

**SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM**  
**STATE PLAN**  
**VIRGINIA DEPARTMENT FOR AGING AND REHABILITATIVE SERVICES**  
**COMMONWEALTH OF VIRGINIA**

**Program Years 2012 - 2015**

**INTRODUCTION TO THE PLAN**

The Virginia Department for Aging and Rehabilitative Services (DARS), which administers the state's Senior Community Service Employment Program (SCSEP), is responsible for taking the lead role to complete a SCSEP State Plan. This plan is required by the 2006 Older Americans Act (OAA) Amendments, signed into law by the President on October 17, 2006. The OAA amendments require the governor or designee to submit a State Plan that includes a four-year strategy for the statewide provision of community service training and other activities for eligible individuals under the SCSEP. The State Plan is intended to foster both short-term and long-term coordination among the various national and state SCSEP grantees and sub-recipients operating within the State. It is intended to facilitate the efforts of key stakeholders to work collaboratively through a participatory process to accomplish the SCSEP's goals.

SCSEP is the only federally sponsored employment and training program targeted to unemployed, low-income older Americans age 55 and older who have poor employment prospects. Individuals served by the program receive training through part-time service oriented positions at public or not-for-profit agencies in their communities while earning minimum wage. The program subsidizes these part-time community service positions. The program has dual goals of promoting community service and helping participants achieve economic self-sufficiency by guiding them into unsubsidized employment, where appropriate. The program benefits both participants and communities they serve. It serves as a bridge to unsubsidized positions in entry level employment and benefits communities by performing valuable and needed community service.

SCSEP, authorized by Title V of the OAA Amendments, is administered at the federal level by the United States Department of Labor (DOL). DOL allocates funds to operate the program to state agencies on aging in the 50 states, the District of Columbia, Puerto Rico, and the territories and awards funds based on open competition to fifteen national contractor organizations or sponsors. The 2012 national grantee awards were announced on July 26, 2012. In the Commonwealth of Virginia, the state funding share (22%) is administered by DARS and the national sponsor funding share (78%) is administered by four national contractors. National sponsor organizations operating SCSEP in Virginia are the AARP Foundation, Goodwill Industries International, Inc. (GWI), Experience Works, Inc. (EW), and the National Council on Aging (NCOA).

## **SECTION I. PURPOSE OF THE PLAN**

DOL considers the State Plan as an opportunity for the state to take a longer term, strategic view of the SCSEP in the state, including SCSEP's role in workforce development, given projected changes in the demographics, economy and labor market in the state. The State Plan is intended to address the role of SCSEP relative to other workforce programs as well as other programs serving older workers. The plan should articulate how all grantees operating in the state examine and as appropriate, plan longer-term changes to the design of the program within the state so as to better achieve the goals of the program.

## **SECTION 2. INVOLVEMENT OF ORGANIZATIONS AND INDIVIDUALS**

The planning process envisions participation of certain organizations and individuals with expertise in older worker issues. DARS, the Commonwealth of Virginia's SCSEP grantee, ensured that all DOL-designated stakeholders were made aware of the development of the State Plan and sought their advice and involvement in its development. Copies of emails soliciting this input are attached in Appendix C.

A broad range of interested parties and stakeholders were notified by email of the State Plan process and invited to participate, submit comments, and make recommendations on the process. Recipients included Virginia's area agencies on aging (AAA) network that operates Title III of the OAA Amendments, state SCSEP sub-projects, national sponsor grantees operating in Virginia, the State Workforce Investment Act office, the division of the Virginia Department of Social Services that provide services to older workers, the Virginia Community Action Partnership that represents community based organizations, the Virginia Chamber of Commerce that represents businesses, the Virginia AFL-CIO, and unemployed older individuals. All recipients were requested to forward the email to their respective field offices, state or local boards, and any other affected organizations and individuals, including participants and underserved older individuals that were deemed appropriate. Recipients were informed that the State Plan would be posted on the DARS web site for public comments prior to submission to DOL. Workforce Investment Boards (WIBs) also were made aware of the State Plan process by SCSEP national contractors and aging network staff serving on WIBs.

In addition, DARS notified national contractor organizations operating in Virginia of DOL's State plan requirements and requested an initial meeting of national sponsors to discuss these requirements and to generate a plan of action that would involve stakeholders. An initial meeting of all of Virginia's national grantee organizations was convened, at which time additional plan guidance from DOL was shared. At its meeting, grantees agreed upon approaches for developing the plan, and agreed to provide individual grantee information for the plan. A second meeting of grantees and stakeholders was held at which time draft sections of the plan were reviewed, feedback was provided, and strategies were discussed and agreed upon. Subsequent to the second meeting, additional draft sections of the plan were distributed to stakeholders with requests for feedback.

### **SECTION 3. SOLICITATION AND COLLECTION OF PUBLIC COMMENTS**

DARS posted the final State Plan on its internet web site, making it available to all stakeholders and constituents for comment. A copy of the email notification announcing

the availability of the State Plan for public comment is included in Appendix C. No comments were received by close of business on the due date. One comment was received after close of business and it is included in Appendix C.

#### **SECTION 4. LONG-TERM PROJECTIONS FOR JOBS AND INDUSTRIES IN THE STATE THAT MAY PROVIDE EMPLOYMENT OPPORTUNITIES FOR OLDER WORKERS**

To identify long-term projections for jobs and industries in the state, we used data that were available in the Labor Market and Analysis section of Virginia's Draft Integrated WIA and Wagner-Peyser State Plan (07/19/12). This information, summarized below, was used to guide the discussion among grantees on employment opportunities for older workers.

*Projections for Industry and Occupational Growth and Decline (See Table 1 in Appendix A.):*

- Industries growing at an annual average percent change of 2.0 percent or more—in aggregate—are professional, scientific, and technical services at 3.2 percent; health care and social assistance at 3.1 percent; construction at 3.1 percent; and educational services at 2.1 percent.
  - Within the larger professional, scientific, and technical services industries, management, scientific, and technical consulting services will add more than 39,000 jobs by 2020; and the computer systems design and related services industry will add 65,000 jobs by 2020—each growing by 4.7 percent and 3.9 percent, respectively.
  - The ambulatory health care services—within the aggregated health care and social assistance industry—will grow by more than 69,000 jobs (4.0 percent). The facilities that provide nursing and residential care will add 23,000 jobs and grow by 3.0 percent by 2020. All subsectors in health

care will see growth by 2020, and most will grow by more than 2.5 percent. The construction industry will add 65,000 jobs, with the majority (41,000—3.1 percent) from the specialty trade contractors.

- Industries that will grow between 1.0 percent and 1.9 percent are administrative and support at 1.8 percent; arts, entertainment, and recreation at 1.5 percent; wholesale at 1.4 percent; and transportation and warehousing at 1.1 percent.
- Industries growing by less than 1.0 percent are information industries at 0.8 percent; management of companies and enterprises at 0.5 percent; and manufacturing at 0.2 percent. Industries that will continue to decline are mining, and agriculture and forestry at 0.3 percent and 0.7 percent respectively. The utilities industry will remain at or near zero growth.

*Occupational Projections (See Table 3 in Appendix A):*

Computer and mathematical positions will lead occupational growth in the next several years as the business models for private and government industries move from an *extensive* use of labor to a more *intensive* use. Computer and mathematical occupations are projected to increase by 76,000 within the 2018/2020 time frame. Following closely in second place, are the office and administrative support occupations growing by 67,000; however, this group is large and will total more than 657,000 in the coming years. The top 25 growing occupations are listed in the Table 3.

## **SECTION 5. HOW LONG-TERM JOB PROJECTIONS ARE RELATED TO TYPES OF UNSUBSIDIZED JOBS FOR WHICH SCSEP PARTICIPANTS WILL BE TRAINED AND TYPES OF SKILL TRAINING TO BE PROVIDED**

There is not one type of job or occupation that is most suitable for older workers. Older workers are diverse in education, prior experience, financial need, personal preference, and physical ability. Many SCSEP participants face significant barriers to employment, which are discussed in Section 6. When considering participants' employment histories and skills and Virginia's growth industries and occupational projections, VA grantees agreed that jobs in the Health Care Industry, Food Services and Hospitality Industry, and Office and Administrative Support Occupational Group would provide substantial opportunities for participants. Training in these areas can translate into viable occupational and job opportunities for VA's SCSEP participants.

### **Individual Employment Plan (IEP)**

Following an in-depth assessment, an IEP is developed for each SCSEP participant. The IEP serves as a roadmap with established goals for measurable action steps. The IEP is an agreed-to plan between the participant and grantee or subgrantee, which outlines the occupational preferences and training needed by the participant. A set of established goals with timelines are determined for training; barriers to employment are addressed and supportive services needs are identified. This information helps determine an appropriate community service training position with a host agency where the participant gains work experience and develops or improves skills. Along with the work experience gained through the community service assignment at a host agency, the participant may also take advantage of specific skills training such as basic computer skills. The IEP, coupled with knowledge of the local labor market, forms the basis for determining training and types of skill training to be provided.

### **Community Service Training Positions.**

Participants receive work experience at local public or non-profit agencies and are paid minimum wage for approximately 20 hours per week while participating in community service work and other job training. Through their community service placement at host agencies, SCSEP participants gain valuable training and real-world work skills that will prepare them for unsubsidized employment. Each participant's background, history, skill training needs, and employment goal are carefully weighed when selecting a host

agency to ensure that training and work experience are both realistic for the individual and prepare the individual for available occupational opportunities in the community. We will continue to target public and non-profit host agencies that are willing to offer community service work that develops the skills needed for regional occupational demand. We view host agencies as partners and will continue to work with and seek out host agencies that provide training, mentoring, and encouragement that develop the skill and confidence of participants assigned to them.

## **SECTION 6. CURRENT AND PROJECTED EMPLOYMENT OPPORTUNITIES IN THE STATE AND TYPES OF SKILLS POSSESSED BY PARTICIPANTS**

SCSEP is designed for low-income individuals who are not job-ready. Virginia's grantees have found that even though the backgrounds of SCSEP participants are diverse, marketable skills may be absent, especially technology skills. Many SCSEP participants face significant barriers to employment. These include outdated or non-existent work histories such that individuals are unable to obtain employment; limited education; low reading levels; lack of basic computer literacy; and general lack of communication skills including customer service skills. Frequently participants have multiple needs ranging from housing and transportation to mental health and other health needs that must be addressed prior to or while enrolled in the program. Virginia grantees have seen an increase in participants with anger management issues. Health problems prevent some individuals from engaging in occupations for which they were trained earlier in life. Many are interested in part-time employment to supplement social security income. Virginia grantees have seen an increase in the numbers of felons entering the program, which presents additional challenges including identifying and placing them with willing host agencies.

Among the top 25 growing occupations are Healthcare Support Occupations, Food Preparation Occupations, Office and Administrative Support, Personal Care and Service Occupations, and Building and Grounds Cleaning and Maintenance Occupations. See Table 3 in Appendix A for the top 25 growing occupations. Long term employment

projections for Virginia are included in Appendix B. Given the types of skills possessed by Virginia SCSEP participants and the limited employment skills and work histories of most participants, Virginia’s grantees believe that it is realistic to offer work experience and training in entry-level demand occupations such as companions, personal and home care aides, receptionists, home health aides, personal and home care aides, administrative assistants, security guards, housekeepers, maintenance workers, food preparation workers, custodians, groundskeepers, and retail workers. This is by no means all inclusive. Depending on the participant’s assessment and IEP, there are other occupations within the healthcare, food, office, retail sector and other growth sectors that may be a good match for Virginia’s participants. We will also pursue opportunities for SCSEP participants who are qualified beyond entry level.

**SECTION 7. DESCRIPTION OF LOCALITIES AND POPULATIONS FOR WHICH T-V PROJECTS MOST NEEDED**

Some of Virginia’s greatest community service needs are driven by poverty. Virginia’s 2010 poverty rate, based on the 2010 Census and American Community Survey (ACS), was 10.6%. High rates of poverty exist in clusters of rural counties primarily in Southside and Southwest Virginia, on Virginia’s Eastern Shore, and in heavily populated major cities.

Counties included in these regions experiencing poverty rates at 18% and above are:

Accomack - 18.3%	Halifax – 19.8%	Prince Edward - 22.2%
Brunswick - 22.0%	Lee - 26.1%	Richmond - 19.3%
Buchanan - 26.5%	Lunenburg - 22.5%	Russell- 19.1%
Buckingham - 21.6%	Mecklenburg- 18.3%	Scott - 19.2%
Charlotte - 18.9%	Montgomery - 19.0%	Sussex - 18.4%
Dickenson - 20.5%	Northampton - 20.6%	Wise - 19.3%
Greensville - 24.5%	Nottoway - 20.3%	

The 10 major cities in Virginia experiencing high poverty rates are:

Charlottesville - 21.4%	Norfolk - 18.4%
Danville - 25.1%	Petersburg - 22.2%
Harrisonburg - 25.0%	Portsmouth - 16.7%
Lynchburg - 20.7%	Richmond - 23.3%
Martinsville - 25.1%	Roanoke - 20.0%

Virginia’s SCSEP population is increasingly more diverse. Populations that have special needs require additional attention, more intensive or comprehensive services, and in some cases a special approach. These populations include Asians, Hispanics, veterans, and those with diverse cultural backgrounds. In addition, SCSEP federal legislation defines “priority of service” characteristics and requires that priority of service be offered to individuals with those defined characteristics. A few examples are homeless, disabled, low literacy, veterans, and minorities. See Section 10. for further discussion of Virginia’s service to these most-in-need participants and data depicting Virginia’s grantees service to these groups. We will continue to recruit and enroll individuals who are most-in-need.

**SECTION 8. COORDINATION OF SCSEP WITH OTHER PROGRAMS**

Grantees collaborate with key community organizations in a variety of ways depending on the region. In most areas, grantee representatives are members of region-wide human service agency networking groups and education and workforce networking groups which meet on a regular basis. This results in cross-referrals, exchange of support services information, increased training opportunities, sharing of local job market information, speaking opportunities, increased host agency opportunities increased contact with case managers, and increased sharing of information that is mutually beneficial. All grantees will continue to develop partnerships, collaborate with regional and local private and public entities, and share best practices in an effort to more effectively and efficiently serve our participants. Specific planned actions are as follows.

**a.) Workforce Investment Act (WIA): Planned actions to coordinate activities of SCSEP grantees with WIA Title I programs, including plans for using the one-stop delivery system and its partners to serve individuals 55 and older**

Planned actions of Virginia grantees are as follows:

- Grantees will continue active participation on Workforce Investment Boards (WIBs) and other local networking groups in an effort to educate WIA partners on the needs of seniors and the SCSEP population.
- As a mandatory one-stop partner, WIA requires SCSEP grantees to enter into a memorandum of understanding (MOU) with local WIBs describing how services will be provided. All grantees will continue these efforts.
- Grantees will continue to refer SCSEP participants to local one-stop career centers throughout their respective service areas. We will continue to educate participants regarding the availability of comprehensive workforce development-related activities provided by one-stop centers, including updating interviewing skills, resume preparation, and job placement services, and strongly encourage participants to avail themselves of these services.
- When possible, NCOA SCSEP Project Directors represent the Title V Program on each of the local WIBs. The cooperation of grantees on local boards has resulted in improved coordination between workforce agencies and has reduced turf concerns.
- Through the one-stop delivery system, Goodwill Industries of the Valleys, Inc. (GWI) delivers SCSEP services at all one-stops within its territories. These Workforce Boards include: New River/Mount Rogers WIB, Western Virginia WIB, Shenandoah Valley WIB, Piedmont Workforce Network, Region 2000/Central Virginia WIB, and the West Piedmont WIB. Each of GWI's partnerships is based on a referral system that has been in place since 2000, initially with the WIA programs and with SCSEP beginning in 2006. GWI utilizes the specific referral procedures established by each one-stop system; however, it also participates in

local needs advisory boards where GWI staff interacts with partner agencies to serve individuals in need. GWI will continue this effort.

- AARP Foundation has staff dedicated to maintaining and growing its partnerships. AARP will continue its close collaboration with other one-stop partners, such as Veteran's AARP Foundation, SCSEP 2012 24 Services, Welfare-to-Work, and Vocational Rehabilitation to maximize participant outreach and referrals. One-stop career centers, community non-governmental organizations and private companies that provide specialized training and on-the-job training experience help AARP SCSEP leverage resources.
- DARS will continue to represent the SCSEP in state level one-stop partner meetings and initiatives. A DARS representative is currently working with a state level partner work group to revise the state WIA partner MOU.
- DARS will share relevant state-level one-stop partner information with national grantees as appropriate.
- DARS will include one-stop coordination in its training agenda for sub-projects and invite the WIA state level Programs Administrator to update the subproject group on a regular basis.

**b. Older Americans Act programs: Planned actions to coordinate activities of SCSEP grantees with activities being carried out in the state under other titles of the OAA**

Planned actions of Virginia grantees are as follows:

- Since DARS also administers other titles of the OAA through contractual agreements with its statewide network of AAAs, it is in a position to coordinate the activities of the OAA with SCSEP. DARS will continue these coordination efforts and will ensure that Virginia's SCSEP national grantees are aware of AAA activities and initiatives through e-mail notifications.
- SCSEP grantees will continue to reach out to AAAs to offer them the opportunity to become host agencies for SCSEP participants. In addition, referrals will be

made to nutrition programs, transportation services, health and wellness programs, caregiver support programs and services, and other programs offered through other titles of the OAA. SCSEP participants and other older workers will be directed to one of the local information and referral hotlines, when these workers are seeking services or information.

- Grantees will become more involved with AAAs in their respective areas by sharing local job market information, making cross-referrals, taking advantage of speaking opportunities, increasing contact with case managers, exchanging support services information, and increasing information sharing that is mutually beneficial.

**c.) Public/private entities providing services to older Americans: Planned 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**

Planned actions of Virginia grantees are as follows:

- DARS administers rehabilitative services programs statewide through its Division of Rehabilitative Services (DRS) and is in a position to coordinate SCSEP with those programs.
- Grantees will coordinate with career centers, vocational rehabilitation services organizations, and other members of the local disability community regarding activities, resources, and services for seniors with disabilities.
- Grantees will participate in meetings, as appropriate, with senior service providers, both public and private, and will develop partnerships and collaborate in an effort to more effectively and efficiently serve our participants through coordinated service delivery.
- Grantees will coordinate with local service providers and community stakeholders to assess needs and develop solutions for local transportation services.

- Use of 2-1-1 and other directories to identify entities and programs in the community that provide referrals and support services to seniors will continue. These directories are especially helpful for transition services when a participant's durational limit is approaching and project staff are working with the individual to develop a transition assessment and IEP.
- We will network with area faith-based organizations to conduct outreach to SCSEP-eligible individuals.
- If assistance is needed for training and employment services with the deaf and hard of hearing, interpreters and other communication access services will be scheduled.
- Other partnerships include organizations providing assistance with subsidized housing, healthcare and medical services, legal aid, food, personal and financial counseling, interviewing, and clothing.

**d.) Labor Market and Job Training Initiatives: Planned actions to coordinate with other labor market and job training initiatives**

Planned actions of Virginia grantees are as follows:

- Grantees will increase advocacy roles with partner programs on behalf of the SCSEP population and seek opportunities to jointly serve SCSEP participants.
- Grantees will actively seek job training opportunities leading to jobs available in the local labor market and offered by community colleges, technology centers, non-profit organizations, such as Goodwill Industries, adult education programs, and other training institutions. NCOA will use labor market information to develop and partner with service providers who use sector strategies that will train and hire SCSEP participants. Organizations such as Jewish Vocational Services and Goodwill Industries currently have sector initiatives that are viable training and placement options for our participants.

**e.) Active Partner in One-Stop System: Actions to ensure that SCSEP is an active**

**partner in the one-stop delivery system and steps the state will take to encourage and improve coordination with the one-stop delivery system**

Planned actions of Virginia grantees are as follows:

- Grantees will seek opportunities to have one-stop centers serve as host agencies, participate in local planning activities with all mandated partners, develop effective MOUs, and exchange information that is beneficial to all.
- Grantees will encourage one-stop career centers to include all SCSEP grantees operating in the local area in regular partner meetings to improve coordination with the one-stop delivery system.
- SCSEP participant openings will be listed with one-stop career centers.
- Co-enrollment in WIA, where possible, will be encouraged for participants seeking full-time employment.
- Guidance will be requested from one-stop career centers on relevant skills required by local employers.
- Where applicable, grantees will attend WIA Board meetings regularly in the service area.
- Grantees will use local labor market information and staff information to identify occupations and industries with most promise for older job seekers, employers that are hiring or will soon be hiring, and employers moving to the local area.
- Grantees will refer participants who are ineligible for SCSEP to the closest career center for job search assistance.
- See 8.a. above for additional information.

**SECTION 9. THE STATE'S LONG TERM STRATEGY FOR ENGAGING EMPLOYERS TO DEVELOP AND PROMOTE OPPORTUNITIES FOR PLACEMENT OF SCSEP PARTICIPANTS IN UNSUBSIDIZED EMPLOYMENT**

Virginia SCSEP grantees place importance on maintaining employer relationships, increasing employer outreach, and assisting participants in retaining positions after job placement. Grantees strive to ensure that at the initial placement there is a good match

between employer expectations and participant skill levels and interests. This is followed-up by contact with the employer and participant to ensure employer satisfaction with the placement and to provide counseling and additional supportive services when necessary.

Virginia grantees will promote collaboration and partnerships at the local level among providers of employment and training services to approach and engage businesses in developing solutions and effective approaches to service for and placement of participants in employment. A best practice example is the Partnership Management Team formed by one-stop partners in the Richmond area. The Partnership organized an event that highlighted all one-stop partners working collaboratively to serve the needs of businesses. The Partnership Team initiated an invitation-only targeted recruitment event titled "Richmond's Got Talent". Job seekers that completed a 4-point program to include 1) Resume, 2) Elevator Speech, 3) Mock Interview Session, and 4) pass the Career Readiness Certification (a nationally recognized testing instrument sanctioned by the Governor's Workforce Development Team) were invited. Employers were invited if they had multiple jobs they were seeking to fill. To date, the Partnership has held three events: May 10, 2011, September 28, 2011, and April 12, 2012. A fourth event is planned for the fall of 2012. The Partnership Team has found that this proactive event brings all partners to the table to showcase their best talent to area employers. Employers come to the event to interview job-ready candidates who have been screened by partner case managers and counselors. It is a recruiting event, rather than a job fair, that strives to match job seekers with employers.

Other goals for each of Virginia's grantees are shown below:

**Experience Works (EW):**

- a. Developing new partnerships with employers
- b. Identifying employment opportunities with career ladders
- c. Placing individuals in high growth industries and occupations

Experience Works staff continually works to expand their knowledge about opportunities with businesses and industries. Staff stay abreast of business trends and employment opportunities through participation/memberships in local and state WIB's, workforce committees, and the Chamber of Commerce. Also, as part of their job development responsibilities, staff routinely meet with local and regional employers to discuss the SCSEP, listen to employer's needs, and offer the participants to fill those jobs. These one-on-one contacts are the basis for developing training strategies with employers, developing on-the-job experience contracts, or directly filling jobs, and in the process EW is establishing partnerships.

EW utilizes online programs to access information about in-demand jobs in the area, along with required skill levels, desired person traits, training and experience needed for available jobs. This information helps find training sites for participants that will give them the skill levels needed. Staff are involved in business outreach activities such as visiting with employer representatives at job fairs, having employers visit the Job Club/Job Search classes and other networking activities that result in good employer relationships. Focus on high growth industries and good job retention strategies are part of the long range goals for engaging employers.

**AARP:**

AARP Foundation will continue to develop formal hiring partnerships with top corporations from a wide variety of industries, including: retail, transportation, information technology, health, finance, security and staffing.

**NCOA:**

Cooperative arrangements will be established among the local career centers and workforce development, community service work-based training assignment agencies, and with public and private employers. Coordination and co-location of services, at the career centers, will identify suitable job openings in high-demand occupations.

Strategies for reaching the state's placement goals include:

- Ensuring that every effort is made to establish rapport with employers that have reliable career pathways and who are willing to develop and maintain a working partnership.
- Creating an on-going process that will consist of scheduled employer visits in the public and private sectors, of telephone contacts, and of using local news media. Contacts will also include the local Department of Economic Development and the regional Chamber of Commerce; they will be asked to assist in creating job opportunities in local growth industries for SCSEP participants.
- Encouraging local employers to participate in job fairs and in meetings to learn how older workers contribute to all aspects of our economy and to America's leadership in the world marketplace.
- Providing additional training through WIA resources. These resources include: basic learning skills, upgrading computer skills, enrollment with WIA for vocational education, resume writing, and assistance with full-time job placement.
- Create and implement sector initiatives for in demand jobs in the State of Virginia.

### **DARS STATE GRANT:**

DARS' SCSEP programs are operated by local organizations with close ties to the communities they serve. By working closely with employers, including keeping the program visible to employers; networking with community leaders in private industry; serving on WIBs; coordinating closely with one-stops and chambers of commerce; planning and participating in job fairs in conjunction with regional employers, and working with other workforce development organizations and committees, program staff stay abreast of employer needs and local and regional occupational demand trends, including demand in second tier jobs. Staff are knowledgeable about available jobs for which SCSEP participants are suited and the skills needed to obtain those jobs. One of our goals is to increase placements by continuing to focus and expand on these efforts.

In rural communities, program staff have one-on-one contact with local employers who operate small “Mom and Pop” businesses as well as staff of private not-for-profit agencies, all of which have employed participants. These are long standing relationships that serve the program well. We will continue to maintain and expand these relationships and market the program to these employers who have potential job opportunities that are suitable for our SCSEP population.

SCSEP programs will link up with local economic agencies by identifying key agencies with which to coordinate, contacting those agencies, networking at meetings and community functions, and determining demand occupations that will be available for SCSEP participants as a result of planned economic development efforts. This includes economic efforts that are on the drawing board as well as those that have begun. Participants are made aware of employment opportunities in regional demand-industries and demand-occupations and encouraged to pursue training and education to meet job qualifications. Occupations vary depending on the region; however, many participants are interested in obtaining skills for entry level positions in the health services, transportation, and office and administrative fields. We will continue to work with participants to identify possible career ladders, and encourage participants to pursue occupations in positions with career ladders.

SCSEP’s new location within DARS’ Division of Rehabilitative Services, effective August 1, 2012, will result in increased coordination with DRS’ Business Development Managers who work directly with employers. SCSEP participants will be included in Business Development Managers’ efforts to fill job orders when businesses look to DRS for qualified applicants.

**SECTION 10. BASIC DISTRIBUTION OF SCSEP POSITIONS WITHIN THE STATE:  
VIRGINIA’S LONG-TERM STRATEGY FOR ACHIEVING AN EQUITABLE  
DISTRIBUTION OF SCSEP POSITIONS IN THE STATE THAT:**

- **Moves positions from over-served to under-served locations within the state**
- **Equitably serves rural and urban areas**
- **Serves individuals afforded priority of service**

**Background:**

DOL requests an equitable distribution report be prepared annually showing the distribution of Title V SCSEP enrollee positions among all political jurisdictions (independent cities and counties) in each state. DARS has the responsibility for the actual preparation and submission of the report to DOL; however, this is a collaborative effort involving all SCSEP grantees in Virginia. This report provides the basic information needed to assess the location of the eligible population and the current distribution of SCSEP enrollees served by the state program (DARS) and national contractor organizations within the state. Grantees use information to determine where slots need to be moved from over-served to under-served areas. Grantees within the state have a long history of accomplishing this task cooperatively without disruption to participants.

Equitable distribution(ED) is the process for distributing SCSEP enrollee positions so that all eligible persons (55 + and 125% of poverty or below) have reasonably equal geographical access to SCSEP. In the Commonwealth, DARS and the four national sponsors operating in the state, collectively receive grant funds for 955 enrollee positions as depicted in the following chart. The collection of data and preparation of the report are for the purpose of determining how equitably positions are distributed throughout the state and to initiate progress towards equitable distribution where needed. It provides a means for deciding where to locate new or vacant positions.

The Commonwealth of Virginia will compile an ED report next year based on new census data. The report will be compiled from SCSEP enrollee data submitted from all SCSEP program grantees operating in the state (DARS' state-administered program and four national contractor organizations). These data will show the number of current

SCSEP enrollees residing in each city and county in the state. The report compares residency of current enrollees to a computed equitable share for each county and city in the state. The computed equitable share, provided by DOL, will be based on 2010 American Community Survey (ACS) census data showing the number of people age 55 and over and below 125 percent of the Health and Human Services poverty level by county and state.

**Enrollee Positions**

<b>GRANTEE</b>	<b>NUMBER OF CURRENT POSITIONS OR AUTHORIZED SLOTS October 1, 2012</b>	<b>Program Year 2011 July 1, 2011 – June 30, 2012</b>
AARP	227	248
EXPERIENCE WORKS (EW)	69	88
GOODWILL INDUSTRIES (GWI)	237	226
National Council on Aging (NCOA)	223	199
<b>TOTAL NAT'L GRANTEES</b>	756	761
DARS (STATE GRANT)	199	200
<b>TOTAL ALL GRANTEES</b>	955	961

**Strategies:**

Ensuring SCSEP positions are equitable distributed is an on-going effort. The state's long-term strategy for achieving an equitable distribution of SCSEP positions within the

state is to gradually transfer positions from over-served to under-served areas within the state.

Virginia's grantees unanimously agreed that to avoid further disruptions to enrollees and to maintain the program stability necessary to operate quality programs, a gradual transfer of positions over a reasonable length of time was the only prudent way to approach slot transfers. The State grantee and all national sponsor grantees operating in Virginia are committed to ensuring that participants will not lose positions as a result of transfer of slots.

Virginia's plan for achieving equitable distribution will focus on those areas of the state with the most significant over or under service. Movement of slots occurs in consultation with DARS and with the approval of the State Title V Administrator. DARS will work with all grantees to balance and rebalance as needed over the duration of the plan period. Our strategy includes collecting data and preparing reports for purposes of determining how equitably positions are distributed throughout the state. This method works well and all grantees are willing to move positions when necessary to achieve equitable distribution.

To reach and serve eligible individuals in rural and sometimes isolated areas with limited resources, grantees will increase outreach and collaborative efforts with host agencies, employers, transportation providers, and other community support services within these regions.

Virginia grantees have a long history of serving eligible individuals who are most in need. We will continue to recruit and enroll individuals who are at risk. Priority of service is offered to qualified veterans and their spouses (first priority), individuals 65 and older and those who have disabilities, have limited English proficiency (LEP) or low literacy skills, reside in a rural area, have low employment prospects, have failed to find employment after using services under Title I of WIA, and are homeless or at risk of homelessness. We will continue to build upon relationships with organizations serving

individuals with disabilities, the homeless, and other multi-challenged groups. All grantees will expand these efforts by working with state and community partners who represent special populations to ensure awareness of SCSEP. The following chart depicts each Virginia grantee's service to individuals who met the "Priority of Service" definition. Data are for the period July 1, 2011- June 30, 2012.

**Service to "Priority of Service" Populations  
SPARQ Quarterly Progress Report for Period July 1, 2011 – June 30, 2012**

<b>Priority of Service Characteristics</b>	<b>DARS (State Grantee)</b>	<b>AARP</b>	<b>EW</b>	<b>GWI</b>	<b>NCOA</b>
<b>Age 65 or Over</b>	41%	24%	35%	30%	33%
<b>Disabled</b>	16%	11%	31%	31%	7%
<b>Limited English Proficiency or Low Literacy</b>	11%	34%	13%	12%	34%
<b>Reside in Rural Area</b>	55%	7%	76%	56%	37%
<b>Veterans or Veterans' Spouses</b>	8%	20%	13%	18%	13%
<b>Low Employment Prospects</b>	69%	99%	83%	98%	91%
<b>Failed to Find Employment after using WIA Services</b>	4%	13%	44%	2%	31%
<b>Homeless or at Risk of Homelessness</b>	8%	59%	50%	43%	24%
<b>Minority Individuals</b>	60%	86%	5%	39%	70%
<b>Poverty Level or Below</b>	78%	90%	84%	88%	91%

## **SECTION 11. RATIO OF ELIGIBLE INDIVIDUALS IN EACH SERVICE AREA TO THE TOTAL ELIGIBLE POPULATION IN STATE**

Data from the U.S. Census Bureau 2006-2010, American Community Survey, indicate there are 183,013 Virginians over the age of 55 living in poverty. Virginia's SCSEP has 955 slots to accommodate eligible individuals. Based on these figures, the Virginia SCSEP has one slot for every 191 potentially eligible individuals.

## **SECTION 12. RELATIVE DISTRIBUTION OF ELIGIBLE INDIVIDUALS WHO RESIDE IN RURAL AND URBAN AREAS, HAVE THE GREATEST ECONOMIC NEED, ARE MINORITIES, ARE LIMITED ENGLISH PROFICIENT, AND HAVE THE GREATEST SOCIAL NEED**

**Reside in Rural and Urban Areas:** Virginia's State Rural Health Plan discusses the conflicting definition of rural and summarizes rural, mixed rural, mixed urban, and urban counties and cities in Virginia based on the U.S. Department of Agriculture's Isserman definition. Based on this information, 67 of Virginia's 135 counties and cities or 50% are defined as rural. Twenty counties or 15% are defined as mixed rural, and 17 counties and cities or 12% are defined as mixed urban. There are 31 cities and counties in Virginia or 23% that are defined as urban. The Virginia State Rural Health Plan provides a detailed discussion of commonly used definitions of rural and includes four maps showing rural and urban comparisons. It can be found at <http://www.va-srhp.org/docs/plan/11-appendix-d.pdf>.

Data from Program Year 11 SCSEP quarterly progress reports, depicted in Section 10, show percentage of participants served residing in rural areas as exceeding 50% for three grantees, at 37% for one grantee and at 7% for a fifth grantee. It should be noted that DOL awarded the majority of AARP's slots in urban areas which accounts for its lower percentage of service to rural areas. Experience Works, on the other hand, was awarded slots primarily in rural areas and therefore has the highest percentage of service to rural areas.

**Greatest Economic Need:** As noted in Section 11., there are 183,013 Virginians age 55 or older living in poverty, representing 9% of the age 55 and over population. The priority of service chart in Section 10. shows that Virginia's grantees service to individuals living at the poverty level or below ranges from 78% to 91%.

**Limited English Proficient (LEP):** Based on the priority of service chart shown in Section 10., the percentage of individuals with LEP or low literacy served by Virginia grantees ranges from 11% to 34%.

**Minorities:** Census briefs published by the Weldon Cooper Center for Public Service and based on the 2010 Census and American Community Survey report the following snapshots of Virginia's African American, Asian, and Hispanic populations:

- Black/African American remain the largest minority group in Virginia, accounting for nearly 20% of the total population. Blacks are concentrated in the Eastern half of the state while the Valley and Southwest regions have much smaller black populations. Norfolk and Richmond have the largest black populations (exceeding 100,000) while Petersburg city has the largest percentage of blacks (79%). Richmond lost nearly 10,000 (8.6%) of its black population between 2000 and 2010, the largest decrease in the Commonwealth. Additional information is available at <http://www.coopercenter.org/demographics/publications/blacks-virginia>.
- As of the last census on April 1, 2010, over 400,000 Asians were living in Virginia, representing 5.5 % of the population. The Asian population is not evenly distributed throughout the Commonwealth. Ninety-three percent of Asian Virginians live in the state's three main metropolitan areas: Northern Virginia, Richmond, and Virginia Beach. The majority of Asians (71%) live in Northern Virginia alone. Additional information is available at <http://www.coopercenter.org/demographics/publications/asians-virginia>.

- Hispanics are the second-largest and fastest-growing minority group in Virginia. The latest Census, conducted on April 1, 2010, counted more than 630,000 Hispanic residents in Virginia, representing 8% of the population. With a total state population of just over 8 million, this means that 8 out of every 100 Virginians are Hispanic. Hispanics are concentrated in Virginia's largest metropolitan areas. Sixty-two percent of Virginia's Hispanics live in Northern Virginia alone. However, many areas which had few Hispanics in 2000 such as Culpeper, James City, and Orange counties, and Suffolk city, now have a sizable Hispanic population. Additional information is available at <http://www.coopercenter.org/demographics/publications/hispanics-virginia>.

Based on the priority of service chart shown in Section 10., service to minorities ranged from 5% for one grantee who serves an area with low percentages of minorities to 39%, 59%, 70%, and 86% for remaining grantees.

**Greatest Social Need:** One of the grantees' six performance measures is serving the most-in-need. The measure is defined as the average number of barriers per SCSEP participant. The barriers are: severe disability, frail, age 75 or older, old enough for but not receiving Social Security 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. The total number of barriers divided by the number of participants served provides the average number of barriers per participant. DOL assigns each grantee a performance goal associated with this measure. Based on the final Quarterly Progress Reports for the period 07/01/10 – 06/30/2011, four of Virginia's grantees exceeded their most-in-need goal and one grantee was in acceptable range of its goal or met its goal.

### **SECTION 13. AVOIDANCE OF DISRUPTIONS IN SERVICE TO THE GREATEST EXTENT POSSIBLE WHEN POSITIONS ARE REDISTRIBUTED WHEN NEW**

## **CENSUS DATA BECOME AVAILABLE OR WHEN THERE IS OVER-ENROLLMENT FOR ANY OTHER REASON**

When new Census data indicate that there has been a shift in the location of the eligible population within the State, resulting in over enrollment, or when there is over enrollment for other reasons, Virginia's grantees will gradually shift positions to avoid disruptions to participants. Enrollment will cease in the over-enrolled areas. The State grantee and all national sponsor grantees operating in Virginia are committed to ensuring that participants will not lose positions as a result of transfer of slots. Priority will be given to minimizing disruption to current participants and shifts will occur as positions become available through normal attrition.

DARS office works with national grantees to ensure that participants will not lose positions. Grantees in the Commonwealth submit proposed changes in distribution of slots to DARS for review prior to submitting proposed changes to DOL.

When redistribution of SCSEP positions occurs as a result of national grant competition, every effort is made to ensure there is no disruption in service to participants and that there is a seamless transition of participants to the new grantee. This has been successfully accomplished during past competitions and grantees will continue to assist participants who are moved from one provider to another. Steps will include timely meetings with participants and host agencies, transfer of all required files and records to the receiving grantee, and ensuring that participants are placed on the payrolls of recipient grantees in a timely manner. Transferred records include, but are not limited to eligibility documentation; contact information; assessments or latest IEP review; current community service work-based training description; host agency contact information; safety record of most recent monitoring; and the most recent offer of a physical examination.

On an ongoing basis, participants will be encouraged to move into unsubsidized employment as they become job-ready, thereby, making positions available for other

eligible individuals within the State.

#### **SECTION 14: LONG TERM STRATEGY FOR SERVING MINORITY OLDER INDIVIDUALS UNDER SCSEP**

Grantees place high priority on serving minorities in proportion to their incidence in the population. Grantees will continue to use DOL's Analysis of Service to Minority Individuals and Charter Oak Group's (COG) county-level data to identify areas needing improvement and will implement strategies based upon data resources. The following strategies will be used in areas where each grantee operates:

- Continue to utilize information and training on practices posted on the older worker web-based Community of Practice.
- Monitor the proportion of minority participants served and minority outcomes for SCSEP participants.
- Recruit and serve minorities through community outreach, publicity, management practices, staffing, participant referrals, and additional services.
- Build upon established linkages with service organizations that provide services to minority groups including continued contact with agencies and organizations in the community that serve Asian and Hispanic populations and including making those organizations aware of SCSEP's recruitment goals and open slots.
- Reach out to community and faith-based organizations that serve minority populations to recruit eligible individuals.
- Seek eligible minorities through outreach efforts with one-stop partners such as veteran's representatives, vocational rehabilitation representatives, and social service agencies.
- Use multi-lingual brochures and fliers to reach non-English speaking minority groups and place them in employment centers, community centers, food banks and one-stop centers.
- Request minority client referrals from one-stop centers, communicate recruitment needs at one-stop partner meetings, and request minority referrals from other

partner programs such as Department of Social Services, Virginia Employment Commission, veterans programs, and senior centers.

- Maintain and/or make new contacts with disability and mental health community partners and providers of literacy training to ensure that minority participants in need of these services can be expeditiously referred.
- Distribute brochures in grocery stores, physicians' offices, dentists' offices, pharmacies, utility payment centers, churches, senior centers, and other places that serve minority individuals.
- Identify new minority recruitment sources in the community that have not previously been approached, e.g., churches, day care centers, community centers, and homeless shelters. This will include identifying agencies, businesses, churches, and other organizations that serve Asians and Hispanics and targeting our recruitment efforts accordingly.
- Encourage minority participants to recruit their friends.
- When language barriers are encountered, staff will refer participants to English as a Second Language classes and also attempt to set up host agency sites that can accommodate the language barriers
- AARP Foundation has as an important national goal serving multicultural populations. New tools are being developed with multicultural audiences in mind. AARP will make these tools available to local SCSEP offices.
- GWI's Sr. Vice President for Workforce Development, who is Hispanic, has reached out to Hispanic leaders in all regions of GWI's service area to increase Hispanic representation in the program and will continue to do so. GWI will continue to specifically target Asians and Hispanics in its service areas to ensure proportionate representation in SCSEP.

**SECTION 15. COMMUNITY SERVICES NEEDED AND PLACES WHERE THESE SERVICES ARE MOST NEEDED. PLAN MUST ADDRESS THE NEEDS AND LOCATION OF THOSE INDIVIDUALS MOST IN NEED OF COMUNITY SERVICES AND THE GROUPS WORKING TO MEET THEIR NEEDS**

As noted in Section 7., some of VA's greatest community service needs are driven by poverty. For more detail about localities see Section 7.

Grantees agreed that the most common and universal community service needs of participants are housing assistance, transportation assistance, food, utility support, and temporary financial assistance. Other concerns of our participant population are health concerns, financial difficulties, loneliness, lack of jobs, fear of identity theft, and caring for family members including children and grandchildren.

Virginia is a diverse state. Community service needs and organizations to meet those needs vary throughout the state. Based on assessments, participants are connected to community resources that will address barriers and basic unmet needs. Participants are referred to groups that meet community service needs such as AAAs, DARS' Division of Rehabilitative Services local offices, food banks, Salvation Army, Red Cross, United Way, Legal Aid Society, senior centers, food stamp offices, free clinics, adult education and literacy programs, community colleges, one-stop partners, Lions Clubs, and community action agencies. Grantees and subgrantees at the local level are very resourceful in linking SCSEP participants to these organizations and others to meet the unique needs of each participant.

**SECTION 16. STATE'S LONG TERM STRATEGY TO IMPROVE SCSEP SERVICES, INCLUDING PLANNED LONGER 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 (may include recommendations to DOL).**

All of the Commonwealth's grantees remain committed to the delivery of high quality services to participants. Of utmost importance is maintaining program stability and minimizing disruption to participants as we continue to meet the challenges that arise in an environment of change, i.e., funding and slot reductions, systemic

changes.

The state SCSEP program's new home effective August 1, 2012, within the Division of Rehabilitative Services, at the newly created Virginia Department for Aging and Rehabilitative Services positions it to strengthen collaboration with programs serving individuals with disabilities. We will seek opportunities to share information and best practices and leverage resources with the goal of improved services to our respective populations. This will include educating SCSEP subprojects about available assistive technology products and services that could potentially benefit older workers. SCSEP participants will be included in DRS's Business Development Managers efforts to fill job orders when businesses look to DRS for qualified applicants. We will explore other options to expand services and provide optimal opportunities for our common clients/participants.

Virginia's grantees will seek to improve SCSEP services as follows:

- Continue to advocate on behalf of participants in an effort to ensure that needs of older workers are heard.
- Seek opportunities to increase collaboration among grantees to include sharing information and best practices and identifying and addressing common issues and challenges.
- Continue to participate in the local WIA one-stop planning process. In northern Virginia, NCOA will coordinate an annual meeting with local one-stop career centers and career coaches/front-line staff to educate one-stop staff about SCSEP and serving older workers.
- Continue to analyze the results of DOL's participant and host agency satisfaction surveys to determine how to improve SCSEP services.
- Increase outreach to the most-in-need population. NCOA will develop recruitment and marketing plans to increase service to the most-in-need population, and Asian and Hispanic populations. AARP will utilize AARP's marketing expertise to reach those with significant barriers to employment, including a campaign based on research from AARP's Public Policy

Institute. Project directors will leverage relationships with Vocational Rehabilitation, Veterans Affairs, disease groups and March of Dimes to help with physical barriers to employment. DARs will increase training to subprojects on the topic of outreach to the most- in- need.

- NCOA will explore the creation` of an Older Worker Navigator position at each one-stop career in its service area to assist the centers with serving individuals 55 and older. This includes making referrals to training and community services.
- Training of local SCSEP service delivers will focus on achievement of performance goals.

### **Recommendations to DOL:**

Virginia’s grantees recommend that DOL address the long-standing concern that WIA performance measures serve as a disincentive for one-stops to serve SCSEP participants.

As pointed out by two U.S. Government Accountability Office (GAO) reports (GAO-03-350 and GAO report 08-548), there are disincentives for WIA to serve low-income older adults, many of whom desire part-time employment. GAO report 08-548 states “WIA earnings measure may discourage some one-stops from serving older workers. Serving older workers - who are more likely to work part-time, which provides lower wages - could lower performance on the measure tracking participants’ average earnings.”

The significance of this issue is reinforced by the experience of Virginia's grantees who agreed that WIA’s average earnings performance measure is a barrier to co-enrollment of and service to SCSEP participants in WIA one-stops.

### **SECTION 17. STATE’S STATEGY FOR CONTINUOUS IMPROVEMENT IN THE LEVEL OF PERFORMANCE FOR SCSEP’S ENTRY INTO UNSUBSIDIZED EMPLOYMENT , AND TO ACHIEVE , AT A MINIMUM, THE LEVELS SPECIFIED IN OAA SECTION 513 (a)(2)(E)(ii)**

Strategies of Virginia's grantees are as follows:

- Focus on increasing awareness of the program. Some employers, community service organizations and the eligible population are not aware of the benefits offered by the SCSEP. By increasing awareness of the program and value of older workers among these groups, the Virginia SCSEP should see an increase in the number and quality of placements. By increasing the number of placements into quality community service experiences and unsubsidized employment, Virginia will serve more of the eligible population.
- Provide on-going training to sub-grantees to improve their performance in meeting the common measure performance goals of employment, retention, and earnings. Include training topics such as performance measures, data management, job search strategies, data validation, and most-in-need barriers.
- Provide additional training through WIA resources. These resources include: basic learning skills, upgrading computer skills, enrollment with WIA for vocational education, resume writing, and assistance with full-time job placement.
- Encourage local employers to participate in job fairs targeted to older workers.
- Ensure that efforts are made to establish rapport with employers that have reliable career pathways and who are willing to develop and maintain a working partnership.

## **SECTION 18. APPENDICES**

Appendix A (Tables 1 and 3)

Appendix B (Long Term Employment Projections for Virginia)

Appendix C (Copies of emails to Stakeholders and Public Comment Notification)

# APPENDIX A

**Table 1**

	Virginia				United States		
	2010	2020	Change	Avg. Ann. % Change	2010	2020	Avg. Ann. % Change
<i>Total</i>	3,584,375	4,255,855	671,480	1.73%	131,829,300	151,473,000	1.40%
<i>Professional, Scientific, and Technical Services</i>	381,552	522,818	141,266	3.20%	7,423,900	9,551,500	2.55%
<i>Health Care and Social Assistance</i>	386,804	523,900	137,096	3.08%	17,425,100	23,128,700	2.87%
<i>Educational Services</i>	350,312	432,989	82,677	2.14%	13,537,100	15,382,000	1.29%
<i>Construction</i>	182,999	247,486	64,487	3.06%	5,525,600	7,365,100	2.92%
<i>Retail</i>	398,103	454,590	56,487	1.34%	14,413,700	16,182,200	1.16%
<i>Accommodation and Food Services</i>	294,179	335,566	41,387	1.33%	11,110,900	12,113,100	0.87%
<i>Administrative and Support and Waste</i>	194,688	232,358	37,670	1.78%	7,401,100	8,979,600	1.95%
<i>Other Services</i>	125,799	148,068	22,269	1.64%	6,081,300	6,850,600	1.20%
<i>Finance and Insurance</i>	120,580	137,719	17,139	1.34%	5,691,300	6,196,400	0.85%
<i>Wholesale</i>	110,111	126,499	16,388	1.40%	5,456,100	6,200,200	1.29%
<i>Government</i>	365,247	380,212	14,965	0.40%	10,426,600	10,788,300	0.34%
<i>Transportation and Warehousing</i>	119,022	132,571	13,549	1.08%	4,839,700	5,510,900	1.31%
<i>Arts, Entertainment, and Recreation</i>	46,535	54,151	7,616	1.53%	1,908,700	2,249,300	1.66%
<i>Real Estate and Rental and Leasing</i>	51,509	58,228	6,719	1.23%	1,938,900	2,214,300	1.34%
<i>Information</i>	76,089	82,720	6,631	0.84%	2,710,900	2,851,200	0.51%
<i>Manufacturing</i>	229,827	235,292	5,465	0.24%	11,524,000	11,450,900	-0.06%
<i>Management of Companies and Enterprises</i>	73,845	77,928	4,083	0.54%	1,863,000	1,966,000	0.54%
<i>Utilities</i>	10,896	10,880	-16	-0.01%	551,800	516,200	-0.66%
<i>Mining</i>	8,596	8,354	-242	-0.29%	655,900	680,600	0.37%
<i>Ag and Forestry</i>	57,682	53,526	-4,156	-0.74%	1,343,700	1,295,900	-0.36%

**Table 3**

<i>(SOC)</i>	<i>Occupational Title</i>	<i>2008 Est. Emp.</i>	<i>2018 Pro. Emp.</i>	<i>2008-2018 Emp. Chg.</i>	<i>Ann. Avg. % Chg.</i>	<i>Total % Chg.</i>
	<i>Total, All Occupations</i>	<i>4,014,302</i>	<i>4,612,232</i>	<i>597,930</i>	<i>1.4%</i>	<i>14.7%</i>
<i>150000</i>	<i>Computer and Mathematical Occupations</i>	<i>187,919</i>	<i>254,676</i>	<i>66,757</i>	<i>3.1%</i>	<i>35.0%</i>
<i>430000</i>	<i>Office and Administrative Support Occupations</i>	<i>590,740</i>	<i>657,350</i>	<i>66,610</i>	<i>1.1%</i>	<i>11.3%</i>
<i>151000</i>	<i>Computer Specialists</i>	<i>182,307</i>	<i>246,952</i>	<i>64,645</i>	<i>3.1%</i>	<i>35.0%</i>
<i>130000</i>	<i>Business and Financial Operations Occupations</i>	<i>252,416</i>	<i>313,349</i>	<i>60,933</i>	<i>2.2%</i>	<i>24.1%</i>
<i>250000</i>	<i>Education, Training, and Library Occupations</i>	<i>234,674</i>	<i>285,546</i>	<i>50,872</i>	<i>2.0%</i>	<i>21.7%</i>
<i>131000</i>	<i>Business Operations Specialists</i>	<i>170,406</i>	<i>214,015</i>	<i>43,609</i>	<i>2.3%</i>	<i>25.6%</i>
<i>290000</i>	<i>Healthcare Practitioners and Technical Occupations</i>	<i>182,205</i>	<i>225,334</i>	<i>43,129</i>	<i>2.1%</i>	<i>23.7%</i>
<i>350000</i>	<i>Food Preparation and Serving Related Occupations</i>	<i>300,103</i>	<i>342,316</i>	<i>42,213</i>	<i>1.3%</i>	<i>14.1%</i>
<i>410000</i>	<i>Sales and Related Occupations</i>	<i>442,972</i>	<i>479,400</i>	<i>36,428</i>	<i>0.8%</i>	<i>8.2%</i>
<i>310000</i>	<i>Healthcare Support Occupations</i>	<i>87,123</i>	<i>121,965</i>	<i>34,842</i>	<i>3.4%</i>	<i>40.0%</i>
<i>470000</i>	<i>Construction and Extraction Occupations</i>	<i>231,819</i>	<i>264,083</i>	<i>32,264</i>	<i>1.3%</i>	<i>13.9%</i>
<i>353000</i>	<i>Food and Beverage Serving Workers</i>	<i>175,310</i>	<i>203,037</i>	<i>27,727</i>	<i>1.5%</i>	<i>15.8%</i>
<i>390000</i>	<i>Personal Care and Service Occupations</i>	<i>123,848</i>	<i>151,481</i>	<i>27,633</i>	<i>2.0%</i>	<i>22.3%</i>
<i>252000</i>	<i>Primary, Secondary, and Special Education School Teachers</i>	<i>117,912</i>	<i>143,939</i>	<i>26,027</i>	<i>2.0%</i>	<i>22.1%</i>
<i>291000</i>	<i>Health Diagnosing and Treating Practitioners</i>	<i>108,852</i>	<i>134,576</i>	<i>25,724</i>	<i>2.1%</i>	<i>23.6%</i>
<i>311000</i>	<i>Nursing, Psychiatric, and Home Health Aides</i>	<i>51,022</i>	<i>75,595</i>	<i>24,573</i>	<i>4.0%</i>	<i>48.2%</i>
<i>472000</i>	<i>Construction Trades Workers</i>	<i>173,092</i>	<i>196,122</i>	<i>23,030</i>	<i>1.3%</i>	<i>13.3%</i>
<i>110000</i>	<i>Management Occupations</i>	<i>203,576</i>	<i>226,002</i>	<i>22,426</i>	<i>1.1%</i>	<i>11.0%</i>
<i>434000</i>	<i>Information and Record Clerks</i>	<i>142,732</i>	<i>163,039</i>	<i>20,307</i>	<i>1.3%</i>	<i>14.2%</i>
<i>439061</i>	<i>Office Clerks, General</i>	<i>117,747</i>	<i>137,263</i>	<i>19,516</i>	<i>1.5%</i>	<i>16.6%</i>
<i>490000</i>	<i>Installation, Maintenance, and Repair Occupations</i>	<i>164,866</i>	<i>184,335</i>	<i>19,469</i>	<i>1.1%</i>	<i>11.8%</i>
<i>399000</i>	<i>Other Personal Care and Service Workers</i>	<i>59,659</i>	<i>78,560</i>	<i>18,901</i>	<i>2.8%</i>	<i>31.7%</i>
<i>131111</i>	<i>Management Analysts</i>	<i>57,936</i>	<i>76,597</i>	<i>18,661</i>	<i>2.8%</i>	<i>32.2%</i>
<i>353021</i>	<i>Combined Food Preparation and Serving Workers, Inc. Fast Food</i>	<i>93,935</i>	<i>112,281</i>	<i>18,346</i>	<i>1.8%</i>	<i>19.5%</i>
<i>370000</i>	<i>Building and Grounds Cleaning and Maintenance Occupations</i>	<i>151,043</i>	<i>168,976</i>	<i>17,933</i>	<i>1.1%</i>	<i>11.9%</i>

# APPENDIX B

AreaName	OccupationName	BaseYear	Base	ProjYear	Proj	Change	Percent Change	AvgAnnual Openings
Virginia	Total, All Occupations	2008	4014300	2018	4612230	597930	14	152980
Virginia	Cashiers	2008	98710	2018	104230	5530	5	4990
Virginia	Retail Salespersons	2008	127460	2018	138770	11300	8	4690
Virginia	Waiters and Waitresses	2008	61040	2018	67410	6360	10	4010
Virginia	Combined Food Preparation and Serving Workers, Including Fast Food	2008	93940	2018	112280	18350	19	3830
Virginia	Office Clerks, General	2008	117750	2018	137260	19520	16	3560
Virginia	Customer Service Representatives	2008	55720	2018	68710	12990	23	3050
Virginia	Management Analysts	2008	57940	2018	76600	18660	32	2860
Virginia	Registered Nurses	2008	60590	2018	74770	14180	23	2480
Virginia	Computer Systems Analysts	2008	36520	2018	47980	11460	31	1930
Virginia	Elementary School Teachers, Except Special Education	2008	39280	2018	48320	9050	23	1800
Virginia	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2008	62420	2018	68120	5700	9	1750
Virginia	General and Operations Managers	2008	49270	2018	52060	2780	5	1710
Virginia	Accountants and Auditors	2008	40140	2018	50150	10020	25	1680
Virginia	Computer Software Engineers, Applications	2008	32330	2018	45910	13580	42	1630
Virginia	Stock Clerks and Order Fillers	2008	50130	2018	54670	4540	9	1610
Virginia	Home Health Aides	2008	16430	2018	29540	13110	79	1480
Virginia	Nursing Aides, Orderlies, and Attendants	2008	33630	2018	45060	11430	34	1480
Virginia	Computer Software Engineers, Systems Software	2008	29070	2018	41350	12280	42	1470
Virginia	Network Systems and Data Communications Analysts	2008	16980	2018	28650	11670	68	1470
Virginia	Laborers and Freight, Stock, and Material Movers, Hand	2008	45190	2018	44780	-410	0	1450
Virginia	Maintenance and Repair Workers, General	2008	38260	2018	46190	7930	20	1380
Virginia	First-Line Supervisors/Managers of Office and Administrative Support Workers	2008	37910	2018	42980	5060	13	1360
Virginia	Receptionists and Information Clerks	2008	30020	2018	35500	5480	18	1360
Virginia	Postsecondary Teachers	2008	34050	2018	41650	7600	22	1350
Virginia	First-Line Supervisors/Managers of Retail Sales Workers	2008	47720	2018	50580	2860	6	1310
Virginia	Truck Drivers, Heavy and Tractor-Trailer	2008	43600	2018	48650	5050	11	1290
Virginia	Bookkeeping, Accounting, and Auditing Clerks	2008	51840	2018	58390	6560	12	1280
Virginia	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2008	35440	2018	39400	3960	11	1220
Virginia	Security Guards	2008	30580	2018	36430	5850	19	1210
Virginia	Licensed Practical and Licensed Vocational Nurses	2008	20060	2018	25790	5730	28	1200
Virginia	Personal and Home Care Aides	2008	14440	2018	24420	9980	69	1180
Virginia	Secondary School Teachers, Except Special and Vocational Education	2008	25200	2018	29130	3930	15	1130

Virginia	Teacher Assistants	2008	29170	2018	34290	5120	17	1130
Virginia	Landscaping and Groundskeeping Workers	2008	33070	2018	39980	6910	20	1090
Virginia	Network and Computer Systems Administrators	2008	18410	2018	25630	7220	39	1030
Virginia	Child Care Workers	2008	21590	2018	24910	3310	15	960
Virginia	Computer Support Specialists	2008	19120	2018	23300	4190	21	950
Virginia	Cooks, Restaurant Executive Secretaries and	2008	25450	2018	28400	2950	11	950
Virginia	Administrative Assistants	2008	27570	2018	32910	5340	19	910
Virginia	Construction Laborers First-Line Supervisors/Managers of Construction Trades and Extraction	2008	34910	2018	41580	6670	19	900
Virginia	Workers	2008	25030	2018	29210	4180	16	900
Virginia	Maids and Housekeeping Cleaners	2008	36490	2018	38900	2410	6	900
Virginia	Carpenters	2008	34740	2018	39190	4450	12	880
Virginia	Dishwashers Counter Attendants, Cafeteria, Food	2008	15020	2018	17410	2390	15	860
Virginia	Concession, and Coffee Shop	2008	9490	2018	10710	1220	12	820
Virginia	Electricians	2008	22040	2018	24770	2730	12	810
Virginia	Real Estate Sales Agents Middle School Teachers, Except Special	2008	26280	2018	29950	3670	14	800
Virginia	and Vocational Education	2008	16670	2018	20420	3760	22	760
Virginia	Lawyers	2008	19780	2018	23390	3610	18	730
Virginia	Food Preparation Workers Farmworkers and Laborers, Crop,	2008	16110	2018	17500	1390	8	720
Virginia	Nursery, and Greenhouse Hosts and Hostesses, Restaurant,	2008	25800	2018	23400	-2400	-9	700
Virginia	Lounge, and Coffee Shop	2008	8730	2018	9640	910	10	700
Virginia	Police and Sheriffs Patrol Officers	2008	16950	2018	19440	2480	14	690
Virginia	Physicians and surgeons Preschool Teachers, Except Special	2008	15990	2018	20000	4010	25	680
Virginia	Education	2008	13540	2018	17630	4090	30	680
Virginia	Purchasing Agents, Except Wholesale, Retail, and Farm Products	2008	13290	2018	16630	3340	25	680
Virginia	Tellers	2008	14350	2018	15070	710	5	660
Virginia	Plumbers, Pipefitters, and Steamfitters Dining Room and Cafeteria Attendants	2008	16850	2018	19210	2370	14	580
Virginia	and Bartender Helpers	2008	10470	2018	11580	1120	10	570
Virginia	Heating, Air Conditioning, and Refrigeration Mechanics and Installers Computer and Information Systems	2008	11890	2018	15690	3810	32	570
Virginia	Managers	2008	12730	2018	16180	3450	27	550
Virginia	Correctional Officers and Jailers	2008	17370	2018	19050	1690	9	550
Virginia	Market Research Analysts	2008	8960	2018	12000	3040	34	550
Virginia	Truck Drivers, Light or Delivery Services Automotive Service Technicians and	2008	24540	2018	25630	1090	4	550
Virginia	Mechanics	2008	23090	2018	24070	980	4	540
Virginia	Amusement and Recreation Attendants	2008	7170	2018	8700	1530	21	530

Virginia	First-Line Supervisors/Managers of Food Preparation and Serving Workers	2008	24390	2018	27060	2670	10	500
Virginia	Training and Development Specialists	2008	8840	2018	11530	2690	30	500
Virginia	Public Relations Specialists	2008	8670	2018	11560	2890	33	490
Virginia	Fire Fighters	2008	8150	2018	10310	2160	26	470
Virginia	Civil Engineers	2008	10470	2018	13270	2800	26	460
Virginia	Hairdressers, Hairstylists, and Cosmetologists	2008	18910	2018	20730	1810	9	460
Virginia	Industrial Truck and Tractor Operators	2008	13740	2018	14250	510	3	460
Virginia	Billing and Posting Clerks and Machine Operators	2008	13130	2018	15440	2310	17	450
Virginia	Medical Assistants	2008	9760	2018	13130	3370	34	450
Virginia	Bill and Account Collectors	2008	11630	2018	13850	2220	19	440
Virginia	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	2008	12990	2018	13920	930	7	430
Virginia	Pharmacy Technicians	2008	7720	2018	10110	2380	30	430
Virginia	Dental Assistants	2008	7620	2018	10380	2760	36	420
Virginia	Recreation Workers	2008	10950	2018	13180	2230	20	420
Virginia	Child, Family, and School Social Workers	2008	8200	2018	10220	2020	24	410
Virginia	Construction Managers	2008	17150	2018	19930	2780	16	410
Virginia	Financial Analysts	2008	8050	2018	10660	2620	32	410
Virginia	Fitness Trainers and Aerobics Instructors	2008	7590	2018	10280	2690	35	410
Virginia	Shipping, Receiving, and Traffic Clerks	2008	15870	2018	15020	-850	-5	390
Virginia	First-Line Supervisors/Managers of Non-Retail Sales Workers	2008	12950	2018	14030	1080	8	380
Virginia	Industrial Engineers	2008	5850	2018	8160	2300	39	380
Virginia	Bus Drivers, School	2008	16830	2018	17610	780	4	370
Virginia	Cost Estimators	2008	7550	2018	9520	1970	26	370
Virginia	Financial Managers	2008	12480	2018	13930	1450	11	370
Virginia	Graphic Designers	2008	8000	2018	9220	1230	15	370
Virginia	Hotel, Motel, and Resort Desk Clerks	2008	7090	2018	8360	1270	17	370
Virginia	Insurance Sales Agents	2008	10170	2018	11530	1360	13	370
Virginia	Operating Engineers and Other Construction Equipment Operators	2008	12460	2018	14020	1560	12	370
Virginia	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	2008	7620	2018	10440	2830	37	360
Virginia	Cooks, Institution and Cafeteria	2008	7410	2018	9060	1650	22	360
Virginia	Secretaries, Except Legal, Medical, and Executive	2008	17970	2018	19100	1130	6	360
Virginia	Cooks, Fast Food	2008	9170	2018	10190	1020	11	340
Virginia	Securities, Commodities, and Financial Services Sales Agents	2008	6960	2018	8230	1270	18	340
Virginia	Team Assemblers	2008	15060	2018	14840	-220	-1	340
Virginia	Painters, Construction and Maintenance	2008	13280	2018	14320	1040	7	330

Virginia	Employment, Recruitment, and Placement Specialists	2008	6010	2018	7670	1660	27	320
Virginia	Bartenders	2008	6330	2018	7140	810	12	310
Virginia	Cleaners of Vehicles and Equipment	2008	8200	2018	8350	150	1	310
Virginia	Counter and Rental Clerks	2008	10110	2018	10490	380	3	310
Virginia	Electrical Engineers	2008	7800	2018	8980	1190	15	300
Virginia	Operations Research Analysts	2008	4290	2018	6080	1790	41	300
Virginia	Pharmacists	2008	7740	2018	9060	1320	17	300
Virginia	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	2008	7580	2018	8790	1210	16	300
Virginia	Social and Human Service Assistants	2008	6180	2018	7850	1660	26	300
Virginia	Coaches and Scouts	2008	5590	2018	7420	1830	32	290
Virginia	Education Administrators, Elementary and Secondary School	2008	6530	2018	7510	980	15	290
Virginia	Paralegals and Legal Assistants	2008	7100	2018	9190	2090	29	290
Virginia	Chief Executives	2008	8640	2018	9010	360	4	280
Virginia	First-Line Supervisors/Managers of Personal Service Workers	2008	5940	2018	7100	1160	19	280
Virginia	Mental Health Counselors	2008	5100	2018	6830	1730	33	280
Virginia	Computer Programmers	2008	11930	2018	12350	420	3	270
Virginia	Helpers--Installation, Maintenance, and Repair Workers	2008	4410	2018	4960	550	12	270
Virginia	Postal Service Mail Carriers	2008	8570	2018	8410	-160	-1	270
Virginia	Educational, Vocational, and School Counselors	2008	6420	2018	7680	1260	19	260
Virginia	Nonfarm Animal Caretakers	2008	6100	2018	7380	1280	21	260
Virginia	Packers and Packagers, Hand	2008	15850	2018	14990	-860	-5	260
Virginia	Sales Managers	2008	6550	2018	7750	1200	18	260
Virginia	Welders, Cutters, Solderers, and Brazers	2008	8010	2018	8190	180	2	260
Virginia	Mechanical Engineers	2008	7760	2018	8320	550	7	250
Virginia	Rehabilitation Counselors	2008	5250	2018	6680	1430	27	250
Virginia	Ushers, Lobby Attendants, and Ticket Takers	2008	3250	2018	3680	430	13	250
Virginia	Self-Enrichment Education Teachers	2008	4130	2018	5930	1800	43	240
Virginia	Taxi Drivers and Chauffeurs	2008	6080	2018	7410	1330	21	240
Virginia	Dental Hygienists	2008	3970	2018	5410	1450	36	230
Virginia	Driver/Sales Workers	2008	9490	2018	10080	590	6	230
Virginia	Inspectors, Testers, Sorters, Samplers, and Weighers	2008	10880	2018	11330	450	4	230
Virginia	Medical Secretaries	2008	5510	2018	7110	1600	29	230
Virginia	Claims Adjusters, Examiners, and Investigators	2008	6290	2018	6880	590	9	220
Virginia	Database Administrators	2008	4750	2018	6200	1450	30	220
Virginia	Medical and Health Services Managers	2008	5430	2018	6560	1130	20	220
Virginia	Production, Planning, and Expediting Clerks	2008	7330	2018	7740	410	5	220
Virginia	Telemarketers	2008	8680	2018	8140	-550	-6	220
Virginia	Helpers--Electricians	2008	4500	2018	5660	1160	25	210

Virginia	Kindergarten Teachers, Except Special Education	2008	4970	2018	6090	1120	22	210
Virginia	Bus and Truck Mechanics and Diesel Engine Specialists	2008	6840	2018	7250	410	6	200
Virginia	Environmental Scientists and Specialists, Including Health	2008	3190	2018	4300	1100	34	200
Virginia	Instructional Coordinators	2008	4010	2018	5150	1140	28	200
Virginia	Library Assistants, Clerical	2008	3250	2018	3870	620	19	200
Virginia	Loan Officers	2008	9620	2018	10540	930	9	200
Virginia	Personal Financial Advisors	2008	4050	2018	5640	1590	39	200
Virginia	Writers and Authors	2008	4910	2018	5900	980	20	200
Virginia	Brickmasons and Blockmasons	2008	5210	2018	5830	620	11	190
Virginia	Cement Masons and Concrete Finishers	2008	5010	2018	5640	630	12	190
Virginia	Computer and Information Scientists, Research	2008	3620	2018	4710	1090	30	190
Virginia	Electronics Engineers, Except Computer	2008	5300	2018	5990	700	13	190
Virginia	Engineering Managers	2008	5210	2018	6090	880	16	190
Virginia	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers	2008	6310	2018	7480	1170	18	190
Virginia	First-Line Supervisors/Managers of Production and Operating Workers	2008	14300	2018	13830	-470	-3	190
Virginia	Helpers--Carpenters	2008	4270	2018	5320	1050	24	190
Virginia	Helpers--Production Workers	2008	9420	2018	9610	200	2	190
Virginia	Industrial Machinery Mechanics	2008	7770	2018	8540	770	9	190
Virginia	Librarians	2008	4620	2018	5260	640	13	190
Virginia	Loan Interviewers and Clerks	2008	6480	2018	6740	260	3	190
Virginia	Marketing Managers	2008	4220	2018	5200	990	23	190
Virginia	Medical and Clinical Laboratory Technologists	2008	4670	2018	5710	1040	22	190
Virginia	Compensation, Benefits, and Job Analysis Specialists	2008	3280	2018	4240	950	29	180
Virginia	Emergency Medical Technicians and Paramedics	2008	4320	2018	5270	960	22	180
Virginia	Farm, Ranch, and Other Agricultural Managers	2008	9060	2018	8880	-180	-1	180
Virginia	Food Servers, Nonrestaurant	2008	4510	2018	5500	990	21	180
Virginia	Food Service Managers	2008	6090	2018	6660	580	9	180
Virginia	Human Resources Assistants, Except Payroll and Timekeeping	2008	5410	2018	5700	290	5	180
Virginia	Interviewers, Except Eligibility and Loan	2008	3800	2018	4710	910	23	180
Virginia	Physical Therapists	2008	4150	2018	5480	1320	31	180
Virginia	Refuse and Recyclable Material Collectors	2008	3870	2018	4540	670	17	180
Virginia	Sailors and Marine Oilers	2008	2890	2018	3440	550	19	180
Virginia	Electrical and Electronic Engineering Technicians	2008	6490	2018	6910	420	6	170
Virginia	Order Clerks	2008	6030	2018	4810	-1220	-20	170
Virginia	Sheet Metal Workers	2008	5610	2018	5990	380	6	170
Virginia	Veterinary Assistants and Laboratory	2008	3790	2018	5010	1230	32	170
Virginia	Animal Caretakers	2008	3790	2018	5010	1230	32	170
Virginia	Administrative Services Managers	2008	4130	2018	4820	690	16	160

Virginia	Bus Drivers, Transit and Intercity	2008	5210	2018	5920	720	13	160
Virginia	Meat, Poultry, and Fish Cutters and Trimmers	2008	4310	2018	4520	210	5	160
Virginia	Medical and Clinical Laboratory Technicians	2008	3890	2018	4700	810	20	160
Virginia	Mental Health and Substance Abuse Social Workers	2008	3160	2018	3970	810	25	160
Virginia	Probation Officers and Correctional Treatment Specialists	2008	3870	2018	4620	750	19	160
Virginia	Radiologic Technologists and Technicians	2008	5150	2018	6020	860	16	160
Virginia	Cooks, Short Order	2008	4950	2018	5160	220	4	150
Virginia	Editors	2008	3810	2018	4270	460	12	150
Virginia	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	2008	7740	2018	8460	720	9	150
Virginia	Highway Maintenance Workers	2008	4420	2018	4680	250	5	150
Virginia	Legal Secretaries	2008	4390	2018	5270	880	20	150
Virginia	Medical Records and Health Information Technicians	2008	3480	2018	4280	800	22	150
Virginia	Telecommunications Line Installers and Repairers	2008	8030	2018	8310	270	3	150
Virginia	Captains, Mates, and Pilots of Water Vessels	2008	2070	2018	2580	510	24	140
Virginia	Clinical, Counseling, and School Psychologists	2008	2870	2018	3410	540	18	140
Virginia	Construction and Building Inspectors	2008	3680	2018	4350	670	18	140
Virginia	Electrical Power-Line Installers and Repairers	2008	3300	2018	3570	270	8	140
Virginia	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	2008	3080	2018	3880	800	26	140
Virginia	Library Technicians	2008	2330	2018	2690	360	15	140
Virginia	Police, Fire, and Ambulance Dispatchers	2008	2950	2018	3710	760	25	140
Virginia	Vocational Education Teachers, Secondary School	2008	3120	2018	3640	510	16	140
Virginia	Advertising Sales Agents	2008	3250	2018	3900	650	20	130
Virginia	Architects, Except Landscape and Naval	2008	4050	2018	4700	640	15	130
Virginia	Data Entry Keyers	2008	6360	2018	6140	-210	-3	130
Virginia	Detectives and Criminal Investigators	2008	3350	2018	3900	560	16	130
Virginia	Eligibility Interviewers, Government Programs	2008	3520	2018	4020	500	14	130
Virginia	Interpreters and Translators	2008	1910	2018	2710	800	41	130
Virginia	Meeting and Convention Planners	2008	2610	2018	3320	710	27	130
Virginia	Reservation and Transportation Ticket Agents and Travel Clerks	2008	4040	2018	4400	360	9	130
Virginia	Speech-Language Pathologists	2008	2870	2018	3600	730	25	130
Virginia	Water and Liquid Waste Treatment Plant and System Operators	2008	2710	2018	3390	680	24	130
Virginia	Budget Analysts	2008	3030	2018	3720	690	22	120
Virginia	Butchers and Meat Cutters	2008	3190	2018	3350	160	4	120

Virginia	Demonstrators and Product Promoters	2008	3350	2018	3540	190	5	120
Virginia	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	2008	6490	2018	5990	-500	-7	120
Virginia	Farmworkers, Farm and Ranch Animals	2008	4320	2018	4080	-240	-5	120
Virginia	First-Line Supervisors/Managers of Police and Detectives	2008	2250	2018	2500	250	11	120
Virginia	Laundry and Dry-Cleaning Workers	2008	6910	2018	6920			120
Virginia	Mobile Heavy Equipment Mechanics, Except Engines	2008	3610	2018	4090	490	13	120
Virginia	Ship Engineers	2008	1690	2018	2150	450	26	120
Virginia	Social and Community Service Managers	2008	2650	2018	3190	540	20	120
Virginia	Veterinarians	2008	1970	2018	2840	880	44	120
Virginia	Airline Pilots, Copilots, and Flight Engineers	2008	2600	2018	2830	230	8	110
Virginia	Civil Engineering Technicians	2008	3030	2018	3580	550	18	110
Virginia	Education Administrators, Postsecondary	2008	2760	2018	3000	240	8	110
Virginia	Excavating and Loading Machine and Dragline Operators	2008	2770	2018	3040	280	9	110
Virginia	First-Line Supervisors/Managers of Correctional Officers	2008	2570	2018	2720	160	6	110
Virginia	First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	2008	1690	2018	1950	260	15	110
Virginia	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	2008	6070	2018	5890	-170	-2	110
Virginia	Medical and Public Health Social Workers	2008	2130	2018	2690	560	26	110
Virginia	Occupational Therapists	2008	2390	2018	3030	650	27	110
Virginia	Packaging and Filling Machine Operators and Tenders	2008	6490	2018	6420	-80	-1	110
Virginia	Pest Control Workers	2008	2080	2018	2420	340	16	110
Virginia	Photographers	2008	3050	2018	3580	530	17	110
Virginia	Producers and Directors	2008	2540	2018	2820	280	11	110
Virginia	Psychiatric Technicians	2008	4120	2018	4210	90	2	110
Virginia	Substance Abuse and Behavioral Disorder Counselors	2008	2210	2018	2890	680	30	110
Virginia	Surgical Technologists	2008	2140	2018	2700	570	26	110
Virginia	Technical Writers	2008	2640	2018	3280	650	24	110
Virginia	Automotive Body and Related Repairers	2008	3760	2018	3770	10	0	100
Virginia	Drywall and Ceiling Tile Installers	2008	4180	2018	4760	580	13	100
Virginia	Environmental Engineers	2008	2250	2018	2780	530	23	100
Virginia	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	2008	2630	2018	3060	440	16	100
Virginia	Machinists	2008	7550	2018	7200	-350	-4	100
Virginia	Mail Clerks and Mail Machine Operators, Except Postal Service	2008	5430	2018	4810	-620	-11	100

Virginia	Payroll and Timekeeping Clerks	2008	4250	2018	4010	-240	-5	100
Virginia	Printing Machine Operators	2008	4520	2018	4350	-170	-3	100
Virginia	Private Detectives and Investigators	2008	1900	2018	2500	600	31	100
Virginia	Surveying and Mapping Technicians	2008	2500	2018	3080	580	23	100
Virginia	Tour Guides and Escorts	2008	1690	2018	1950	250	14	100
Virginia	Veterinary Technologists and Technicians	2008	1400	2018	2050	650	46	100
Virginia	Bakers	2008	2930	2018	3060	130	4	90
Virginia	Cabinetmakers and Bench Carpenters	2008	3850	2018	3840			90
Virginia	Computer, Automated Teller, and Office Machine Repairers	2008	4900	2018	4910			90
Virginia	Dispatchers, Except Police, Fire, and Ambulance	2008	4230	2018	4190	-40	-1	90
Virginia	File Clerks	2008	3530	2018	2800	-740	-20	90
Virginia	Funeral Attendants	2008	1400	2018	1580	190	13	90
Virginia	Insurance Claims and Policy Processing Clerks	2008	5550	2018	5740	190	3	90
Virginia	Interior Designers	2008	2140	2018	2320	190	8	90
Virginia	Physical Therapist Assistants	2008	1580	2018	2220	640	40	90
Virginia	Procurement Clerks	2008	2260	2018	2480	220	9	90
Virginia	Property, Real Estate, and Community Association Managers	2008	3770	2018	3990	220	5	90
Virginia	Respiratory Therapists	2008	2300	2018	2780	480	20	90
Virginia	Sales Engineers	2008	1870	2018	2130	260	13	90
Virginia	Service Station Attendants	2008	1970	2018	2040	70	3	90
Virginia	Surveyors	2008	2240	2018	2600	370	16	90
Virginia	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	2008	3470	2018	3630	160	4	90
Virginia	Aerospace Engineers	2008	2390	2018	2710	320	13	80
Virginia	Architectural and Civil Drafters	2008	2600	2018	2840	250	9	80
Virginia	Baggage Porters and Bellhops	2008	1880	2018	2140	260	13	80
Virginia	Cargo and Freight Agents	2008	1630	2018	2060	430	26	80
Virginia	Computer Hardware Engineers	2008	1590	2018	1990	400	25	80
Virginia	Education Administrators, Preschool and Child Care Center/Program First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	2008	1540	2018	1900	360	23	80
Virginia	Health Educators	2008	3610	2018	3730	120	3	80
Virginia	Industrial Production Managers	2008	1660	2018	2050	400	24	80
Virginia	Mixing and Blending Machine Setters, Operators, and Tenders	2008	2350	2018	2220	-130	-5	80
Virginia	Parking Lot Attendants	2008	2860	2018	3180	330	11	80
Virginia	Physician Assistants	2008	2330	2018	2250	-90	-3	80
Virginia	Purchasing Managers	2008	1430	2018	1990	560	39	80
Virginia	Security and Fire Alarm Systems Installers	2008	2210	2018	2420	210	9	80
Virginia	Tax Examiners, Collectors, and Revenue Agents	2008	1790	2018	2290	500	27	80
Virginia		2008	1750	2018	1970	220	12	80

Telecommunications Equipment								
Installers and Repairers, Except Line								
Virginia	Installers	2008	3460	2018	3640	180	5	80
Virginia	Tile and Marble Setters	2008	1950	2018	2220	280	14	80
Virginia	Tree Trimmers and Pruners	2008	2080	2018	2650	580	27	80
Virginia	Agricultural Equipment Operators	2008	2530	2018	2290	-240	-9	70
Virginia	Appraisers and Assessors of Real Estate	2008	3210	2018	3340	130	4	70
Virginia	Choreographers	2008	1120	2018	1280	160	14	70
Virginia	Couriers and Messengers	2008	3080	2018	3070			70
Virginia	Court, Municipal, and License Clerks	2008	1920	2018	2120	200	10	70
Virginia	Credit Analysts	2008	1910	2018	2230	320	16	70
Virginia	Cutting and Slicing Machine Setters, Operators, and Tenders	2008	3190	2018	2950	-250	-7	70
Virginia	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	2008	3520	2018	3070	-450	-12	70
Virginia	Electrical and Electronic Equipment Assemblers	2008	4210	2018	3780	-430	-10	70
Virginia	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	2008	2060	2018	2380	320	15	70
Virginia	Medical Transcriptionists	2008	2350	2018	2760	410	17	70
Virginia	Pipelayers	2008	1760	2018	2100	330	18	70
Virginia	Residential Advisors	2008	1320	2018	1510	190	14	70
Virginia	Roofers	2008	3490	2018	3630	150	4	70
Virginia	Supervisors, Farming, Fishing, and Forestry Workers	2008	2310	2018	2450	140	5	70
Virginia	Wholesale and Retail Buyers, Except Farm Products	2008	2970	2018	2900	-60	-2	70
Virginia	Adult Literacy, Remedial Education, and GED Teachers and Instructors	2008	1630	2018	1990	350	21	60
Virginia	Air Traffic Controllers	2008	1140	2018	1320	180	15	60
Virginia	Audio and Video Equipment Technicians	2008	1020	2018	1270	250	24	60
Virginia	Barbers	2008	3680	2018	3700	20	0	60
Virginia	Cardiovascular Technologists and Technicians	2008	1490	2018	1850	360	24	60
Virginia	Cartographers and Photogrammetrists	2008	970	2018	1340	360	37	60
Virginia	Chemists	2008	1830	2018	1840	10	0	60
Virginia	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	2008	1770	2018	1890	120	6	60
Virginia	Dietitians and Nutritionists	2008	1330	2018	1460	130	9	60
Virginia	Floral Designers	2008	1900	2018	1870	-30	-1	60
Virginia	Food Batchmakers	2008	1760	2018	1900	150	8	60
Virginia	Law Clerks	2008	1240	2018	1620	380	31	60
Virginia	Massage Therapists	2008	2340	2018	2660	310	13	60
Virginia	Mechanical Drafters Molders, Shapers, and Casters, Except	2008	2650	2018	2550	-100	-3	60
Virginia	Metal and Plastic	2008	1110	2018	1200	90	8	60
Virginia	Nuclear Engineers	2008	1770	2018	1950	190	10	60
Virginia	Opticians, Dispensing	2008	1880	2018	2090	220	11	60

Virginia	Paper Goods Machine Setters, Operators, and Tenders	2008	2840	2018	2220	-620	-22	60
Virginia	Public Relations Managers	2008	1250	2018	1510	260	20	60
Virginia	Real Estate Brokers	2008	2750	2018	2890	140	5	60
Virginia	Switchboard Operators, Including Answering Service	2008	2980	2018	2730	-250	-8	60
Virginia	Urban and Regional Planners	2008	1430	2018	1760	330	23	60
Virginia	Weighers, Measurers, Checkers, and Samplers, Recordkeeping Aircraft Mechanics and Service Technicians	2008	1710	2018	1550	-160	-9	60
Virginia	Animal Trainers	2008	990	2018	1280	290	29	50
Virginia	Art Directors	2008	1280	2018	1460	190	14	50
Virginia	Brokerage Clerks	2008	1260	2018	1400	140	11	50
Virginia	Chiropractors	2008	1240	2018	1470	240	19	50
Virginia	Computer-Controlled Machine Tool Operators, Metal and Plastic	2008	1520	2018	1670	150	9	50
Virginia	Electrical and Electronics Repairers, Commercial and Industrial Equipment Electronic Home Entertainment Equipment Installers and Repairers	2008	1800	2018	1970	170	9	50
Virginia	Glaziers	2008	1580	2018	1790	210	13	50
Virginia	Industrial Engineering Technicians	2008	1160	2018	1250	90	8	50
Virginia	Insurance Underwriters	2008	1370	2018	1570	200	14	50
Virginia	Logging Equipment Operators	2008	1670	2018	1640	-30	-1	50
Virginia	Maintenance Workers, Machinery	2008	1830	2018	1500	-320	-17	50
Virginia	Manicurists and Pedicurists	2008	2080	2018	2210	130	6	50
Virginia	Medical Equipment Repairers	2008	2050	2018	2200	150	7	50
Virginia	Merchandise Displayers and Window Trimmers	2008	850	2018	1120	270	31	50
Virginia	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	2008	1470	2018	1520	60	3	50
Virginia	Multi-Media Artists and Animators	2008	2470	2018	2300	-170	-7	50
Virginia	New Accounts Clerks	2008	1380	2018	1600	220	16	50
Virginia	Office Machine Operators, Except Computer	2008	1830	2018	1820			50
Virginia	Optometrists	2008	1550	2018	1490	-60	-3	50
Virginia	Painters, Transportation Equipment Paving, Surfacing, and Tamping Equipment Operators	2008	760	2018	970	210	27	50
Virginia	Physical Therapist Aides	2008	1460	2018	1530	80	5	50
Virginia	Slaughterers and Meat Packers	2008	1490	2018	1700	210	14	50
Virginia	Structural Metal Fabricators and Fitters	2008	800	2018	1130	340	42	50
Virginia	Tire Repairers and Changers	2008	1490	2018	1530	40	2	50
Virginia	Transportation, Storage, and Distribution Managers	2008	1920	2018	1830	-90	-4	50
Virginia	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	2008	1470	2018	1380	-90	-5	50
Virginia	Agents and Business Managers of Artists, Performers, and Athletes	2008	1470	2018	1380	-90	-5	50
Virginia		2008	650	2018	860	210	33	40

Virginia	Biomedical Engineers	2008	390	2018	730	340	87	40
Virginia	Boilermakers	2008	790	2018	970	180	22	40
Virginia	Clergy	2008	880	2018	1060	180	20	40
Virginia	Coin, Vending, and Amusement Machine Servicers and Repairers	2008	910	2018	990	80	8	40
Virginia	Commercial Pilots	2008	650	2018	830	180	27	40
Virginia	Concierges	2008	960	2018	1080	130	13	40
Virginia	Crane and Tower Operators	2008	1730	2018	1700	-30	-1	40
Virginia	Credit Authorizers, Checkers, and Clerks	2008	1270	2018	1290	20	1	40
Virginia	Dental Laboratory Technicians	2008	1070	2018	1230	160	14	40
Virginia	Diagnostic Medical Sonographers	2008	1080	2018	1270	190	17	40
Virginia	Environmental Science and Protection Technicians, Including Health Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	2008	470	2018	620	150	32	40
Virginia	Fine Artists, Including Painters, Sculptors, and Illustrators	2008	1910	2018	1780	-130	-6	40
Virginia	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	2008	1120	2018	1250	130	11	40
Virginia	Lodging Managers	2008	790	2018	790			40
Virginia	Machine Feeders and Offbearers	2008	1510	2018	1630	120	8	40
Virginia	Machine Feeders and Offbearers	2008	3430	2018	2730	-700	-20	40
Virginia	Marine Engineers and Naval Architects	2008	1470	2018	1590	120	7	40
Virginia	Medical Scientists, Except Epidemiologists	2008	730	2018	1000	270	37	40
Virginia	Natural Sciences Managers	2008	980	2018	1130	150	15	40
Virginia	Occupational Therapist Assistants	2008	670	2018	940	270	41	40
Virginia	Ophthalmic Laboratory Technicians	2008	1130	2018	1340	210	18	40
Virginia	Political Scientists	2008	470	2018	590	120	26	40
Virginia	Postal Service Clerks	2008	2070	2018	1680	-390	-18	40
Virginia	Postal Service Mail Sorters, Processors, and Processing Machine Operators	2008	3850	2018	2660	-1190	-30	40
Virginia	Sawing Machine Setters, Operators, and Tenders, Wood	2008	2010	2018	1940	-70	-3	40
Virginia	Shampooers	2008	2130	2018	2190	60	3	40
Virginia	Structural Iron and Steel Workers	2008	1670	2018	1830	160	9	40
Virginia	Tailors, Dressmakers, and Custom Sewers	2008	2600	2018	2750	150	5	40
Virginia	Tax Preparers	2008	2600	2018	2520	-70	-2	40
Virginia	Tire Builders	2008	1220	2018	1010	-210	-17	40
Virginia	Athletic Trainers	2008	330	2018	490	160	47	30
Virginia	Bindery Workers	2008	2270	2018	1800	-480	-21	30
Virginia	Biological Technicians	2008	570	2018	650	80	14	30
Virginia	Broadcast Technicians	2008	900	2018	960	70	7	30
Virginia	Chefs and Head Cooks	2008	2280	2018	2400	120	5	30
Virginia	Computer Operators	2008	2710	2018	2490	-220	-8	30
Virginia	Control and Valve Installers and Repairers, Except Mechanical Door Crossing Guards	2008	1160	2018	1250	90	7	30
Virginia		2008	660	2018	760	100	15	30

Virginia	Dietetic Technicians	2008	670	2018	790	120	18	30
Virginia	Earth Drillers, Except Oil and Gas Electric Motor, Power Tool, and Related Repairers	2008	1130	2018	1220	90	8	30
Virginia	Electrical and Electronics Drafters	2008	760	2018	860	90	11	30
Virginia	Embalmers	2008	540	2018	510	-30	-5	30
Virginia	Emergency Management Specialists	2008	550	2018	750	200	37	30
Virginia	Environmental Engineering Technicians	2008	570	2018	730	170	29	30
Virginia	Fence Erectors	2008	960	2018	1110	140	14	30
Virginia	Financial Examiners	2008	490	2018	700	210	41	30
Virginia	Forensic Science Technicians	2008	470	2018	590	120	24	30
Virginia	Geoscientists, Except Hydrologists and Geographers	2008	590	2018	740	150	24	30
Virginia	Hazardous Materials Removal Workers	2008	740	2018	860	120	16	30
Virginia	Home Appliance Repairers	2008	2200	2018	2200			30
Virginia	Landscape Architects	2008	940	2018	1110	170	18	30
Virginia	Legislators	2008	860	2018	920	60	7	30
Virginia	Marriage and Family Therapists	2008	640	2018	820	190	29	30
Virginia	Mechanical Engineering Technicians	2008	1270	2018	1310	40	3	30
Virginia	Musicians and Singers	2008	1300	2018	1370	70	5	30
Virginia	Outdoor Power Equipment and Other Small Engine Mechanics	2008	1060	2018	1190	120	11	30
Virginia	Painting, Coating, and Decorating Workers	2008	740	2018	860	120	16	30
Virginia	Photographic Processing Machine Operators	2008	1400	2018	1070	-330	-23	30
Virginia	Physicists	2008	760	2018	870	110	14	30
Virginia	Prepress Technicians and Workers	2008	1970	2018	1900	-70	-3	30
Virginia	Railroad Conductors and Yardmasters	2008	730	2018	780	40	5	30
Virginia	Recreational Therapists	2008	560	2018	700	140	25	30
Virginia	Reinforcing Iron and Rebar Workers	2008	860	2018	980	120	13	30
Virginia	Stationary Engineers and Boiler Operators	2008	980	2018	1070	90	8	30
Virginia	Stonemasons	2008	780	2018	870	90	11	30
Virginia	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	2008	2060	2018	1580	-480	-23	30
Virginia	Title Examiners, Abstractors, and Searchers	2008	1390	2018	1440	60	4	30
Virginia	Actors	2008	620	2018	710	90	14	20
Virginia	Advertising and Promotions Managers	2008	580	2018	590	10	1	20
Virginia	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	2008	450	2018	580	140	30	20
Virginia	Audiologists	2008	460	2018	580	120	25	20
Virginia	Camera Operators, Television, Video, and Motion Picture	2008	590	2018	650	60	10	20
Virginia	Carpet Installers	2008	930	2018	920	-10	-1	20

Virginia	Chemical Engineers	2008	600	2018	560	-40	-6	20
Virginia	Chemical Technicians	2008	1050	2018	980	-60	-6	20
Virginia	Commercial and Industrial Designers	2008	510	2018	550	50	8	20
Virginia	Conveyor Operators and Tenders	2008	790	2018	710	-80	-10	20
Virginia	Economists	2008	470	2018	550	70	15	20
Virginia	Electrical and Electronics Installers and Repairers, Transportation Equipment	2008	840	2018	880	40	4	20
Virginia	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay Electromechanical Equipment	2008	780	2018	880	100	12	20
Virginia	Assemblers	2008	1160	2018	1080	-90	-7	20
Virginia	Electro-Mechanical Technicians	2008	1150	2018	1000	-150	-13	20
Virginia	Elevator Installers and Repairers	2008	440	2018	480	40	9	20
Virginia	Engine and Other Machine Assemblers	2008	770	2018	720	-40	-5	20
Virginia	Epidemiologists	2008	260	2018	430	170	67	20
Virginia	Film and Video Editors	2008	510	2018	580	70	12	20
Virginia	Forest and Conservation Technicians	2008	370	2018	420	50	12	20
Virginia	Furniture Finishers	2008	960	2018	930	-40	-4	20
Virginia	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	2008	650	2018	700	50	7	20
Virginia	Jewelers and Precious Stone and Metal Workers	2008	730	2018	690	-40	-5	20
Virginia	Loan Counselors	2008	670	2018	820	160	23	20
Virginia	Locker Room, Coatroom, and Dressing Room Attendants	2008	270	2018	310	40	15	20
Virginia	Locksmiths and Safe Repairers	2008	650	2018	770	110	17	20
Virginia	Materials Engineers	2008	480	2018	540	60	11	20
Virginia	Mathematicians	2008	510	2018	580	70	14	20
Virginia	Medical Equipment Preparers	2008	890	2018	1030	130	15	20
Virginia	Meter Readers, Utilities	2008	630	2018	550	-90	-13	20
Virginia	Microbiologists	2008	370	2018	420	50	13	20
Virginia	Millwrights	2008	920	2018	910	-10	-1	20
Virginia	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	2008	1010	2018	830	-170	-17	20
Virginia	Music Directors and Composers	2008	540	2018	650	120	22	20
Virginia	Nuclear Medicine Technologists	2008	570	2018	660	90	15	20
Virginia	Power Plant Operators	2008	680	2018	670			20
Virginia	Radiation Therapists	2008	390	2018	470	90	23	20
Virginia	Riggers	2008	990	2018	1020	30	2	20
Virginia	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	2008	750	2018	640	-100	-13	20
Virginia	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	2008	1360	2018	1460	100	7	20
Virginia	Septic Tank Servicers and Sewer Pipe Cleaners	2008	480	2018	580	110	22	20
Virginia	Set and Exhibit Designers	2008	450	2018	510	60	13	20

Virginia	Sewing Machine Operators	2008	3460	2018	3250	-200	-5	20
Virginia	Statisticians	2008	500	2018	570	70	14	20
Virginia	Transportation Attendants, Except Flight Attendants and Baggage Porters	2008	490	2018	600	110	22	20
Virginia	Transportation Inspectors	2008	410	2018	480	70	16	20
Virginia	Travel Agents	2008	2190	2018	2060	-130	-6	20
Virginia	Vocational Education Teachers, Middle School	2008	720	2018	790	70	9	20
Virginia	Word Processors and Typists	2008	2470	2018	2410	-60	-2	20
Virginia	Administrative Law Judges, Adjudicators, and Hearing Officers	2008	420	2018	440	20	5	10
Virginia	Agricultural and Food Science Technicians	2008	410	2018	410			10
Virginia	Agricultural Inspectors	2008	400	2018	420	20	5	10
Virginia	Anthropologists and Archeologists	2008	120	2018	160	40	35	10
Virginia	Automotive Glass Installers and Repairers	2008	480	2018	500	20	3	10
Virginia	Bailiffs	2008	280	2018	320	40	15	10
Virginia	Biochemists and Biophysicists	2008	180	2018	250	60	34	10
Virginia	Cementing and Gluing Machine Operators and Tenders	2008	590	2018	530	-60	-10	10
Virginia	Chemical Equipment Operators and Tenders	2008	1600	2018	1270	-330	-20	10
Virginia	Conservation Scientists	2008	380	2018	440	60	15	10
Virginia	Cooling and Freezing Equipment Operators and Tenders	2008	490	2018	480			10
Virginia	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	2008	650	2018	640	-10	-1	10
Virginia	Electronic Equipment Installers and Repairers, Motor Vehicles	2008	570	2018	600	20	4	10
Virginia	Fallers	2008	420	2018	350	-70	-16	10
Virginia	Farm Equipment Mechanics	2008	390	2018	440	50	13	10
Virginia	Floor Sanders and Finishers	2008	280	2018	320	40	12	10
Virginia	Forest and Conservation Workers	2008	430	2018	400	-30	-7	10
Virginia	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	2008	480	2018	400	-80	-16	10
Virginia	Gas Plant Operators	2008	380	2018	420	40	10	10
Virginia	Graders and Sorters, Agricultural Products	2008	560	2018	500	-60	-11	10
Virginia	Grinding and Polishing Workers, Hand Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	2008	440	2018	460	20	5	10
Virginia	Insurance Appraisers, Auto Damage	2008	370	2018	410	40	10	10
Virginia	Lay-Out Workers, Metal and Plastic	2008	550	2018	510	-40	-6	10
Virginia	Medical Appliance Technicians	2008	380	2018	420	40	10	10
Virginia	Mine Cutting and Channeling Machine Operators	2008	550	2018	530	-30	-4	10

Virginia	Motorcycle Mechanics	2008	460	2018	500	40	9	10
Virginia	Nuclear Technicians	2008	330	2018	330			10
Virginia	Pesticide Handlers, Sprayers, and Applicators, Vegetation	2008	370	2018	420	60	15	10
Virginia	Petroleum Engineers	2008	200	2018	260	60	30	10
Virginia	Pharmacy Aides	2008	1170	2018	1080	-90	-8	10
Virginia	Podiatrists	2008	430	2018	470	40	8	10
Virginia	Postmasters and Mail Superintendents	2008	700	2018	590	-110	-15	10
Virginia	Power Distributors and Dispatchers	2008	380	2018	380			10
Virginia	Psychiatric Aides	2008	960	2018	1000	40	4	10
Virginia	Radio Mechanics	2008	720	2018	720			10
Virginia	Rail Car Repairers	2008	310	2018	340	40	12	10
Virginia	Semiconductor Processors	2008	660	2018	420	-240	-36	10
Virginia	Survey Researchers	2008	160	2018	230	70	42	10
Virginia	Tool Grinders, Filers, and Sharpeners	2008	360	2018	340	-20	-4	10
Virginia	Upholsterers	2008	1420	2018	1450	30	2	10
Virginia	Zoologists and Wildlife Biologists	2008	280	2018	290	10	4	10
Virginia	Actuaries	2008		2018				
Virginia	Aerospace Engineering and Operations Technicians	2008		2018				
Virginia	Agricultural Engineers	2008		2018				
Virginia	Aircraft Cargo Handling Supervisors	2008	110	2018	130	10	9	
Virginia	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	2008	110	2018	130	30	26	
Virginia	Airfield Operations Specialists	2008	130	2018	150	20	17	
Virginia	Animal Breeders	2008		2018				
Virginia	Animal Control Workers	2008		2018				
Virginia	Arbitrators, Mediators, and Conciliators	2008	230	2018	290	50	23	
Virginia	Astronomers	2008		2018				
Virginia	Athletes and Sports Competitors	2008		2018				
Virginia	Atmospheric and Space Scientists	2008		2018				
Virginia	Audio-Visual Collections Specialists	2008	130	2018	150	20	17	
Virginia	Avionics Technicians	2008	220	2018	260	40	18	
Virginia	Bicycle Repairers	2008	150	2018	180	30	20	
Virginia	Bookbinders	2008	210	2018	180	-30	-13	
Virginia	Bridge and Lock Tenders	2008		2018				
Virginia	Camera and Photographic Equipment Repairers	2008	130	2018	110	-20	-11	
Virginia	Chemical Plant and System Operators	2008		2018				
Virginia	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	2008	220	2018	210	-10	-4	
Virginia	Coil Winders, Tapers, and Finishers	2008	530	2018	390	-140	-26	
Virginia	Commercial Divers	2008		2018				
Virginia	Continuous Mining Machine Operators	2008	390	2018	330	-60	-14	
Virginia	Cooks, Private Household	2008		2018				

Virginia	Correspondence Clerks	2008	190	2018	150	-30	-16
Virginia	Costume Attendants	2008		2018			
Virginia	Court Reporters	2008	130	2018	190	60	44
Virginia	Cutters and Trimmers, Hand	2008		2018			
Virginia	Dancers	2008		2018			
Virginia	Derrick Operators, Oil and Gas	2008		2018			
Virginia	Desktop Publishers	2008	540	2018	440	-100	-17
Virginia	Directors, Religious Activities and Education	2008		2018			
Virginia	Dredge Operators	2008		2018			
Virginia	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	2008	380	2018	300	-80	-21
Virginia	Etchers and Engravers	2008	250	2018	260		
Virginia	Explosives Workers, Ordnance Handling Experts, and Blasters	2008	230	2018	240		
Virginia	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	2008	450	2018	290	-160	-35
Virginia	Fabric and Apparel Patternmakers	2008		2018			
Virginia	Fabric Menders, Except Garment	2008		2018			
Virginia	Farm and Home Management Advisors	2008	310	2018	310		
Virginia	Farmers and Ranchers	2008		2018			
Virginia	Fashion Designers	2008		2018			
Virginia	Fiberglass Laminators and Fabricators	2008		2018			
Virginia	Fish and Game Wardens	2008	270	2018	280		
Virginia	Fishers and Related Fishing Workers	2008		2018			
Virginia	Flight Attendants	2008		2018			
Virginia	Floor Layers, Except Carpet, Wood, and Hard Tiles	2008	330	2018	310	-20	-4
Virginia	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	2008		2018			
Virginia	Food Cooking Machine Operators and Tenders	2008		2018			
Virginia	Foresters	2008	320	2018	330		
Virginia	Foundry Mold and Coremakers	2008	110	2018	90	-20	-15
Virginia	Funeral Directors	2008		2018			
Virginia	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	2008	560	2018	530	-40	-6
Virginia	Gaming and Sports Book Writers and Runners	2008		2018			
Virginia	Gaming Cage Workers	2008		2018			
Virginia	Gaming Change Persons and Booth Cashiers	2008		2018			
Virginia	Gaming Dealers	2008		2018			
Virginia	Gaming Managers	2008		2018			
Virginia	Gaming Supervisors	2008		2018			
Virginia	Gaming Surveillance Officers and Gaming Investigators	2008		2018			
Virginia	Gas Compressor and Gas Pumping Station Operators	2008	170	2018	160	-10	-6

Virginia	Geographers	2008	80	2018	100	20	22
Virginia	Geological and Petroleum Technicians	2008		2018			
Virginia	Helpers--Extraction Workers	2008	480	2018	440	-50	-9
Virginia	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	2008	190	2018	190		
Virginia	Helpers--Roofers	2008	440	2018	400	-40	-9
Virginia	Historians	2008	150	2018	130	-20	-15
Virginia	Hoist and Winch Operators	2008		2018			
Virginia	Hunters and Trappers	2008		2018			
Virginia	Hydrologists	2008	120	2018	140	20	20
Virginia	Industrial-Organizational Psychologists	2008		2018			
Virginia	Job Printers	2008	680	2018	640	-40	-5
Virginia	Judges, Magistrate Judges, and Magistrates	2008		2018			
Virginia	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	2008		2018			
Virginia	Loading Machine Operators, Underground Mining	2008		2018			
Virginia	Locomotive engineers and firers	2008		2018			
Virginia	Log Graders and Scalars	2008		2018			
Virginia	Makeup Artists, Theatrical and Performance	2008		2018			
Virginia	Manufactured Building and Mobile Home Installers	2008		2018			
Virginia	Materials Scientists	2008	110	2018	120	10	11
Virginia	Mechanical Door Repairers	2008	270	2018	300	40	13
Virginia	Metal-Refining Furnace Operators and Tenders	2008	220	2018	210	-10	-5
Virginia	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	2008	240	2018	210	-40	-15
Virginia	Mining and Geological Engineers, Including Mining Safety Engineers	2008		2018			
Virginia	Model Makers, Metal and Plastic	2008		2018			
Virginia	Model Makers, Wood	2008		2018			
Virginia	Models	2008		2018			
Virginia	Motion Picture Projectionists	2008	160	2018	160		
Virginia	Motorboat Mechanics	2008	340	2018	350	10	3
Virginia	Motorboat Operators	2008		2018			
Virginia	Musical Instrument Repairers and Tuners	2008		2018			
Virginia	Nuclear Power Reactor Operators	2008		2018			
Virginia	Numerical Tool and Process Control Programmers	2008	140	2018	130	-20	-11
Virginia	Occupational Therapist Aides	2008	110	2018	140	20	21
Virginia	Orthotists and Prosthetists	2008	100	2018	120	10	12
Virginia	Paperhangers	2008		2018			
Virginia	Parking Enforcement Workers	2008	230	2018	250	10	6
Virginia	Parts Salespersons	2008		2018			
Virginia	Patternmakers, Metal and Plastic	2008		2018			
Virginia	Patternmakers, Wood	2008		2018			

Virginia	Petroleum Pump System Operators, Refinery Operators, and Gaugers	2008	260	2018	240	-10	-4
Virginia	Photographic Process Workers	2008		2018			
Virginia	Pile-Driver Operators	2008	290	2018	320	30	11
Virginia	Plasterers and Stucco Masons	2008	190	2018	200	10	7
Virginia	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	2008	350	2018	320	-40	-10
Virginia	Pourers and Casters, Metal	2008	160	2018	140	-20	-10
Virginia	Pressers, Textile, Garment, and Related Materials	2008	1830	2018	1610	-220	-11
Virginia	Proofreaders and Copy Markers	2008	490	2018	480		
Virginia	Pump Operators, Except Wellhead Pumpers	2008	260	2018	230	-30	-11
Virginia	Purchasing Agents and Buyers, Farm Products	2008	140	2018	120	-20	-11
Virginia	Radio Operators	2008		2018			
Virginia	Railroad Brake, Signal, and Switch Operators	2008		2018			
Virginia	Rail-Track Laying and Maintenance Equipment Operators	2008		2018			
Virginia	Recreational Vehicle Service Technicians	2008	170	2018	180	10	6
Virginia	Refractory Materials Repairers, Except Brickmasons	2008		2018			
Virginia	Respiratory Therapy Technicians	2008	170	2018	170		
Virginia	Rock Splitters, Quarry	2008		2018			
Virginia	Roof Bolters, Mining	2008	240	2018	200	-40	-14
Virginia	Rotary Drill Operators, Oil and Gas	2008	240	2018	250	10	5
Virginia	Roustabouts, Oil and Gas	2008		2018			
Virginia	Segmental Pavers	2008		2018			
Virginia	Service Unit Operators, Oil, Gas, and Mining	2008	160	2018	170	20	10
Virginia	Sewers, Hand	2008		2018			
Virginia	Shoe and Leather Workers and Repairers	2008	380	2018	290	-90	-23
Virginia	Shoe Machine Operators and Tenders	2008		2018			
Virginia	Shuttle Car Operators	2008	170	2018	150	-20	-12
Virginia	Signal and Track Switch Repairers	2008	330	2018	330		
Virginia	Skin Care Specialists	2008		2018			
Virginia	Slot Key Persons	2008		2018			
Virginia	Sociologists	2008		2018			
Virginia	Sound Engineering Technicians	2008		2018			
Virginia	Statistical Assistants	2008		2018			
Virginia	Tank Car, Truck, and Ship Loaders	2008	240	2018	220	-20	-8
Virginia	Tapers	2008	250	2018	280	30	13
Virginia	Telephone Operators	2008		2018			
Virginia	Terrazzo Workers and Finishers	2008		2018			
Virginia	Textile Bleaching and Dyeing Machine Operators and Tenders	2008	380	2018	270	-110	-29
Virginia	Textile Cutting Machine Setters, Operators, and Tenders	2008	220	2018	180	-50	-21

Virginia	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	2008	670	2018	520	-150	-22
Virginia	Timing Device Assemblers, Adjusters, and Calibrators	2008		2018			
Virginia	Tool and Die Makers	2008	740	2018	700	-50	-6
Virginia	Traffic Technicians	2008		2018			
Virginia	Transit and Railroad Police	2008		2018			
Virginia	Travel Guides	2008		2018			
Virginia	Umpires, Referees, and Other Sports Officials	2008	230	2018	280	50	20
Virginia	Watch Repairers	2008		2018			
Virginia	Wellhead Pumpers	2008		2018			

## APPENDIX C

## Cummins, Patricia (DARS)

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**From:** Cummins, Patricia (VDA)  
**Sent:** Thursday, May 31, 2012 5:25 PM  
**To:** Barry Lott; 'Linda Matthews'; 'Carole\_Kincaid@experienceworks.org'; 'scechisholm@aol.com'  
**Cc:** Miller, Kathy (VDA); 'Marge Boynton'; 'Sccrighto@aol.com'; 'BarBara Z. Murphy'  
**Subject:** SCSEP State Plan Meeting

Colleagues –

As you may know, DOL has issued instructions for the SCSEP State Plan for PY 2012 – 2015. The due date is September 17, 2012. Attached are a short section of DOL's State Plan TEGL 21-11, which summarizes plan requirements and a two page document from DOL's Integrated Workforce Plan Requirements for SCSEP, which lists requirements in more detail.

DOL expects all grantees operating in the state to take a long term view of the SCSEP program and to work collaboratively to develop a four year strategic plan for statewide provision of community service training for eligible unemployed low-income seniors. Participation by stakeholders and making the plan available for public comment also are part of the process.

VDA would like to convene an initial conference call meeting of all Virginia national sponsors to discuss plan requirements, generate a plan of action, determine how to best involve other stakeholders, and decide how to divide sections of the plan.

**Please let me know as soon as possible of your availability for a conference call on the following dates: Friday, June 8 (am or pm); Tuesday, June 12 (am only @ 10:30); Wednesday, June 13 (am only); Thursday, June 14 (am or pm); Tuesday, June 19 (am or pm).**

As always, we welcome sub-grantee involvement; however, we request that the national sponsor, in addition to its sub-grantee, also participate in the State Plan process.

Thank you and I look forward to hearing from everyone.



SCSEP Section of  
State Plan TE...



SCSEP Plan  
Guidance from DOL's.

## Cummins, Patricia (DARS)

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**From:** Cummins, Patricia (VDA)  
**Sent:** Wednesday, June 06, 2012 12:06 PM  
**To:** 'nthomas@vccs.edu'; Steinhauser, Tom (VDSS) (tom.steinhauser@dss.virginia.gov); (info@va-aficio.org); (h.keogh@vachamber.com); '01- Maxwell, Marilyn'; '02- Sayers, Regina'; '03- Guy, Mike'; '04- King, Tina'; '05 McCroskey, Norma (per Susan Wms)'; '05- Williams, Susan'; '06- Lavigne, Paul'; '07- Palmer, Cindy'; '09- Duncan, Brian'; '09- McFalls, Anna'; '10- Cooper, Cheryl'; '10- Walker, Gordon'; '11- Silverman, Deborah'; '12- Carter, Teresa'; '13- Hinzman, Gwen'; '13- Lake Country'; '14- Dunn, Ronald'; '15- Watson, Thelma'; '16- Schaefer, Jim'; '17- Vesley, Kathy'; '19- Sadowski, David'; '20- Skirven, John'; '21- Massey, Bill'; '22- Musso, Diane'; '8A- Griffin, Maryann'; '8A- Ludington, Debbie (per MaryAnn Griffin)'; '8A- Reynoso, Diana (per MaryAnn Griffin)'; '8B- Ferguson, Carolyn (Arlington)'; '8B- Lynch, Terri'; '8C- Lynn, Sharon'; '8D- Budine, Tricia (per Lynn Reid)'; '8D- Reid, Lynn'; '8E- Tierney, Courtney'; 'Blake, Glenda'; 'Catherman, Tim (VDA)'; 'Eshmont, Leonard (VDA)'; 'Miller, Kathy (VDA)'; Roeper, Katie (VDA); Rothrock, James A. (DRS); 'rparks@rrcsb.org'; 'V4A- James, Eldon'; 'V4A- Rowland, Sue'; 'Woods, Jane'  
**Cc:** 'scechisholm@aol.com'; 'Carole\_Kincaid@experienceworks.org'; 'Linda Matthews'; 'Barry Lott'; pfunk@meoc.org; '03- Rhea, Judy'; '12- Trout, K'; '15- Bracy, L'; '17- Wilson, S'; '19 - Tull, Barbara'; '22- Arvidson, Linda'; 'bayagingworks@oasonline.com'; 'Boynton, Marge'; 'Cummins, Patricia (VDA)'; 'ksheldon@bayaging.org'; 'pholland@raaa16.org'; 'Sanders, Debbie'; 'Wilson-Sprinkle, Cheryl'; '12- Fontaine, Teresa Carter'; '19- Mason, Gladys'; 'dcrowder@pure.net'  
**Subject:** Notification of Development of State Plan

This is to notify interested parties that the Virginia Department for the Aging (VDA) is in the process of developing a Title V Senior Community Service Employment Program (SCSEP) State Plan as required by Section 503 of the 2006 Older Americans Act (OAA) Amendments.

The OAA requires submission of a State Plan that outlines a four-year strategy for the statewide provision of community services and other authorized activities for eligible individuals under the Title V SCSEP program. Virginia's SCSEP program is operated through VDA and four national grantees (AARP Foundation, Experience Works, Inc., Goodwill Industries International, Inc., and National Council on the Aging, Inc.).

The State Plan is intended to foster short and long-term coordination among national and state SCSEP grantees and sub-recipients operating within the State, and to facilitate the efforts of key stakeholders to work collaboratively, through a participatory process, to accomplish SCSEP's goals. Attached is a section from DOL's Workforce Plan Requirements for DOL Programs that provides additional information.

In developing the State Plan we are soliciting advice and recommendations from designated stakeholders as required by the OAA Amendments. Your agency or organization has been identified as one of those stakeholders. Preliminary feedback on the State Plan process may be provided to VDA at [aging@vda.virginia.gov](mailto:aging@vda.virginia.gov) by June 22.

Following Virginia's upcoming all grantee State Plan meeting, we will provide additional details regarding the process and apprise stakeholders of all opportunities to participate in plan development. Please let me know if there is a specific individual within your organization to which future notices should be directed.

We ask that you forward this email to the appropriate persons in your field offices, state or local boards, and any other affected organization that you deem appropriate.



DOL's WF Plan  
Requirements for...

## Cummins, Patricia (DARS)

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**From:** Cummins, Patricia (VDA)  
**Sent:** Wednesday, June 06, 2012 12:21 PM  
**To:** 'b.duval@vachamber.com'  
**Subject:** FW: Notification of Development of State Plan

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**From:** Cummins, Patricia (VDA)  
**Sent:** Wednesday, June 06, 2012 12:06 PM  
**To:** 'nthomas@vccs.edu'; Steinhauser, Tom (VDSS) ([tom.steinhauser@dss.virginia.gov](mailto:tom.steinhauser@dss.virginia.gov)); ([info@va-aflcio.org](mailto:info@va-aflcio.org)); ([h.keogh@vachamber.com](mailto:h.keogh@vachamber.com)); '01- Maxwell, Marilyn'; '02- Sayers, Regina'; '03- Guy, Mike'; '04- King, Tina'; '05 McCroskey, Norma (per Susan Wms)'; '05- Williams, Susan'; '06- Lavigne, Paul'; '07- Palmer, Cindy'; '09- Duncan, Brian'; '09- McFalls, Anna'; '10- Cooper, Cheryl'; '10- Walker, Gordon'; '11- Silverman, Deborah'; '12- Carter, Teresa'; '13- Hinzman, Gwen'; '13- Lake Country'; '14- Dunn, Ronald'; '15- Watson, Thelma'; '16- Schaefer, Jim'; '17- Vesley, Kathy'; '19- Sadowski, David'; '20- Skirven, John'; '21- Massey, Bill'; '22- Musso, Diane'; '8A- Griffin, Maryann'; '8A- Ludington, Debbie (per MaryAnn Griffin)'; '8A- Reynoso, Diana (per MaryAnn Griffin)'; '8B- Ferguson, Carolyn (Arlington)'; '8B- Lynch, Terri'; '8C- Lynn, Sharon'; '8D- Budine, Tricia (per Lynn Reid)'; '8D- Reid, Lynn'; '8E- Tierney, Courtney'; 'Blake, Glenda'; 'Catherman, Tim (VDA)'; 'Eshmont, Leonard (VDA)'; 'Miller, Kathy (VDA)'; 'Roeper, Katie (VDA)'; 'Rothrock, James A. (DRS)'; 'rparks@rrcsb.org'; 'V4A- James, Eldon'; 'V4A- Rowland, Sue'; 'Woods, Jane'  
**Cc:** 'scechisholm@aol.com'; 'Carole\_Kincaid@experienceworks.org'; 'Linda Matthews'; 'Barry Lott'; [pfunk@meoc.org](mailto:pfunk@meoc.org); '03- Rhea, Judy'; '12- Trout, K'; '15- Bracy, L'; '17- Wilson, S'; '19 - Tull, Barbara'; '22- Arvidson, Linda'; 'bayagingworks@oasisonline.com'; 'Boynton, Marge'; 'Cummins, Patricia (VDA)'; 'ksheldon@bayaging.org'; 'pholland@raaa16.org'; 'Sanders, Debbie'; 'Wilson-Sprinkle, Cheryl'; '12- Fontaine, Teresa Carter'; '19- Mason, Gladys'; 'dcrowder@pure.net'  
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DOL's WF Plan  
Requirements for...

## Cummins, Patricia (DARS)

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**From:** Cummins, Patricia (VDA)  
**Sent:** Wednesday, June 13, 2012 9:31 AM  
**To:** 'jschuyler@vacap.org'  
**Subject:** FW: Notification of Development of State Plan

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**From:** Cummins, Patricia (VDA)  
**Sent:** Wednesday, June 06, 2012 12:06 PM  
**To:** 'nthomas@vccs.edu'; Steinhauser, Tom (VDSS) ([tom.steinhauser@dss.virginia.gov](mailto:tom.steinhauser@dss.virginia.gov)); ([info@va-aflcio.org](mailto:info@va-aflcio.org)); ([h.keogh@vachamber.com](mailto:h.keogh@vachamber.com)); '01- Maxwell, Marilyn'; '02- Sayers, Regina'; '03- Guy, Mike'; '04- King, Tina'; '05 McCroskey, Norma (per Susan Wms)'; '05- Williams, Susan'; '06- Lavigne, Paul'; '07- Palmer, Cindy'; '09- Duncan, Brian'; '09- McFalls, Anna'; '10- Cooper, Cheryl'; '10- Walker, Gordon'; '11- Silverman, Deborah'; '12- Carter, Teresa'; '13- Hinzman, Gwen'; '13- Lake Country'; '14- Dunn, Ronald'; '15- Watson, Thelma'; '16- Schaefer, Jim'; '17- Vesley, Kathy'; '19- Sadowski, David'; '20- Skirven, John'; '21- Massey, Bill'; '22- Musso, Diane'; '8A- Griffin, Maryann'; '8A- Ludington, Debbie (per MaryAnn Griffin)'; '8A- Reynoso, Diana (per MaryAnn Griffin)'; '8B- Ferguson, Carolyn (Arlington)'; '8B- Lynch, Terri'; '8C- Lynn, Sharon'; '8D- Budine, Tricia (per Lynn Reid)'; '8D- Reid, Lynn'; '8E- Tierney, Courtney'; 'Blake, Glenda'; 'Catherman, Tim (VDA)'; 'Eshmont, Leonard (VDA)'; 'Miller, Kathy (VDA)'; 'Roeper, Katie (VDA)'; 'Rothrock, James A. (DRS)'; 'rparks@rrcsb.org'; 'V4A- James, Eldon'; 'V4A- Rowland, Sue'; 'Woods, Jane'  
**Cc:** 'scechisholm@aol.com'; 'Carole\_Kincaid@experienceworks.org'; 'Linda Matthews'; 'Barry Lott'; [pfunk@meoc.org](mailto:pfunk@meoc.org); '03- Rhea, Judy'; '12- Trout, K'; '15- Bracy, L'; '17- Wilson, S'; '19 - Tull, Barbara'; '22- Arvidson, Linda'; 'bayagingworks@oasisonline.com'; 'Boynton, Marge'; 'Cummins, Patricia (VDA)'; 'ksheldon@bayaging.org'; 'pholland@raaa16.org'; 'Sanders, Debbie'; 'Wilson-Sprinkle, Cheryl'; '12- Fontaine, Teresa Carter'; '19- Mason, Gladys'; 'dcrowder@pure.net'  
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We ask that you forward this email to the appropriate persons in your field offices, state or local boards, and any other affected organization that you deem appropriate.



DOL's WF Plan  
Requirements for...

## Cummins, Patricia (DARS)

---

**From:** Cummins, Patricia (DARS)  
**Sent:** Tuesday, August 07, 2012 6:57 PM  
**To:** 'Barry Lott'; 'Linda Matthews'; 'Carole\_Kincaid@experienceworks.org'; 'scechisholm@aol.com'  
**Cc:** 'mboynton@youraaa.org'; 'Gale Vest'; 'Scccrighto@aol.com'; 'BarBara Z. Murphy'; Bonessi, Donna (DARS); Miller, Kathy (DARS); 'Najmah Thomas'  
**Subject:** SCSEP State Plan and Process

Hello Everyone -

This week I began working part-time for the newly created Department for Aging and Rehabilitative Services (DARS). One of my responsibilities is to work with you, as national grantees, and with stakeholders on the development of the State Plan. As you know the due date is September 15. DARS has not received a response to its request to DOL for an extension of the due date; however, we will continue to pursue that.

I am reviewing the feedback that you provided to Kathy Miller following our June all-grantee conference call meeting and incorporating it into a first draft. I would like to schedule a State Plan meeting for national sponsors and stakeholders during the week of August 20 at DARS in Richmond and hope we can come up with a date that works for everyone. **Please let me know if you are availability for a 10:00 meeting on Tuesday, August 21 , Wed., Aug. 22, or Thursday, Aug. 23.**

After an initial meeting, I can send subsequent drafts for your review and, if necessary, we can schedule an additional conference call meeting. Let me know if this works for everyone.

Thanks for your participation. I look forward to working with all of you once again!

My new phone number is 804 662-7081.

## Cummins, Patricia (DARS)

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**From:** Cummins, Patricia (DARS)  
**Sent:** Wednesday, August 15, 2012 7:58 PM  
**To:** Steinhauser, Tom (VDSS); (info@va-aflcio.org); jschuyler@vacap.org; Najmah Thomas; h.keogh@vachamber.com; pfunk@meoc.org; 01- Maxwell, Marilyn; 03- Guy, Mike; 12- Fontaine, Teresa Carter; 12- Trout, Kathy; 15- Boynton, Marge; 16- Schaefer, Jim; 17- Sheldon, K; 19- Mason, Gladys; 19- Sadowski, David; 22- Musso, Diane; Cummins, Patricia (DARS); Eshmont, Leonard (DARS); Miller, Kathy (DARS)  
**Cc:** Bonessi, Donna (DARS); Miller, Kathy (DARS); Debra Crowder; dsanders@meoc.org  
**Subject:** Stakeholders Meeting on the SCSEP State Plan

This is a follow up to the Virginia Department for the Aging's (VDA) June 6 email notification regarding development of the Title V Senior Community Service Employment Program (SCSEP) State Plan. Effective July 1, the former VDA became part of the newly created Virginia Department for Aging and Rehabilitative Services (DARS).

As noted in our earlier email, we are soliciting advice and recommendations on the State Plan as required by the 2006 Older American Act Amendments.

This is to notify interested parties that DARS has scheduled a plan development meeting of all Virginia Title V grantees on Thursday, August 23 at 10:30. As an identified stakeholder, you or your representative are invited to attend. The meeting will be held at the Rehabilitative Services Division of DARS located at 8004 Franklin Farms Drive in Richmond, Conference Room 101.

If you are planning to attend the meeting, please let us know by responding to this email **by Friday, August 17.**

Thank you.

## Cummins, Patricia (DARS)

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**From:** Cummins, Patricia (DARS)  
**Sent:** Tuesday, September 11, 2012 9:04 AM  
**To:** Sharon Harrup; barry.lott@ncoa.org; Jamescha Johnson; Linda Matthews; Gale Vest; Carole\_Kincaid@experienceworks.org; szechisholm@aol.com; Scccrigho@aol.com; BarBara Z. Murphy; Marge Boynton; Debra Crowder; Najmah Thomas; Steinhauser, Tom (VDSS); b.duval@vachamber.com; jschuyler@vacap.org; (info@va-aficio.org); 01- Maxwell, Marilyn; 01- Wampler, Michael; 02- Sayers, Regina; 03- Guy, Mike; 04- King, Tina; 05 McCroskey, Norma (per Susan Wms); 05- Williams, Susan; 06- Lavigne, Paul; 07- Palmer, Cindy; 09- Duncan, Brian; 09- McFalls, Anna; 10- Cooper, Cheryl ; 10- Walker, Gordon; 11- Silverman, Deborah; 12- Carter, Teresa; 13- Hinzman, Gwen; 13- Lake Country; 14- Dunn, Ronald; 15- Watson, Thelma; 16- Schaefer, Jim; 17- Vesley, Kathy; 19- Sadowski, David; 20- Skirven, John; 21- Massey, Bill; 22- Musso, Diane; Griffin, MaryAnn (VDSS); 8A- Ludington, Debbie (per MaryAnn Griffin); 8A- Reynoso, Diana (per MaryAnn Griffin); 8B- Ferguson, Carolyn (Arlington); 8B- Lynch, Terri; 8C- Lynn, Sharon; 8D- Budine, Tricia (per Lynn Reid); 8D- Reid, Lynn; 8E- Tierney, Courtney; Blake, Glenda; Cash, Mary-Margaret (DARS); Catherman, Tim (DARS); Eshmont, Leonard (DARS); Latimer, Joani (DARS); Miller, Kathy (DARS); Roeper, Katie (DARS); Rothrock, James (DARS); rparks@rrcsb.org; Sheldon, Kay (per Kathy V. Massey); James, Eldon; V4A- Rowland, Sue; Woods, Jane; 12- Fontaine, Teresa Carter; 12- Trout, Kathy; 19- Mason, Gladys; Cummins, Patricia (DARS); 03- Rhea, Judy; 15- Bracy, L; 17- Wilson, S; 19 - Tull, Barbara; 22- Arvidson, Linda; bayagingworks@oasionline.com; Follett, R; pholland@raaa16.org; Sanders, Debbie  
**Cc:** Bonessi, Donna (DARS); Hayfield, Kathryn (DARS); Smith, Elizabeth (DARS)  
**Subject:** Notification of Public Comment Period for Virginia's Title V SCSEP State Plan

The Older Americans Act Amendments of 2006 require the Governor of each state or his/her designee to complete a Senior Community Service Employment Program (SCSEP) State Plan and make the plan available for public comment. The State Plan, a four year strategic plan, is intended to foster short and long-term coordination among the national and state Title V SCSEP grantees and sub-recipients operating within the state, and to facilitate the efforts of key stakeholders to work collaboratively, through a participatory process, to accomplish the SCSEP's goals.

This is to notify interested parties that the Commonwealth's SCSEP State Plan has been posted on the Virginia Department for Aging and Rehabilitative Services (DARS) web site for review and comment. To view the plan, visit the agency's publications page at <http://vadars.org/publications.htm#brochures>. Comments are due by COB on Thursday, September 13 and may be emailed to [pat.cummins@dars.virginia.gov](mailto:pat.cummins@dars.virginia.gov).

We ask that you forward this email to the appropriate persons in your field offices, state or local boards, and any other affected or interested organizations that you deem appropriate.

## **Cummins, Patricia (DARS)**

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**From:** Thelma Watson [twatson@youraaa.org]  
**Sent:** Thursday, September 13, 2012 6:19 PM  
**To:** Cummins, Patricia (DARS)  
**Cc:** Marge Boynton; Linda Bracy  
**Subject:** RE: Notification of Public Comment Period for Virginia's Title V SCSEP State Plan

Dear Pat: Thank you for the opportunity to review the Commonwealth's SCSEP State Plan. We also appreciate having input as the Plan was developed through Marge Boynton's participation. We wish to make the following comment regarding training:

**We suggest that it is clearly stated in the recommendations to DOL that, though unintentional, there is not adequate access to WIA funds to support training for SCSEP participants (mature workers) for jobs in growth industries as described in the Plan.**

Thanks again, Thelma

**Thelma Bland Watson, Ph.D.**  
**Executive Director**  
**Senior Connections, The Capital Area Agency on Aging**  
**24 E. Cary Street**  
**Richmond, VA 23219**  
**(804)343-3037**  
**(804)649-2258 (fax)**

Like our Facebook Page: Senior Connections VA

<https://www.facebook.com/pages/Senior-Connections-VA/120376074640592>

Follow us on Twitter:

<http://twitter.com/#!/sccaaa>

## Cummins, Patricia (DARS)

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**From:** Cummins, Patricia (DARS)  
**Sent:** Wednesday, September 19, 2012 12:48 PM  
**To:** 'Thelma Watson'  
**Cc:** Marge Boynton; Linda Bracy; Bonessi, Donna (DARS); Miller, Kathy (DARS)  
**Subject:** RE: Notification of Public Comment Period for Virginia's Title V SCSEP State Plan

Dear Thelma –

Thank you for your comment on the SCSEP State Plan. We agree that there is inadequate access to WIA training funds for SCSEP participants and will continue to convey this message to DOL.

Unfortunately, Senior Connections' comment was received after COB on the public comment due date and DARS had already submitted the State Plan to DOL. We did, however, forward your comment to DOL to attach to the State Plan and will include it in the appendix of our final posting on the DARS web site.

Marge Boynton provided valuable insight and expertise during the plan development process. We appreciate her participation on the stakeholders group and her contributions and feedback during the process.

Again, thanks for your comment.

Pat