	50	18			
21119	Knott County - Kentucky	KY	1	5	4	4	0

FIPS	County	Grantee	# Enrollments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21121	Knox County - Kentucky	GW	3	10	1	0	1
21123	Larue County - Kentucky	GW	2	2			
21123	Larue County - Kentucky	KY	0	1	2	0	-2
21125	Laurel County - Kentucky	GW	5	12			
21127	Lawrence County - Kentucky	NCOA	10	5			
21129	Lee County - Kentucky	GW	5	3			
21131	Leslie County - Kentucky	GW	2	3			
21131	Leslie County - Kentucky	KY			2	2	0
21133	Letcher County - Kentucky	KY	6	5	3	2	-1
21133	Letcher County - Kentucky	NCOA	1	3			
21135	Lewis County - Kentucky	KY	4	4	3	1	-2
21135	Lewis County - Kentucky	NCOA	0	2			
21137	Lincoln County - Kentucky	KY	6	6	5	7	2
21137	Lincoln County - Kentucky	GW	2	2			
21139	Livingston County-KY	KY	3	0	3	3	0

FIPS	County	Grantee	# Enrollments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21141	Logan County - Kentucky	GW	7	6			
21143	Lyon County - Kentucky	KY	2	2	2	2	0
21145	McCracken County - Kentucky	GW	7	5			
21145	McCracken County - Kentucky	KY	5	7	4	6	2
21147	McCreary County - KY	GW	7	7			
21149	McLean County - Kentucky	GW	4	2			
21151	Madison - KY	NCOA	2	13			
21153	Magoffin County - Kentucky	NCOA	6	4			
21155	Marion County - Kentucky	GW	5	5			
21157	Marshall County - Kentucky	GW	0	3			
21157	Marshall County - Kentucky	KY	2	6	2	1	-1
21159	Martin County - Kentucky	NCOA	9	3			
21161	Mason County - Kentucky	KY	4	4	4	2	-2
21163	Meade County - Kentucky	KY	1	5	4	3	-1
21165	Menifee County - Kentucky	GW	3	2			

FIPS	County	Grantee	# Enrollments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21167	Mercer County - Kentucky	KY	5	4	4	4	0
21167	Mercer County- Kentucky	NCOA	0	0			
21169	Metcalf County - Kentucky	GW	1	3			
21171	Monroe County - Kentucky	GW	2	3			
21173	Montgomery County - Kentucky	NCOA	4	5			
21175	Morgan County - Kentucky	GW	5	5			
21177	Muhlenberg County - Kentucky	GW	7	5			
21179	Nelson County- Kentucky	NUL	2	5			
21181	Nicholas County - Kentucky	NCOA	1	2			
21183	Ohio County - Kentucky	EW	4	3			
21183	Ohio County - Kentucky	KY			3	3	0
21185	Oldham	NUL	0	3			
21187	Owen County - Kentucky	NCOA	1	3			
21189	Owsley County - Kentucky	GW	5	2			
21191	Pendleton County - Kentucky	NCOA	5	3			
21193	Perry -KY	GW	1	5			

FIPS	County	Grantee	# Enrollments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21193	Perry County - Kentucky	KY	2	4	3	4	1
21195	Pike County - Kentucky	KY	3	3	3	0	-3
21195	Pike County - Kentucky	NCOA	9	15			
21197	Powell County - Kentucky	GW	6	3	2	2	0
21199	Pulaski County - Kentucky	GW	15	15			
21201	Robertson County - Kentucky	KY	1	0	0		1
21203	Rockcastle County - KY	GW	5	5			
21205	Rowan County - KY	NCOA	7	6			
21207	Russell County - KY	GW	7	6			
21209	Scott County - Kentucky	NCOA	1	5			
21211	Shelby County - Kentucky	NCOA	0	4			
21213	Simpson County - Kentucky	GW	1	4			
21215	Spencer County- Kentucky	NCOA	0	2			
21217	Taylor County - Kentucky	GW	8	5			
21219	Todd County - Kentucky	GW	3	3			
21221	Trigg County - Kentucky	KY	2	3	3	2	-1
21223	Trimble County - Kentucky	NCOA	1	2			

FIPS	County	Grantee	# Enrollments	PY15 Authorized Positions	State Grantee Authorized Positions	State Grantee Enrollments	State Grantee Variances
21225	Union County - Kentucky	NCOA	0	0			
21227	Warren County - Kentucky	GW	5	8			
21227	Warren County - Kentucky	KY			4	3	-1
21229	Washington County - Kentucky	GW	2	3			
21231	Wayne County - Kentucky	GW	10	6			
21233	Webster County - Kentucky	KY	2	3	3	3	
21235	Whitley County - KY	EW	4	5			
21235	Whitley County - Kentucky	KY			4	3	-1
21237	Wolfe County - Kentucky	GW	5	3			
21239	Woodford County - Kentucky	KY			3	2	1
21239	Woodford County - Kentucky	NCOA	0	0			
					155	124	-31