

LOUISIANA SCSEP STATE PLAN



JULY 1, 2012 - JUNE 30, 2015
PROJECT PERIOD

BOBBY JINDAL, GOVERNOR
STATE OF LOUISIANA

MR. PAUL COLOMB, ACTING DIRECTOR
GOVERNOR'S OFFICE OF ELDERLY AFFAIRS

Dear Stakeholders:

Since the inception of the Senior Community Service Employment Program in the late 1960's, the program has been the premier organization serving the nation's senior citizens. Though the program has evolved over the years, its goals and objectives remain the same – to provide meaningful employment opportunities for economically disadvantaged older individuals who seek to continue contributing to the workforce.

Between 2010 and 2050, the United States is projected to experience rapid growth in its older population aged 65 and over (See Appendix 1). The projected growth will present challenges to policy makers and programs. The population is also expected to become much older, with nearly one in five U.S. residents aged 65 and older in 2030. According to an article in the US Census Bureau report (issued May 2010) entitled "*The Next Four Decades: The Older Population in the United States: 2010 to 2050*," there were 26.6 million men and 33.0 million women who were aged 55 and over. Employers who adapt now to take advantage of the benefits of hiring older workers will have an edge over the competition.

According to the Administration on Aging, in 2009, 6.7 million (17.4%) Americans age 65 and over were still in the labor market (working or actively seeking work), including 3.7 million men (22.1%) and 3.0 million women (13.8). They constituted 4.4% of the U.S. labor force. In Louisiana, it is projected that nearly one million persons 60 and over will still be employed in 2015.

According to the U.S. Department of Labor, the reasons older workers continue to work vary from individual to individual. Some have retired and want to stay active. Others have been laid off from long-term jobs. Still others want to re-enter the workforce after raising a family or a change in their financial situation. Regardless of their personal reason, participants in this program are eager to put their experience and talents to work.

We hope that you will join us in our efforts to improve employment opportunities for Louisiana's older workers.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM

The purposes of the Senior Community Service Employment Program (SCSEP) are to foster and promote useful part-time opportunities in community service activities for unemployed low-income persons who are 55 years of age or older and who have poor employment prospects; to foster individual economic self-sufficiency; and to increase the number of older persons who may enjoy the benefits of unsubsidized employment in both the public and private sectors.

PROGRAM OPERATION

The Senior Community Service Employment Program is funded through Title V of the Older Americans Act, as amended. It is administered by the U.S. Department of Labor. The program serves low-income persons who are 55 years of age and older who have poor employment prospects by placing them in part-time community service positions and by assisting them to transition to unsubsidized employment. The program in Louisiana is operated by both State and National non-profit organizations. Louisiana serves over 700 program participants annually. This does not include individuals who are seeking employment and are not eligible for program services. The organizations operating in Louisiana are:

- AARP Foundation
New Orleans, LA
- Catholic Charities of the Diocese of Baton Rouge, Inc.
Baton Rouge, LA
- Experience Works, Inc.
Cottonport, LA
- Governor's Office of Elderly Affairs
Baton Rouge, LA
- Jefferson Council on Aging, Inc.
Metairie, LA
- National Association of Hispanic Elderly
Shreveport, LA
- National Council on Aging, Inc.
Monroe, LA
- St. James Area Agency on Aging
Convent, LA

A listing of program operators and the parishes they served is in Appendix 3.

SECTION 1. PURPOSE OF THE STATE PLAN

The purpose of the SCSEP State Plan is to bring together stakeholders in the development of employment and training opportunities for the senior citizens of Louisiana. Senior citizens are an integral part of the State and should be afforded the opportunity to provide useful contributions to Louisiana's workforce. This plan is designed to take a long-term, strategic view of the SCSEP in the State and help develop workforce strategies.

SECTION 2. INVOLVEMENT OF ORGANIZATIONS AND INDIVIDUALS

This plan was produced in conjunction with State and National SCSEP organizations in Louisiana. A copy of this plan will be distributed to interested stakeholders for their comments and suggestions. The following agencies or individuals will be requested to provide comments:

- Area Agencies and Councils on Aging
- State and Local Boards under the Workforce Investment Act (WIA)
- Public and private non-profit agencies and organizations providing employment services, including each grantee operating a SCSEP project within the state including national grantees serving older American Indians or Pacific Island Asian Americans
- Social service organizations providing services to older individuals
- Grantees under Title III of the Older Americans Act
- Affected communities, i.e. host agencies
- Unemployed older individuals
- Community-based organizations serving older individuals
- Business organizations
- Labor organizations

A listing of specific organizations this plan was submitted to for comment can be found in Appendix 2.

SECTION 3. SOLICITATION AND COLLECTION OF PUBLIC COMMENTS

To ensure public comment:

- A copy of this plan will be posted on the Governor's Office of Elderly Affairs website for public comment.
- A copy of this plan will be sent to individual host agencies and current participants.
- A copy of this plan will be available for review by the public upon request during normal business hours at the Governor's Office of Elderly Affairs (525 Florida Blvd.; Baton Rouge, LA 70802).

SECTION 4. BASIC DISTRIBUTION OF SCSEP POSITIONS WITHIN THE STATE

A. Locations of Positions

The Equitable Distribution Report (EDR) provides a basis for determining the collective progress made by SCSEP grantees toward equitable distribution of program positions in the State. It is also useful for determining where to locate new or vacant positions. The 2012 – 2016 State Plan and Program Year 2012 Equitable Distribution Meeting was held on August 23, 2012 by the Governor's Office of Elderly Affairs. Grantees met to discuss the distribution of positions across the state versus the DOL ratio of authorized positions according to the Equitable Distribution Report.

There were two significant factors impacting grantees' abilities to provide services in their designated service territories. First, there were significant changes in the distribution of SCSEP positions in Louisiana as a result of the competition of the national SCSEP funds in 2012. Second, the state lost a grantee, the Institute for Indian Development.

Likewise, hurricanes Katrina, Rita, the BP Oil Spill and other disasters continue to impact grantees' abilities to provide services in their designated service areas. The parishes of Jefferson, Orleans, Plaquemines, St. Bernard, and Cameron were particularly impacted. Populations were diminished and they continue to shift as people rebuild and relocate. These parishes are served by AARP Foundation, Jefferson Council on Aging, St. James Council on Aging and Experience Works. Many individuals were pushed out of Orleans, Plaquemines, and St. Bernard parishes into Jefferson Parish. Agencies that could serve as potential training sites have seen their operations impacted as well. Orleans parish slots fell to 53 authorized positions according to the DOL Equitable Distribution Report. Jefferson, Plaquemines, and St. Bernard jointly have 67 positions. Cameron parish has 1 position.

The Louisiana Program Year 2012 Equitable Distribution Report is attached (Appendix 3) and will be submitted to the Federal Project Officer for approval along with the State Plan. In summary, 3 parishes are under their authorized share of positions, while 10 are over their authorized share. Grantees have reviewed the under and over served areas and agreed to work toward meeting equitable distribution during this four-year plan period.

National Grantees and sub-grantees will not transfer positions from one geographic area to another without first seeking approval in writing from the Governor's Office of Elderly Affairs. Once the changes are reviewed and approved, the GOEA will submit them to the Federal Project Officer for approval. After review and approval by the regional Federal Project Officer, the proposed changes in distribution will be submitted in writing to the U.S. Department of Labor for approval. All participant transfers will receive final approval from the U.S. Department of Labor's Grant Officer. Any transfer of positions will occur without disruption to participants.

B. Rural and Urban Populations

According to the USDA Economic Research Website and the Louisiana State Fact Sheet, 26% of Louisiana's total population lives in rural or non-metropolitan areas, with the remaining 74% residing in metropolitan areas or in a near proximity to metro areas.* 18.8% of the total population is below poverty, with 22.4% residing in rural areas.

**(Note: The 2003 rural-urban continuum codes classify metropolitan parishes (codes 1 through 3) by size of the Metropolitan Statistical Area (MSA), and nonmetropolitan parishes (codes 4 through 9) by degree of urbanization and proximity to metro areas. See rural-urban continuum codes for precise definitions of each code.)*

Chart #1

Louisiana State Fact Sheet			
Prepared by Economic Research Service, USDA, Washington, DC.			
http://www.ers.usda.gov/data-products/state-fact-sheets			
Data updated May 2, 2012			
Population, Income and Employment			
Population			
	Rural *	Urban *	Total
Year			
2011 (latest estimates)	1,153,042	3,421,794	4,574,836
	Rural *	Urban *	Total
Income (Earnings per job 2010)	40,756	48,571	47,005
Poverty rate (percent)			
2010 (latest model-based estimates)	22.4	17.6	18.8
	Rural*	Urban*	Total
Employment (Total jobs in number 2011)	51,2694	2,043,390	2556,084
Unemployment rate percentage 2011	8.6	7.0	7.3

Twenty-seven of sixty-four parishes in Louisiana are designated as rural parishes according to the DOL definition of rural (RUC codes other than 1–4) which differs from the USDA definition. Metropolitan areas are centered primarily near the cities of Shreveport, Monroe, Alexandria, Lake Charles, Lafayette, Baton Rouge, and New Orleans. Accordingly, Caddo, East Baton Rouge, Jefferson Davis, and Orleans parishes have the largest distribution of positions, with Calcasieu, Lafayette, Ouachita, and St. Landry the next largest distribution. Thirteen parishes are extremely rural.

Chart #2

All people in poverty (2010)			
Parish	RUC Code	Percent	Rural/Urban
Louisiana		17.6	
Acadia Parish	4	20.3	Urban
Allen Parish	6	23.1	Rural
Ascension Parish	2	11.2	Urban
Assumption Parish	6	17.8	Rural
Avoyelles Parish	6	24.9	Rural
Beauregard Parish	6	14.0	Rural
Bienville Parish	6	23.2	Rural
Bossier Parish	2	14.3	Urban
Caddo Parish	2	16.9	Urban
Calcasieu Parish	3	16.4	Urban
Caldwell Parish	8	21.2	Rural
Cameron Parish	3	12.3	Urban
Catahoula Parish	9	24.6	Rural
Claiborne Parish	7	25.8	Rural
Concordia Parish	7	30.0	Rural
De Soto Parish	2	19.3	Urban
East Baton Rouge Parish	2	17.5	Urban
East Carroll Parish	7	44.3	Rural
East Feliciana Parish	2	19.7	Urban
Evangeline Parish	6	21.7	Rural
Franklin Parish	7	26.1	Rural
Grant Parish	3	18.4	Urban
Iberia Parish	4	19.1	Urban
Iberville Parish	2	20.3	Urban
Jackson Parish	6	17.3	Rural
Jefferson Parish	1	13.7	Urban
Jefferson Davis Parish	6	16.4	Rural
Lafayette Parish	3	13.7	Urban
Lafourche Parish	3	15.5	Urban
La Salle Parish	6	15.2	Rural
Lincoln Parish	4	26.1	Urban
Livingston Parish	2	12.0	Urban
Madison Parish	7	37.1	Rural
Morehouse Parish	6	25.9	Rural
Natchitoches Parish	6	26.9	Rural

Orleans Parish	1	23.9	Urban
Ouachita Parish	3	20.8	Urban
Plaquemines Parish	1	12.2	Urban
Pointe Coupee Parish	2	18.5	Urban
Rapides Parish	3	15.5	Urban
Red River Parish	6	24.4	Rural
Richland Parish	6	23.1	Rural
Sabine Parish	6	19.0	Rural
St. Bernard Parish	1	21.3	Urban
St. Charles Parish	1	12.0	Urban
St. Helena Parish	2	21.0	Urban
St. James Parish	6	15.1	Rural
St. John the Baptist Parish	1	15.9	Urban
St. Landry Parish	4	25.3	Urban
St. Martin Parish	3	16.2	Urban
St. Mary Parish	4	18.0	Urban
St. Tammany Parish	1	10.3	Urban
Tangipahoa Parish	4	20.5	Urban
Tensas Parish	9	35.6	Rural
Terrebonne Parish	3	15.7	Urban
Union Parish	3	20.8	Urban
Vermilion Parish	4	18.9	Urban
Vernon Parish	4	16.2	Urban
Washington Parish	6	26.6	Rural
Webster Parish	6	19.8	Rural
West Baton Rouge Parish	2	14.4	Urban
West Carroll Parish	9	19.9	Rural
West Feliciana Parish	2	21.6	Urban
Winn Parish	6	26.8	Rural

¹ Sources: Bureau of the Census, [Small Area Income and Poverty Estimates](#).

*See the [Census Bureau](#) web site for a description of FIPS codes.

Recruitment and transportation remain an issue in rural areas; therefore, overcoming these obstacles may be difficult.

Data for Louisiana shows that the five most populous incorporated places and the 2010 Census counts are New Orleans, 343,829; Baton Rouge, 229,493; Shreveport, 199,311; Lafayette, 120,623; and Lake Charles, 71,993. New Orleans decreased by 29.1 percent since the 2000 Census. Baton Rouge grew by 0.7 percent, Shreveport decreased by 0.4 percent, Lafayette grew by 9.4 percent and Lake Charles grew by 0.3 percent.

The largest parish is East Baton Rouge with a population of 440,171. Its population grew by 6.6 percent since 2000. The other parishes in the top five include Jefferson, with a population of 432,552 (decrease of 5.0 percent); Orleans, population of 343,829 (decrease of 29.1 percent); Caddo, population of 254,969 (increase of 1.1 percent); and St. Tammany, population of 233,740 (increase of 22.2 percent).

c. Special Populations:

The following information is taken from the U.S. Census Bureau website, Louisiana State Fact Sheet – Narrative Profile, Data Set 2011 American Data Survey.

In 2011, Louisiana had a total population of 4.5 million. The percentage of females was 51.1 and there were 2.1 million males. The median age was 35.6 years. Twelve percent of the population was 65 years and older. Fourteen percent of people 65 years old and over were in poverty.

For people reporting one race alone, 63.8% was White; 32.4% was Black or African American; 0.7% was American Indian and Alaska Native; 1.6 percent was Asian; less than 0.1 percent was Native Hawaiian and Other Pacific Islander, and 1 percent was some other race. One percent reported two or more races and 4.4% percent of the people in Louisiana were Hispanic. Sixty percent of the people in Louisiana were White non-Hispanic. People of Hispanic origin may be of any race.

Three percent of the people living in Louisiana in 2011 were foreign born. Ninety-seven percent was native, including 80 percent who were born in Louisiana. Eight percent spoke a language other than English at home. Of those speaking a language other than English at home, 32 percent spoke Spanish and 68 percent spoke some other language; 30 percent reported that they did not speak English "very well."

Eighty-one percent of people 25 years and over had at least graduated from high school and 20.9 percent had a bachelor's degree or higher. Nineteen percent were either not enrolled in school or did not graduate from high school.

Among people at least five years old in 2006, 19 percent reported a disability. The likelihood of having a disability varied by age - from eight percent of people 5 to 15 years old, to 16 percent of people 16 to 64 years old, and to 48 percent of those 65 and older.

Veterans made up ten percent of the population.

Grantees should compare their recruitment outcomes and enrollment levels for the following populations to their proportion in the state and the grantee service area no less than quarterly:

- Age 65 or older
- Having a disability
- Limited English proficiency or low literacy skills
- Residing in a rural area

- Veterans or their spouses
- Homeless or at risk of being homeless
- Poverty level and below
- Volunteerism
- Minority individuals

They will also focus recruitment and enrollment activity on those:

- With greatest social need
- Having low-employment prospects
- Who failed to find employment using WIA

Due to the demographics of the areas they serve, some grantees will be able to serve larger percentages of these special populations better. The State SCSEP Director (GOEA) will aid the grantees in evaluating if collectively they are serving these populations adequately based on quarterly performance reports.

Grantees work closely with local agencies and representatives to target recruitment activities to areas of higher concentrations of minorities, and to those most in need or have priorities for services. Targeted recruitment efforts are based on the SCSEP State Plan, local state demographic charts, Louisiana population and aging statistics, Census data, and labor market information. Career Solution Centers, local elected officials, minority and disadvantaged advocates, and faith-based representatives, all having knowledge of those most in need in their areas, are used to target recruitment efforts.

Recruitment activities include, but are not limited to:

- Collaborating with local Career Solution Centers to host events to recruit participants for the older worker program;
- Listing vacancies with local Career Solution Centers;
- Advertising in local partner's newspapers and newsletters, including minority focused newspapers;
- Distributing brochures, flyers, posters, and fact sheets throughout the community;
- Running public service announcements on local radio and cable networks;
- Participating in radio and television interviews;
- Working with local newspapers to print human interest stories on SCSEP participants and host agencies;
- Making presentations at local civic and faith-based organization and business meetings;
- Asking host agencies representatives, existing participants, and local officials to use word of mouth to promote services;
- Coordinating outreach activities with other local partners, such as placing flyers in food bank distribution packets, attending senior health fairs, participating in local job fairs, and visiting senior nutrition sites;

- Networking with organizations who serve and advocate for those classified as most in need, minority, and/or priority preferences.

Some individuals in targeted groups may be difficult to reach using traditional recruitment methods. In these instances, alternative recruitment techniques are utilized, such as:

- requesting assistance from local community and business leaders who are members of local ethnic or cultural groups (such as minorities or limited-English speaking individuals);
- partnering with agencies that serve the disabled;
- networking with key neighborhood organizations and faith-based institutions that share our mission to aid those in the greatest need.

Grantees also depend on local partners to assist in recruitment activities and/or to refer applicants. These partners include, but are not limited to, area agencies on aging (AAAs), Veterans Administration, Social Security Administration, workforce boards and local workforce agencies, vocational rehabilitation, Goodwill, United Way, U.S. Department of Housing and Urban Development (HUD), senior housing centers, food stamp offices, faith-based organizations, medical centers, libraries, community colleges and schools, elected officials, ministers, transportation authorities, homeless and domestic violence shelters, and parish/city agencies.

Staff is trained to profile and manage their territories, which includes tracking/planning for exits and planning for adequate recruitment activity to fill vacancies quickly, and to ensure targeted groups are adequately served. Staff is also trained to track the results of their recruitment efforts to know which recruitment methods are most effective in various areas of their territories and in reaching various targeted groups.

SECTION 5. SUPPORTING EMPLOYMENT OPPORTUNITIES FOR PARTICIPANTS

Over the past seven years, Louisiana has experienced major employment impacts following the aftermath of Hurricanes Katrina, Rita and B. P. Oil Spill. Large-scale construction projects, population shifts, disruptions in business and service support, and housing costs have all played a role in the changing demographics.

Northern Louisiana differs from the southern half of the State from both an economic and jobs standpoint, as well as the severity of impacts due to the hurricanes of 2005. The majority of north Louisiana is rural, while the southern portion of the State has a more pronounced urban and suburban influence. In rural areas, farm and small business jobs dominate economic development, with scattered areas supporting manufacturing or industrial centers. In urban and suburban areas with denser populations, the varieties of employment opportunities increase.

Technology is a rapidly growing area, with excellent economic centers developing across the State. Many of these positions require specialized training. SCSEP grantees should work closely with these centers and the One-Stops to ensure participants are well supported by this system.

The main population centers along the Interstate-10 corridor depend largely upon the tourist trade. This in turn makes the hotel, transportation, entertainment, and restaurant industries major players. Conversely, the upper and middle sections of the State, especially those in wholly rural settings, depend less on these income sources.

It is unrealistic to find a single, statewide, one-size-fits-all approach to employment support. Reports from the Louisiana Department of Labor indicate employment prospects within individual State areas vary based on the prevalent industries and sectors present.

As an example, a worker with skills in the restaurant service industry would likely do well in Orleans Parish. However, in Jefferson parish, contiguous to Orleans, a prospective employee might be better with a background useful to a marine, ship building, or industrial employer.

Since a single SCSEP administrator serves individual parishes, this limits collaborative opportunities within the state as described in the State Plan.

Individual SCSEP grantees possess years of experience with the employment picture for the parishes they serve. Statistical data, while useful, is often time delayed, and lack the nuances of understanding the one-on-one contact information needed to uncover real time employment opportunities.

Rather than attempt to drive the entire statewide SCSEP employment system towards a limited set of employment sectors that clearly will not support all geographic areas, administrators need to use their specialized knowledge and contacts to uncover local employment opportunities for their participants.

SCSEP grantees should utilize reports from “Louisiana Works” which analyzes employment trends locally and statewide. This data can be used to ensure that they focus their efforts toward maximizing the employment opportunities for the participants they serve.

One of the most notable skills sets that seniors lack is computer literacy. This is relatively statewide due to the current generation of seniors not being afforded the opportunities to attain computer skills. Some participants admit that they are scared of computers and have mental barriers because of their phobias. To aid in assisting older workers return to the workforce, the SCSEP staff will select the appropriate worksite whereby participants will receive the appropriate hands-on skills training, such as computer literacy, as relates to the local job market. Aside from using the local community colleges, libraries, etc., the SCSEP staff will need to ensure that the setting is appropriate for seniors and the trainers understand special needs of the elderly. Overcoming this barrier will allow our seniors to become more marketable and attract employers.

Other skills sets that are lacking include medical training in first aide, CPR, keyboarding/typing, telephone etiquette, geriatrics, certified nursing assistance, sales, food safety and preparation, CDL licensing, and use of complex phone systems. Host agencies that provide training specific to these areas will be targeted more heavily to improve the opportunities for unsubsidized

employment. Access to training courses offered by the One-Stop Career Solution Centers will continue to be pursued.

According to the Louisiana Workforce Commission’s in its article entitled, *Louisiana Information Review 2011-2012*, “Our 2020 projections indicate that the Health Care and Social Assistance industry will experience the greatest job growth in the coming years. There is an estimated 57,594 jobs in this industry that are expected to be created in the next 10 years. The largest component of this growth is Ambulatory and Health Care Services (23,858 jobs). This is followed by Hospitals (17,741 jobs), Social Assistance (9,027 jobs), and Nursing and Residential Care Facilities (6,970 jobs). Significant job growth is also expected in the Accommodation and Food Services industry, Construction industry, and Professional, Scientific, and Technical Services industry. These projections reflect the growing needs for training and continuing workforce development efforts that focus on new, high skill jobs.”

Below is a chart taken from the above study which reflects the “*Long Term Total Annual Demand for Top Occupations to the Year 2020 Sorted by Total Annual Demand.*”

Occupational Title ³	2010 Occupational Employment Estimate ⁴	Annual Growth ⁵	Annual Replacement ⁶	Total Annual Demand ⁷	Annual % Growth in New Demand ⁸	2011 Statewide Annual Average Wage ⁹	2011 Statewide Hourly Average Wage ¹⁰
Cashiers	64,410	620	2,920	3,540	0.9%	\$18,438	\$8.86
Retail Salespersons	61,060	840	1,790	2,640	1.3%	23,675	11.38
Waiters and Waitresses	32,700	550	1,630	2,180	1.6%	19,078	9.17
Laborers and Freight, Stock, and Material Movers, Hand	38,610	570	1,230	1,800	1.4%	24,355	11.71
Registered Nurses	42,440	960	770	1,730	2.1%	64,186	30.86
Food Preparation Workers	27,180	570	980	1,550	1.9%	18,151	8.73
Combined Food Preparation and Serving Workers, Including Fast Food	24,130	540	670	1,220	2.1%	17,623	8.47
Office Clerks, General	35,500	490	630	1,120	1.3%	23,118	11.11
Licensed Practical and Licensed Vocational Nurses	22,710	430	610	1,030	1.7%	38,183	18.36
Personal and Home Care Aides	19,240	860	150	1,010	3.8%	17,680	8.50
Customer Service Representatives	22,080	350	630	980	1.5%	29,141	14.01
Truck Drivers, Heavy and Tractor-Trailer	24,800	430	490	920	1.6%	38,340	18.43
Home Health Aides	13,230	730	170	900	4.5%	19,726	9.48

Maintenance and Repair Workers, General	28,180	370	520	890	1.2%	34,532	16.60
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	23,290	340	550	890	1.4%	56,550	27.19
First-Line Supervisors/Managers of Retail Sales Workers	29,130	200	680	880	0.7%	35,919	17.27
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	29,130	300	550	850	1.0%	20,812	10.01
First-Line Supervisors/Managers of Office and Administrative Support Workers	20,350	270	540	810	1.2%	44,105	21.20
Receptionists and Information Clerks	17,130	270	520	790	1.5%	22,932	11.02
Nursing Aides, Orderlies, and Attendants	24,830	420	320	740	1.6%	20,627	9.92

Most of the jobs listed above require less than high school diploma, short-term on-the-job training and little or no work experience. This is asset for seniors in that the high demand jobs will be more accessible to them and should require relatively easy job training and placement.

Long term projections for jobs in industries that will be targeted by sub-grantees include healthcare, retail, customer service. These jobs include positions for private sitters, certified nurse assistants, home health aides, medical assistance, retail sales clerks, sales associates, cafeteria workers, museum attendants, greeters, etc. SCSEP coordinators will work to establish more classroom training and community service assignments relative to these positions. Past experience, in meeting with host agencies and employers, was to discuss skills, areas that were lacking in their companies, and seek suggestions and specific training ideas to overcome these deficiencies. Concentration would be on increasing the level of participant skills in those areas and promote those ready participants to those employers. Louisiana has been most successful in placing participants in unsubsidized employment with community service agencies and service-oriented type industries. Those jobs such as custodial work, maintenance, stock clerks, office workers, receptionists, child care, drivers, retail sales and housekeeping have proven to be the most successful for long-term employment. This will be a continued objective. Small business will continue to be the target as it has proven successful with past placements. High growth industries with a presence in the community will be identified and targeted as potential employers of enrollees.

Most enrollees need assistance with job search, supportive services, and skills training. This brings about issues with self-esteem, lack of confidence and other insecurities. SCSEP staff will work closely with SCSEP participants to overcome these barriers by tailoring plans to the individuals needs. They will work to foster self-esteem and confidence in the enrollee to help them become more competitive in the job market so they will secure unsubsidized employment.

By placing them in appropriate training positions, it will stimulate them cognitively and by enrolling them in educational programs, it will promote better brain fitness. This will maximize their marketability. Past trends show that many host agencies eventually hire their assigned SCSEP participants and the job retention rates are higher which indicates that successful training and preparation is key.

SECTION 6. INCREASING PARTICIPANT PLACEMENT IN UNSUBSIDIZED EMPLOYMENT AND EMPLOYER OUTREACH

Program staff will be knowledgeable of local employers and their skill needs. A thorough assessment of participant skills and experience should be completed for those participants who have achieved all their training goals and are now ready to enter the workforce. Program staff will then be able to identify and target those employers and agencies that have needs for the types of skills and experience of your “ready to work” participants.

Once employers are identified, program staff could then work to develop partnerships with those employers or agencies by making face-to-face presentations and/or written presentations of the SCSEP program and the pool of available workers ready to enter the workforce.

By attending job fairs, program staff would be able to contact many employers in one place, introduce the SCSEP program and make employers aware of the availability of the SCSEP applicant pool.

Program staff should have a presence in local community-related committees, such as the local Coordinating and Development Corporation Boards and the Workforce Investment Boards which have representatives from local businesses. These could be an invaluable source of outreach into the local job market.

SCSEP grantees will partner with their local Career Solution Centers/ Workforce Investment Board to acquire information of local trends in the employment market. These local trends will help program staff to identify employment opportunities consistent with these local trends. In rural areas where there are no local Career Solution Centers/ Workforce Investment Boards, a connection should be conducted with local elected officials and public service agencies for assistance in networking with employers in the local area.

SCSEP grantees will attempt to recruit Host Agencies/training sites that will provide skills needed within the high growth industries and occupations (as listed in Section 5 above). If available, grantees will utilize the OJE program to match the participant with the employer in high growth industries and occupations. Past experience in dealing with employers show that they are most likely to hire older workers in hotels, food and beverage industry, pharmacies, retail stores, casinos, banks, government, healthcare, education, medical clinics/offices and home health. Through engaging in personal contacts, either face-to-face or via telephone, job developers have been successful in placing enrollees in host agencies. Increased use of program

flyers, job fairs, and email contact will become an added dimension in outreach efforts to target employment opportunities for Louisiana seniors.

In order to monitor retention of participants who enter the workforce, follow-ups will be completed the first quarter after exit and at specified intervals with both the participant and the employer. The purpose of this is to ascertain if there are any difficulties that could be addressed. Both the participant and employer should be notified that program staff is available for resource referral and moral support.

Plans for providing training, in addition to, community service employment assignment include utilizing community resources such as free computer classes for seniors offered by local libraries, local Career Solution Centers, community colleges, local community centers, and local school systems where available.

SCSEP grantees will conduct follow-up activities to gather information on SCSEP participants who are engaged in any volunteer work in the quarter after exit and who did not engage in volunteering prior to enrollment in order to measure the impact of the SCSEP on participants and the local communities through an increase in volunteer work.

SCSEP grantees could conduct comprehensive job search workshops. These workshops are recommended for small groups, ideally consisting of six or seven participants, where interviewing skills could be taught by having participants participate in mock interviews, with either staff or local human resource professionals from the business community conducting the interview.

Other topics of discussion could include: where to look for jobs; identifying employment goals; identifying personal strengths and weaknesses; how to complete applications; the dos and don'ts of interviewing; job retention, etc. Each grantee should develop a curriculum and provide a job search package to each attending participant.

Program staff should conduct a monthly or quarterly participant meeting with speakers from the local community to address issues pertaining to seniors and the job market. Former participants who were successfully placed in unsubsidized employment should be invited to discuss what SCSEP has accomplished for them and how they obtained employment. Their presentations would be a great encouragement for current participants.

The state grantee will monitor its sub-grantees on a quarterly basis through the use of SPARQ to assure they are meeting their negotiated goals and to offer suggestions on improving their results.

The main strategy to engage employers will be outreach and recruitment to local employers. The state director collaborated with the local Workforce Investment team to partner to discuss the needs of seniors and referral processes. The sub-grantees and state director will continue to partner with the Workforce Investment to engage employers through its outreach and recruitment efforts. The focus will be on jobs mentioned earlier as the highest demand areas.

SECTION 7. COMMUNITY SERVICE NEEDS

The SCSEP rural areas and those areas most affected by hurricanes Katrina, Rita and B. P. Oil Spill have shifted in populations and their community service needs have changed. In an effort to meet the Community Service Needs that are essential to the various communities in Louisiana, the State must address the relocation and the changes faced by many agencies/businesses due to hurricanes Katrina, Rita and B.P. The following community service needs should be focused on by grantees: 1) transportation problems; 2) housing for participants and potential participants still affected by Hurricane Katrina and Rita; 3) assisting participants obtain affordable housing in affected areas; and 4) identifying employers and referring participants to job openings. Grantees will coordinate with other state and local officials who have been able to identify and address community service needs.

In order to address these needs, grantees should develop cooperative agreements with agencies outside the established service area and host agencies, including agencies such as: Assisted Living Facilities, United Way Organizations, Goodwill Industries, Catholic Charities, Salvation Army, local Libraries, local YMCA, LDOL/WIA, Adult Education, Louisiana Technical Colleges, Community Action Programs, Hispanic Resource Centers and AAA/Councils on Aging. These agencies are essential to meet the community social health, welfare, educational, recreational, conservation and environmental quality efforts. Information obtained through surveys and other sources dictate that our primary focus should be placed upon housing, transportation and medical/prescription needs that are crucial and necessary to the community.

SCSEP sub-grantees should develop a rapport with the local utility companies, local cable (government access) stations, free newspapers, and local malls to obtain (low or no cost) advertising of program information that will meet the community needs, environmental quality efforts, economic development and other essential services to the community.

SECTION 8. COORDINATION WITH OTHER PROGRAMS, INITIATIVES AND ENTITIES

State and National SCSEP grantees in Louisiana plan to collaborate with the Louisiana Workforce Commission in accomplishing its goals and strategies for the Workforce Investment Act (WIA) by:

- Partnering with the Parish Career Solution Centers Service Delivery Systems, in creating a customer focused method to increase the number of persons 55 years or older who might benefit from unsubsidized employment in both the private and public sectors;
- Identifying the appropriate education, skills upgrade and training needs that older workers must obtain to secure new jobs or to retain their present jobs with advancement opportunities;

- Collaborating with Higher Learning Educational Systems, LA Community/ Technical College Systems (LCTCS), Public School Adult Education and training providers to improve literacy/educational deficiencies, update present skills, and obtain new training in demand occupations for potential long-term employment whether it be part or full-time;

SCSEP and the Parish Career Solution Centers will continue to make progress in meeting the employment and training needs of the older worker population. Although the numbers are much higher in the age group of 18 to 54 years that seek services at the Career Solution Centers, seniors 55 and older should receive equal employment assistance.

As mandatory partners, as prescribed in public law under the Older Americans Act, Louisiana SCSEP grantees continue to coordinate services with WIA Boards and service providers. Several grantees continue to report details on those seniors who have entered employment from each assigned parish. In some areas, these job placement numbers increase the regular WIA employment totals, thereby, improving performance measures throughout the State.

State and National Contractors will continue to coordinate employment services with WIA as described below:

- A SCSEP representative must continue to serve as a mandatory WIA board member of each area throughout the State. Through these members, the WIA Boards solicit older workers input to ensure that senior training and employment issues are addressed;
- Seek additional grant funds to provide adequate personnel in the Parish Career Solution Centers and continue to provide participant SCSEP trainees to assist the WIA staff at these centers;
- Identify methods that contractors might employ to assist WIA service providers attain performance standards and recruitment; conduct job search workshops for older workers and introductory computer training workshops conducted by a professional instructor at the Career Solution Centers;
- Involve WIA service providers in older worker issues, conferences, and training;
- Participate in writing local and state WIA plans;
- Joint outreach by participating in local Job Fairs, Business Expos, WIA seminars, Chambers of Commerce and Economic Development planning to accomplish appropriate employment for seniors;
- Partner with community-based and faith-based organizations, Councils on Aging and other agencies by collaborating and sharing as much information relative to the older worker as possible;

- Collaboration may include using Workforce Investment Training Vouchers to provide formal job training. In addition, opportunities might exist to leverage on-the-job specialized training funds in conjunction with support from for-profit companies seeking to fill critical employment vacancies. When a repetitive training system can be accomplished, the long-term value to the community would be of great benefit; and
- More importantly, SCSEP must maintain a strong partnership with other community-based non-profit programs to make an impact in the social service network. Each non-profit or government host agency that SCSEP supports creates a social support network. However, all programs must recognize that hiring the older worker is a true focus.

SECTION 9. AVOIDANCE OF DISRUPTIONS IN SERVICE

State & National grantees will not transfer positions from one geographic area to another without first notifying the state agency responsible for preparing the State Plan and the Equitable Distribution report. State & National program operators will submit in writing any proposed changes in distribution to the Federal Project Officer.

Participants will be notified within 30 to 60 days of any transfer. Participant records, if applicable, will be given to the new grantee within 60 days of the new grant period. This will include any intake documentation and eligibility information to retain current participants. Prior to transfer, every effort will be made to secure unsubsidized employment for participants and referrals to other workforce programs will be conducted. Participants will be notified of the transfer by the current grantee as soon as possible in order to ease the transition. Any questions regarding the transfer will be answered jointly. Payroll payments will be made by the current agency until the end of the program period. Afterwards, the new agency will be responsible for payroll payments.

SECTION 10. IMPROVEMENT OF SCSEP SERVICES

After collaboration with State, National and other agencies, the following are recommendations to the U.S. Department of Labor for better program participation and services:

- Realistic and effective coordination between WIA and SCSEP should be implemented at the National level. This will encourage Career Solution Centers to improve assistance to older workers.
- Change income guidelines from 125% to 150% in conjunction with WIA.
- Include “underemployed” as an eligibility criterion for Title V as long as income at application remains below 125% poverty. The under-employed may actually be more in need of services than unemployed of similar economic status.

- Increase funding levels to serve those more of the “most in need” population and increase “service level” goals to provide training and supportive services, as well as, the amount of staff time required to serve participants with multiple barriers to employment.

The State’s long-term strategy to improve SCSEP services are as follows:

1. Conduct annual meetings of our State Plan Planning Group to meet at a centrally located site in the State. Invite stakeholders from different parts of the State to be guests and give feedback to the group.
2. Expand supportive services to include meeting transportation needs for seniors through mass transportation (bus tokens, jobs on bus line, etc), car repair and collaboration for transportation with other agencies serving seniors (example: FEMA and Council on Aging).
3. Develop plans to enhance the services for disabled seniors through host agency assignments and potential unsubsidized employment. Coordinate with Vocational Rehabilitation.
4. Collaborate with community colleges, adult learning centers and libraries to provide basic computer training for seniors.
5. Collectively target employers who are interested in hiring older workers.
6. Expand On-the-Job Training opportunities statewide.
7. Encourage the State to have an older worker representative on the new State Workforce Commission.
8. Enhance the working relationship with the Aging and Disability Resource Centers (ADRCs) across the state.

Appendix Table 1

Projections and Distribution of the Total Population by Age for the United States: 2010 to 2050

(Numbers in thousands)

Age	2010	2020	2030	2040	2050
NUMBER					
Total.	310,233	341,387	373,504	405,655	439,010
Under 20 years.	84,150	90,703	97,682	104,616	112,940
20 to 64 years.	185,854	195,880	203,729	219,801	237,523
65 years and over.	40,229	54,804	72,092	81,238	88,547
65 to 69 years.	12,261	17,861	20,381	18,989	21,543
70 to 74 years.	9,202	14,452	18,404	17,906	18,570
75 to 79 years.	7,282	9,656	14,390	16,771	15,964
80 to 84 years.	5,733	6,239	10,173	13,375	13,429
85 to 89 years.	3,650	3,817	5,383	8,450	10,303
90 years and over.	2,101	2,780	3,362	5,748	8,738
PERCENT					
Total.	100.0	100.0	100.0	100.0	100.0
Under 20 years.	27.1	26.6	26.2	25.8	25.7
20 to 64 years.	59.9	57.4	54.5	54.2	54.1
65 years and over.	13.0	16.1	19.3	20.0	20.2
65 to 69 years.	4.0	5.2	5.5	4.7	4.9
70 to 74 years.	3.0	4.2	4.9	4.4	4.2
75 to 79 years.	2.3	2.8	3.9	4.1	3.6
80 to 84 years.	1.8	1.8	2.7	3.3	3.1
85 to 89 years.	1.2	1.1	1.4	2.1	2.3
90 years and over.	0.7	0.8	0.9	1.4	2.0

Source: U.S. Census Bureau, 2008

Appendix Table 2

- AARP Foundation
2475 Canal Street Suite 248
New Orleans, LA
Phone: 1-866-814-5581
- Catholic Charities of the Diocese of B. R., Inc.
1900 Acadian Thruway
Baton Rouge, LA 70808
Phone: 1-225-345-9770
- Experience Works, Inc.
936 Front Street Slot 4
Cottonport, LA 71327
Phone: 1-318-876-3927
- Governor's Office of Elderly Affairs
525 Florida Blvd.
P O Box 61
Baton Rouge, LA 70896-6100
Phone: 1-225-342-7100
- Jefferson Council on Aging, Inc.
6620 Riverside Drive Suite 216
P O Box 734
Metairie, LA 70003
Phone: 1-504-207-4686
- National Association of Hispanic Elderly
820 Jordan Street, Suite 210
Shreveport, LA 71101
Phone: 1-318-221-7611
- National Council on Aging, Inc.
ULM Older Worker Program
Stubbs Hall 104
Monroe, LA 71209
Phone: 1-318-342-5533
- St. James Area Agency on Aging
5153 Canatella Street
P O Box 87
Convent, LA 70723
Phone: 1-225-562-2372

Appendix Table 3

The Louisiana Program Year 2012 Equitable Distribution Report

Parish	Distribution Factor	Equitable Share	State	AARP Fnd.	ANPPM	Experience Works	NCOA	Totals	Difference
Acadia	0.0192	13				13		13	0
Allen	0.0085	4				4		4	0
Ascension	0.0111	9	3	9				12	3
Assumption	0.0066	5	1			5		6	1
Avoyelles	0.0166	10				10		10	0
Beauregard	0.0078	5				5		5	0
Bienville	0.0067	4			4			4	0
Bossier	0.0141	11			11			11	0
Caddo	0.0589	44			44			44	0
Calcasieu	0.0399	25				25		25	0
Caldwell	0.0036	3					3	3	0
Cameron	0.0021	1				1		1	0
Catahoula	0.0040	3					3	3	0
Claiborne	0.0066	4			4			4	0
Concordia	0.0066	7					7	7	0
De Soto	0.0082	6			6			6	0
E. Baton Rouge	0.0556	48	24	24				48	0
East Carroll	0.0034	3					3	3	0
East Feliciana	0.0052	5	4					4	-1
Evangeline	0.0139	9				9		9	0
Franklin	0.0097	6					6	6	0
Grant	0.0053	4			4			4	0
Iberia	0.0192	12				12		12	0
Iberville	0.0085	6	4			2		6	0
Jackson	0.0053	3			3			3	0
Jefferson	0.0102	61	49					49	-12

Jefferson Davis	0.0695	7				7		7	0
Salle	0.0050	3				3		3	0
Lafayette	0.0326	26				26		26	0
Lafourche	0.0213	14	14					14	0
Lincoln	0.0089	5			5			5	0
Livingston	0.0161	12	6	6				12	0
Madison	0.0044	4					4	4	0
Morehouse	0.0111	7					7	7	0
Natchitoches	0.0108	9			9			9	0
Orleans	0.1211	53		53				53	0
Ouachita	0.0286	23					23	23	0
Plaquemines	0.0057	3	4					4	1
Pointe Coupee	0.0079	5	5					5	0
Rapides	0.0328	22			22			22	0
Red River	0.0032	2			2			2	0
Richland	0.0081	5					5	5	0
Sabine	0.0087	6			6			6	0
St. Bernard	0.0129	3	1	3				4	1
St. Charles	0.0068	6	1	6				7	1
St. Helena	0.0034	3	1	3				4	1
St. James	0.0049	4	4					4	0
St. John	0.0064	5	1	5				6	1
St. Landry	0.0333	24				24		24	0
St. Martin	0.0133	10				10		10	0
St. Mary	0.0140	10				10		10	0
St. Tammany	0.0223	26	13	13				26	0
Tangipahoa	0.0260	21	3	21				24	3
Tensas	0.0029	2					2	2	0
Terrebonne	0.0218	16	2	16				18	2
Union	0.0077	6			6			6	0
Vermilion	0.0164	10				10		10	0

Vernon	0.0082	6			6			6	0
Washington	0.0151	12	10					10	-2
Webster	0.0128	8			8			8	0
W. Baton Rouge	0.0036	4	4					4	0
West Carroll	0.0056	3					3	3	0
West Feliciana	0.0038	2	1			2		3	1
Winn	0.0063	4			4			4	0
TOTALS:	1.0000	702	155	159	144	178	66	702	0

PY 2012
Positions: 155 159 144 178 66 702
 State AARP ANPPM EW NCOA Total

Appendix Table 4

State Projections
Population Aged
60+ : 2005-2030

Number of Persons 60 and over

State	Census 2000	Projection 2005	Projection 2010	Projection 2015	Projection 2020	Projection 2025
US	45,797,200	49,712,714	56,922,418	65,551,441	75,487,837	84,652,165
LA	687,216	734,707	826,839	939,468	1,060,140	1,152,602

Data Source: File 2. Interim State Projections of Population for Five-Year Age Groups
and Selected Age Groups by Sex: July 1, 2004 to 2030

U.S.Census Bureau, Population Division, Interim State Population Projections, 2005.

Table compiled by the US Administration on Aging

Appendix Table 5

U.S. Population Totals by Age Group and Sex in the 2010 and 2000 Censuses

Table compiled by the U.S. Administration on Aging based on the Census data cited below.

SEX AND AGE	2010 Census
	Number
Total population	308,745,538
55 to 59 years	19,664,805
60 to 64 years	16,817,924
65 to 69 years	12,435,263
70 to 74 years	9,278,166
75 to 79 years	7,317,795
80 to 84 years	5,743,327
85 years and over	5,493,433
60 and over	57,085,908
65 and over	40,267,984
70 and over	27,832,721
85 and over	5,493,433
Male population	151,781,326
55 to 59 years	9,523,648
60 to 64 years	8,077,500
65 to 69 years	5,852,547
70 to 74 years	4,243,972
75 to 79 years	3,182,388
80 to 84 years	2,294,374
85 years and over	1,789,679
60 and over	25,440,460
65 and over	17,362,960
70 and over	11,510,413
85 and over	1,789,679
Female population	156,964,212
55 to 59 years	10,141,157
60 to 64 years	8,740,424
65 to 69 years	6,582,716
70 to 74 years	5,034,194
75 to 79 years	4,135,407
80 to 84 years	3,448,953

85 years and over	3,703,754
60 and over	31,645,448
65 and over	22,905,024
70 and over	16,322,308
85 and over	3,703,754

*DP-1 - United States: Profile of General Population and Housing
Characteristics: 2010*

2010 Demographic Profile Data

*Source for 2000 Data: U.S. Census Bureau 2000 Census Data as shown in the
2009 Population Estimates table*

Bureau of Labor Statistics/US Department of Labor @ <http://www.bls.gov/cps/home.htm>
"Labor Force Statistics from the Current Population Survey"

Appendix Table 6

Louisiana

People Quick Facts	Louisiana	USA
Population, 2011 estimate	4,574,836	311,591,917
Population, 2010 (April 1) estimates base	4,533,372	308,745,538
Population, percent change, April 1, 2010 to July 1, 2011	0.9%	0.9%
Population, 2010	4,533,372	308,745,538
Persons under 5 years, percent, 2011	6.9%	6.5%
Persons under 18 years, percent, 2011	24.4%	23.7%
Persons 65 years and over, percent, 2011	12.5%	13.3%
Female persons, percent, 2011	51.1%	50.8%

White persons, percent, 2011 (a)	63.8%	78.1%
Black persons, percent, 2011 (a)	32.4%	13.1%
American Indian and Alaska Native persons, percent, 2011 (a)	0.7%	1.2%
Asian persons, percent, 2011 (a)	1.6%	5.0%
Native Hawaiian and Other Pacific Islander persons, percent, 2011 (a)	0.1%	0.2%
Persons reporting two or more races, percent, 2011	1.4%	2.3%
Persons of Hispanic or Latino Origin, percent, 2011 (b)	4.4%	16.7%
White persons not Hispanic, percent, 2011	60.1%	63.4%

Living in same house 1 year & over, 2006-2010	84.3%	84.2%
Foreign born persons, percent, 2006-2010	3.6%	12.7%
Language other than English spoken at home, pct age 5+, 2006-2010	8.7%	20.1%
High school graduates, percent of persons age 25+, 2006-2010	81.0%	85.0%
Bachelor's degree or higher, pct of persons age 25+, 2006-2010	20.9%	27.9%
Veterans, 2006-2010	318,533	22,652,496
Mean travel time to work (minutes), workers age 16+, 2006-2010	25.0	25.2

Housing units, 2010	1,964,981	131,704,730
Homeownership rate, 2006-2010	68.2%	66.6%
Housing units in multi-unit structures, percent,	17.8%	25.9%

Louisiana (continued)

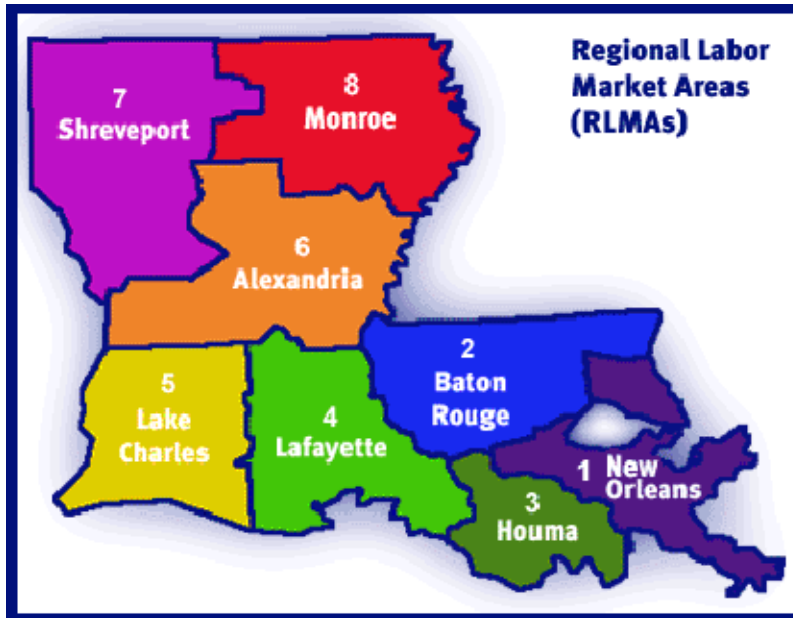
2006-2010		
Median value of owner-occupied housing units, 2006-2010	\$130,000	\$188,400
Households, 2006-2010	1,641,165	114,235,996
Persons per household, 2006-2010	2.62	2.59
Per capita money income in past 12 months (2010 dollars) 2006-2010	\$23,094	\$27,334
Median household income 2006-2010	\$43,445	\$51,914
Persons below poverty level, percent, 2006-2010	18.1%	13.8%
Business Quick Facts	Louisiana	USA
Private nonfarm establishments, 2009	103,384 ¹	7,433,465
Private nonfarm employment, 2009	1,639,104 ¹	114,509,626
Private nonfarm employment, percent change 2000-2009	2.9% ¹	0.4%
Nonemployer establishments, 2009	313,218	21,090,761

Total number of firms, 2007	375,808	27,092,908
Black-owned firms, percent, 2007	15.9%	7.1%
American Indian- and Alaska Native-owned firms, percent, 2007	0.7%	0.9%
Asian-owned firms, percent, 2007	2.8%	5.7%
Native Hawaiian and Other Pacific Islander-owned firms, percent, 2007	0.0%	0.1%
Hispanic-owned firms, percent, 2007	2.9%	8.3%
Women-owned firms, percent, 2007	27.4%	28.8%

Manufacturers shipments, 2007 (\$1000)	205,054,723	5,338,306,501
Merchant wholesaler sales, 2007 (\$1000)	51,415,553	4,174,286,516
Retail sales, 2007 (\$1000)	56,543,203	3,917,663,456
Retail sales per capita, 2007	\$12,921	\$12,990
Accommodation and food services sales, 2007 (\$1000)	9,729,869	613,795,732
Building permits, 2011	12,173	624,061
Geography QuickFacts	Louisiana	USA
Land area in square miles, 2010	43,203.90	3,531,905.43
Persons per square mile, 2010	104.9	87.4
FIPS Code	22	

Source U.S. Census Bureau: State and County QuickFacts. Data derived from Population Estimates, American Community Survey, Census of Population and Housing, State and County Housing Unit Estimates, County Business Patterns, Non-employer Statistics, Economic Census, Survey of Business Owners, Building Permits, Consolidated Federal Funds Report
Last Revised: Thursday, 16-Aug-2012 10:00:06 EDT

Appendix Table 7



Appendix Table 8

LOUISIANA STATEWIDE EMPLOYMENT AND TOTAL WAGES PAID BY EMPLOYERS SUBJECT TO THE LOUISIANA EMPLOYMENT SECURITY LAW 2011 ANNUAL AVERAGE DATA BY NAICS SECTOR

NAICS SECTOR	NAICS	UNITS	AVG. ANNUAL	2011	AVG. WKLY.
	CODE		EMPLOYMENT	TOTAL WAGES	WAGE \$
STATEWIDE TOTAL		125,475	1,848,435	78,315,029,615	815
TOTAL LESS FEDERAL GOVERNMENT		124,331	1,816,904	76,252,227,706	807
Agriculture, forestry, fishing and hunting	11	1,455	9,158	308,161,652	647
Crop production	111	540	3,839	110,776,358	555
Animal production	112	128	634	18,493,104	561
Forestry and logging	113	384	2,820	112,323,530	766
Fishing, hunting and trapping	114	66	158	4,603,393	560
Agriculture and forestry support activities	115	337	1,706	61,965,267	698
Mining	21	1,866	50,418	4,247,734,938	1,620
Oil and gas extraction	211	478	8,504	1,011,658,609	2,288
Mining, except oil and gas	212	66	1,295	97,307,000	1,445
Support activities for mining	213	1,322	40,620	3,138,769,329	1,486
Utilities	22	805	14,320	878,456,648	1,180
Utilities	221	805	14,320	878,456,648	1,180
Construction	23	11,277	130,391	6,522,360,887	962
Construction of buildings	236	3,058	21,427	1,112,926,773	999
Heavy and civil engineering construction	237	1,477	48,838	2,699,548,083	1,063
Specialty trade contractors	238	6,743	60,125	2,709,886,031	867
Manufacturing	31-33	4,461	139,688	8,722,075,469	1,201
Food manufacturing	311	424	16,323	611,388,473	720
Beverage and tobacco product manufacturing	312	56	2,401	101,319,948	812

Textile mills	313	12	325	12,896,198	763
Textile product mills	314	106	694	21,700,344	601
Apparel manufacturing	315	36	373	9,561,432	493
Leather and allied product manufacturing	316	11	83	4,650,081	1,077
Wood product manufacturing	321	211	5,818	242,453,427	801
Paper manufacturing	322	78	7,203	490,626,534	1,310
Printing and related support activities	323	348	3,223	115,715,780	690
Petroleum and coal products manufacturing	324	114	11,128	1,140,356,225	1,971
Chemical manufacturing	325	375	23,255	2,130,099,481	1,761
Plastics and rubber products manufacturing	326	126	3,689	186,075,342	970
Nonmetallic mineral product manufacturing	327	246	5,727	272,043,312	913
Primary metal manufacturing	331	47	2,725	161,924,080	1,143
Fabricated metal product manufacturing	332	830	16,846	937,160,154	1,070
Machinery manufacturing	333	459	15,381	930,591,971	1,164
Computer and electronic product manufacturing	334	129	2,037	125,023,046	1,180
Electrical equipment and appliance manufacturing	335	65	1,140	67,286,452	1,135
Transportation equipment manufacturing	336	237	16,375	980,293,662	1,151
Furniture and related product manufacturing	337	201	1,002	32,404,358	622
Miscellaneous manufacturing	339	354	3,942	148,505,169	724
Wholesale trade	42	7,851	72,135	4,017,247,402	1,071
Merchant wholesalers, durable goods	423	3,859	38,144	2,088,542,326	1,053
Merchant wholesalers, nondurable goods	424	1,764	24,667	1,282,578,534	1,000
Electronic markets and agents and broker	425	2,228	9,324	646,126,542	1,333
Retail trade	44-45	17,334	221,557	5,509,645,770	478
Motor vehicle and parts dealers	441	1,908	26,540	1,083,784,462	785
Furniture and home furnishings stores	442	752	6,324	185,569,996	564
Electronics and appliance stores	443	722	5,980	191,767,718	617
Building material and garden supply stores	444	1,352	19,535	583,661,075	575
Food and beverage stores	445	2,201	35,979	718,260,386	384
Health and personal care stores	446	1,730	15,750	527,842,544	644
Gasoline stations	447	2,392	18,357	349,817,925	366
Clothing and clothing accessories stores	448	2,206	17,693	295,707,128	321
Sporting goods, hobby, book and music stores	451	689	8,276	146,258,726	340
General merchandise stores	452	1,211	54,150	1,090,264,289	387

Miscellaneous store retailers	453	1,817	10,903	268,283,945	473
Nonstore retailers	454	353	2,072	68,427,576	635
Transportation and warehousing	48-49	4,740	77,038	4,257,111,331	1,063
Air transportation	481	114	2,850	173,767,956	1,173
Rail transportation	482	0	0	0	0
Water transportation	483	287	9,760	738,084,547	1,454
Truck transportation	484	1,887	17,024	773,059,730	873
Transit and ground passenger transportation	485	189	4,029	110,841,519	529
Pipeline transportation	486	195	2,830	245,855,470	1,671
Scenic and sightseeing transportation	487	53	*	*	*
Support activities for transportation	488	994	20,311	1,215,982,876	1,151
Postal service	491	500	*	*	*
Couriers and messengers	492	268	4,601	191,609,447	801
Warehousing and storage	493	252	7,022	340,885,284	934
*Data non-publishable					
Information	51	1,786	26,703	1,257,237,430	905
Publishing industries, except Internet	511	292	3,672	158,019,126	828
Motion picture and sound recording industries	512	278	3,843	181,130,242	906
Broadcasting, except Internet	515	162	4,257	197,575,932	893
Internet publishing and broadcasting	516	0	0	0	0
Telecommunications	517	690	9,961	536,842,605	1,036
ISPs, search portals, and data processing	518	181	1,677	91,415,294	1,048
Other information services	519	184	3,294	92,254,231	539
Finance and insurance	52	8,104	58,285	3,260,933,584	1,076
Monetary authorities - central bank	521	2	*	*	*
Credit intermediation and related activities	522	3,930	32,417	1,451,678,026	861
Securities, commodity contracts, investments	523	1,056	3,669	410,639,590	2,152
Insurance carriers and related activities	524	3,017	21,564	1,364,605,542	1,217
Funds, trusts, and other financial vehicles	525	100	*	*	*
*Data non-publishable					
Real estate and rental and leasing	53	5,203	32,327	1,508,901,871	898
Real estate	531	3,620	14,400	472,427,500	631

Rental and leasing services	532	1,521	17,564	1,013,116,997	1,109
Lessors of nonfinancial intangible assets	533	62	363	23,357,374	1,237
Professional and technical services	54	14,269	83,237	5,140,947,882	1,188
Professional and technical services	541	14,269	83,237	5,140,947,882	1,188
Management of companies and enterprises	55	819	24,333	1,651,121,635	1,305
Management of companies and enterprises	551	819	24,333	1,651,121,635	1,305
Administrative and waste services	56	6,571	93,283	3,057,822,493	630
Administrative and support services	561	5,979	83,625	2,626,532,471	604
Waste management and remediation service	562	593	9,658	431,290,022	859
Educational services	61	1,252	168,174	6,580,471,622	752
Educational services	611	1,251	168,174	6,580,471,622	752
Health care and social assistance	62	12,510	287,624	11,311,894,188	756
Ambulatory health care services	621	8,450	90,733	4,286,473,745	909
Hospitals	622	403	105,567	5,071,491,994	924
Nursing and residential care facilities	623	952	44,640	1,054,117,971	454
Social assistance	624	2,705	46,684	899,810,478	371
<i>*Data non-publishable</i>					
Arts, entertainment, and recreation	71	1,694	37,281	1,084,139,350	559
Performing arts and spectator sports	711	399	4,452	373,512,269	1,613
Museums, historical sites, zoos, and parks	712	138	3,980	97,028,328	469
Amusements, gambling, and recreation	713	1,157	28,850	613,598,753	409
Accommodation and food services	72	9,149	173,201	2,898,200,959	322
Accommodation	721	999	27,751	705,285,776	489
Food services and drinking places	722	8,150	145,449	2,192,915,183	290
Other services, except public administration	81	9,479	46,324	1,455,031,088	604
Repair and maintenance	811	3,305	19,304	756,676,933	754
Personal and laundry services	812	2,239	15,825	352,147,568	428
Membership associations and organization	813	1,234	9,123	288,368,816	608
Private households	814	2,700	2,072	57,837,771	537

Public administration	92	3,224	100,536	4,557,499,209	872
Executive, legislative and general government	921	878	18,073	701,821,960	747
Justice, public order, and safety activities	922	1,063	53,571	2,357,428,649	846
Administration of human resource program	923	284	7,995	411,029,044	989
Administration of environmental programs	924	348	6,433	284,266,816	850
Community and housing program administration	925	76	1,162	51,694,512	856
Administration of economic programs	926	529	7,973	425,088,560	1,025
Space research and technology	927	2	*	*	*
National security and international affairs	928	44	*	*	*
*Data non-publishable					
Unclassified establishments	99	1,629	2,424	88,034,207	698
Federal Government Employment	ALL	1,143	31,531	2,062,801,909	1,258
State Government Employment	ALL	1,359	94,685	4,447,497,002	903
Local Government Employment	ALL	3,167	213,295	7,751,947,818	699
Private Employment	ALL	119,805	1,508,924	64,052,782,886	816