

**U.S. Department of Labor**

Employment and Training Administration  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210



July 1, 2016

Karen Ryder  
Deputy Assistance Secretary  
Governor's Office of Elderly Affairs  
P. O. Box 94004  
Baton Rouge, Louisiana 70804-9004

Dear Ms. Ryder:

This letter is to notify you that after careful review of the Senior Community Service Employment Program (SCSEP) 2016-2020 State Plan, the U.S. Department of Labor (DOL) has determined that **Louisiana's** four-year SCSEP Stand-Alone Plan under Title V of the Older Americans Act (OAA), submitted on April 15, 2016, has been approved.

The Department recognizes the unique challenges the state faced in developing this plan and appreciates your efforts to deliver integrated job-driven services to our job seekers and employers. It supports the development of regional economies, focuses on continuous system improvements, and plays an active role in community and workforce development. We are encouraged by the progress the State has made to implement and operationalize this plan. This approved SCSEP four-year state plan is valid from July 1, 2016 through June 30, 2020. Although there was an element that was identified in your plan as needing an improvement, you will receive a separate letter/email from your Federal Project Officer (FPO) that will indicate the type of technical assistance that will be provided to help you remedy this area of concern. The SCSEP regulations at 20 CFR 641.340(a) require that the Governor or highest government official review the State Plan and submit an update to the Secretary of Labor for consideration and approval "not less often than every two years." The Department encourages you to review your SCSEP State Plan more frequently and to make modifications as circumstances warrant. For your reference, see SCSEP regulations at 20 CFR 641.345 for circumstances that require modifications of the State Plan.

We look forward to working with you on the important work of SCSEP and encourage you to continue strengthening your partnership with the workforce system to create a new level of innovation and coordination among various stakeholders, including state and local boards under the Workforce Innovation and Opportunity Act (WIOA). Thank you for your submission and the efforts to coordinate services in your state. If you have any questions, please contact your FPO Bernie Cutter at [cutter.bernarda@dol.gov](mailto:cutter.bernarda@dol.gov).

Sincerely,

A handwritten signature in black ink, appearing to read "Jimmie Curtis", written over a horizontal line.

Jimmie Curtis  
Grant Officer

# **Louisiana**

## **Senior Community Service Employment Program (SCSEP) State Plan**

**July 1, 2016 – June 30, 2020  
Project Period**



**Prepared by the State Unit on Aging**  
Under Title V of the Older Americans Act

**Governor's Office of Elderly Affairs**  
**John Bell Edwards, Governor**

## **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 U. S. Census Bureau, the population age 65 years or older numbered 44.7 million in 2013 (the most recent year for which data are available). They represented 14.1% of the U.S. population, about one in every seven Americans. The number of older Americans increased by 8.8 million or 24.7A% since 2003, compared to an increase of 6.8% for the under 65 population. By 2060, there will be about 98 million older persons (more than twice their number in 2013). People 65+ represented 14.1% of the population in 2013 but are expected to grow to 17.2% in 2030 and 21.7% of the population by 2040.

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.

This Louisiana SCSEP State Plan for Program Years 2016-2020 was developed by the Governor's Office of Elderly Affairs in coordination with the state's national grantees and the state's sub-grantees. The plan is designed to foster short and long term coordination within the state and to facilitate the collaborative efforts of stakeholders to accomplish SCSEP's goals. Efforts were made to strengthen the workforce programs between grantees on the state and local levels to provide low-income seniors the best possible service that Louisiana can offer. Efforts were made to align this plan with the Louisiana Workforce Investment Board's (LWIB) strategic plan which calls for greater workforce program alignment and integration and local levels. Services are extended to low-income workers age 55 and older who want to re-enter the job market.

## **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.  
Lake Charles and Marksville, 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

See the listing of program operators (Appendix 2) and the parish listings of slots where service is rendered (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 55 and older in Louisiana. Participants in the program work an average of 20 hours per week in a community service activity where they receive minimum wage. The community service training SCSEP participants receive is intended to act as a bridge to unsubsidized employment. 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. The program is authorized by the Older Americans Act, as amended in 2006, which allots funding to SCSEP nationals and state agencies as directed by the U. S. Department of Labor. The Governor's Office of Elderly Affairs administers the state SCSEP grant and contracts with three sub-grantees to provide services (see Appendix 2).

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

This plan was produced in conjunction with State and National SCSEP organizations in Louisiana. The Nationals operating in Louisiana include AARP, ANPPM, Experience Works and NCOA. AARP Foundation operates three SCSEP offices in Louisiana (Baton Rouge, New Orleans and Shreveport) and serves participants in eleven parishes. ANPPM operates one office in Shreveport, Louisiana and serves sixteen parishes in predominately northwest Louisiana. Experience Works has two offices in Marksville and Lake Charles, Louisiana and provides services to nineteen parishes in the southwest part of the state. NCOA operates one office Monroe, Louisiana and is authorized to service seniors in eleven parishes in northeast Louisiana. Each National has information on its website to attract seniors and make the aware of available SCSEP services. The State has one office in Baton Rouge, Louisiana contracts with three sub-grantees that serve twelve parishes.

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 (WIOA)
- 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 available 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 and Population Served, including Equitable Distribution:**

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 US DOL releases the annual EDR which calculates the proportion of income and age eligible population by parish. It is multiplied by the SCSEP funds for the state which results in the number of authorized SCSEP positions per parish.

During May 2015, Louisiana began incurring economic hardship due to the cost of oil dropping dramatically. With the reduction of workforce in the oil and gas industry, 1900 jobs, worth over 1.1 billion dollars in wages, have been lost nationally. The costal parishes have been greatly affected. The Louisiana Workforce Commission confirmed in an article entitled, “How many oil jobs have we lost?,” (published May 2015) that mining and logging jobs—that’s the category in which most oil and gas jobs are listed—declined by 500 in May 2015 and over 4400 the past 12 month. Vermillion and Acadia parishes declined by 200 in a month and 1, 000 over the year. The parishes of Jefferson, Orleans, Plaquemines, St. Bernard, Cameron, Lafayette, Iberia, Vermillion and Terrebonne were particularly impacted. These parishes are served by AARP Foundation, Jefferson Council on Aging and St. James Council on Aging and Experience Works.

The Louisiana Program Year 2016 Equitable Distribution Report is attached (Appendix 3) and will be submitted to the Federal Project Officer along with the State Plan. In summary, nine parishes gained authorized slots due to changes in allotments as issued by DOL on February 5, 2016 while 23 parishes lost slots. All grantees will concentrate efforts on filling slots in parishes that are underserved first in order to correct the imbalance during this four-year plan period through outreach efforts. Orleans Parish alone gained 19 new slots and is managed by AARP.

This was the greatest change. Other parishes were only mildly impacted in gaining or losing a slot or two. Louisiana has a total allotment of 691 slots with 150 state and the others national.

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 Federal Project Officer. Any transfer of positions will occur without disruption to participants. State and nationals will work collaboratively to balance over and under-enrollment.

Equitable distribution can be challenging in rural parishes and areas with increases in the number of eligible individuals. Louisiana strives to keep the actual position distribution between one or two positions above or below the equitable distribution goal. Participants cannot be terminated from the program due to equitable distribution so grantees rely on normal attrition to correct areas of over-enrollment.

## B. Rural and Urban Populations

According to the USDA Economic Research Website and the Louisiana State Fact Sheet (below), 26% of Louisiana’s total population live in rural or non-metropolitan areas, with the remaining 74% residing in metropolitan areas or in a near proximity to metro areas.\* 19.6% of the total population live below poverty and 24.3% residing in rural areas (increased from 2010).

*\*(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 economic-urban continuum codes for precise definitions of each code.)*

**Chart #1**

<b>Louisiana State Fact Sheet</b>			
<b>Prepared by Economic Research Service, USDA, Washington, DC.</b>			
<a href="http://www.ers.usda.gov/data-products/state-fact-sheets">http://www.ers.usda.gov/data-products/state-fact-sheets</a>			
Data updated May 2, 2014			
<b>Population, Income and Employment</b>			
<b>Population</b>			
	<b>Rural *</b>	<b>Urban *</b>	<b>Total</b>
Year			
2014 (latest estimates)	766,217	3,883,459	4,649,676
	<b>Rural *</b>	<b>Urban *</b>	<b>Total</b>
<b>Income (Earnings per job 2014)</b>	43,805	53,349	52,154

<b>Poverty rate (percent)</b>			
2010 (latest model-based estimates)	24.3	18.6	19.6
	<b>Rural*</b>	<b>Urban*</b>	<b>Total</b>
<b>Employment (Total jobs in number 2014)</b>			
Unemployment rate percentage 2014	7.7	6.2	6.4
Education (age 25+) not completing high school (2014)	22.6	16.1	17.2

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. The chart below shows data as of 2010 (poverty levels in a more recent report above show an increase in poverty from 2010).

Approximately 26% of the persons served by the State agency live in rural areas according to the Quarterly Progress Report (QPR) PY 2015, 48 of the 150 served. Employment opportunities and resources are other more difficult to obtain in rural areas. Staff travel as often as needed to assist these individuals in reaching goals and ensuring performance measures are met.

All grantees concentrate efforts on serving those persons who meet the most-in-need criteria. This includes persons residing in the rural areas, have the greatest economic need, minorities, those with limited English proficiency, and greatest social need. The chart below shows the poverty levels by parish in Louisiana. Although recruitment and transportation remain an issue in rural and poverty-stricken areas; grantees will work to overcome these obstacles which may be difficult. Grantees will continue collaborative efforts with rural development. Grantees will also concentrate awareness and recruitment efforts in parishes having the highest levels of poverty. According to the 2010 census, 17.6% of people living in Louisiana are in poverty. Eleven parishes have poverty levels of 25% or greater. The parishes with the highest poverty levels are East Carroll (44.3%), Madison (37.1%), Tensas (35.6%), Concordia (30%), and Natchitoches (26.9%).

## Chart #2

<b>All people in poverty (2010)</b>			
<b>Parish</b>	<b>RUC Code</b>	<b>Percent</b>	<b>Rural/Urban</b>
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

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

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

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 2015 American Data Survey (see Appendix 6).

In 2015, Louisiana had a total population of 4,533,372. There were approximately 2,314,080 females and 2,219,292 males. The median age was 36 years. Twelve percent of the population was 65 years and older. Fourteen percent of people 65 years old and over were in poverty. Louisiana ranks 25<sup>th</sup> in the population aged 60 plus. Veterans made up ten percent of the population.

For people reporting one race alone, 2,836,192 (62%) were White; 1,452,396 (32%) were 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%) percent (192,560) of the people in Louisiana were Hispanic. Asians numbered 70,132 (1%).

Of the people living in Louisiana in 2015, eight percent speak a language other than English at home. Of those speaking a language other than English at home, 32 percent speak Spanish and 68 percent speak some other language; 30 percent reported that they did not speak English "very well."

The 60+ group age group had 54% married, 28% widowed, 11% divorced and 7% never married. The education statistics show the same for the 60 plus age group as the under age 60 with 20% not having a high school diploma, 35% having a high school diploma or equivalent, 17% having a Bachelor's Degree.

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.

The total population of Louisiana was approximately 4,533,372 last year. If an estimated 12% is over the age of 65 and 14% of those persons live in poverty, then there are approximately 76,160 eligible SCSEP individuals in Louisiana. Seniors who are 55+ make up 24.1% (approximately 1 out of every four persons). The state has a total of 691 slots assigned as a whole. The percentage of persons residing in rural areas is 16.4% and 83.5% for urban (about a 5:1 ratio in those residing in urban areas rather than rural). Of the persons with the greatest economic need, the distribution is about 18 out of 100 persons. Minorities make up about 38% of the population (a distribution of about every 1 in 6 people). Approximately 8% of people speak a language other than English ( about 1 in every 8 people) with about 92% who are English proficient. The relative distribution of those persons with the greatest social need include is about one in three persons (including those who live in extremely rural parishes and the isolated). Thirteen of the 36 parishes in Louisiana fall in this category and account for more than a third of the eligible individuals.

Grantees will 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 WIOA (One-Stop Delivery System)

The priority of service requirements are included in the state SCSEP contract and are also followed by national SCSEP grantees. Local project staff use connections with other programs, such as Veteran Affairs and Vocational Rehabilitation Services at the WIOA One-Stops to promote SCSEP and gain referrals on potential applicants who meet the priority of service and eligibility requirements. Grantees also partner with organizations that serve hard to reach populations such as those that are geographically or socially isolated and those whose primary language is not English. Catholic Charities has a refugee assistance program in-house which allows for immediate access to special populations. 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 whether, 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. WIOA Career Solution Centers/One-Stop, 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 will 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;
- Posting 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; and,
- 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), VISTA, 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. Supportive services are offered to those enrollees who are in need. This may include bus passes, gas cards, utility assistance, clothing and other resources.

## **SECTION 5. SUPPORTING EMPLOYMENT OPPORTUNITIES FOR PARTICIPANTS**

Over the past several years, Louisiana has experienced major employment impacts due to the lingering downturn in oil and gas prices. 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. 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, farming, mining, retail 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. While there is a promising future for Louisiana as a whole, the rural areas continue to struggle due to lack of employers and public and private transportation which is a barrier not easily fixable.

Technology is a rapidly growing area, with excellent economic centers developing across the state. Many of these positions require specialized training. SCSEP grantees will be encouraged to work closely with these centers and the One-Stops to ensure participants are well supported by this system. Computer-based training and Teknimedia is being offered to participants statewide.

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. SCSEP grantees, collectively, 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 will utilize reports from "HIRE" 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 work to ensure that the setting is appropriate for seniors and the trainers understand the 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 Workforce Information Review 2015*, "Louisiana has focused economic development efforts on bringing in additional capacity for extraction and processing, attracting new manufacturing plants, as well as new professional and technical employers. These efforts diversify the labor market and add high-wage and skilled workers to the economy. The civilian labor force in Louisiana grew at the highest rate of any state in 2014 as more people in Louisiana sought employment. In April 2015, it reached a seasonally adjusted record level of 2,210,646 participants...Our 2022 employment projects show the trend will continue for years to come as we project that employment will reach 2,262,767 by 2022, an 11.6 percent growth. Our unemployment rate was 6.6 percent in April 2015 when seasonality is factored in." The article went on to say, "Our 2022 projections indicate that the professional, scientific, and technical services industry will experience the fastest job growth in the coming years with an estimated 19,614 jobs that are expected to be created in the next 7 years. This industry typically employs highly skilled individuals in business and information technology occupations. Significant job growth is also expected in the transportation and warehousing industry (14.4 percent), construction industry (12.9 percent), and mining industry (13.9 percent). These projections suggest a growing need for training and workforce development efforts that focus on new, high-skill jobs." See article at [www.LAWORKS.net](http://www.LAWORKS.net).

The national grantees and sub-grantees will work with the local rural economic development offices, mayors and parish councils to coordinate ways in which seniors can better be served in areas of access to transportation, employment and training opportunities. Transportation is one of the major challenges participants face in rural areas and employment opportunities are not as available as in urban areas. This is compounded by time and/or distance involved in traveling between the older person's home and their job training sites, higher fuel expenses, and vehicle maintenance. More focus will be placed on trying to secure volunteer drivers, gas vouchers, subsidized taxi fares and recommending Uber as an alternative solution.

## Louisiana

### Industry And Occupational Projections

Industry Title	NAICS Code	Base Average Employment	2022 Projected Employment	Employment change through 2022	Percent Change through 2022
Professional, Scientific, and Technical Services	54	86,613	106,227	19,614	22.6%
Management of Companies and Enterprises	55	25,253	30,223	4,970	19.7%
Health Care and Social Assistance	62	280,979	332,006	51,027	18.2%
Administrative and Waste Services	56	96,230	111,061	14,831	15.4%
Transportation and Warehousing	48-49	84,017	96,090	12,073	14.4%
Mining	21	51,652	58,840	7,188	13.9%
Construction	23	130,914	147,811	16,897	12.9%

The industry and Occupational Projections through 2022, shows the largest component of growth is health care and social assistance (adding 51,027 jobs). This is followed by professional, scientific, and technical services (adding 19,614 jobs) and construction (adding 16,897 jobs). Significant job growth is also expected in administrative and waste (adding 14,831 jobs) and transportation and warehousing (adding 12,173 jobs). These projections reflect the growing needs for training and continuing workforce development efforts that focus on new, high skill jobs. Most of these jobs are not suitable for seniors who are seeking employment. Efforts will be placed in trying to steer enrollees towards the areas of transportation and warehousing (male dominated fields) and administrative/professional positions.

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

<b>Occupational Title <sup>3</sup></b>	<b>2010 Occupational Employment Estimate <sup>4</sup></b>	<b>Annual Growth <sup>5</sup></b>	<b>Annual Replacement <sup>6</sup></b>	<b>Total Annual Demand <sup>7</sup></b>	<b>Annual % Growth in New Demand <sup>8</sup></b>	<b>2011 Statewide Annual Average Wage <sup>9</sup></b>	<b>2011 Statewide Hourly Average Wage <sup>10</sup></b>
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
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Most of the jobs listed above require less than high school diploma, short-term on-the-job training and little or no work experience which is an asset for seniors because the high demand jobs will be more accessible to them requiring 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 individual's 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 the key.

**SECTION 6. INCREASING PARTICIPANT PLACEMENT IN UNSUBSIDIZED EMPLOYMENT AND EMPLOYER OUTREACH TO ACHIEVE, AT A MINIMUM, THE LEVELS SPECIFIED IN OAA SECTION 513 (a)(2)(E)(ii) .**

Program staff will be knowledgeable of local employers and their skill needs. A thorough assessment of participant skills and experience will 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 will 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. Additionally, by attending job fairs, program staff will 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 will have a presence in local community-related committees, such as the local Coordinating and Development Corporation Boards and the Workforce Innovation and Opportunity Act (WIOA) 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/ WIOA 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 will 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 also utilize the OJE program to match the participant with the employer in high growth industries and occupations. Past experience in working with employers shows 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 continue to be 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 will 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 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 are committed to conducting comprehensive job search workshops and job clubs. These workshops and clubs 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 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 conduct 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 are invited to discuss what SCSEP has accomplished for them and how they obtained employment. The presentations are a great source of encouragement for current participants.

The state grantee monitors 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 grantees and sub-grantee collaborates with the local WIOA partner to discuss the needs of seniors and referral processes. The sub-grantees and state director will continue this partnership 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 following community service needs are to be focused on by national grantees and sub-grantees: 1) transportation problems; 2) housing for participants and potential participants; 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/WIOA, 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 continue collaborations with the Louisiana Workforce Commission in accomplishing its goals and strategies for the WIOA 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 WIOA 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 WIOA employment totals, thereby, improving performance measures throughout the State.

Sub-grantees and Nationals will continue to coordinate employment services with WIOA as described below:

- A SCSEP representative will continue to attend WIOA board meetings in each area throughout the State. Through these members, the WIOA 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 WIOA staff at these centers;

- Identify methods that contractors might employ to assist WIOA 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 WIOA service providers in older worker issues, conferences, and training;
- Participate, when requested, in writing local and state WIOA plans;
- Engage in joint outreach by participating in local Job Fairs, Business Expos, WIOA 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 experience 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 Sub-grantees and Nationals will 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 the true focus.

Because SCSEP is located in sixteen offices through the state, workforce partners naturally refer their clients that are potentially eligible for SCSEP. The nationals, as well as, the State's sub-grantees have a strong partnership with Vocational Rehabilitation, Veterans Administration, employment counselors, Refugee Assistance and other local agencies which partner with WIOA one-stop delivery system to serve the elderly age 55 and older. (20 CFR 641.302(g), 641.325(e)). Participants are required to register with Workforce and establish online profiles for job searches. They also utilize the database for job search and applications when appropriate.

Louisiana SCSEP nationals and sub-grantees cooperate with other providers of community resources in the State that carry out services under titles of the Older American's Act. GOEA is the State Unit on Aging (SUA) and is responsible for the administration and provision of services under the Older Americans Act. This includes active roles in National Family Caregiver Services, ensuring participants are aware of housing opportunities, partnering with agencies to assist persons with disabilities and ensuring they have assistive technology and services, Vocational Rehabilitation in providing supportive services like eyeglasses, hearing aids, dentures, etc. GOEA has knowledge of services under the OAA and staff is trained in the referral process (helping refer participants to Meals on Wheels, in-home services, respite care, medication management, wellness, transportation, etc.) that could benefit participants. Our close

working relations with staff in these programs and our in-depth knowledge of services provided greatly benefit participants because we can get them to the correct service we are made aware of the need. By partnering with the community-based and faith-based organizations for job fairs and information sharing, grantees will have a shoe-in on job opportunities and placements. The platform will be used to promote participants and engage employers hire enrollees. Local SCSEP projects have established cooperative relationships between the local , host agencies and public and private employers. Coordination and co-location of services help to identify suitable job openings in high-demand occupations. Local projects make every effort to establish rapport with employers who offer reliable career pathways and are willing to develop and maintain a working partnership on a long-term basis.

Nationals, as well as Sub-grantees, coordinate SCSEP with other private and public entities and programs that provide services to older Americans, such as community and faith-based organizations to assist the elderly and those with special needs or disabilities. Participants are referred to community action programs for assistance with housing, Catholic Charities provides assistance with income tax preparation, and Vocational Rehab assign job coaches to work with participants with the greatest barriers to employment. There are numerous partnerships with clothes closet, food banks/pantries, etc. to assist participants in obtain items to wear to work, food, reduced health care services, and more.

## **SECTION 9. AVOIDANCE OF DISRUPTIONS IN SERVICE**

Sub-grantees and National grantees in Louisiana 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. The 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 WIOA 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 WIOA.
- 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 Experience training opportunities statewide.
7. Enhance the working relationship with the Aging and Disability Resource Centers (ADRCs) across the state.
8. Although the state continues to meet minority requirements and serves minorities at the highest level, it will continue to concentrate outreach efforts on reaching even more minorities on an on-going basis. It will also continue to partner with local agencies, non-profits and grass root organizations serving minorities to ensure representation on state committees that focus on working with minorities and older individuals. It will continue working with agencies like Catholic Charities, the VA and local community agencies which support minority programs like Refugee Cash Assistance and homeless programs.



## Appendix Table 1

### Projections and Distribution of the Total Population by Age for the United States: 2012 to 2050

(Numbers in thousands)

Age	2012	2020	2030	2040	2050
<b>NUMBER</b>					
<b>Total</b> .....	<b>313,914</b>	<b>333,896</b>	<b>358,471</b>	<b>380,016</b>	<b>399,803</b>
Under 18 years .....	73,728	76,159	80,348	82,621	85,918
18 to 64 years .....	197,041	201,768	205,349	217,675	230,147
65 years and over .....	43,145	55,969	72,774	79,719	83,739
65 to 69 years .....	13,977	18,052	20,077	18,090	20,144
70 to 74 years .....	10,008	14,744	18,516	17,374	17,410
75 to 79 years .....	7,490	10,010	14,722	16,640	15,243
80 to 84 years .....	5,783	6,470	10,513	13,501	12,963
85 years and over .....	5,887	6,693	8,946	14,115	17,978
<b>PERCENT</b>					
<b>Total</b> .....	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Under 18 years .....	23.5	22.8	22.4	21.7	21.5
18 to 64 years .....	62.8	60.4	57.3	57.3	57.6
65 years and over .....	13.7	16.8	20.3	21.0	20.9
65 to 69 years .....	4.5	5.4	5.6	4.8	5.0
70 to 74 years .....	3.2	4.4	5.2	4.6	4.4
75 to 79 years .....	2.4	3.0	4.1	4.4	3.8
80 to 84 years .....	1.8	1.9	2.9	3.6	3.2
85 years and over .....	1.9	2.0	2.5	3.7	4.5

Source: U.S. Census Bureau, 2012 Population Estimates and 2012 National Projections.

In 2012, 62.8 percent of the U.S. population was aged 18 to 64. By 2030, as the baby boomers age, the proportions in these working ages will drop to 57.3 percent.

In 2050, every age group is projected to be larger than it was in 2012. This is not the case between 2012 and 2030 or between 2030 and 2050. For instance, the number of men aged 48 to 58 and the number of women aged 47 to 58 in 2030 are projected to be smaller than those in the same age groups in 2012 (see Figure 2). This is because large cohorts of baby boomers were in these age groups in 2012, and smaller and younger cohorts will have replaced them by 2030. Similarly, the number of women aged 66 to 77 is projected to peak in 2030 and be smaller in 2050 than it was in 2030, as the smaller birth cohorts born in the late 1970s moves into these age groups.

The number of people in the oldest-old age group, which refers to those aged 85 and over, is projected to grow from 5.9 million in 2012 to 8.9 million in 2030 (see Table 2). In 2050, this group is projected to reach 18 million. In 2050, those aged 85 and over are projected to account for 4.5 percent of the U.S. population, up from 2.5 percent in 2030.

Immigration is expected to play an important role in determining the age structure of the United States over the next four decades through its effect on the size of the working-age population. The aging of the baby boomers increases the proportion of the population that is in the older age groups, while projected immigration into the working age groups tends to slow the aging of the population.

The alternative series from the 2012 National Projections illustrate how different levels of international migration might influence the age structure of the future population (see Figure 3). While the population in all age groups is projected to increase between 2012 and 2050, the distribution of the population by age is projected to shift. The population aged 65 and over is projected to increase between 2012 and 2050, accounting for over 20 percent of the total population by 2050 in all three projection series. In contrast, the share of the population in the working ages (18 to 44 years and 45 to 64 years) is projected to decrease in all three series, as is the share of the population in the child ages (0 to 17 years). We can also see the impact immigration has on the working

<http://www.census.gov/prod/2014pubs/p25-1140.pdf>

## Appendix Table 2

- AARP Foundation  
2475 Canal Street Suite 248  
New Orleans, LA  
Phone: 1-866-814-5581  
1-866-953-3214 Fax
- Catholic Charities of the Diocese of B. R., Inc.  
1900 Acadian Thruway  
Baton Rouge, LA 70808  
Phone: 1-225-336-8770  
1-225-336-8745 Fax
- Experience Works, Inc.  
715 Ryan St. Suite 105A  
Lake Charles, LA 70601  
&  
224 S. Preston Street  
Marksville, LA 71351  
Phone: 1-337-433-4243  
Phone: 1-318-253-7970
- Governor's Office of Elderly Affairs  
525 Florida Blvd. 4th Floor (physical)  
P O Box 61  
Baton Rouge, LA 70896-6100  
Phone: 1-225-342-7100  
1-225-342-7133 Fax
- Jefferson Council on Aging, Inc.  
6620 Riverside Drive Suite 107 (physical)  
P O Box 73769  
Metairie, LA 70003  
Phone: 1-504-207-4900  
1-504-207-4688
- 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 (physical) 600 Cole Avenue (mailing)  
Monroe, LA 71209 Monroe, LA 71203  
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  
1-225-562-2425 Fax

### Appendix Table 3

#### The Louisiana Program Year 2016 Equitable Distribution Report

Parish	Distribution Factor	Equitable Share	State	AARP Fnd.	ANPPM	Experience Works	NCOA	Totals	Difference
Acadia	0.0192	13				13		13	1
Allen	0.0085	3				4		3	-1
Ascension	0.0111	10		10				10	1
Assumption	0.0066	4				4		4	-1
Avoyelles	0.0166	9				9		9	-1
Beauregard	0.0078	5				5		5	0
Bienville	0.0067	4			4			4	0
Bossier	0.0141	12			12			12	1
Caddo	0.0589	41			41			41	1
Calcasieu	0.0399	24				24		24	0
Caldwell	0.0036	2					2	2	-1
Cameron	0.0021	1				1		1	0
Catahoula	0.0040	2					2	2	-1
Claiborne	0.0066	3			3			3	-1
Concordia	0.0066	5					5	5	-2
De Soto	0.0082	6			6			6	0
E. Baton Rouge	0.0556	47	32	15				47	-1
East Carroll	0.0034	2					2	2	-1
East Feliciana	0.0052	3	3					3	0
Evangeline	0.0139	7				7		7	-2
Franklin	0.0097	5					5	5	-1
Grant	0.0053	3			3			3	-1
Iberia	0.0192	12				12		12	1
Iberville	0.0085	6	4			2		6	0
Jackson	0.0053	3			3			3	0
Jefferson	0.0102	56	56					56	0

Jefferson Davis	0.0695	7				7		7	0
Lafayette	0.0326	25				25		25	0
Lafourche	0.0213	13	13					13	0
LaSalle	0.0050	3				3		3	0
Lincoln	0.0089	6			6			6	1
Livingston	0.0161	15	9	6				15	0
Madison	0.0044	3					3	3	-1
Morehouse	0.0111	7					7	7	0
Natchitoches	0.0108	8			8			8	-1
Orleans	0.1211	70		70				70	19
Ouachita	0.0286	24					24	24	3
Plaquemines	0.0057	4	4					4	0
Pointe Coupee	0.0079	4	4					4	0
Rapides	0.0328	22			22			22	0
Red River	0.0032	2			2			2	0
Richland	0.0081	4					4	4	-1
Sabine	0.0087	6			6			6	0
St. Bernard	0.0129	4		4				4	0
St. Charles	0.0068	5		5				5	-1
St. Helena	0.0034	3		3				3	0
St. James	0.0049	3	3					3	0
St. John	0.0064	6		6				6	1
St. Landry	0.0333	19				19		19	-4
St. Martin	0.0133	9				9		9	-1
St. Mary	0.0140	10				10		10	0
St. Tammany	0.0223	26		26				26	0
Tangipahoa	0.0260	19	7	12				19	-2
Tensas	0.0029	2					2	2	0
Terrebonne	0.0218	14		14				14	-2
Union	0.0077	5			5			5	-1

Vermilion	0.0164	9				9		9	-1
Vernon	0.0082	9			9			9	-1
Washington	0.0151	13	13					13	0
Webster	0.0128	8			8			8	0
W. Baton Rouge	0.0036	2	2					2	0
West Carroll	0.0056	3					3	3	0
West Feliciana	0.0038	2				2		2	0
Winn	0.0063	4			4			4	0
<b>TOTALS:</b>	<b>1.0000</b>	<b>691</b>	150	186	142	165	59	<b>691</b>	<b>0</b>

PY 2016  
Positions:    150      186      142      165      59      691  
                         State    AARP    ANPPM    EW      NCOA    Total

## Appendix Table 4

State Projections of Population Aged 65 and over: July 1, 2005 to 2030

Number of Persons 65 and over

State	Census 2000	Projection 2005	Projection 2010	Projection 2015	Projection 2020	Projection 2025	Projection 2030
<b>US</b>	<b>34,991,753</b>	<b>36,695,904</b>	<b>40,243,713</b>	<b>46,790,727</b>	<b>54,631,891</b>	<b>63,523,732</b>	<b>71,453,471</b>
<b>LA</b>	516,929	539,017	582,340	663,788	763,468	868,502	944,212

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

Table 1. Population by Age and Sex: 2012  
(Numbers in thousands. Civilian non-institutionalized population<sup>1</sup>)

Age	Both sexes		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
All ages	308,827	100.0	151,175	100.0	157,653	100.0
Under 5 years	20,110	6.5	10,273	6.8	9,837	6.2
5 to 9 years	20,416	6.6	10,427	6.9	9,989	6.3
10 to 14 years	20,605	6.7	10,529	7.0	10,076	6.4
15 to 19 years	21,239	6.9	10,840	7.2	10,399	6.6
20 to 24 years	21,878	7.1	10,987	7.3	10,891	6.9
25 to 29 years	20,893	6.8	10,430	6.9	10,464	6.6
30 to 34 years	20,326	6.6	10,034	6.6	10,292	6.5
35 to 39 years	19,140	6.2	9,421	6.2	9,719	6.2
40 to 44 years	20,787	6.7	10,255	6.8	10,532	6.7
45 to 49 years	21,583	7.0	10,584	7.0	11,000	7.0
50 to 54 years	22,372	7.2	10,906	7.2	11,466	7.3
55 to 59 years	20,470	6.6	9,879	6.5	10,592	6.7
60 to 64 years	17,501	5.7	8,278	5.5	9,223	5.8
65 to 69 years	13,599	4.4	6,461	4.3	7,139	4.5
70 to 74 years	9,784	3.2	4,519	3.0	5,265	3.3
75 to 79 years	7,331	2.4	3,122	2.1	4,209	2.7
80 to 84 years	5,786	1.9	2,421	1.6	3,365	2.1
85 years and over	5,006	1.6	1,809	1.2	3,196	2.0
Under 15 years	61,131	19.8	31,229	20.7	29,902	19.0
15 to 17 years	12,977	4.2	6,666	4.4	6,311	4.0
18 to 20 years	12,756	4.1	6,535	4.3	6,221	3.9
21 to 44 years	98,530	31.9	48,765	32.3	49,765	31.6
45 to 64 years	81,926	26.5	39,646	26.2	42,280	26.8
65 years and over	41,507	13.4	18,332	12.1	23,174	14.7
Median age	37.3	(X)	36.1	(X)	38.5	(X)

(X) Not applicable

<sup>1</sup>Plus armed forces living off post or with their families on post.

SOURCE: U.S. Census Bureau, Current Population Survey, Annual Social and Economic Supplement, 2012.

Internet release date: December 2013

**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
<b>Total population</b>	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
<b>60 and over</b>	<b>57,085,908</b>
<b>65 and over</b>	<b>40,267,984</b>
<b>70 and over</b>	<b>27,832,721</b>
<b>85 and over</b>	<b>5,493,433</b>
<b>Male population</b>	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
<b>60 and over</b>	<b>25,440,460</b>
<b>65 and over</b>	<b>17,362,960</b>
<b>70 and over</b>	<b>11,510,413</b>
<b>85 and over</b>	<b>1,789,679</b>
<b>Female population</b>	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
<b>60 and over</b>	<b>31,645,448</b>
<b>65 and over</b>	<b>22,905,024</b>
<b>70 and over</b>	<b>16,322,308</b>

*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
i Population, 2014 estimate	4,649,676	318,857,056
i Population, 2010 (April 1) estimates base	4,533,479	308,758,105
i Population, percent change - April 1, 2010 to July 1, 2014	2.6%	3.3%
i Population, 2010	4,533,372	308,745,538
i Persons under 5 years, percent, 2014	6.6%	6.2%
i Persons under 18 years, percent, 2014	23.9%	23.1%
i Persons 65 years and over, percent, 2014	13.6%	14.5%
i Female persons, percent, 2014	51.1%	50.8%
i White alone, percent, 2014 (a)	63.4%	77.4%
i Black or African American alone, percent, 2014 (a)	32.5%	13.2%
i American Indian and Alaska Native alone, percent, 2014 (a)	0.8%	1.2%
i Asian alone, percent, 2014 (a)	1.8%	5.4%
i Native Hawaiian and Other Pacific Islander alone, percent, 2014 (a)	0.1%	0.2%
i Two or More Races, percent, 2014	1.5%	2.5%
i Hispanic or Latino, percent, 2014 (b)	4.8%	17.4%
i White alone, not Hispanic or Latino, percent, 2014	59.3%	62.1%
i Living in same house 1 year & over, percent, 2009-2013	85.8%	84.9%
i Foreign born persons, percent, 2009-2013	3.9%	12.9%
i Language other than English spoken at home, pct age 5+, 2009-2013	8.7%	20.7%
i High school graduate or higher, percent of persons age 25+, 2009-2013	82.6%	86.0%
i Bachelor's degree or higher, percent of persons age 25+, 2009-2013	21.8%	28.8%
i Veterans, 2009-2013	304,271	21,263,779
i Mean travel time to work (minutes), workers age 16+, 2009-2013	24.9	25.5
i Housing units, 2014	2,010,868	133,957,180
i Homeownership rate, 2009-2013	67.0%	64.9%
i Housing units in multi-unit structures, percent, 2009-2013	18.3%	26.0%
i Median value of owner-occupied housing units, 2009-2013	\$138,900	\$176,700

Louisiana (continued)

<b>i</b> Households, 2009-2013	1,707,852	115,610,216
<b>i</b> Persons per household, 2009-2013	2.60	2.63
<b>i</b> Per capita money income in past 12 months (2013 dollars), 2009-2013	\$24,442	\$28,155
<b>i</b> Median household income, 2009-2013	\$44,874	\$53,046
<b>i</b> Persons below poverty level, percent, 2009-2013	19.1%	15.4%
<b>Business QuickFacts</b>	<b>Louisiana</b>	<b>USA</b>
<b>i</b> Private nonfarm establishments, 2013	104,375 <sup>1</sup>	7,488,353
<b>i</b> Private nonfarm employment, 2013	1,687,956 <sup>1</sup>	118,266,253
<b>i</b> Private nonfarm employment, percent change, 2012-2013	2.7% <sup>1</sup>	2.0%
<b>i</b> Non-employer establishments, 2013	348,367	23,005,620
<b>i</b> Total number of firms, 2007	375,808	27,092,908
<b>i</b> Black-owned firms, percent, 2007	15.9%	7.1%
<b>i</b> American Indian- and Alaska Native-owned firms, percent, 2007	0.7%	0.9%
<b>i</b> Asian-owned firms, percent, 2007	2.8%	5.7%
<b>i</b> Native Hawaiian and Other Pacific Islander-owned firms, percent, 2007	0.0%	0.1%
<b>i</b> Hispanic-owned firms, percent, 2007	2.9%	8.3%
<b>i</b> Women-owned firms, percent, 2007	27.4%	28.8%
<b>i</b> Manufacturers shipments, 2007 (\$1000)	205,054,723	5,319,456,312
<b>i</b> Merchant wholesaler sales, 2007 (\$1000)	51,415,553	4,174,286,516
<b>i</b> Retail sales, 2007 (\$1000)	56,543,203	3,917,663,456
<b>i</b> Retail sales per capita, 2007	\$12,921	\$12,990
<b>i</b> Accommodation and food services sales, 2007 (\$1000)	9,729,869	613,795,732
<b>i</b> Building permits, 2014	15,255	1,046,363
<b>Geography QuickFacts</b>	<b>Louisiana</b>	<b>USA</b>
<b>i</b> Land area in square miles, 2010	43,203.90	3,531,905.43
<b>i</b> Persons per square mile, 2010	104.9	87.4
<b>i</b> FIPS Code	22	

1: Includes data not distributed by county.

(a) Includes persons reporting only one race.

(b) Hispanics may be of any race, so also are included in applicable race categories.

D: Suppressed to avoid disclosure of confidential information

F: Fewer than 25 firms

FN: Footnote on this item for this area in place of data

NA: Not available

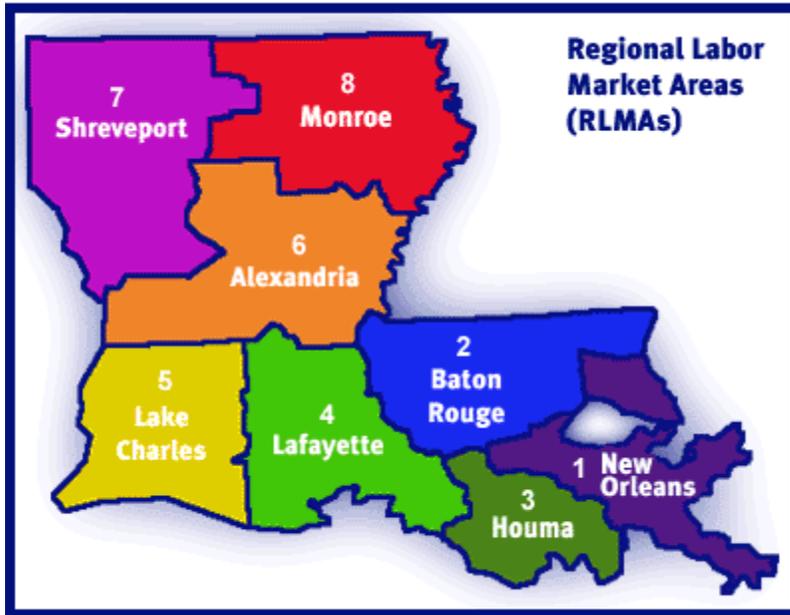
S: Suppressed; does not meet publication standards

X: Not applicable

Z: Value greater than zero but less than half unit of measure shown

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, Nonemployer Statistics,

## 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 CODE	UNITS	AVG. ANNUAL EMPLOYMENT	2011 TOTAL WAGES	AVG. ANNUAL WAGE
<b>STATEWIDE TOTAL</b>		<b>125,475</b>	<b>1,848,435</b>	<b>78,315,029,615</b>	
<b>TOTAL LESS FEDERAL GOVERNMENT</b>		<b>124,331</b>	<b>1,816,904</b>	<b>76,252,227,706</b>	
<b>Agriculture, forestry, fishing and hunting</b>	<b>11</b>	<b>1,455</b>	<b>9,158</b>	<b>308,161,652</b>	
Crop production	111	540	3,839	110,776,358	
Animal production	112	128	634	18,493,104	
Forestry and logging	113	384	2,820	112,323,530	
Fishing, hunting and trapping	114	66	158	4,603,393	
Agriculture and forestry support activities	115	337	1,706	61,965,267	
<b>Mining</b>	<b>21</b>	<b>1,866</b>	<b>50,418</b>	<b>4,247,734,938</b>	
Oil and gas extraction	211	478	8,504	1,011,658,609	
Mining, except oil and gas	212	66	1,295	97,307,000	
Support activities for mining	213	1,322	40,620	3,138,769,329	
<b>Utilities</b>	<b>22</b>	<b>805</b>	<b>14,320</b>	<b>878,456,648</b>	
Utilities	221	805	14,320	878,456,648	
<b>Construction</b>	<b>23</b>	<b>11,277</b>	<b>130,391</b>	<b>6,522,360,887</b>	
Construction of buildings	236	3,058	21,427	1,112,926,773	
Heavy and civil engineering construction	237	1,477	48,838	2,699,548,083	
Specialty trade contractors	238	6,743	60,125	2,709,886,031	
<b>Manufacturing</b>	<b>31-33</b>	<b>4,461</b>	<b>139,688</b>	<b>8,722,075,469</b>	
Food manufacturing	311	424	16,323	611,388,473	
Beverage and tobacco product manufacturing	312	56	2,401	101,319,948	
Textile mills	313	12	325	12,896,198	
Textile product mills	314	106	694	21,700,344	
Apparel manufacturing	315	36	373	9,561,432	
Leather and allied product manufacturing	316	11	83	4,650,081	
Wood product manufacturing	321	211	5,818	242,453,427	
Paper manufacturing	322	78	7,203	490,626,534	
Printing and related support activities	323	348	3,223	115,715,780	
Petroleum and coal products manufacturing	324	114	11,128	1,140,356,225	
Chemical manufacturing	325	375	23,255	2,130,099,481	
Plastics and rubber products manufacturing	326	126	3,689	186,075,342	
Nonmetallic mineral product manufacturing	327	246	5,727	272,043,312	
Primary metal manufacturing	331	47	2,725	161,924,080	
Fabricated metal product manufacturing	332	830	16,846	937,160,154	
Machinery manufacturing	333	459	15,381	930,591,971	

Louisiana (continued)

Computer and electronic product manufacturing	334	129	2,037	125,023,046
Electrical equipment and appliance manufacturing	335	65	1,140	67,286,452
Transportation equipment manufacturing	336	237	16,375	980,293,662
Furniture and related product manufacturing	337	201	1,002	32,404,358
Miscellaneous manufacturing	339	354	3,942	148,505,169
<b>Wholesale trade</b>	<b>42</b>	<b>7,851</b>	<b>72,135</b>	<b>4,017,247,402</b>
Merchant wholesalers, durable goods	423	3,859	38,144	2,088,542,326
Merchant wholesalers, nondurable goods	424	1,764	24,667	1,282,578,534
Electronic markets and agents and broker	425	2,228	9,324	646,126,542
<b>Retail trade</b>	<b>44-45</b>	<b>17,334</b>	<b>221,557</b>	<b>5,509,645,770</b>
Motor vehicle and parts dealers	441	1,908	26,540	1,083,784,462
Furniture and home furnishings stores	442	752	6,324	185,569,996
Electronics and appliance stores	443	722	5,980	191,767,718
Building material and garden supply stores	444	1,352	19,535	583,661,075
Food and beverage stores	445	2,201	35,979	718,260,386
Health and personal care stores	446	1,730	15,750	527,842,544
Gasoline stations	447	2,392	18,357	349,817,925
Clothing and clothing accessories stores	448	2,206	17,693	295,707,128
Sporting goods, hobby, book and music stores	451	689	8,276	146,258,726
General merchandise stores	452	1,211	54,150	1,090,264,289
Miscellaneous store retailers	453	1,817	10,903	268,283,945
Nonstore retailers	454	353	2,072	68,427,576
<b>Transportation and warehousing</b>	<b>48-49</b>	<b>4,740</b>	<b>77,038</b>	<b>4,257,111,331</b>
Air transportation	481	114	2,850	173,767,956
Rail transportation	482	0	0	0
Water transportation	483	287	9,760	738,084,547
Truck transportation	484	1,887	17,024	773,059,730
Transit and ground passenger transportation	485	189	4,029	110,841,519
Pipeline transportation	486	195	2,830	245,855,470
Scenic and sightseeing transportation	487	53	*	*
Support activities for transportation	488	994	20,311	1,215,982,876
Postal service	491	500	*	*
Couriers and messengers	492	268	4,601	191,609,447
Warehousing and storage	493	252	7,022	340,885,284
<b>*Data non-publishable</b>				
<b>Information</b>	<b>51</b>	<b>1,786</b>	<b>26,703</b>	<b>1,257,237,430</b>
Publishing industries, except Internet	511	292	3,672	158,019,126
Motion picture and sound recording industries	512	278	3,843	181,130,242
Broadcasting, except Internet	515	162	4,257	197,575,932
Internet publishing and broadcasting	516	0	0	0
Telecommunications	517	690	9,961	536,842,605
ISPs, search portals, and data processing	518	181	1,677	91,415,294
Other information services	519	184	3,294	92,254,231
<b>Finance and insurance</b>	<b>52</b>	<b>8,104</b>	<b>58,285</b>	<b>3,260,933,584</b>

Monetary authorities - central bank	521	2	*	*
Credit intermediation and related activities	522	3,930	32,417	1,451,678,026
Securities, commodity contracts, investments	523	1,056	3,669	410,639,590
Insurance carriers and related activities	524	3,017	21,564	1,364,605,542
Funds, trusts, and other financial vehicles	525	100	*	*
<b>*Data non-publishable</b>				
<b>Real estate and rental and leasing</b>	<b>53</b>	<b>5,203</b>	<b>32,327</b>	<b>1,508,901,871</b>
Real estate	531	3,620	14,400	472,427,500
Rental and leasing services	532	1,521	17,564	1,013,116,997
Lessors of nonfinancial intangible assets	533	62	363	23,357,374
<b>Professional and technical services</b>	<b>54</b>	<b>14,269</b>	<b>83,237</b>	<b>5,140,947,882</b>
Professional and technical services	541	14,269	83,237	5,140,947,882
<b>Management of companies and enterprises</b>	<b>55</b>	<b>819</b>	<b>24,333</b>	<b>1,651,121,635</b>
Management of companies and enterprises	551	819	24,333	1,651,121,635
<b>Administrative and waste services</b>	<b>56</b>	<b>6,571</b>	<b>93,283</b>	<b>3,057,822,493</b>
Administrative and support services	561	5,979	83,625	2,626,532,471
Waste management and remediation service	562	593	9,658	431,290,022
<b>Educational services</b>	<b>61</b>	<b>1,252</b>	<b>168,174</b>	<b>6,580,471,622</b>
Educational services	611	1,251	168,174	6,580,471,622
<b>Health care and social assistance</b>	<b>62</b>	<b>12,510</b>	<b>287,624</b>	<b>11,311,894,188</b>
Ambulatory health care services	621	8,450	90,733	4,286,473,745
Hospitals	622	403	105,567	5,071,491,994
Nursing and residential care facilities	623	952	44,640	1,054,117,971
Social assistance	624	2,705	46,684	899,810,478
<b>*Data non-publishable</b>				
<b>Arts, entertainment, and recreation</b>	<b>71</b>	<b>1,694</b>	<b>37,281</b>	<b>1,084,139,350</b>
Performing arts and spectator sports	711	399	4,452	373,512,269
Museums, historical sites, zoos, and parks	712	138	3,980	97,028,328
Amusements, gambling, and recreation	713	1,157	28,850	613,598,753
<b>Accommodation and food services</b>	<b>72</b>	<b>9,149</b>	<b>173,201</b>	<b>2,898,200,959</b>
Accommodation	721	999	27,751	705,285,776
Food services and drinking places	722	8,150	145,449	2,192,915,183
<b>Other services, except public administration</b>	<b>81</b>	<b>9,479</b>	<b>46,324</b>	<b>1,455,031,088</b>
Repair and maintenance	811	3,305	19,304	756,676,933
Personal and laundry services	812	2,239	15,825	352,147,568
Membership associations and organization	813	1,234	9,123	288,368,816
Private households	814	2,700	2,072	57,837,771
<b>Public administration</b>	<b>92</b>	<b>3,224</b>	<b>100,536</b>	<b>4,557,499,209</b>
Executive, legislative and general government	921	878	18,073	701,821,960
Justice, public order, and safety activities	922	1,063	53,571	2,357,428,649
Administration of human resource program	923	284	7,995	411,029,044
Administration of environmental programs	924	348	6,433	284,266,816

Community and housing program administration	925	76	1,162	51,694,512
Administration of economic programs	926	529	7,973	425,088,560
Space research and technology	927	2	*	*
National security and international affairs	928	44	*	*
*Data non-publishable				
<b>Unclassified establishments</b>	<b>99</b>	<b>1,629</b>	<b>2,424</b>	<b>88,034,207</b>
<b>Federal Government Employment</b>	<b>ALL</b>	<b>1,143</b>	<b>31,531</b>	<b>2,062,801,909</b>
<b>State Government Employment</b>	<b>ALL</b>	<b>1,359</b>	<b>94,685</b>	<b>4,447,497,002</b>
<b>Local Government Employment</b>	<b>ALL</b>	<b>3,167</b>	<b>213,295</b>	<b>7,751,947,818</b>
<b>Private Employment</b>	<b>ALL</b>	<b>119,805</b>	<b>1,508,924</b>	<b>64,052,782,886</b>