



Idaho Commission on Aging

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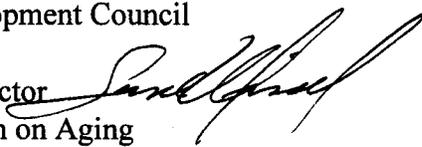
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TRANSMITTAL # 4

MEMORANDUM

DATE: February 23, 2001

TO: Workforce Development Council

FROM: Lupe Wissel, Director 
Idaho Commission on Aging

SUBJECT: The Aging Workforce

Action Requested: Approve on-going funding (at current level) for Idaho's Older Worker Project from State-level WIA funds. Moneys are passed from the Idaho Commission on Aging through the Local Workforce Investment Boards for older worker case management services; services are integrated into the WIA/One-Stop framework. Technical assistance and Training is provided through the Commission on Aging.

Last year, the Workforce Development Council recommended funding the program to develop models that could be used at the local level. While the expectation at that time was to seek subsequent year funding through the Local Boards, the Idaho Commission on Aging is concerned about continuity and long-term stability of its top-ranked program if funding is further fragmented. This concern is underscored by the fact that, this year, no "Request for Proposals" are being issued locally for next year's Adult moneys. Without some on-going funding, the existing network of trained older worker specialists will be lost. On-going state funding would provide continuity and stability.

Justification

- Older persons who lose their jobs experience far more difficulty than other age groups in becoming re-employed (U. S. Bureau of Labor Statistics).
- The numbers of disadvantaged older workers are growing far faster than any other age group (The Urban Institute).

- Idaho's rural areas have an above average share of older people who can no longer depend on agriculture, timber and mining for their support. Funding for older worker employment is in keeping with Idaho's rural economic initiatives.
- Idaho's Older Worker Programs have been regarded as models of coordination and have achieved excellent results. For the past nine years, Idaho's Title V Older Worker Program has consistently ranked 1st or 2nd in the nation for success in placing low-income seniors in jobs off the Program. The 5% JTPA Older Worker Project has also consistently exceeded national job placement and "average wage at placement" goals.
- A "Return on Investment" analysis of the 5% JTPA Older Worker Program indicated that, in just 3.1 months, the Program paid for itself via wages and taxes earned by enrollees who obtained employment as a result of the program.
- Low-income older workers are the most computer illiterate group of workers in a labor market where 70% of jobs in the Year 2000 required computer literacy (U. S. Bureau of Labor Statistics).
- There will be 1.4 million more 55 and older disadvantaged adults in the year 2005 than in 1995.
- There will be three-quarters of a million fewer 25-34 year-olds in the year 2005 than in 1995. (The Aging Baby Boom: Implications for Employment and Training, U. S. Dept. of Labor).
- On-going state level funding will provide continuity; the small, existing network of staff (3.37 FTE) who serves older individuals statewide would be retained.
- A stable case management foundation will provide a base from which ICOA hopes to leverage supplemental funding from non-WIA sources.
- Employment and training programs that meet a workforce need and have proven effective should be supported and enhanced – not eliminated because of the shifting of decision-making from the Federal level to the State level.
- Strategies on how to address the specific physical, educational and training needs of disadvantaged older workers should now be a focus (The Aging Baby Boom: Implications for Employment & Training, U. S. Dept. of Labor).

Background: Historically, employment and training programs for disadvantaged workers have under-served older individuals. Under JTPA, Congress attempted to address this disparity by requiring States to reserve 5% of Adult funds at the State level for this purpose. Idaho's "5% Older Worker Program" was a highly effective model; case managers worked through the One Stop system to coordinate services to seniors with mainstream JTPA program and the Senior Community Service Employment Program.

With the enactment of WIA, the JTPA set-aside for older workers was repealed. Reasons generally cited for its elimination are: (a) The shifting of decision-making from the Federal level to the State and local levels and (b) The principle of universal access.

However, Idaho and other states may still opt to use state-level funds as discussed in the following excerpt from the U. S. Department of Labor publication: *Implications and Opportunities in the Workforce Investment Act for the Senior Community Service Employment Program*, pp. 7 Oct. 1998:

“State Set-Aside Funds. While there are fewer set-aside federal provisions than had existed under JTPA, the WIA does provide states with discretionary funds that can be used for statewide workforce investment strategies, representing an opportunity for developing and expanding services to older workers.

States may reserve up to 15% of their separate adult, youth and dislocated worker WIA allotments to “carry out statewide employment and training activities. The types of activities mentioned in the law as examples include developing exemplary programs, implementing innovated programs for certain populations (e.g., displaced homemakers) or providing “other activities” allowed under the act . . . Set-aside funds could also be used simply to deliver training and employment services to mature, experienced workers. State Units on Aging should consider proposing innovative strategies that can be funded with the state WIA 15% set-aides.”

Additional Information

1. Aging cross-cuts all “special populations” in the same sense that youth cross-cuts special groups. To illustrate, older individuals enrolled this past year in the 5% Older Worker Project had the following characteristics:

Characteristics of Older Individuals Served			
Individuals with Disabilities	26%	Minorities	5%
Long-Term Unemployed	43%	Food Stamp Recipients	14%
Not in Labor Force	30%	Drop-Outs	12%
Lacks Significant Work History	37%	Displaced Homemakers	6%
Math Below the Eight Grade Level	40%	Offenders	3%
Females	75%	Homeless	5%
Veterans	17%	Economic-Disadvantaged	100%
55 Years of Age and Older	100%		

- * 2. Funds would be passed from the Idaho Commission on Aging to each of the six Local Workforce Investment Boards. Each Board would then contract with the One-Stop Operator organization experienced in serving older workers. The Idaho Commission on Aging would retain \$23,090 to provide technical assistance, training and oversight. Area allocations and the amount of case management services to be provided (reflected as a percentage of a full-time position (FTE)) are as follows:

* (current level is defined as “equivalent to 5% of WIA Adult funds.”)

Area	Local Workforce Board	Amount	One-Stop-Operator/Provider	% FTE
I	North Idaho WIB	\$ 34,563	Coeur d'Alene Job Service	54%
II	North Central Idaho WIB	\$ 25,468	Lewiston Job Service	38%
III	WorkSOURCE WIB	\$ 33,546	Area Agency on Aging / Ida-Ore	60%
IV	South Central ID Works!	\$ 26,711	Area Agency on Aging, CSI	55%
V	SE Idaho Works WIB	\$ 25,218	Pocatello Job Service	40%
VI	East Central Idaho Works	\$ 25,037	Area Agency on Aging, EISSA	46%
		\$170,543	Total FTE	2.93%
	Idaho Commission on Aging	\$ 23,090		
		\$193,633		

Other Resources ICOA Brings to the One-Stop System:

Through our marriage of the WIA and Senior Community Service Employment Program (Title V of the Older Americans Act), staff bring a level of coordination that would not otherwise exist:

- Title V provides \$346,728 in direct participant benefits in the form of wages paid to low-income seniors assigned to host sites for work experience and training.
- Title V passes \$31,640 down to local providers for staff wages, training and non-personnel costs.
- Title V provides enrollees to assist in the One-Stop Career system. Currently, seven enrollees are stationed in the One-Stop system, which represents an in-kind contribution of \$45,150.
- ICOA provides expertise in Older Worker employment and training services.

Idaho's Older Worker programs have ranked among the best in the nation for the past nine years. Without on-going WIA support, the network of trained older worker specialists will be lost. On-going WIA support will prevent the fragmentation of this highly successful program.