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State of Florida
Senior Community Service Employment Program
Strategic State Plan
2020-2023

Contents

Purpose	3
Introduction.....	3
I. Economic Projections and Impact	5
II. Service Delivery and Coordination	8
III. Location and Population Served, including Equitable Distribution.....	18
IV. Charts and Tables.....	26
Where SCSEP is Most Needed	
SCSEP Locations	
Equitable Distribution Imbalances	
Long-Term Strategy to Achieve Equitable Distribution	
Eligible SCSEP Population	
Distribution of Eligible SCSEP Population	
Service Disruptions	

Purpose

The purpose of the State Plan is to outline a four-year strategy for the statewide provision of community service employment and other authorized activities for eligible individuals under the Senior Community Service Employment Program (SCSEP). The State Plan is intended to foster both short-term and long-term coordination among various organizations and key stakeholders in promoting and facilitating SCSEP activities.

Section 503 of the Older Americans Act requires the Governor, or the highest government official in each state, to submit a State Plan. The plan must include a four-year strategy for the statewide provision of community service training and other authorized activities. The plan may be submitted as an independent document or as part of the Workforce Innovation and Opportunity Act (WIOA) Unified Plan. The State of Florida's SCSEP State Plan is an independent submission.

Introduction

SCSEP is a community service and work-based job training program for older Americans.

Authorized by the Older Americans Act, the Title V program provides training for low-income, unemployed seniors. The program provides training in part-time community service assignments and assists program participants in developing skills and experience to facilitate their transition to unsubsidized employment.

SCSEP's role in Florida continues to grow. Florida has the highest population percentage of residents age sixty-five or older in the nation; of the estimated nine hundred people moving to Florida daily, more than half are over age sixty. Currently there are approximately 5.5 million residents age sixty and over. By the year 2030, Florida will see that number increase to 7.4 million. The State of Florida has the potential for exponentially larger numbers of older

individuals who are low-income seniors with poor employment prospects and need skills training and experience to successfully enter or re-enter the workforce in Florida. SCSEP continues to be a lifeline for many Floridians who feel that they do not have many employment and training options available to them as they become more advanced in age. Additionally, SCSEP relieves financial strains placed on social service agencies. SCSEP plays an important role in the vitality and health of the Senior population by supporting civic engagement, social participation, providing communication and information, and promoting healthy aging.

Both the process of planning for and the implementation of SCSEP services in the state are included in the State Plan. Eligible individuals and employment opportunities within the state are equitably distributed. The State Plan is intended to foster coordination among the various SCSEP grantees and sub-recipients operating within the state and to facilitate the efforts of stakeholders, including state and local boards, to work collaboratively through a participatory process to accomplish SCSEP's goals. The plan contains the prescribed elements as set forth in Training and Employment Guidance Letter No. 07-19 and 20 CFR 641.302 and 641.325.

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I. Economic Projections and Impact

A. Discuss long-term projections for jobs in industries and occupations in the State that may provide employment opportunities for older workers. (20 CFR 641.302(d)).

Based on the Jobs by Industry Florida report published by the Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research, Florida is expected to see an overall growth of 10.1% for all industries between 2018 and 2026. Per the United States Department of Labor (USDOL) Bureau of Labor Statistics (BLS), healthcare support, healthcare practitioners, and technical occupations are projected to be among the fastest growing occupational groups during the 2016–26 projections decade. Additionally, these occupational groups account for 13 of the 30 fastest growing occupations and are projected to contribute approximately one-fifth of all new jobs by 2026. Occupations are categorized specifically as part of healthcare support offer positions with starting wages above minimum wage and only require high school diplomas or the equivalent.

Factors such as the aging baby-boomer population, longer life expectancies, and growing rates of chronic conditions will drive continued demand for healthcare services. Several occupational groups are projected to experience faster than average employment growth, including personal care and service occupations, community and social service occupations, and computer and mathematical occupations. With the level of skill required for many of these positions, it is reasonable to target these key areas of growth when seeking out training opportunities.

See Section IV, Pages 25-27: Florida Fastest Growing Occupations and Occupations Gaining the Most Jobs

B) Describe how the long-term job projections discussed in the economic analysis section of the strategic plan relate to the types of unsubsidized jobs for which SCSEP participants will be trained and the types of skills training to be provided. (20 CFR 641.302(d)).

Using the Bureau of Workforce Statistics data on fastest growing occupations and occupations gaining the most jobs, the State of Florida SCSEP evaluated which occupations best suit program participants. To do this, five variables were analyzed: the level of skill needed for the occupation; physical demands; availability of training opportunities already established with local not for profit and public agencies; the availability of training opportunities that may be established; and the interest of participants.

Due to the level of skill needed and taking into account existing partnerships and established training opportunities, healthcare, medical billing, and coding, healthcare support, and technical occupations were found to be optimal occupations. Using the same data and current interest by participants, office and clerical jobs were also high on the list and offer growth and employment opportunities to SCSEP participants. To be successful in these industries, you must be detail-oriented, committed to accuracy, empathic, and adaptable. Additionally, competent interpersonal skills and the ability to multitask are necessary for success. A participant should be well-organized, capable of prioritizing, able to problem-solve, and interested in collaborating with teammates and coworkers.

See Section IV, Page 28: Occupation Overview

C. Discuss current and projected employment opportunities in the State (such as by providing information available under Section 515 of the Wagner-Peyser Act (29 U.S.C. 491-2) by occupation), and the types of skills possessed by eligible individuals. (20 CFR 641.325(c)).

In the third quarter of 2018 (the latest available data from the U.S. Census Bureau), the largest share of workers identified as female, age 55 to 99, and were employed in the Health Care and Social Assistance industries. Men of the same age group favored Retail Trades. Additionally, the top industry employers for male and female workers seem to follow the same trends except for the large number of men between age 55 and 64 who remain in the construction and manufacturing trades.

Health Care and Social Assistance industries are expected to grow by nearly twenty thousand new jobs through 2026. Some fields require certifications, but not higher education. The pay for jobs in this industry averages \$10.67 per hour.

The Retail Trade is an industry popular among men and women age 55 to 99. This sector comprises two main types of retailers: store and non-store retailers. Average hourly wages vary depending on specific retail positions. Retail is not an industry expected to have large growth in the employment sector and tends to be heavily seasonally influenced.

See Section IV, Page 30: Popular Industries for Employment by Age

II. Service Delivery and Coordination

A. Provide a detailed description of what actions will be taken to coordinate SCSEP with other programs, including:

- 1. Actions 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. (20 CFR 641.302(g), 641.325(e))*

SCSEP grantees in the state have established meaningful and beneficial partnerships with WIOA Title I programs. The partnerships are initiated locally between Project Directors who are better positioned throughout the state to discuss the needs of SCSEP with local CareerSource locations. Through the development of a Memorandum of Understanding (MOU) between SCSEP and CareerSource, the purpose, roles, and responsibilities as it relates to coordinating and performing activities and services are outlined. A well-defined scope of work is established for the duration of the agreement, and options for executing amendments, oversight and support, assurances, and dispute resolution are addressed in the MOU.

Except for counties where services are unavailable, participants are required to sign up at the local CareerSource. They attend workshops and trainings when applicable to the participant. The SCSEP Project Directors often serve on local workforce boards, and they play an active role in expressing the goals of SCSEP and steps that would contribute to the success of participants.

2. *Actions to coordinate activities of SCSEP grantees with the activities to be carried out in the State under the other titles of the OAA. (20 CFR 641.302(h))*

SCSEP coordinates and networks with many OAA programs that can augment services being provided to or are needed by SCSEP participants. Referrals for supportive services are routinely made when those services cannot be provided through SCSEP. Florida Department of Elder Affairs (DOEA) contracts with Florida's Area Agencies on Aging (AAAs) to provide home and community-based services under the OAA to Florida's elder population. Those services include nutrition assistance and counseling, transportation, legal services, long-term-care planning, housing, and caregiver support. SCSEP participants are invited to participate in health, prevention, and wellness programs such as chronic disease self-management, disease-prevention, and health-promotion services. SCSEP participants are also encouraged to attend forums and training related to prevention of elder abuse, neglect, and exploitation.

When available, SCSEP works with the AAAs to host SCSEP participants. This is mutually beneficial. Training at the AAA provides needed support in the administration of OAA programs. It also exposes participants to the many OAA programs available to them and provides an excellent source of training in case management, customer service, office, and computer skills.

3. *Actions 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 for those with special needs or disabilities. (20 CFR 641.302(i))*

On April 23, 2019, Florida was designated an Age-Friendly State and joined the AARP Network of Age-Friendly States and Communities Network. The Network was established in April 2012 as an affiliate of the World Health Organization Global Network of Age-Friendly Cities and Communities. Florida is the largest state in the nation to join the Network.

Age Friendly is a designation and Livable Florida is the outcome. Livable Florida focuses on 8 domains to make a community livable: Civic Participation & Employment, Community Support & Health Systems, Housing, Transportation, Communication & Information, Respect & Social Inclusion, Social Participation, and Outdoor Spaces & Buildings.

Livable Florida has and will continue to increase the network of organizations with which SCSEP is able to coordinate. Working with Livable Florida, SCSEP can promote the importance and benefits of senior employment and establish connections to public and not-for-profit organizations, faith-based organizations, community action agencies, and task forces allowing SCSEP to connect participants with comprehensive services.

4. *Actions to coordinate SCSEP with other labor market and job training initiatives. (20 CFR 641.302(j))*

SCSEP services are maximized when partnerships are developed with other job training initiatives that may be available in the state. Some current activities to coordinate SCSEP with other labor market and job training initiatives are as follows:

- Acquiring and analyzing labor market statistics;
- Acquiring and analyzing data on growing industries and occupations;
- Acquiring and analyzing employment projections;
- Providing training and employment referrals;
- Organizing and participating in meetings on potential training programs and;
- Co-enrollments in training activities for individuals who meet program qualifications. (20 CFR 641.140)

Analyzing data will help determine the counties in Florida with the most need. Using partnerships including, but not limited to, Area Agencies on Aging, CareerSource, and Livable Florida, SCSEP can identify potential partner organizations within those counties working towards the same goal as SCSEP.

5. *Actions the State 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. (20 CFR 641.335)*

CareerSource Florida provides oversight and policy direction for training and employment services. These services are administered by the Department of Economic Opportunity, Florida's 24 local workforce development boards and their 100 career centers. SCSEP is an active partner in this one-stop delivery system. Though there is a varying degree of cooperation and collaboration based on the programs locally, available one-stop centers provide SCSEP use of equipment, furniture, computers, and meeting spaces. The required

Infrastructure Agreement (TEGL 17-16

https://wdr.doleta.gov/directives/attach/TEGL/TEGL_17-16.pdf) between CareerSource and SCSEP allows for these partnerships to continue, even with budgetary constrictions. SCSEP contributes the proportionate value of space and services utilized and have developed MOUs to ensure a strong working relationship that will benefit older job seekers.

B. Describe the long-term strategy for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment. (20 CFR 641.302(e)) (Alternately, the State may discuss this in the State strategies section of strategic plan if submitting a Combined Plan.)

SCSEP is developing an Age-Friendly Employer designation for the State of Florida. Through this designation, outreach and educational materials will be created and available for the large network of Age-Friendly communities throughout the State, SCSEP contractors, National Grantees located in Florida, and more. DOEA will provide materials (electronically for print) so they may be incorporated in outreach and community engagement plans. Department SCSEP staff and contractors will also work with employers throughout the state to promote the benefits of hiring older workers. The Age-Friendly Employer designation is designed to for SCSEP partners easily promote the benefits and need for senior employment in Florida. The goal is to establish employers that SCSEP participants and older job seekers can utilize to reach their employment goals. For additional information, please see Section II.E.

C. *Describe the long-term strategy for serving minorities under SCSEP. (20 CFR 641.302)*

In accordance with the Older Americans Act, the levels of participation of minorities is elevated to ensure the State's ability to meet the performance expectations established by Congress. The annual Minority Report issued by the Charter Oak Group on behalf of USDOL is used to evaluate service levels. In recent years, it has been reported that minorities achieve employment outcomes equal to those of non-minorities. The State's long-term strategy for serving minority older individuals is to use SPARQ or an approved USDOL reporting and management system and the Minority Report to continuously monitor the service level of minority populations and, to the extent feasible, increase efforts to recruit and enroll additional eligible minorities. The State has been effective in serving minority groups through SCSEP and we will continue to make this a priority.

D. *Provide a list of community services needed and the exact places where these services are most needed. Specifically, the plan must address the needs and location(s) of those individuals most in need of community services and the groups working to meet their needs. (20 CFR 641.330)*

DOEA is looking for community service assignments that work across a broad range of employment skills. Using the SPARQ report for counties of persistent unemployment, seven counties were identified as having persistent unemployment for program years 2016-2018. It has been identified that locating host agencies in these counties is difficult because they are rural. This makes placing participants with suitable host agencies and later finding employment more difficult. The counties facing this challenge include:

- Citrus – State SCSEP Grant
- Gadsden – Federal SCSEP Grant
- Hardee – State SCSEP Grant
- Hendry – Federal SCSEP Grant
- Highlands – State SCSEP Grant
- Putnam – Federal SCSEP Grant
- Sumter – State SCSEP Grant

See Section IV, Page 31-34: Community Service Needs and Occupational Skills

E. *Describe the long-term strategy to improve SCSEP services, including 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. This may include recommendations to the Department as appropriate. (20 CFR 641.302(k))*

The State will work cooperatively with National SCSEP grantees in Florida, Host Agencies, State Agencies, Workforce Development Boards, AAAs, AARP’s Network of Age-Friendly States and Communities, the Livable Florida initiative, and employers through the Age-Friendly Employers to achieve cohesive implementation of SCSEP services. To do this, the Department will take the lead on engaging and establishing relationships, creating materials and making those materials available to the public and to the Departments’ partners. DOEA will develop and make materials available that attract participants. Host Agencies will train DOEA SCSEP participants. DOEA will have a strong focus on employer driven materials to increase community awareness of the aging population and the benefits of hiring older workers, as well as the socioeconomic benefits of senior employment.

The State of Florida does not lack participants or agencies that will host them. We lack employers willing to hire seniors because of negative social stigma. To increase the employment rate, median earning, and length of employment among SCSEP participants the large network

described above is a vital part of the long-term plan. As a Statewide collective, we will start engaging businesses small and large.

Education and outreach are the largest component of Florida's plan to improve SCSEP, but it is not the only one. DOEA is working on new and innovative ways to administer SCSEP and reduce administrative costs. Monies saved will be reinvested in participant wage and fringe benefits and better-quality training. Hands on experience through community service is a vital part of SCSEP; however, there are employment areas that participants are suitable for that require additional training that must be provided through an outside source. DOEA will search for additional funding through grant opportunities that will assist with investing in such trainings. The implementation of this plan is expected to demonstrate positive outcomes in performance and facilitate the continued success of participants of SCSEP.

Per (20 CFR 641.302(k)), the below remarks are suggestions that may improve SCSEP.

1. As in the case of many states, Florida faces the strong possibility of minimum wage increases which will greatly reduce the number of modified positions for all grantees in Florida. It is suggested that SCSEP be a stipend training program. This would allow for an increase to SCSEP services instead of a decrease.

2. As the State SCSEP grantee, DOEA aims to serve the most in need populations who are: severely disabled; frail; age 75 or older; old enough for, but not receiving SS Title II; severely limited employment prospects and living in an area of persistent unemployment; limited English proficiency; low literacy skills; disability; rural; veterans; low employment prospects; failed to find employment after using WIA Title I; and homeless or at risk of homelessness divided by the number of participants who are active on the last day of the reporting period or who exited during the reporting period. Common Measures Employment Rate – 4th Quarter after Exit evaluates continued employment a year or more after a participant has exited SCSEP. While we

are confident many participants will be successful in achieving this target, many will not due to unexpected needs to care for a family member, the severity of their conditions and/or their most in need status. It is suggested returning the metrics to the first and second quarter after exit is a better evaluation of success or failure.

3. Every year we have a large number of undeliverable surveys returned by the U.S. Postal Service. Upon research and phone calls, many of these addresses are verified as correct. SCSEP staff spend days verifying addresses, which we find in many instances are correct, but still not delivered. We repeat this process several times without receiving the level of information we are seeking and making the survey's non-beneficial. It is suggested that we look at new methods for survey delivery.

F. Describe a strategy for continuous improvement in the level of performance for SCSEP participants' entry into unsubsidized employment, and to achieve, at a minimum, the levels specified in OAA Section 513(a)(2)(E)(ii). (20 CFR 641.302(0))

Aside from active initiatives in development, program staff, participants, and Host Agency supervisors are all integral parts of increasing participants' entry into unsubsidized employment. Staff must ensure that participants are assigned to community service employment activities and specialized training based on information discovered during the assessment and as identified in the Individual Employment Plan. Meetings should be held with Host Agency supervisors to discuss training plans that contain meaningful educational activities that will allow participants to advance from subsidized employment to unsubsidized employment. Host agency supervisors can help advance the SCSEP when they understand that the ultimate outcome is placement and the training that they provide will help participants to achieve that goal.

These components are crucial in helping to properly transition participants into unsubsidized

employment. It is equally important for organizations operating the program at the local level to make job development a priority: SCSEP is a partnership between the State, the local recipient, and the participant to work diligently and continually with employers in both the private and public sectors to find meaningful employment.

III. Location and Population Served, including Equitable Distribution

A. *Describe the localities and populations for which projects of the type authorized by Title V are most needed. (20 CFR 641.325(d))*

Currently 66 of Florida's 67 counties are benefiting from SCSEP services. Lafayette County is not provided service by the State of Florida SCSEP Grantee or National SCSEP Grantees. The Local Area Unemployment Statistics by County Chart (see attachment), provides information on the labor force, employment level, unemployment level, and the unemployment rate. This report is essential in identifying where projects of this type are most needed based on high unemployment rates. The Florida counties with the highest unemployment rates in 2018 were: Washington County, Walton County, Wakulla County, Volusia County, Taylor County, and Union County with an unemployment rate of 4.5% or higher. Suwannee County, Sumter County, Sarasota County, Seminole County, Santa Rosa County, St. Lucie County, Putnam County, St. Johns County, Pinellas County, and Polk County all have an unemployment rate of over 4% and < 4.5% than the 2018 average in the State of Florida.

Using the Elder Needs Index (ENI) produced by DOEA, we identified six counties that have populations age 55 and older where 25% or more of the population were at 125% of the federal poverty level.

It was previously projected that the localities and populations that have the greatest need for the program will be those with higher concentrations of low-income seniors. Data from the program

year 2016 Equitable Distribution Report, which was issued by the USDOL in February 2016, was used to support our position.

It was determined that an emphasis should remain on the six counties (Lafayette, Madison, Hendry, Miami-Dade, Holmes, and Bradford) with populations age 55 and older where 25% or more of the population were at 125% of the federal poverty level, but that secondary efforts should be made in the counties identified as having an unemployment rate of 4.5% or higher due to the aging populations that will soon meet the criteria of age 55 and over that will reside in these counties.

See Section IV, Page 35-36: Localities Where SCSEP is Most Needed and Labor Force Data by County

B. List the cities and counties where the SCSEP project will take place. Include the number of SCSEP authorized positions and indicate if and where the positions changed from the prior year.

The State SCSEP operates the program in 34 of Florida's 67 counties. In those 34 counties, the Department requires that all cities, both rural and urban located within the county benefit from SCSEP services. The Project Site Office location does not determine where in the county a participant may reside to receive services.

See Section IV, Page 37: County Positions Authorized for State of Florida SCSEP Grant

C. Describe any current slot imbalances and proposed steps to correct inequities to achieve equitable distribution.

DOEA has identified several counties that have been over or under enrolled since Quarter One of Program Year 2018 through Quarter Two of Program Year 2019. This does not appear to be linked to population growth or decline in counties throughout the State.

According to World Population Review (WPR), there are multiple counties in Florida that have experienced significant population growth since the 2010 Census until estimates were taken in 2015 of the population by county. There are several counties that have seen population increases of at least 10%, with the top two counties posting population increases exceeding 20%. Sumter County had the highest growth rate, recorded at over 26%, with Osceola County trailing behind at just over 20%. Other Florida counties that posted population increases include: Broward, Lee, and Collier counties to the south; Santa Rosa, Okaloosa, and Walton counties in the Panhandle; and Polk, Orange, and Lake counties in Central Florida.

There were fewer counties that saw declines in population, with none coming even close to the top percentages seen in the growing counties. The largest decline in population between 2010 and 2015 occurred in Bradford County, with a 5.64% decline, followed by other counties along the northern border of the state, including Holmes, Leon, Madison, and Jefferson counties.

<http://worldpopulationreview.com/states/florida-population/>,

Comparing this information with data from the ENI, we found no correlation between population growth and individuals residing in the county that are age 55 or older and at 125% of the federal

poverty level. In fact, Sumter County, which reported the largest increase in population, noted that 10% or less of its population to be at 125% of the federal poverty level. Osceola County, which had the second largest increase in population, has averaged a deficit of 5 or more enrolled SCSEP participants. Miami-Dade County, which reported 10% in population growth, currently has the highest population (27%) of individuals residing in the county that are age 55 or older and at 125% of the federal poverty level.

Sumter County hosts a large retirement community which has been a contributor to much of the growth. While residents live in everything from homes to condos, this area is generally more affluent. Miami–Dade County residents are an aging population. This largely Hispanic population tend to be a baby boomer population and are likely 125% of the poverty level prior to turning 55 years of age or retirement.

To fairly assess why we have slot imbalances, we compared six Quarters of Equitable Distribution (Quarter one 2018 through Quarter two 2019), the ENI, and population growth rates of Florida counties. DOEA would like to adjust its distribution of participants based on this data.

See Section IV, Page 38: Authorized Position Redistribution by County

D. Explain the State's long-term strategy for achieving an equitable distribution of SCSEP positions within the State that:

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

The SCSEP grantees in the state convene each year to discuss the distribution of SCSEP positions in the state. This meeting is used to determine how the positions should be adjusted in each county to gain the most fair and equitable alignment of slots.

SCSEP positions are allocated among the state grantee and national SCSEP sponsors operating in the state and include; DOEA, AARP Foundation, National Caucus and Center on the Black Aged (NCBA), and National Urban League (NUL)).

- i. The State will equitably serve rural and urban areas. The equitable distribution formula released by the Department of Labor is used as the primary methodology to ensure that all of Florida's rural and urban counties are served equitably without consideration of geographic location; and
- ii. The State will continue to ensure that in selecting eligible individuals for participation in SCSEP, priority is given to individuals who have one or more of the following characteristics (priority for service under 20 CFR 641.520, 641.302(a), 641.365, and 641.520.

- (1) Are 65 years of age or older;
- (2) Have a disability;
- (3) Have limited English proficiency or low literacy skills;
- (4) Reside in a rural area;
- (5) Are veterans (or, in some cases, spouses of veterans);
- (6) Have low employment prospects;
- (7) Have failed to find employment after using services provided through the One-Stop delivery system; or
- (8) Are homeless or are at risk for homelessness.

Please also see Section III.C.

E. *Provide the ratio of eligible individuals in each service area to the total eligible population in the State. (20 CFR 641.325(a))*

To determine eligible individuals, you must know age, income, and employment status. A reliable data source is not available to determine if all individuals that meet age and income levels are also unemployed. The chart below provides the percentage of suspected eligible individuals for the State of Florida and by Florida counties in which the Florida SCSEP operates.

See Section IV, Page 39: Eligible Individuals Per Count by Age and Income

F. *Provide the relative distribution of eligible individuals who:*

1. Reside in urban and rural areas within the State.
2. Have the greatest economic need.
3. Are minorities.
4. Are limited English proficient.
5. Have the greatest social need. (20 CFR 641.325(b))

DOEA has determined that all counties in Florida have a large number of social needs. The rural population experiences the same barriers as the urban population when we are looking at transportation or language. Social isolation is an issue in Florida and DOEA is working to address this issue through the Livable Florida initiative and other programs.

Source: U.S. Census 2011-2015 American Community Survey
https://www.lep.gov/maps/2015/county/FL_cnty_LEP.ACS_5yr.2015.pdf

See Section IV, Page 40-41: Relative Distribution of Eligible Individuals

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

It is understood that program changes are inevitable and when implemented at the federal or state level, proactive steps should be taken to ensure that program participants are not negatively impacted. Participants are given both verbal and written notifications regarding what these changes mean for them along with steps they must take to avoid service interruption. Primary consideration is given to participants by working closely with them about administrative decisions. Unsubsidized employment is the optimum method for avoiding disruptions to participants enrolled in the program and this policy is applied to the greatest extent possible. It is not anticipated that participants will be terminated for purposes of moving positions to coincide with census data; rather, increased efforts will be made to assist participants through other local SCSEP sponsors or to aggressively work with participants to secure unsubsidized employment. The following steps will be taken to comply with the requirement to avoid disruption of services to SCSEP participants:

1. Service gaps will be addressed through attrition, which could be through unsubsidized employment, self-withdrawal from the program, illness, or death.
2. Participants will not be arbitrarily terminated from the program to address a decrease in county or state authorized positions.

Requirements for Submission of State Plans:

Advice and Public Comment: SCSEP State grantees must make the four-year State Plan available for public comment before submission. The Governor, or his or her designee, should follow established state procedures to solicit and collect public comments on the State Plan (20 CFR 641.350) and must seek the advice and recommendations of the following organizations and individuals with expertise in older workers issues (20 CFR 641.315):

- Representatives of the State and area agencies on aging;
- State and local boards under WIOA;
- Public and private nonprofit agencies and organizations providing employment services, including each grantee operating a SCSEP project within the State, except as provided under section 506(a)(3) of OAA and 20 CFR 641.320(b)-,
- Social service organizations providing services to older individuals;
- Grantees under Title III of OAA;
- Affected communities;
- Unemployed older individuals;
- Community-based organizations serving older individuals; Business organizations; and Labor organizations.

The State Plan must describe the procedures used to obtain such advice and public comments, including the timeline for ensuring an open and inclusive planning process (20 CFR 641.325(f)-(g)), as well as the public comments received and a summary of the comments (20 CFR 641.325(h)). National grantees also have planning responsibilities and must coordinate with state grantees in the states where they operate except as provided at 20 CFR 641.320(b).

Public Comment Process:

1. Email State partners to notify them that the State Plan will be publicly posted for review and comment.
2. Post the notice of public comment to the Florida Administrative Registry. This provides the location, time, and contact information for questions.
3. Post a Notice of Public Comment to the Department of Elder Affairs Website News Feed.
4. Post a copy of the State Plan to the SCSEP webpage with the email used to provide public comment.
5. Provide two weeks for public comment.

IV. Charts and Tables

Section I.A.

Florida Fastest Growing Occupations							
Rank	Occupation Title	2018 Employment	2026 Employment	Growth	Median Wage	Florida Education Level	Bureau of Labor Statistics Education Level
1	Home Health Aide	28233	38481	10248	\$ 10.97	Postsecondary non-degree award	High School Diploma or GED
2	Personal Care Aides	28325	36677	8352	\$ 10.36	Postsecondary non-degree award	High School Diploma or GED
3	Medical Assistants	55271	70624	15353	\$ 15.07	Postsecondary non-degree award	Postsecondary non-degree award
4	Information Security Analyst	5160	6489	1329	\$ 39.73	Postsecondary non-degree award	Bachelor's Degrees
5	Diagnostic Medical Sonographers	5877	7207	1330	.079	Postsecondary non-degree award	Associate degree
6	Massage Therapist	14256	17457	3201	\$ 19.30	Postsecondary non-degree award	Postsecondary non-degree award
7	Phlebotomist	8358	10124	1766	\$ 14.58	Postsecondary non-degree award	Postsecondary non-degree award

Florida Fastest Growing Occupations							
Rank	Occupation Title	2018 Employment	2026 Employment	Growth	Median Wage	Florida Education Level	Bureau of Labor Statistics Education Level
8	Veterinary Assistants and Laboratory Animal Care Takers	5535	6697	1162	\$ 11.68	Postsecondary non-degree award	High School Diploma or GED
9	Medical Secretaries	22673	27137	4464	\$ 15.37	Postsecondary non-degree award	High School Diploma or GED
10	Dental Assistants	19053	22398	3345	\$ 17.84	Postsecondary non-degree award	Postsecondary non-degree award

Source: Bureau of Workforce Statistics and Economic Research, 2018-2026 Employment Projections.

Occupations Gaining the Most Jobs							
Rank	Occupation Title	2018 Employment	2026 Employment	Growth	Median Wage	Florida Education Level	Bureau of Labor Statistics Education Level
1	Customer Service Representatives	248574	272938	24364	\$ 10.97	Postsecondary non-degree award	High School Diploma or GED
2	Medical Assistants	55271	70624	15353	\$ 10.36	Postsecondary non-degree award	High School Diploma or GED
3	Cooks, Restaurant Workers	107889	122507	14618	\$ 15.07	Postsecondary non-degree award	Postsecondary non-degree award

Occupations Gaining the Most Jobs							
Rank	Occupation Title	2018 Employment	2026 Employment	Growth	Median Wage	Florida Education Level	Bureau of Labor Statistics Education Level
4	Nursing Assistants	97861	111598	13737	\$ 39.73	Postsecondary non-degree award	Bachelor's Degrees
5	Maintenance and Repair Workers, General	96410	107532	11122	.079	Postsecondary non-degree award	Associate degree
6	Home Health Aides	28233	38481	10248	\$ 19.30	Postsecondary non-degree award	Postsecondary non-degree award
7	Sales Representatives, Wholesale and Manufacturing, Except Technical	105483	115604	10121	\$ 14.58	Postsecondary non-degree award	Postsecondary non-degree award
8	Firstline Supervisors or Retail Sales Workers	118312	127637	9325	\$ 11.68	Postsecondary non-degree award	High School Diploma or GED
9	Carpenters	71619	80512	8893	\$ 15.37	Postsecondary non-degree award	High School Diploma or GED
10	Heavy and Tractor Trailer Truck Drivers	91114	99917	8803	\$ 17.84	Postsecondary non-degree award	Postsecondary non-degree award

Source: Bureau of Workforce Statistics and Economic Research, 2018-2026 Employment Projections.

Section I.B.

Occupation Overview				
Occupation	Average Hourly Pay	Job Growth	Description	Training
Personal Care Aide	\$10.36	8,081 positions	<p>Also called homemakers, caregivers, companions, and personal attendants—provide clients with companionship and help with daily tasks. They are often hired in addition to healthcare or social workers who may visit a client’s home, such as hospice workers. Personal care aides perform tasks that are like those of home health aides. However, personal care aides cannot provide any type of medical service, whereas home health aides may provide basic medical services.</p>	<p>Usually, formal education is not required. However, employers may prefer personal care aides to have a high school diploma or the equivalent. They are typically trained on the job by registered nurses, their direct employer, or another personal care aide.</p>
Customer Service Representative	\$14.32	24,364 positions	<p>Acts as the liaison between customers and the company. They answer customer questions, resolve customer complaints, and address emergency issues.</p>	<p>Customer service representatives typically need a high school diploma or equivalent and receive on the job training to learn the specific skills needed for the job. They should be good at communicating and interacting with people and have some experience using computers.</p>
Receptionist and Information Clerks	\$13.21	11,130 positions	<p>Perform administrative support tasks such as proofreading, transcribing handwritten information, or operating calculators or computers to work with pay records, invoices, balance sheets, or other documents. Transmit information or documents to customers using computer, mail, or facsimile machine.</p>	<p>An individual may not need any formal qualifications to start work as a receptionist, although some employers will prefer, they have basic skills such as the ability to use the internet and email.</p>

Occupation Overview				
Occupation	Average Hourly Pay	Job Growth	Description	Training
Billing and Posting Clerks	\$16.55	5,857 positions	Billing and posting clerks compile, compute, and record billing, accounting, statistical, and other numerical data for billing purposes. Prepare billing invoices for services rendered or for delivery or shipment of goods.	Billing clerk positions require at least a high school diploma or equivalent. Many employers will train new hires on the job if they show an aptitude for numbers and possess strong organizational skills.
Home Health Aides	\$10.97	10, 248 positions	Monitor patient condition by observing physical and mental condition, intake and output, and exercise. Support patients by providing housekeeping and laundry services; shopping for food and other household requirements; preparing and serving meals and snacks; running errands.	Certification. Home health aides may look to the National Association for Home Care & Hospice (NAHC) to become certified. To earn their credentials, applicants must complete 75 hours of training, demonstrate their skills, and pass a written examination.
Medical Secretary	\$15.37	4,464 positions	Type correspondence and reports, maintain files, pay vendors, handle insurance forms, and bill patients. Medical secretaries interact with the public throughout the day, taking phone calls, scheduling appointments, and greeting patients.	Medical secretaries need a minimum of a certificate or an associate degree from a vocational school or community college. Certificate programs usually take less than a year and qualify individuals for an entry-level job. Typical classes include communications, business math, medical procedures, and medical computer programs.

Section I.C.

Popular Industries for Employment by Age								
State	Industry Code	Industry	Gender	Age Group	Year	Quarter	Employed	Average Earnings Monthly
Florida	62	Health Care and Social Assistance	Female	55-64	2018	3	158274	4009
Florida	44-45	Retail Trade	Female	55-64	2018	3	81453	2334
Florida	61	Educational Services	Female	55-64	2018	3	72110	3127
Florida	72	Accommodation and Food Services	Female	55-64	2018	3	47657	2137
Florida	54	Professional, Scientific, and Technical Support	Female	55-64	2018	3	46655	5217
State	Industry Code	Industry	gender	Age Group	Year	Quarter	Employed	Average Earnings Monthly
Florida	44-45	Retail Trade	Male	65-99	2018	3	74945	3854
Florida	23	Construction	Male	65-99	2018	3	69133	5020
Florida	31-33	Manufacturing	Male	65-99	2018	3	57232	6457
Florida	56	Administrative and Support Waste	Male	65-99	2018	3	56999	4124
Florida	62	Health Care and Social Assistance	Male	65-99	2018	3	50959	8503
State	Industry Code	Industry	gender	Age Group	Year	Quarter	Employed	Average Earnings Monthly
Florida	62	Health Care and Social Assistance	Female	55-64	2018	3	49001	3180
Florida	44-45	Retail Trade	Female	55-64	2018	3	36157	1748
Florida	61	Educational Services	Female	55-64	2018	3	20539	2646
Florida	72	Accommodation and Food Services	Female	55-64	2018	3	17460	1837
Florida	54	Administrative Support and Waste	Female	55-64	2018	3	16513	2301
State	Industry Code	Industry	gender	Age Group	Year	Quarter	Employed	Average Earnings Monthly
Florida	44-45	Retail Trade	Male	65-99	2018	3	37265	2614
Florida	23	Administrative Support and Waste	Male	65-99	2018	3	25035	3249
Florida	31-33	Health Care and Social Assistance	Male	65-99	2018	3	21881	7242
Florida	56	Construction	Male	65-99	2018	3	21658	4414
Florida	62	Professional, Scientific, and Technical Support	Male	65-99	2018	3	21282	8096

U.S. Census Bureau, Local Employment Dynamics, Quarterly Workforce Indicators, 2018 QWI
<https://ledextract.ces.census.gov/static/data.html>

Section II.D.

Community Service Needs	
Community Services Needed	Places Where These Services are Most Needed
Office Support	SCSEP Offices One Stop Career Centers Councils on Aging State and Local Governments Police Departments
Community and Social Services	Community Action Agencies American Red Cross Association of Retarded Citizens Boys and Girls Clubs Housing Authority Goodwill Habitat for Humanity Community Centers Salvation Army Senior Centers United Way Humane Society Nutrition Centers Catholic Charities Urban League
Health Care	Health Care Centers Community Health Agencies Home Care Centers
Education, Training, and Library	Day Care Centers Public Libraries Public Schools

Occupational Skills		
Occupation Title	Job Summary	Education Requirements
Office and Administrative Support Occupations	Secretaries and Administrative Assistants; Receptionists; Postal Service Workers; Police, Fire, and Ambulance Dispatchers; Material Recording Clerks; General Office Clerks; Financial Clerks; Customer Service Representatives; Bill and Account Collectors	High School Diploma or Equivalent
	Bookkeeping; Accounting; and Auditing Clerks	Some College, No Degree
	Desktop Publisher	Associate Degree
Sales and Related Occupations	Cashier, Retail Sales Workers	No Formal Educational Credentials
	Advertising Sales Agents; Insurance Sales; Real Estate Brokers and Agents; Travel Agents	High School Diploma or Equivalent
	Wholesale and Manufacturing Sales Representative	
Food Preparation and Serving Related Occupations	Chefs and Head Cooks	Other
	Bartenders; Cooks; Food and Beverage Serving and Related Workers; Food Preparation; Servers	No Formal Education Credentials
Transportation and Material Moving Occupations	Hand Laborers and Material Movers; Taxi; Ride Sharing and Chauffeur	No Formal Education Credentials
	Bus Drivers; Delivery Truck Drivers and Driver/Sales Workers; Flight Attendants; Railroad Workers	High School Diploma or Equivalent
	Heavy and Tractor Trailer Truck Drivers	Postsecondary Nondegree Award
Healthcare Practitioners and Technical Occupations	Home Health Aides and Personal Care Aides; Opticians; Pharmacy Technicians; Veterinary Assistants and Laboratory Animal Caretakers	High School Diploma or Equivalent
	Dental Assistants; EMTs and Paramedics; Licensed Practical and Licensed Vocational Nurses; Massage Therapists; Medical Assistants; Medical Records and Health Information Technicians; Phlebotomists; Surgical Technologists	Postsecondary Nondegree Award

	Diagnostic Medical Sonographers, Cardiovascular Technologists, and Technicians. This includes: Vascular Technologists; Nuclear Medicine Technologists; Radiation Therapists; Radiologic and MRI Technologists; Respiratory Therapists; and Veterinary Technologists and Technicians	Associate Degree
Occupational Skills		
Occupation Title	Job Summary	Education Requirements
Education and Training Occupations	Teacher Assistants	Some College, No Degree
	Preschool Teachers	Associate Degree
Management Occupations	Farmers, Ranchers, and Other Agricultural Managers; Food Service Managers; Lodging Managers; Property, Real Estate, and Community Association Managers	High School Diploma or Equivalent
Construction and Extraction Occupations	Drywall and Ceiling Tile Installers and Tapers; Flooring Installers and Tile and Marble Setters; Painters; Construction and Maintenance; Roofers	No Formal Education Credentials
	Boilermakers; Carpenters; Construction and Building Inspectors; Construction Equipment Operators; Electricians	High School Diploma or Equivalent
Installation, Maintenance, and Repair Occupations	Automotive Body and Glass Repairers; Diesel Service Technicians and Mechanics; General Maintenance and Repair Workers; Heavy Vehicle and Mobile Equipment Service Technicians; Industrial Machinery Mechanics; Machinery Maintenance Workers, and Millwrights; Line Installers and Repairers; Telecommunications Equipment Installers and Repairers	High School Diploma or Equivalent
		Postsecondary Nondegree Award
	Automotive Service Technicians and Mechanics; Heating, Air Conditioning, and Refrigeration Mechanics and Installers Medical Equipment Repairers	Associate degree
Retail Sales and Related Occupations	Cashiers; Retail Sales Workers; Advertising Sales Agents; Insurance Sales; Real Estate Brokers and Agents; Travel Agents	No Formal Education Credentials
		High School Diploma or Equivalent
Basic Skills Possessed by Eligible Individuals		

Interpersonal Communication; Verbal and Written Communication; Math Literacy; Time Management; Product Knowledge; Telephone Etiquette; Customer Service; Dispute Resolution; Basic Computer Knowledge; Attention to Detail; Basic Computer Knowledge; Time Management; Resourcefulness; Detail-Oriented; Efficient; Flexible; Special License or Certification

<https://www.bls.gov/ooh/home.htm>

Section III.A.

Localities Where SCSEP is Most Needed			
County	Population 55+	Below 125% of Poverty Level	Percentage
Lafayette County	2054	717	35%
Madison County	5849	1670	29%
Hendry County	9000	2505	28%
Miami-Dade County	724335	192644	27%
Holmes County	6205	1600	26%
Bradford County	7836	1920	25%

Labor Force Data by County, 2018 Annual Averages					
County Name/State Abbreviation	Year	Labor Force	Employed	Unemployed	Unemployment (%)
Alachua County, FL	2018	137,339	132,846	4,493	3.3
Baker County, FL	2018	11,869	11,467	402	3.4
Bay County, FL	2018	89,251	85,703	3,548	4.0
Bradford County, FL	2018	11,304	10,933	371	3.3
Brevard County, FL	2018	276,558	266,812	9,746	3.5
Broward County, FL	2018	1,036,212	1,001,293	34,919	3.4
Calhoun County, FL	2018	5,082	4,873	209	4.1
Charlotte County, FL	2018	70,953	68,108	2,845	4.0
Citrus County, FL	2018	47,799	45,314	2,485	5.2
Clay County, FL	2018	106,276	102,789	3,487	3.3
Collier County, FL	2018	177,351	171,255	6,096	3.4
Columbia County, FL	2018	29,540	28,434	1,106	3.7
DeSoto County, FL	2018	13,955	13,419	536	3.8
Dixie County, FL	2018	5,773	5,529	244	4.2
Duval County, FL	2018	487,844	470,411	17,433	3.6
Escambia County, FL	2018	145,298	140,151	5,147	3.5
Flagler County, FL	2018	47,077	45,173	1,904	4.0
Franklin County, FL	2018	4,840	4,673	167	3.5
Gadsden County, FL	2018	18,500	17,654	846	4.6
Gilchrist County, FL	2018	6,869	6,611	258	3.8
Glades County, FL	2018	5,206	4,998	208	4.0
Gulf County, FL	2018	6,122	5,852	270	4.4
Hamilton County, FL	2018	4,296	4,114	182	4.2
Hardee County, FL	2018	8,789	8,322	467	5.3
Hendry County, FL	2018	15,599	14,652	947	6.1
Hernando County, FL	2018	70,465	67,280	3,185	4.5
Highlands County, FL	2018	36,472	34,716	1,756	4.8
Hillsborough County, FL	2018	735,690	710,804	24,886	3.4

Labor Force Data by County, 2018 Annual Averages

County Name/State Abbreviation	Year	Labor Force	Employed	Unemployed	Unemployment (%)
Holmes County, FL	2018	6,983	6,706	277	4.0
Indian River County, FL	2018	65,104	62,318	2,786	4.3
Jackson County, FL	2018	17,542	16,846	696	4.0
Jefferson County, FL	2018	5,582	5,373	209	3.7
Lafayette County, FL	2018	2,847	2,756	91	3.2
Lake County, FL	2018	155,273	149,818	5,455	3.5
Lee County, FL	2018	342,684	331,050	11,634	3.4
Leon County, FL	2018	154,655	149,478	5,177	3.3
Levy County, FL	2018	16,926	16,277	649	3.8
Liberty County, FL	2018	2,643	2,543	100	3.8
Madison County, FL	2018	7,348	7,062	286	3.9
Manatee County, FL	2018	177,777	171,752	6,025	3.4
Marion County, FL	2018	135,746	129,921	5,825	4.3
Martin County, FL	2018	74,159	71,563	2,596	3.5
Miami-Dade County, FL	2018	1,383,302	1,330,023	53,279	3.9
Monroe County, FL	2018	45,307	44,120	1,187	2.6
Nassau County, FL	2018	39,910	38,629	1,281	3.2
Okaloosa County, FL	2018	96,270	93,435	2,835	2.9
Okeechobee County, FL	2018	17,697	17,037	660	3.7
Orange County, FL	2018	750,160	726,303	23,857	3.2
Osceola County, FL	2018	177,919	171,463	6,456	3.6
Palm Beach County, FL	2018	731,004	704,955	26,049	3.6
Pasco County, FL	2018	231,983	223,077	8,906	3.8
Pinellas County, FL	2018	492,704	476,541	16,163	3.3
Polk County, FL	2018	298,759	286,603	12,156	4.1
Putnam County, FL	2018	27,097	25,794	1,303	4.8
St. Johns County, FL	2018	127,595	123,928	3,667	2.9
St. Lucie County, FL	2018	142,635	136,390	6,245	4.4
Santa Rosa County, FL	2018	80,654	77,976	2,678	3.3
Sarasota County, FL	2018	188,038	181,707	6,331	3.4
Seminole County, FL	2018	254,438	246,363	8,075	3.2
Sumter County, FL	2018	31,241	29,649	1,592	5.1
Suwannee County, FL	2018	18,286	17,608	678	3.7
Taylor County, FL	2018	8,735	8,399	336	3.8
Union County, FL	2018	4,670	4,511	159	3.4
Volusia County, FL	2018	253,439	243,967	9,472	3.7
Wakulla County, FL	2018	14,767	14,307	460	3.1
Walton County, FL	2018	30,644	29,698	946	3.1
Washington County, FL	2018	9,920	9,541	379	3.8

<https://www.bls.gov/lau/#cntyaa>

Section III.B.

County Positions Authorized for State of Florida SCSEP Grant			
Florida County	Authorized Position PY 2018	Florida County	Authorized Position PY 2019
Alachua	16	Alachua	16
Broward	29	Broward	29
Charlotte	26	Charlotte	26
Citrus	5	Citrus	5
Clay	5	Clay	5
Collier	36	Collier	36
DeSoto	5	DeSoto	5
Duval	8	Duval	8
Flagler	10	Flagler	10
Hardee	3	Hardee	3
Hernando	4	Hernando	4
Highlands	6	Highlands	6
Hillsborough	48	Hillsborough	48
Indian River	4	Indian River	4
Lee	26	Lee	26
Leon	8	Leon	8
Levy	4	Levy	4
Manatee	13	Manatee	13
Marion	5	Marion	5
Martin	7	Martin	7
Miami-Dade	60	Miami-Dade	61
Okeechobee	4	Okeechobee	4
Orange	16	Orange	16
Osceola	9	Osceola	9
Palm Beach	37	Palm Beach	37
Pinellas	14	Pinellas	14
Polk	9	Polk	9
St. Johns	5	St. Johns	5
St. Lucie	14	St. Lucie	14
Sarasota	4	Sarasota	4
Seminole	20	Seminole	20
Sumter	6	Sumter	6
Taylor	2	Taylor	2
Volusia	14	Volusia	14
<u>TOTAL</u>	482	<u>TOTAL</u>	483

Section III.C.

Authorized Position Redistribution by County		
County	State Authorized Positions Per County	County Position Redistribution
Alachua	16	-2
Broward	29	-2
Charlotte	26	
Citrus	5	-2
Clay	5	-1
Collier	36	-10
DeSoto	5	
Duval	8	
Flagler	10	-6
Hardee	3	
Hernando	4	
Highlands	6	
Hillsborough	48	
Indian River	4	
Lee	26	8
Leon	8	
Levy	4	
Manatee	13	
Marion	5	-2
Martin	7	
Miami-Dade	61	-5
Okeechobee	4	
Orange	16	20
Osceola	9	-5
Palm Beach	37	-8
Pinellas	14	10
Polk	9	10
St. Johns	5	-2
St. Lucie	14	-6
Sarasota	4	
Seminole	20	-6
Sumter	6	-3
Taylor	2	
Volusia	14	12

Section III.E.

Eligible Individuals Per Count by Age and Income			
County	Population 55+	Below 125% of Poverty Level - Eligible Individuals in Each Service Area	Percentage of Individuals 125% of Federal Poverty Level by County
Florida Total	5,464,530	886,740	16%
Alachua County	61515	9427	15%
Broward County	533608	92795	17%
Charlotte County	94020	12267	13%
Citrus County	72027	11158	15%
Clay County	55425	5744	10%
Collier County	153703	15650	10%
DeSoto County	11418	2414	21%
Duval County	228998	36658	16%
Flagler County	46087	5330	12%
Hardee County	6612	1398	21%
Hernando County	74100	10971	15%
Highlands County	47156	8521	18%
Hillsborough County	337996	56460	17%
Indian River County	67260	8274	12%
Lee County	284586	36504	13%
Leon County	64295	7007	11%
Levy County	15349	3666	24%
Manatee County	145435	17559	12%
Marion County	141695	22206	16%
Martin County	68827	7798	11%
Miami-Dade County	724335	192644	27%
Okeechobee County	12251	2710	22%
Orange County	280455	46686	17%
Osceola County	74924	13450	18%
Palm Beach County	505219	68659	14%
Pinellas County	363160	56028	15%
Polk County	206659	33018	16%
St. Johns County	74095	7251	10%
St. Lucie County	107892	17733	16%
Sarasota County	200180	21694	11%
Seminole County	121672	15568	13%
Sumter County	80246	7677	10%
Taylor County	6667	1250	19%
Volusia County	196663	30565	16%

Florida Department of Elder Affairs Elder Needs Index

Section III.F

Relative Distribution of Eligible Individuals

County / State	Population 55+	Below 125% of Poverty Level - Eligible Individuals	Percentage of Individuals 125% of Federal Poverty Level / State Average	USDA Rural Counties / State	ACS Data LEP 2015 Data Language Spoken at Home (Spanish)	State Program Year 2017 Minority Report - Census Data
Florida	5,164,530	886,740	15%	13		42.90%
Alachua County	61515	9427	15%			
Broward County	533608	92795	17%		62%	
Charlotte County	94020	12267	13%			
Citrus County	72027	11158	15%	x		
Clay County	55425	5744	10%			
Collier County	153703	15650	10%			
DeSoto County	11418	2414	21%	x		
Duval County	228998	36658	16%			
Flagler County	46087	5330	12%	x		
Hardee County	6612	1398	21%	x		
Hernando County	74100	10971	15%			
Highlands County	47156	8521	18%	x		
Hillsborough County	337996	56460	17%		81%	
Indian River County	67260	8274	12%			
Lee County	284586	36504	13%			
Leon County	64295	7007	11%			
Levy County	15349	3666	24%	x		
Manatee County	145435	17559	12%	x		
Marion County	141695	22206	16%			
Martin County	68827	7798	11%			
Miami-Dade County	724335	192644	27%		90%	
Okeechobee County	12251	2710	22%	x		
Orange County	280455	46686	17%	x	70%	
Osceola County	74924	13450	18%	x		
Palm Beach County	505219	68659	14%	x	62%	
Pinellas County	363160	56028	15%			
Polk County	206659	33018	16%			
St. Johns County	74095	7251	10%			
St. Lucie County	107892	17733	16%			
Sarasota County	200180	21694	11%			
Seminole County	121672	15568	13%			

Relative Distribution of Eligible Individuals

County / State	Population 55+	Below 125% of Poverty Level - Eligible Individuals	Percentage of Individuals 125% of Federal Poverty Level / State Average	USDA Rural Counties / State	ACS Data LEP 2015 Data Language Spoken at Home (Spanish)	State Program Year 2017 Minority Report - Census Data
Sumter County	80246	7677	10%	x		
Taylor County	6667	1250	19%	x		
Volusia County	196663	30565	16%			