DAY 2 SCSEP Grantee Orientation (SGO) 1.29.2025

Burnett, Lauren S - ETA CTR 0:03
The agreement prompt will pop up on your screen where you can accept, so I'll give you all a moment to do that. If you've unmuted yourself, please re-mute. This meeting is now being recorded. At the conclusion of the SCSEP Grantee Orientation, all recordings will be available on the COP. Q&A will be at the end of each presentation. Should you have any questions, please don't hesitate to type them in the chat and they will be addressed in the order it is received when adding your question to the chat, please add the grantee of whom you represent as well. To ensure that everyone can participate fully in today's SCSEP orientation.

Burnett, Lauren S - ETA CTR 0:46
We would like to share a few captioning tips. Live captioning must be enabled individually by doing the following. Select the three dots located between the apps and camera buttons, from the drop down select language and speech. Under language and speech, select show live captions. When enabled, you will see a disclaimer, captions will be shown in English. One last reminder. We kindly ask that you keep your microphones muted throughout today's meeting to ensure seamlessly experience for our moderators. So once again, welcome to day two of our SCSEP Grantee Orientation, Toni.

Wilson, Toni K - SCSEP 1:25
Thank you so much, Lauren.
Appreciate you.
Well, welcome back everybody.
We are on day two of our three-day orientation. For those that missed day one, I am Toni Wilson, and I am the SCSEP Unit Chief.
Our federal team is here.
Irene, you'll meet her in a minute.
We have Byron Kline, who is one of our Workforce Analyst, as with Irene. Ali Slaughter.
And we have a new member, Shawnte Mcgee.
I don't know if she's off camera. Shawnte, if you're there, give out a wave. I didn't tell her I was gonna do this, so I'm sure she's gonna really hate me after this. But there she is.
So you'll start seeing her name, and hopefully her face in the coming months. And then we also have our TwoTech team that provides all of our technical assistance.
And helps put things like these together with us and then we also have our BCT and subcontractors who do our performance and GPMS things.

So welcome, welcome.
We have a few FPOs on the call.
I can't stress enough our Federal Project Officers are your road and pathway to success.
You want to make sure you have a very good relationship with them.
Make sure you stay connected.
Any questions or anything like that? You always want to start with your FPO. So, we have a few of them on the call.
So thank you and appreciate you. So, with that said, I wanted to get started a few things.
One, we're not going to have an ice breaker today.
I wanted to just say a few things just in reference to us, as in the work that everyone is doing here at SCSEP. I know in reference to our positions at as directors, and those from participants, you know our case managers, those are doing data entry. And all of those in between our FPOs, our staff, et cetera during times of any transition. We also still need to remember to take care of ourselves and our teams and just wanted to remind everyone of that. We do have a few resources we're going to put into the chat. Hopefully these are some things just to either help you along the way or give you a few tips and reference to helping with your team. All great things.
If you have any great suggestions, we'd love to put those things in the chat, you know, always taking some time to just take a walk. I've conducted some, if you can please mute. Just a reminder, please mute if you're not speaking. I've conducted some walking meetings. You know, yoga anything that you're into. But it's always good to just make sure that you also take care of yourselves so we can make sure we continue the good work of our SCSEP program. So my team is going to put that in the chat, and you'll be able to grab that, and we'll also have it on our resource page. So, our resource hub will include all things that we've been doing for our grantee orientation day one. We'll post after today's day two and then also day three.
So just wanted to flag that.
So once again, thank you again everyone for all the great work that you're doing.
I also wanted to just note, as Steve was on yesterday, I don't believe he was able to join us today, but just reiterating that executive orders, we do not have any further guidance.
So I just kind of want to start out that before we have a lot of questions in the chat.
There isn't anything additional that we can answer on that at this time. I know that there's questions in reference to the PMS system. Right now we don't have any additional guidance, and as soon as we do, we will be sure to communicate that to the field. But if you stay in touch with your FPO as soon as there is any additional guidance, they will have that to share also.
So just wanted to flag that information.

And then just to do a kind of quick recap of yesterday, I know we're all there. So I won't do it anything too deep dive, but just flagging that yesterday we were really focused on just kind of understanding SCSEP both for those that have been here and for our new members to the SCSEP family. We just went through our kind of intro to SCSEP, some overview and history. Getting a sense of some of the goals and the programs. So if you've missed that, please check out that link and as you get new staff members and or working with your subcontractors. We'll have this all together in one place so you can quickly just share that as needed. We also went over some of the grantee responsibility items and thank you to the team that discussed in reference to grantee responsibilities, our program administration some of the case management things, host agencies and then there was a lot of work in reference to requirements and compliance. So that's another piece. All things are on the link, and I encourage you to share. So just wanted to flag some of the things that we had talked about yesterday and then I know we ended the day with some Q&A. There are a few questions that we weren't able to get to yesterday that we'll be able to touch base today.
I ask if people could put any questions they do have in the chat.
We'll be doing Q&A on the sections that we are going over today at the end of each section and then at the end we'll cover any of the outstanding Q&A.
So please put those in and as I said yesterday, I do ask that as we are planning our peer to peers, if you and we've collected quite a few, but if you have some ideas on things that you would like to do a deeper dive with your peers on, please put those in the chat. We'll be sure to be collecting those as we put together. The various peer to peers between our spring going forward, so we look forward to that to go over.
Let's see before I think my next slide, please.
Does it get to the agenda? If not, I'll just talk about it.
So just to go over in reference to our next day and our day two agenda.
We are going to be focusing on Optional Special Request.
So you'll hear some information in reference to all things in that space.
We'll also be focusing on your policies.
And that includes just handling different policies, procedures and grievances.
And will also be touching resources and support.
So we have technical assistance and we'll be mainly talking about our Workforce GPS. Kevin and I will take you guys for a nice little virtual drive through our Workforce GPS. There's some great things that we wanted to highlight, including some things that are not specifically on the Older Worker's Unit.
So even if you've been on our site, I encourage you to stick around because there's some really great tools that hopefully can help you with your day-to-day work, and then we'll closing out.

I did want to flag that we have condensed our day a little bit and today will be a little shorter just as of yesterday, but we're going to be actually taking out the break.
So that way we can get everyone in and out.
I know there's a lot going on and people need to kind of get back to their day-to-day stuff. So, we will be ending early probably no later than 2:30 - 3:00 depending on the questions. But because of that, we're going to take out the break, however, tomorrow we'll be focusing on the state of GPMS all things performance related and that will take the full time. So, I don't want the first two days to have you adjusting your schedules. Tomorrow we will be here for the full time. So, I just wanted to flag that so that you can plan accordingly. Tomorrow when we do performance, we will not be doing GPMS training directly. This is going to be giving kind of the larger higher level of GPMS and also the performance piece. However, if you did want anyone that's going to be working with your performance and data entry or anything in that space and you'd like for them to sit in their welcome to come and sit in tomorrow and listen in. But as always, we will have the recording that you'll be able to share with those staff members.
So I think we have covered the big piece items.
So once again, we're gonna get started.
Please put those things into the chat and we'll be sure to answer throughout the day.
So with that said, I am now going to pass it over to our TwoTech team and Irene, who is going to start us out with our SCSEP Optional Special Request.

McNeace, Meche - ETA CTR 12:11
Thank you, Toni. Thank you.
So let's get started.
I wanted to say welcome everyone for today's first session on SCSEP Optional Special request.
Next slide please.
In this session we are going to address Optional Special Requests, also known as OSRs. Today we will cover the seven ingredients that make up OSRs, when to submit and what is the requirements for OSR. So, then we will briefly also touch on those OSRs. You can say OSR three times fast.
I don't know, Irene, can you, do it?

Adams, Anita (Irene) - ETA 12:51
No.

McNeace, Meche - ETA CTR 12:51
Then we will briefly touch on those OSRs that have a direct impact on your budget.

But before we get started, we want to kick the session off with a poll. So, Jada. You'll see the poll pop up in the chat, and for those of you who are unable to respond directly into the poll, please feel free to put your answers into the chat.
And the polling question is, what does the acronym ATSS stand for?
And the answers, you have multiple answers which is either.
Association of Training support specialists, additional training and supportive services, administering technical services and support, or none of the above.
And the survey says Irene, so far.
It looks like additional training and supportive services is taking a lead.

Adams, Anita (Irene) - ETA 13:58
Oh, we got.
We have a few knowledgeable grantees out there, right?

McNeace, Meche - ETA CTR 14:01
That's the wrong answer, Irene.

Adams, Anita (Irene) - ETA 14:04
Additional training in supportive services?

McNeace, Meche - ETA CTR 14:07
Yeah, isn't it technical assistance and support technical services and support?

Adams, Anita (Irene) - ETA 14:13
83% are saying that it's additional training and supportive services.

McNeace, Meche - ETA CTR 14:18
Alright, so we're gonna go with the top 100 answers on this is correct, additional training and supportive services.

Adams, Anita (Irene) - ETA 14:30
Yes. Yay. Yay.

McNeace, Meche - ETA CTR 14:33
There you go.

Adams, Anita (Irene) - ETA 14:35
Thank you so much for participating. That lets me know how many of you out there are

paying attention.
While we're still on this slide, I wanted to let everyone know what Optional Special Requests are. Sometimes these acronyms are confusing to a lot of people.
Optional Special Requests or OSRs are permissions asked by the grantee to the FPO Program Office and Grant Officer. To use specific waivers or program enhances to raise levels of performance OSRs are requested at the beginning of the program year, usually in response to the funding TEGL, though there are some that can be requested during the year, there are few that can be requested during the program year.
We will point those out as we go along and.
There are 7 OSRs.
Next slide please.
Are we done with this?

McNeace, Meche - ETA CTR 15:40
Thanks Irene.
So let's just quickly cover what those seven ingredients Optional Special Requests are so. That is, as you can see on our slide, we started off with the first one change in 48-month Individual Durational Limit policy and waiver option. And like I said, it's a change in your 48 months individual limit policy.
Number 2 is an extension of average project duration.
Number 3 is cross-border agreements.
Number 4 rotation policy.
Next slide please.

Adams, Anita (Irene) - ETA 16:21
Just to mention Michi, these four do not have an impact on the budget preparation at the beginning of the program year.

McNeace, Meche - ETA CTR 16:29
It's correct.
All right, number 5 on the job experience also known as OJE.
And then we have number 6 additional training and supportive services and then number 7 increase in administrative cost limitations.
So for more detailed information for each of these OSRs, you can refer to the SCSEP Final Rules and also the most recent planning TEGL, that went out for program year 2024. Those links will be put in the chat to access those resources.
Next slide please.
All right. Well, let's talk about when is the best time to submit your OSR request.

Irene mentioned a few minutes ago that normally deals requests come in through the beginning of the program year. When you submit your annual planning documents, correct Irene.

Adams, Anita (Irene) - ETA 17:28
Yes, that is correct.

McNeace, Meche - ETA CTR 17:29
Alright. However, so as part of your annual grant submission, you know that's normally the best time to submit it. But as Irene also mentioned that you can also submit your OSR request anytime during the program year.
Here are the resources for your OSR submissions that is currently in the chat.

Adams, Anita (Irene) - ETA 17:50
Also, for new national awards TEGL 13-23 change 1 is the most recent.
Those planning instructions are the most recent for our national grantees.

McNeace, Meche - ETA CTR 18:07
Alright, thank you.
Next slide, please. And then I'm gonna pass this over to Irene.
Next slide please.

Adams, Anita (Irene) - ETA 18:23
Thank you.
Let's go over the change in your 48-month durational limit. If you wish to change your existing policy, you will need to submit your current policy and your revised policy. You need to identify what has changed and what options you have determined will be in your new policy. There are three options, options one, two and three. One that offers no extensions. One that offers a subset of the extensions and one that offers a variation of those subsets specifically. Once an IDL policy is approved, it remains effective until it is officially changed. Grantees establishing a new policy or changing the policy must provide a reasonable transition plan that addresses when and how grantees will be notified of this change of the policy and provide the planned activities to prepare participants for exit from the program.
Next slide please.
The extension of average project duration. This is not to be confused with the 48-month individual durational limit. The average project duration is a duration. It currently is a set average of 27 months. Unless you have an extension to raise that to 36 months, the

average project duration is the average length of participation in the program, not the duration of the entire grant period. A grantee can request to extend the project duration from 27 months to 36. Grantees must meet one or more of what is considered extenuating circumstances. The regulations state 5 specific factors, which are listed in the in the slide here. I don't like to read them off to you, but these are the five extenuating circumstances at which you can request to extend your average project duration from 27 months to 36 months.
Next slide please.
Cross border agreements.
This agreement can only be submitted by state grantees. They must cover both state and national grantee authorized positions, and you must submit them to ETA for approval. As I said before, only states can submit requests for cross-border agreements. Approvals for this option expire at the end of each program year. Grantees must submit a new request for approval each year to exercise this option.
Next slide please.

McNeace, Meche - ETA CTR 21:29
OK.
I'll take rotation policy off your hands. Irene, if you don't mind.

Adams, Anita (Irene) - ETA 21:34
Please.

McNeace, Meche - ETA CTR 21:35
Alrighty, rotation policy.
Grantee can establish a limit on the amount of time a participant is assigned to a host agency. The program has always maintained that a healthy rotation of participants allow more opportunities for the participants to gain additional training and experiences that will help increase employment opportunities. But please remember that any rotation must be based on that participant's IEP and that it is geared towards the participants training and employment goal. It should not be used for the grantees convenience, but it is always to be used to support the participant in reaching their goals.

McNeace, Meche - ETA CTR 22:24
So the department will review your policy to ensure that it is in the best interest of the participant, and then you would need to also get as Irene said, approval before implementing your policy.

Next slide please.
With that being said, I'm gonna go ahead and cover on the job experience, also known as OJE.
OJE is an underutilized OSR.
Maybe it's because it has a lot of moving pieces, but if a grantee wishes to implement an OJE project, you will need to submit your OJE request to the department, which includes a sample contract and an outline that speaks to who the employers are that you will be working with.
How long will this OJE term be?
How long will participants be in OJE and it makes sure that it also is meets the limitation factors that is outlined in Older Workers Bulletin 04-04 and also in your in your request, you should also add what is the expected outcomes. What do you expect the outcomes would be and we hope it's always going to be employment. So for more detailed information, please refer to the only older workers Bulletin that's still in existence, which is older workers bulletin, OWB 04-04.
That will provide you details on instructions on what is needed to be provided in your OJE request. We put the link of the all the workers Bulletin 04-04 in the chat earlier.

Adams, Anita (Irene) - ETA 24:02
Just remember approvals for the OJE and the rotation policy at the end of each program year. Grantees must submit a new request for approval each year in order to exercise this option, and I cannot emphasize enough that each and every time you request this option. You must provide a copy of your OJE policy and sample contracts to ETA for approval.

McNeace, Meche - ETA CTR 24:30
Thank you, Irene.

Adams, Anita (Irene) - ETA 24:30
Next.

McNeace, Meche - ETA CTR 24:31
And then one more.
One more emphasis we want to make on this too. And grantees, please understand, any participants going directly into OJE. All participants must complete a minimum of two weeks of community service assignment, so you cannot bring a participant in and automatically just put them in OJE of any sorts. They do have to have community service assignment in a minimum of two weeks.

Adams, Anita (Irene) - ETA 24:46
Yes.

McNeace, Meche - ETA CTR 24:57
So yes.
Next slide please.
Irene.

Adams, Anita (Irene) - ETA 25:03
Oh, the ever-loving ATSS. ATSS is an extensive subject, and I don't want to dive into it too deeply. The resources available on ATSS include, but are not limited to, the TEGLs, the SCSEP Community of Practice, webinars, and last but not least, your FPO and NOL. The Older Americans Act, the OAA, as I explained yesterday, one of those acronyms permits ETA to grant an exception to the 25% minimum level of expenditures on participant wages and fringe benefits. Additional training and supportive services are ATSS as we like to say, allows a grantee to reduce the required 75% participant wages and fringe benefits or PWFB. Up to 65%. I'll kind of read that weirdly, because the way that I have it written is it. It appears that it can go less than 65%, but no, it's down to 65%, no more than 10% of the participant wages and fringe benefits can be moved over to ATSS. The funds may be used to either provide skill trainings and or supportive services for program participants. These funds cannot be used for administrative costs. As noted earlier, this is one of those OSRs that if you submit a request during the program year, there is a requirement that the submission must be no later than 90 days prior to the proposed implementation date. The exception allows you to use no less than 65% of program funds for participant wages and infringe benefits so that up to additional 10% of funds are available for training and supportive services that directly benefit the participant.
Now we'll show you the budget breakdown as to what the budget would look like if you implement an ATSS next slide, please.

McNeace, Meche - ETA CTR 27:22
OK.
So this is just a pie chart that basically shows you if you decide to apply for ATSS. And let's just say you took the full 10% and you reduce it down your PWFB down to 65%. Just know that what you are doing is that once you take the additional 10%, those funds must go into your other programmatic cost categories.
It cannot go into the admin cost categories.

So, as you can see it reduces PWFB down to 65% where your programmatic cost line now went from 11.5 to 21.5. So those funds will be used, as Irene says, to directly provide additional training and or supportive services to participants. And we're gonna emphasize again that those funds cannot be used for administrative cost.
So I hope this helped.
I'm going to hand it back to Irene and we'll go back, go to the next slide.
Next slide.
Oh, there we go.

Adams, Anita (Irene) - ETA 28:39
Emphasizing again that ATSS is used to enhance participant skills and provide the ability to provide supportive services.
That is pay for supportive services.
This past year, we implemented a request for four-year plans. Though the four-year plans are encouraged, grantees must submit new budgets for each new program year because of funding changes, your budget will change, and so the numbers change.
We would need to look at those budgets to ensure that they reflect a 75%.
I mean, I'm sorry. Whatever percentage or your PWFB is adjusted to. ETA expects that proposed training components will provide training that prepares participants with skills relevant for employment and in demand jobs in their community. ETA also expects that proposed supportive services are components that would supplement and enhance the supportive services provided through primary grant funds, enabling more participants to mitigate and overcome financial and logistical barriers, barriers to SCSEP participation.
ATSS request must include the following information.
Request should include all costs in your overall grant budget request, the annual SF424 and budget narrative should be consistent with your ATSS request. Please ensure that items described in the work plan are also included in your budget narrative. If ETA denies your ATSS to ask request, you must submit a revised SF424A and budget narrative for the year. ATSS should adhere to allowable training activities and supportive services, and most of all, the budget that you submit for ATSS must reflect the ATSS is as if it were approved.
Next slide please.

McNeace, Meche - ETA CTR 30:53
OK, I'm gonna jump in here, Irene. So as Irene mentioned.
Is that the submission for your ATSS?
All right, so your request for ATSS does have specific requirements. If you are asking to

use the funds for training, you must provide a work plan and the budget. The 424A and budget narrative must include the accurate percentage and the dollar amount being used for ATSS. Also, don't forget that when using ATSS for training, the wages of those participants who will be engaged in the ATSS training must be paid from the ATSS funds, not the infringe benefits, but the wages. So if your ATSS is strictly for supportive services, you are also required to provide a budget breakdown and an itemization of what the funds will be used for, such as the total dollar amount for transit passes or even the dollar amount for training related expenses and things of that nature.
So always remember that your total amount is aligned with everything you've had in your budget, your 424A and your budget breakdown and your budget narrative. So reminder too is that your ATSS, you are required to document your progress in your quarterly narrative report.
So anything else you wanna add, Irene?

Adams, Anita (Irene) - ETA 32:38
No, this is a mouthful and an earful, and a brain fool are all in itself.

McNeace, Meche - ETA CTR 32:44
All right.
Well, then we're going to leave ATSS here for a moment.
We're going to leave it here and then we're going to go to the next slide, please and talk about administrative cost increase. So now last but not least, administrative costs increase. This is one of those OSRs that do have an impact on your budget.
Grantees can request to increase the administrative cost limit from 13.5% to no more than 15%. To do so, there are requirements the grantees must demonstrate at least one of the conditions, which are the project is incurring major administrative costs increase. And the next one, the number of community service assignment or eligible minority individual participating will decline if the amount to cover administrative costs is not increased.
The next one is that the project size is so small that the amount of administrative expenses to carry out the project exceeds 13.5%. So, and also make sure that when you submit your request that the budget narrative explains the necessity of the request and the budget narratives must align with the administrative cost increase request. As you can see, there's a common trend there, right? Is that for those OSRs that impact your budget, would you submit your request? Your budget has to align with your justification and your request.
So with that being said, next slide please.
We're gonna kind of give you another breakdown on what that would look like.

So just know that if you are asking to increase your administrative costs by 1.5%, that 1.5% comes from your other programmatic cost line. So, you're taking the 1.5% from your direct services line to increase your administrative costs. And this is how that pie chart would look.

Adams, Anita (Irene) - ETA 34:55
Can't emphasize this enough.
The ATSS and the increase in administrative costs impact your budget preparation for the year, even if you modify your grant to ask for ATSS in the middle of the year or the increase you have to submit a budget that reflect these two OSRs as if they were approved.

McNeace, Meche - ETA CTR 35:22
Point taken.

Adams, Anita (Irene) - ETA 35:25
Yes, next.

McNeace, Meche - ETA CTR 35:25
So yeah, we're winding down, Irene.
Next slide please.
So key points.
We have reached the end of our presentation on OSRs, but some of the key points or takeaways that we hope that you've taken from this presentation is that when you do request your OSRs that you provide the justification. Requests must be well justified and demonstrate a clear need. Of course, the impact which should clearly outline the expected positive impact on participant in the program outcome. And of course, compliance requests must comply with all federal regulations and guidelines and your budget. Requesting additional funds, a detailed budget must be included, and the budget needs to be correct and accurate. And the dollar amount must match the percentage. And then of course, evaluation, a plan to evaluate the effectiveness of your OSR should be monitored and then submission. We covered the submission process where OSRs are typically submitted during the annual grant planning's time. But OSRs can be submitted at any time during the grant period of performance and then as you learn that there are specific implementation timeline for changes in IDL in ATSS as submitted during a grant period.
So is there anything else you wanna add, Irene?

Adams, Anita (Irene) - ETA 37:03
No, I had something, blew in my mind and just went right out, cause I was listening. So, to what you were saying because all of these points are so, so important and you have to take them all into effect. This is about any questions. Any questions or clarifications that you need in regard to OSR you can direct them to your FPO, NOL or simply send them to the SCSEPtechnicalassistance@dol.gov.

McNeace, Meche - ETA CTR 37:35
That is awesome, but we do want to say once again, please know that ATSS is used for a specific purpose. It is not to be used because the inability to spend down PWFB in cases like that. The ATSS is used for additional training and supportive services for the program participants.
Is that correct Irene?

Adams, Anita (Irene) - ETA 38:03
That is correct.

McNeace, Meche - ETA CTR 38:03
I think that's what you were thinking about but couldn't pull it out your head.

Adams, Anita (Irene) - ETA 38:05
Yeah.
As usual, Anita, you did.

McNeace, Meche - ETA CTR 38:11
That's right. There you go.
So we have concluded our session on OSR. But before we end and go to Q&A, we have another poll we want to put up and it'll be put up in the chat.
So Jada, the poll is, what is the average project duration we have?
Is it 48 months, 37 months, 36 months?
I mean 27 months or when all funds are expended, I think it's D, Irene.

Adams, Anita (Irene) - ETA 38:43
You think it's D?

McNeace, Meche - ETA CTR 38:44

Yes.
D. I'm going with D.

Adams, Anita (Irene) - ETA 38:49
You wouldn't believe how many people might think that.
We have 63% saying that it's 27 months, so they're not agreeing with you, Michi.

McNeace, Meche - ETA CTR 39:05
Oh, I know.
I'm looking in the chat too.
It's like nobody's picking my answer.
I don't understand what's going on here.
It seems like 27 months is leading. It looks like the top survey answer is.

Adams, Anita (Irene) - ETA 39:16
27. I have to get 27 months is the correct answer.

McNeace, Meche - ETA CTR 39:25
Is that the correct answer?

Adams, Anita (Irene) - ETA 39:29
I threw in 48 to confuse you because remember I said in the beginning of this presentation that the average project duration should not be confused with the individual durational limit the individual duration of limit is 48 months.
The average project duration is 27 months.

McNeace, Meche - ETA CTR 39:50
Exactly. And you are absolutely right. We see that confusion out there in the field on occasion. So we hope this clarifies that for everyone.

Adams, Anita (Irene) - ETA 39:56
Yes.

McNeace, Meche - ETA CTR 39:59
So thank you all again. And now we will go to our questions and answers.
Next slide please.
Thank you.

Wilson, Toni K - SCSEP 40:08
Thank you so much, Michi.
Thank you, Irene.

McNeace, Meche - ETA CTR 40:12
Welcome.

Wilson, Toni K - SCSEP 40:13
Going over this information, I'll be sure to talk to both of you in reference to trying to trick our audience, but good stuff.
Good stuff. Definitely appreciate it.
Alrighty. So once again, if you do have any questions, especially around this section, we're just going to do some Q&A on this before we move to our next piece.
I didn't see any in the chat actually.
I think there is at least.
No. Most of these are not really to this question, which we're going to save things that are outside this section towards the end, but I do ask if you do have any questions on this or anything else, if you can put those in the chat.
We'll do things that are kind of off topic at the end.
I don't want us to kind of get too, too sidetracked. So, we'll touch base on those.

Adams, Anita (Irene) - ETA 40:59
I see one Toni.

Wilson, Toni K - SCSEP 41:01
OK.
Go for it.

Adams, Anita (Irene) - ETA 41:04
Can you request both a reduction of the 75% PWFB to 65% and an increase from 13.5 to 15%?

Adams, Anita (Irene) - ETA 41:14
Yes, you may.
You may do that.
You may request both of them.
Make sure your justifications are consistent, but yes, you can ask for both.

Wilson, Toni K - SCSEP 41:26
Right. Perfect.
I also see that there is a question just in the reference to the slides. I know some people needed these slides ahead of time.
We will be posting them at the end of day one, but I'm definitely hearing you. So, we'll make sure that for day three that people can get those slides ahead of time. So I'm sorry we're not able to do that for you today, but we'll make sure we do that going forward.
All right, let's see.

McNeace, Meche - ETA CTR 41:55
You seem to have three more questions that popped up.

Adams, Anita (Irene) - ETA 41:56
This is my question.

Wilson, Toni K - SCSEP 41:58
Alrighty. So, our next one is how are you notified when ATSS an increase in admin costs are approved?

Adams, Anita (Irene) - ETA 42:08
I can take that one. Michi. Once the FPO and NOL have reviewed your request, we send it up to the Grant Officer for an approval. The grant officer may or may not approve it on our request, but once that it is done, we prep.

Adams, Anita (Irene) - ETA 42:26
An approval letter that will be sent to you immediately, which we try to do them immediately after the grant officer signs off on them. So they're in the letter and the letters are specific. They actually say you have been approved to use such and such amount and percentage of your awarded funds for additional training and supportive services.

Wilson, Toni K - SCSEP 42:56
Right. Thank you.
Hope that answered. Our next one is, is OJE restricted to nonprofit and public sector employees?

McNeace, Meche - ETA CTR 43:11
I could take that one. So in this question OJE is not restricted to nonprofit and public

sector employers. OJE is basically you know, you're for-profit employer. Any employer that you have out there in the community that is hiring. However, there is a there is a stipulation, a clause in the OJE policy in all the Older Workers Bulletin 04-04, that says currently active host agencies have to be nonprofit or public sector employer, employee or agencies. Not so much employers, but in 04-04 that an active host agency cannot be an OJE employer. Hope that answers as questions.

Wilson, Toni K - SCSEP 43:59
Right.
Alright, thank you so much Ed. Alright.
Let's see. Our next question is, what is the flexibility around the amount submitted in the initial? Oh, I already asked that, didn't I?
An approved ATSS OK.

Adams, Anita (Irene) - ETA 44:16
No.

Wilson, Toni K - SCSEP 44:17
I'm sorry, it sounded familiar, so I'm gonna say it again.
What is the flexibility around the amount submitted in the initial and approved for ATSS? For example, if you include a training for 2000 and the actual price was 2,200 would that require a modification?

Adams, Anita (Irene) - ETA 44:37
I can answer that as long as it doesn't impact the percentage of the reduction of your PWFB you make the required adjustments around the rest of your program it should not require a modification. We understand when we're looking at these budgets at the beginning of the year that they are projections. They're not exact science. The exact science is when you submit your 9130's. So as long as it does not impact your line item by 10%, it doesn't require multiplication.

Wilson, Toni K - SCSEP 45:18
Thank you so much, Irene. Hopefully that clarified your question.
Our next one is can you elaborate more on cross-border agreements? What's the benefit?

McNeace, Meche - ETA CTR 45:31
Want me to take it, Irene. All right.

Adams, Anita (Irene) - ETA 45:32
Yes, your turn. Your turn.

McNeace, Meche - ETA CTR 45:36
Cross-border agreements for states, so theoretically.
The cross-border agreement will help if you know in some cases in some states the state line is so close to the next state that it's like maybe even across the street. So if you know so, they have participants that are enrolled in a county in state A and the and the grantee is in another county in State B, but it's just so close that the state can acts to go into a cross-border agreement with the other states, state A and State B and say, hey, you know, we're so close to the state line. And if you're not serving this county, we can enroll them. And so that's the type of benefit that they would have in using a cross-border agreement. I can't speak to if there are really any cross-border agreement requests that has come through.

Adams, Anita (Irene) - ETA 46:39
There are.

McNeace, Meche - ETA CTR 46:40
There are. So that would be the benefit.
Is that the two states are working collaboratively and ensuring that you know some of these counties are out in the remote areas and state A can't get to them, their sub recipients or they can't get to them, but State B is closer to those remote counties, and they can serve them.
So that's the benefit.

Wilson, Toni K - SCSEP 47:02
Thank you so much.
That's very helpful.
Hopefully that has clarified. It looks like and least in reference to this part of the presentation, we have received all the slides. I mean, all of the questions.
I do know that there was a few questions just in reference to where they'll be able to find the postings. I know day one has been posted. I believe so. And Kevin has put in the chat where the PowerPoints are, and we'll be posting day 2. You'll be getting those by the day, hopefully. And as I said, we can put the PowerPoints for day 3.I know performance has lots of detail, so we hear you in reference to having those along the way. And I knew if I kept it open just a little longer, we can get some more questions.

So here goes one more. I just want to get some specific guidance on.
OJE, where would I send that request?

Adams, Anita (Irene) - ETA 48:03
To your FPO and NOL first.

Wilson, Toni K - SCSEP 48:10
Exactly. There will probably never, ever be any other answer then start with your FPO.

Adams, Anita (Irene) - ETA 48:17
Right, right, right.

Wilson, Toni K - SCSEP 48:18
So always start with your FPO.
They are your partner with DOL, first line.

Adams, Anita (Irene) - ETA 48:27
First line.

Wilson, Toni K - SCSEP 48:28
They will always be first line, so there are rare things that are kind of outside of them so.
Just to underscore that answer.
All right. I think we are good and I agree with you, Byron.
Alright, I think we're good.
Alright, let's move on.
And if you do think of some additional, please put those in the chat.
We'll be sure to answer those at the end.
So in the meantime, we're going to be moving to Essential Grantee Policies.
So we're going to, Irene is going to jump in and Michi will be around also to help answer questions.
But Irene is going to talk about some terminations, individual durational limits and your grievances policies.
So, Irene, I'm gonna pass it over to you.

Adams, Anita (Irene) - ETA 49:18
Thank you, Toni, and thank you, Michi, for that wonderful presentation.
I think we did a great job on that.
Thank you so much for helping me with that.

In this session we will cover 3 required SCSEP policies and why they are important.
As I mentioned, there are three, the termination policy, the individual durational limit policy, and the grievance policy.
Next slide please.
Grantees must provide a 30 day written.
This is the termination agreement.
I'm sorry this is the termination policy. They must include these provisions, a clear definition for cause termination. Various scenarios of what constituted for cause termination, ensures 30 days' notice and termination procedures and the right to grieve that that the decision of the grantee to terminate. Grantees must provide a 30-day written notice for all terminations and must explain the reasons for that termination and inform each participant of the grievance procedures and participants right to appeal that is covered in 20 CFR 640-1580.
This discussion is related only to for cause terminations. That is the only type of termination policy that is required that requires ETA approval. Scenarios include ineligibility, determination during recertification, job offer refusals, false information provided, and crime criminal behavior.
Next slide please.
The individual durational limit policy. This is established one time until you change it. Though your IDL policy might impact your average project duration or limit, they are not to be confused. Unless you have a waiver. Otherwise, you should work to limit the average project duration to the number of months within the program to 27 months. Your policy must include how you will inform participants of your policy, is your policy fair and consistent. IDL terminations require 30 days' notice plan outside of the transition plan. The participant has a right to appeal an IDL termination, especially if they believe their time was miscalculated. An IDL policy that are changing to a more restrictive policy, must wait the 120 days before becoming effective policies and Michi mentioned this before in regarding to the change of IDL policy policies. Policies that are less restrictive, only they can be effective immediately. I hope I said that right. IDL policies that are changing to a more restrictive policy like option one from two to one or three to one, they require 120 days before going effective. Policies that are moving from option one to option two or option two to option three. They can be effective immediately. These are the individual durational limit policy waiver factors.
These are the only eight reasons that you can extend a grant of participants participation in the program. They must have a severe disability, is frail, 75 years of age, meets the Social Security age requirements, but does not receive benefits, lives in a persistent unemployment area and has severely limited employment prospects, has limited English proficiency, has no literacy skills or is formerly incarcerated. There are

three options under the statute and regulations for each individual durational limit policy, for example. Only those participants with severe disabilities or limit.
Oh, I'm sorry. This is a simple one of my options. Option one is 48-month limit to each participant with no extensions allowed whatsoever.
Option two is 48 months with an extension for each and every individual with one or more of the 8 statutory factors. Now you can either have 48 months with extensions for every each and every individual for only a 12-month period, or you can keep renewing until you get that person employed. Option three is 48 months with an extension for each and every individual with more than one of the statutory factors or a specific set of factors.
So an example of Option 2 is a 48-month extension with for each and every individual with severe disabilities or limited English proficiency. Grantees awarded an example of option three is any one of the three. Any subset more specific than option 2?
Option two is just picking one or more of the waiver factors, and then that's your subset, and that's all that you're doing. Option two can be anyone or two of the 8 statutory factors. So that's the difference.
I hope I didn't confuse anybody with that.
It can get confusing between option two and option three, because sometimes people don't. Sometimes the waiver factor, picking a subset sounds a little sounds the same as picking two of the waiver factors. Grantees awarded after the competition should automatically follow the IDL policy that is least restrictive to the participant and that would be option 3 until a formal policy is submitted. Keep in mind changing to a more respective policy requires 120 days before the effectiveness and once grantees have received approval of the policy, it stays in, in effect every year until a new change is requested.
Next slide please.
SCSEP regulations at 20 CFR 910 A and D, provides that all SCSEP grantees must establish and describe in the grant agreement grievance procedures for resolving complaints other than those alleging discrimination arising between the grantee employees of the grantee, sub recipients and applicants of the participants.
Next slide please.
Grievance policy should include the right to grieve, how participants, applicants, sub recipients and employees are covered. It begins at the lowest level of their of authority. It moves up the grantees chain of authority. If the grievance is unresolved, it has contact information provided for each step. Time limits for responses at each level, and a final resolution that is within 60 days. The grantee should require a signed receipt of that policy once it is received by the participant and the contact and contact information should be consistent with the grantees cert organization chart. Remember grantees this

is your grievance policy, not your Subs. This is yours. So the final determination should end with you.
Next slide please.
A grievance policy should include this standard language here.
The contact information for the Civil Rights Center recently changed and it provides an e-mail for receiving complaints, a voicemail and a TRS. So, if your grievance policy currently does not have this information, you need to dust it off and revise it to so that it has this information.
Next slide please.
If your grievance policy and I have seen this, we haven't been division of adult services since 2012, but I still see references in grievance policies where the participant should contact the vision of adult services that is no longer a division in the Department of Labor. So we don't know if a participant tries to appeal the grievance to us. It won't get to us. So if your grievance policy reflects the division of adult Services as a contact for an appeal, then you need to dust it off and change it to this language here.

Wilson, Toni K - SCSEP 59:55
And Irene, I'm just gonna jump in just for a second to stress that this is common.
So please make sure that you make that change. We get letters that look like they've been all over the world trying to find us.
So please make sure you make that change.
Thank you.

Adams, Anita (Irene) - ETA 1:00:09
Thank you.
Thank you, Toni cause, that is a stressor and that would conclude my presentation on policies. I didn't wanna do a deep dive into it because this is a great subject. Each one of these policies require some type of webinar or peer-to-peer. And I think I believe they are subject to some webinars in peer-to-peer. I think we may have a couple of recordings of them, but there are fact sheets available on the SCSEP community of practice that give you some tips on what a good grievance policy looks like.
What a good termination policy looks like and what a good IDL policy looks like.
Next slide please.

Wilson, Toni K - SCSEP 1:00:59
Alright, thank you so much, Irene.
A few things just to clarify, yes, we do plan, and I was gonna. I'll talk about this again at the end, but we do plan to do what we call a webcast on several of these items.

This would be one. A webcast is a shorter version.
They're using a more than 20 minutes and it's record step by step.
So everyone will get a copy of that.
What's good about that, is that in addition to those on the call that can watch it, you can easily share it with your staff that it applies to or subcontractors, so you don't have to then do a full additional training. So, this is one of those that are slated for that and. Those are going to be rolled out shortly after our conference. We're getting all of those put together. And I know that it sounds like these things are going to all kind of be in pieces, but in addition to our resource hub, we will have think of it as like a one sheet of paper with all these with the links. So, you can also just take that and send it as a pdf, and they can quickly link to all things under that resource hub.
So those things will be coming following.
So just wanted to underscore that.
And then let's go to some of the Q&A.

Adams, Anita (Irene) - ETA 1:02:22
Hey Toni, while we're going to the Q&A, can Jada, can you put up slide?

Wilson, Toni K - SCSEP 1:02:23
Yeah.

Adams, Anita (Irene) - ETA 1:02:29
I think it's 29, so that Lamont can see it again.

Wilson, Toni K - SCSEP 1:02:37
Yeah, let's start there. That's good one.

Adams, Anita (Irene) - ETA 1:02:39
It's the one with the appropriate language.
I'm seeing 29 but.
Yes, that one.

Wilson, Toni K - SCSEP 1:02:47
So I see, Lamont, you were just asking if you can pull that slide up again.
You want to just confirm the appropriate language for grievances, so hear that.
Whoops, let's make sure we have that right one. I'm sure people who are doing quick notes or screenshot.

Adams, Anita (Irene) - ETA 1:03:06
Screenshot.

Wilson, Toni K - SCSEP 1:03:08
Yeah, I know.
We all live with the screenshot.
So I'm sure you're trying to catch those in time. And as I said, shortly after you will receive these slides.

Adams, Anita (Irene) - ETA 1:03:17
And Emmanuel. Oh, go ahead.

Wilson, Toni K - SCSEP 1:03:19
Nope, that's OK we have.
I'm gonna just do some of these questions so we can start with Emmanuel. Seeing how it says, does the grievance policy have to reflect the incident policy that?
I'm sorry when it moves on me, it throws me.
Let me, where's Emmanuel's?
Here it is.
Does the grievance policy have to reflect the incident policy that there was a webinar on a few months ago?

Adams, Anita (Irene) - ETA 1:03:43
Thank you for reminding me because I forgot to reference it when I was speaking.
There was a presentation that on December 12th by our very own Edward Uechi and another colleague on grievance policies and such. We do have a copy of that, so if you need a copy, we can of course provide you with that as well, but yes.
I needed two hours to go through what Ed and his colleague went through so we couldn't do that here. And we'd have you sitting here until 7:00 tonight.
But we.

Wilson, Toni K - SCSEP 1:04:31
I will flag for that resource hub.
We'll make sure that that's included so you can easily find that, and everybody can have access.

Adams, Anita (Irene) - ETA 1:04:36
Yes.

Wilson, Toni K - SCSEP 1:04:37
It was a great presentation. We don't want to reinvent, and it goes through all of that. So we'll make sure that that also is included in a shout out to region 1. Ed Uechi, who's the FPO. He and his team did a nice presentation in that space.
All right, let's see.
Can you give an example of a subset within option 3?
So if we can go back to that slide, Irene, in reference to the options and OK, you got it.

Adams, Anita (Irene) - ETA 1:05:05
Yeah, I killed that one.

McNeace, Meche - ETA CTR 1:05:10
I can give a quick example, so you don't have to go back.
And you didn't kill it, Irene.

Adams, Anita (Irene) - ETA 1:05:16
No, you did that.

McNeace, Meche - ETA CTR 1:05:17
You didn't kill it.
So some of the examples on the subset for the waiver factors and the what are used for IDL is like Irene mentioned, age 75 or older, limited English proficiency, low literacy, formerly incarcerated, frail and, you know, having severe disabilities, so the subset means like in Option 3 means that you can say everyone who wants to qualify for an extension must be 75 and older, but also have, or also could be have a severe disability.

Adams, Anita (Irene) - ETA 1:05:54
Imminent.

McNeace, Meche - ETA CTR 1:05:57
Or you can do 75 and older, they have to be frail and low literacy, so those are kind of those subsets. So option two is out of all of the waiver factors that can be used.
You can select one or more, but mostly an option two, as you can say, anybody who is 75 and older will automatically get an extension and that would be option two. So, I hope that helps.

Wilson, Toni K - SCSEP 1:06:23

If we could put that, if we could put that slide up, I think that also just helps if Jada can move back to that with the options.

McNeace, Meche - ETA CTR 1:06:28
Mm hmm.

Slaughter, Alison S - ETA 1:06:30
Slide 27, Jada.

Wilson, Toni K - SCSEP 1:06:32
Thank you so much.

McNeace, Meche - ETA CTR 1:06:33
Oh yeah.

Wilson, Toni K - SCSEP 1:06:35
Alright. And if that didn't clarify if you could just put that back in the chat that you needed additional just so to make sure that we had covered that.

McNeace, Meche - ETA CTR 1:06:38
There it is.

Wilson, Toni K - SCSEP 1:06:44
Thank you so much Michi.
Appreciate that.
Our next question I know was in the chat.
I just wanted to flag, this one's actually for Ali.
Is there a report we could run in GPMS to track our average project duration?
Put in a chat, but sometimes those things can get lost if you're not the one that asked the question.

Slaughter, Alison S - ETA 1:07:01
Yeah.

Wilson, Toni K - SCSEP 1:07:05
So I wanted to make sure everybody got that.

Slaughter, Alison S - ETA 1:07:07

Yeah. Thanks, Toni and training team pop in if you have anything else to share. But the average project duration is tracked on your QPR and that top subsection. We'll look at the QPR tomorrow and I'll be sure to point that out and then if you're looking for tracking an individual's duration limit. So, for a specific participant there's also a report available to track individuals, but average is tracked on your QPR.

Wilson, Toni K - SCSEP 1:07:39
And then I see they say this.
That's probably why the slide was up, Jada.
So I appreciate it, but I see that there is a whoop.
It moved on me.
Where did it go in reference to the address?
Here it is the SCSEP grievance procedure requirements list other addresses after the correct address.
Could you verify if those should be removed?

Adams, Anita (Irene) - ETA 1:08:03
Say that one more time I didn't.

Wilson, Toni K - SCSEP 1:08:05
Yep.
So it says the SCSEP grievance procedure requirements list other addresses after the corrected correct address, we might wanna get to that slide.
Could you verify if those should be removed?

Wilson, Toni K - SCSEP 1:08:23
All right, let's go to that slide so that we can see what she's referring to.

Adams, Anita (Irene) - ETA 1:08:25
So this slide here refers to discrimination.
The CRC, part of the language in the grievance process, says if you feel you've been discriminated against, discrimination is illegal. So this language needs to be there, and those complaints go directly to the Civil rights center, not to us. So it's still 200, still down the hall and around the corner, but it they don't come to us directly. But the other has to do with an appeal. If there's no discrimination involved then, and it's just an appeal, it is an appeal that it would, go to the next slide, it would go to the division of national programs, tools and technical assistance.
Was that? Was that the answer? OK.

Wilson, Toni K - SCSEP 1:09:21
Listen. Yeah, they get done.

Adams, Anita (Irene) - ETA 1:09:22
Cool. OK.

Wilson, Toni K - SCSEP 1:09:23
So two. So, the yes, there are two different addresses cause. There are two different things.
Thank you, Irene.
And just for the recording, let me clarify that discrimination is illegal, not legal.
Just wanna flag that. I know it was.

Adams, Anita (Irene) - ETA 1:09:35
Did I say legal.

Wilson, Toni K - SCSEP 1:09:35
Yeah, it was.
It was a minor thing, but I just wanna make sure that we're all. No, but usually we can always wanna make sure that one's that one's clear.

Adams, Anita (Irene) - ETA 1:09:39
I'm sorry.

Wilson, Toni K - SCSEP 1:09:46
All right, let's see what other ones.
Where can I find those policies?

Adams, Anita (Irene) - ETA 1:09:53
Which policies? If these policies should be you as the grantee?

Adams, Anita (Irene) - ETA 1:09:59
They should be your policy, so they should be somewhere in your files. Many of them are embedded in your orientation folder. If you're new and you don't know where to find them, most of them are embedded in your orientation package, so you might want to look at that, but.

Wilson, Toni K - SCSEP 1:10:18
And then we've also putting in the chat, just can't write fast enough here.
So yesterday and for those that are just joining us today, we had shared the SCSEP core monitoring guide SCSEP supplement, which is once again a really great resource on all of these things. It includes very specific questions with the answers. This is a guide that our FPOs uses. One of their tools in reference to monitoring, but it also has a great section on the question where you can find the citation and some tools and tips. So, I've put into the chat where you can find that in that core monitoring supplement guide.
Right. And then Kevin has also listed as the actual resource of the policy that's in the link and hope these are all, hopefully we're putting them in the chat. So you can get these immediately, but we will also be having these all together on that resource hub. So there's no worries there.
Let's see if I'm not reading. If we had to update the address on our policy, I think believe is for you Irene. If we had to update the address on our policy, do we need to send it in for approval?

Adams, Anita (Irene) - ETA 1:11:45
We would review it.
We would look at it and review it and see if there, if that was all the change, but you should point out when you submit it that it's not changed. The only thing that has changed is the address is you've updated the addresses, but we would look at it anyway. And we would let you know. The point about the grievance policy, though, is that they're not approved. Grievance policies do not have to be approved. Termination policies and IDL policies. They have to be reviewed and approved by us. But grievance policies do not just send us a new copy. We'll send your FPO a new a copy, with the addresses updated and letter, and let him or her know that you're turning into grievance policy, per our request with the new addresses.

Wilson, Toni K - SCSEP 1:12:40
OK.
Let's see.
I believe this was answered, but it's just not clear for me, so I'm just gonna say it one more time.
There is a question on can we please see the slide with the correct address for grievances? I'm not sure if someone is asking for that again, so if we can just put that back on the screen, just making sure everyone did get a chance to see that see.
And we will make sure on the resource hub is that those are separated out.

You know, because I know there's a little bit of confusion, so you'll be able to see it clearly that there's a grievance policy, there's an incident policy and those two different policies are separated out.
Alright, let's think. That's what we have for questions on this section. If there are any others. Team, am I missing anything?

Adams, Anita (Irene) - ETA 1:13:38
The only one is can.
Emmanuel is asking for a copy, but not at I don't.
I don't recognize Emmanuel.
Wait, what grantee you're representing?

Wilson, Toni K - SCSEP 1:13:51
Alright. And we'll make sure we have that for all.
We'll have that on the resource side.
The National Urban League. Hi, Emmanuel.
All right.
So if people have any additional questions, please put those into the chat. We're going to get ready to move to the next section and then follow that. We'll wrap up with any Q&A overall.
So if you have any other last-minute questions, please put those in cause we'll be getting to that towards the end.
Alright, thank you so much, Irene. Appreciate you.
Thank you for sharing.

Adams, Anita (Irene) - ETA 1:14:32
Oh, thank you.

Wilson, Toni K - SCSEP 1:14:35
And appreciate all that and appreciate you Michi also for jumping in for a few of those questions.
All right next.

Adams, Anita (Irene) - ETA 1:14:40
Yes indeed.
Thank you.

Wilson, Toni K - SCSEP 1:14:42

Thanks Irene.
Next slide please.
Alright everyone, we're moving into our last section of the day before we get to our final Q&A and closeout. We are doing our resources and support.
So next slide please.
Alright, so we're going to first start out in reference to our outline and I'm going to be bringing Kevin Mauro on. Kevin is the one that's behind the scenes on all of our things GPMS. So we're going to be giving out an overview of our Workforce GPS. He's going to talk a little bit about how you can join and become a member, and even if you already are a member, and anyone who's ever been on a webinar should at least be a member. But for those that have not, or for those that need to help others get on, we'll do kind of a quick overview resource on that.
Just in reference to joining our Community of Practice. Kevin and I will do a live demo. As I said, I know many think they know all the things in reference to older workers, but there's some other great resources going to flag and then we will end with some of our technical assistance and training support that is offered.
Next slide please.
Alright, so with that, I'm gonna bring in Kevin.
Kevin, you're up.

Mauro, Kevin M - ETA CTR 1:16:16
Thank you, Toni, and thank you everyone for joining us this afternoon and for sticking with us this afternoon.
I also wanted to say happy Lunar New Year to everyone who's celebrating the year of the Wood Snake.
We're happy to have you with us today. There are two major sections of our website that we wanted you to know about, this Workforce GPS and then there is our Community of Practice on Workforce GPS.
So you can think of it like workforce GPS is our city, and all of the communities of practice are the neighborhoods within that city. And they're all sort of next to each other. And some of them are interconnected, but they all make up the larger hole that is Workforce GPS.
So Workforce GPS, and again, I'm starting way back at the very beginning. For all of you who may not know this. It is the website for ETA within the Department of Labor and like I said, all of the different grant programs and interest groups have their own section, their own community within the Workforce GPS. So it was developed for you specifically as a grantee or someone who has an interest in part of what we do at the Department of Labor and what we like to say is within the community, it's a repository

for all of the forms and information and all of the other sort of things you might need to go about the course of your work on this grant.
So yeah, it's sponsored by ETA and it's made-up of the various.

Wilson, Toni K - SCSEP 1:18:03
This is a reminder if you can please put on mute. If you're not speaking. Thank you.

Mauro, Kevin M - ETA CTR 1:18:10
I'll take that opportunity to say next slide.
So again, what's a community of practice?
It's a subsection of Workforce GPS that is focused on a specific grant or a specific topic or a specific program. So they offer you the opportunity to find that curated content that focuses on those topics or those programs. The Older Workers Community of Practice is specifically geared toward the SCSEP grantees, but we do try to also expand our reach to include things that will be of interest to anyone who is dealing with an older worker population.
Next slide please.
So the first thing that you need to do is become a member of Workforce GPS.
You have to be a citizen of the city before you can register with your neighborhood.
So the first thing you want to do is go to Workforce GPS homepage and right at the top in the center there's a button that says become a member. If you click that button, you'll get a login page and it'll say login if you're already a member or create an account, and if it's your first time coming to Workforce GPS, you'll wanna create that account and hit that button that we have sort of circled on the slide here.
Next slide.
Once you click that button, it'll prompt you to complete some of your basic information.
Create a password.
Put in your name.
You know, confirm your password. All of that very, very basic stuff.
So once you complete that, filling out that form.
Next slide, and we really are going through sort of step by step.
Sorry, next slide.
Once you complete that basic information, it's going to ask you to select any workforce affiliation that you'd like so that you can stay up to date on those specific topics. And if you look at the left-hand side of the slide, you'll see the sort of options that you'll have right. And if you're working for a nonprofit, if you're working for a labor organization, if you're a part of a state government, you would sort of click one of those that best applies to you, or multiple if multiple things apply to you and the system, then sort of

knows what you're kind of interested in and also knows what you wouldn't be interested in. And it's just a way to sort of streamline, you know that information process.
So, choose your affiliations.
Hit the join button.
And you'll get a screen that says congratulations. Thank you for joining Workforce GPS. You're now a Workforce GPS member.
And this is when you wanna join a specific community, and if you're listening to me right now, this is where you wanna join the Older Workers Community.
Next slide.
So when you become an active member of Workforce GPS, you wanna go to the front page and you wanna see if you see where the arrow is pointing. It'll say if you're logged in, it'll say hi, your name. In my case it would say hi Kevin. Click on that your name and then your profile will appear totally different page on left hand side. You can click on my memberships under your profile.
And next slide please.
My memberships page.
You can select the community of practice that you're interested in again.
You really want us to make sure you get the older workers community.
I like it. It's the best one.
So at the bottom of the list, after you click on the memberships that you want to join, and you can join a number of communities. You know, obviously we ask that you specifically join older workers, but if you did have other interests in apprenticeships or youth or one of the other programs that we have within ETA you can join those communities at the same time.
One caveat I will give you is if a community has a double asterisks next to its name, it's going to require approval for membership. Most of them do not. If it requires approval, it's a very specialized community. And there's obviously a reason that they have that sort of closed garden.
So once you click on older workers at the bottom of the list you want to click the box that says Weekly Community Digest and that's how you subscribe to our weekly alerts. And if you've been on an All Grantee Call within the last year, I'm sure you've heard me ask you to make sure that you are subscribed to our alerts and this is how you do that.
Once you hit save, you're all done and now you're not only a member of Workforce GPS you're also a member of the Older Workers Community of Practice.
Next slide.
And that's all there is to it.

So, we wanted to also do a live demonstration of Workforce GPS and the community of practice.
I'll turn it over to Toni and she will sort of lead us.

Wilson, Toni K - SCSEP 1:24:02
Thank you so much, Kevin.
So as you're pulling up the actual site, I know some of you are probably saying why did we have to like to walk through on how to get on. And part of that is I cannot stress, the importance of being registered on our Workforce GPS.
This is where we house our resources.
Any information that we're trying to share plus ETA as a whole, does the same for each of their programs.
So it is a great portal of resources to use.
It's not just to go on and log in for webinars, but it has a lot of other great things, so we wanna make sure that everyone knows how to get on, knows how to let other people get on in their organizations, and at least a few things.
No worries.
We're not gonna drive through this whole entire Workforce GPS, but we are going to highlight a few things that I wanna make sure are some good takeaways.
Alright. And for those of you, like me, or that are in that visually challenged stage and need some glasses, there is a plus button on your screen so you can make that a little bigger if that helps and so may not but just wanted to flag that.
All right. So, we are in. So now that we're here, Kevin, first you were just going to help us. We've logged in and how do we get to the older workers community?

Mauro, Kevin M - ETA CTR 1:25:27
Is it.
So once you're in Workforce GPS, you can go to the top of any page and you'll see this sort of list of tabs at the top. If you go to communities, you can go straight to older workers and that will take you to our community practice.
And I wanted to show you around the front page and show you just a very brief overview of what we have on the community of practice.
But you can see at the top we have featured content.
Some of you are probably most interested in the hub for the SCSEP Grantee Orientation 2025. We've highlighted that front and center for you, and we change this up very regularly. But whenever you come to our website, this is obviously the first thing you're going to see. And so we want to make sure that that's the most relevant information that you might be looking for when you come to the community of practice.

And you can also see we have, you know, just sort of general announcements. Other items that might be of interest, some blog posts to someone who is working with the older workers population. If you scroll down, you'll see a number of tabs sort of horizontally. The first is announcements. These are very quick sort of items when we just want to blast out information super quickly.

Mauro, Kevin M - ETA CTR 1:26:57
Most of these are going to give you the most recent items that are published in each category. So under announcements, these are the three most recent announcements that we have available. Same thing with new resources. These are the four most recent resources that we've published. And again same with blogs. We do keep our blog updated with new information as much as we can and find things that are of interest to you.

Wilson, Toni K - SCSEP 1:27:22
Thank you.

Mauro, Kevin M - ETA CTR 1:27:28
The only exception with how this works is our top resources are the most visited resources on the community of practice, so we don't have any control of how this populates that. In fact, you do. Whenever you come to visit the community practice, it keeps track of which things are the most popular and what people are looking at and those will come into this section. So, again by far our most popular item is our communication protocol and contact lists. I'm sure all of you will be very familiar with this in the short time if you aren't already. But again, that's another sort of very shortcut that you can take if you're like, oh, I know I'm looking for that item that everyone goes to. This is where you would find that.

Wilson, Toni K - SCSEP 1:28:23
Then let me just flag a few things on this page that you're highlighting. For those that don't know, for that communication one, if you can click back into that. Which we always keep that on the front-page cause, that's always the most popular one, this is the one where if you need to locate information about your Federal Project Offices or NOLS, that's that bottom list that's there. And then we also have the list of all of our national grantees. And then we also have all of our territories set aside and we have one of all the states. So, that if you're looking for someone, this is a great way to just kind of quickly grab that list. Also, when there are any changes, we get that information and then update that.

So this is, you know, current information as current as we are aware. And we try to make sure that's always updated with any changes. So just wanted to flag that piece and as you can see.

Mauro, Kevin M - ETA CTR 1:29:24
Yeah. Thanks, Toni.

Wilson, Toni K - SCSEP 1:29:25
This is and as you can see, this is a great two if nothing else to check on this at least weekly.
Maybe at least this front page you can see all of these great things just like today. Happy Lunar New Year as Kevin had mentioned earlier. We try to make sure we celebrate things that are happening and what is happening in reference to any you know, there's various like monthly events. This is also a place that you we'll see that. Thank you so much again.

Mauro, Kevin M - ETA CTR 1:29:58
Yes, of course. Thanks.

Wilson, Toni K - SCSEP 1:29:59
I'll let you go back.

Mauro, Kevin M - ETA CTR 1:30:02
And what I also wanted to point out to everyone was the sort of tabs at the top of every page the community of practice. It's just a little way to help you navigate around a little bit easier, so home will always take you to our front page if you want to get back to our front page quickly, the about tab will take you to a very short sort of 30,000-foot view of what is SCSEP. If you have someone who is joining your program for the very first time and needs that really broad primer, the about page is a great place to send them for that sort of very broad view. Then you can see we have the announcements, blog events, community resources. Those are all the sort of things that you see down here and if you click on any one of them what you'll get is.
Thank you, computer.
You'll get a list of, in this case, a filtered list of only our announcements or only our blog posts. The events page.
Oh, I'm sorry, Toni.

Wilson, Toni K - SCSEP 1:31:17
Before you move to the before you.

Mauro, Kevin M - ETA CTR 1:31:17
Go ahead.

Wilson, Toni K - SCSEP 1:31:21
I'm sorry.
I'm interrupting you.
You go ahead.
I'll jump in a second.

Mauro, Kevin M - ETA CTR 1:31:25
OK, I was gonna just say the events pages are if we are having an event that's being run through Workforce GPS like a webinar or something, you'll find that information here. Right now, we have no upcoming events, but you can click on the past tab, and you can see the other events that we've done and each one of these pages also has a recording available for anyone who needs to review the topic that was covered on any of those events. So, if you do have new people coming on the staff or someone who's coming in and maybe isn't as familiar with SCSEP as.
Yeah, exactly. They can go and review any of the trainings that we have. And again, this is available anytime you like and sort of at your leisure.
But please, Toni, sorry, I forgot to talk about events.

Wilson, Toni K - SCSEP 1:32:21
Nope.
That perfect.
I was only gonna flag before you move to the other two tabs that under the announcement tab, we do, if there is anything that you actually wanted to post, we've had a few where they've had an event that they wanna invite their other SCSEP peers, you can send that request in to us. We need just to review it, make sure it meets, you know, any kind of DOL protocols, if it passes that, then we can post that. So it's an opportunity to also share some of the events that you have, so I just wanted to flag that piece.
And then same with the blogs. It's not set up where you can just put an old blog on, but if there is something that you wanted to write and discuss, you can send that request to us and after review, and if that's approved, we can put that up there also so. This is a

place that you have access to your peers.
It's not, you know, as I said, it's not automatically posted, but you know pretty quick turn around and this is a great chance to put that information just so just wanted to add that piece.
So, sorry to interrupt you, Kevin, on those two. But just wanted to make sure that was flagged.
So I think so.

Mauro, Kevin M - ETA CTR 1:33:44
Thank you so much.

Wilson, Toni K - SCSEP 1:33:46
I think you're now on community resources.

Mauro, Kevin M - ETA CTR 1:33:50
Yes, so community resources is the name of the section which is basically all of the resources that are available to you that aren't blogs or aren't announcements on the community practice. If you click on community resources, it's going to bring you to this page where everything is sort of separated into different categories. You can search by, you know, funding streams or target populations. The easiest way I will tell you to get to what you're looking for is to use the search bar. They have put a lot of work into making the search bar super useful and to help you find what you need to find. So, as you can see some of the things that I've been looking for. If you really want to go and show someone one of our vLive TA events, you can search, and it'll bring you straight to GPMS vLive Office Hours where we have recordings of all of those for you to review, if you weren't able to attend in person. If you were looking for the alphabet soup resources that we've made available to you, we have something to decrypt all of the acronyms that we use in SCSEP and we've made a special one just for GPMS, which I will touch on in just a second. But if you're looking for any resources on the community of practice, this search bar really is the easiest way to get. As long as you know what you're looking for specifically, this will get you there. And we have tons of resources for you. And again, if you're looking for a specific form, or if you're looking for something on a specific topic, this is the place where you can either you know, find it through this tab, but I recommend you do the search bar.
Just sort of.

Wilson, Toni K - SCSEP 1:35:48
And Kevin, before you move from the search bar, one other thing I want to flag is if you

go to the search bar, you can see in the gray where it says older workers, if you move it to all, and this will put you for all Workforce GPS if you put. I'm using the example put in rural and as you can see, you'll get, you know, close to 365. I believe resources just in rural. I know that we have a lot of grantees that are working in reference to rural and are always looking for resources. There's a lot of great information that's there, so I encourage you to check that out. And that works for pretty much a lot of our topics, but just wanted to give you an example of it is not all. Just in reference to what you know older workers produces, there's a lot of other resources that could be very helpful for other components of our program.
Alright, I will let you get back to it, Kevin.

Mauro, Kevin M - ETA CTR 1:36:54
Yes, and as Toni was saying, if you want to leave the neighborhood and see what's the rest of the city has to offer on a topic, and I'm gonna keep using this metaphor.
This is a great way to do that as well.
The last tab that we have up at the top, I just wanted to point out is our grantee performance management system tab. This is the performance management system that was introduced fairly recently in the last couple years, and we felt it was important that we wanted to make sure you had access to this information no matter where you are on our community of practice. So at any page of the Older Workers Community of Practice, you can always hit the GPMS tab, and it will bring you here. We have everything that you could possibly want to know about the GPMS system. We have a repository of our newsletters that Byron writes every month. We have a link to the GPMS office hours that I showed you earlier. We have recordings of training events. Again, if someone is just coming online and needs to get caught up on how to use GPMS, we have recordings on, you know, sort of running through the basics of how to use the system and again, anything that you would need to know. This is a recent edition. We've added a WIPS section to this page. Also, have your data collection handbooks, your user guides how to log into GPMS. Anything that's connected to GPMS, including an FAQ and of course, if you run into any problems at all, you can always send a message to SCSEPtechnicalassistance@dol.gov and also, as Toni was saying earlier, sorry.

Wilson, Toni K - SCSEP 1:38:54
And sorry, sorry Kevin. I'm just going to interrupt you for a second because you know I'm such a backseat driver as my husband always complaints about, but just will add in reference to this tab. I just want to flag that this is a really great tab to share with your staff that is dealing with any of the data entry. Anything with, you know, the performance that GPMS system a lot of times those are on the call are not the ones that

are actually entering the data.
And this is a really good resource.
Obviously you know with our vLive office hours this is a chance for all of those to come together and to get information. We'll be updating trainings as we'll talk about a little more tomorrow, but. You don't have to be a program director to have access to GPMS all of your staff can be on this this Workforce GPS site. You can refer all of your sub grantees to this. So once again, just a way to try to take some of these things off of your plate that they can get on and get this information directly.
All right. I'll go back to my passenger seat.

Mauro, Kevin M - ETA CTR 1:40:08
That's alright.
Thank you, Toni.
The last thing I was just gonna say is, as you were talking about earlier, if you had a blog post or a comment or something that you wanna or an announcement that you wanted to send in, use the SCSEPtechnicalassistance@dol.gov e-mail address. We'll receive those, you know, in sort of immediately in real time, as you would expect how e-mail works. But that's the best way to send those materials to us as well.
We can sort of begin that review process.
But that is, in a nutshell, all of your community of practice.
And again, make sure that you're signed up not only for Workforce GPS, but signed up to be a member of this community. And like I said, we would send out emails never more than once a week. So when you do receive them, you would only get them on, I think Tuesday mornings they send them out.
So no spam from us, but.

Wilson, Toni K - SCSEP 1:41:12
Yeah, I love that part.
That's the best.

Mauro, Kevin M - ETA CTR 1:41:14
That, but that's all I was gonna.

Wilson, Toni K - SCSEP 1:41:14
That's the best part.

Mauro, Kevin M - ETA CTR 1:41:15
Yeah, that's all I was gonna say about the community practice.

Wilson, Toni K - SCSEP 1:41:20
All right.
And so then Kevin, we just had one more piece. I wanted to make sure that we shared. So if you go to communities, so that's our older worker community for all things SCSEP. And as you can see, there's a list of other programs here at ETA. So there's a lot of great initiatives or programs communities that are on there. I promise we're not about to walk through all of these, but I did want to highlight a few. As I said earlier, I was going to highlight a few that are great resource and Kevin's gonna just kind of help navigate that cuz he's got control of the wheel there. So I did want to flag if you can go to that last row to yes WIOA can. This is a great resource in reference to things that you can do under your program as it connects to WIOA. You'll see a lot of things in reference to collaboration with your American job centers and a lot of great resources. So I encourage you. Oh, I know, probably many of the states have already linked that, but as someone who is just, if your programs are one of the programs that you're strictly focusing on, just the other workers, you may not be aware. So just wanted to make sure that I flag that great resource. Kevin, if you go to the first column, we have the business engagement collaborative. And I know as we're always looking for ways in reference to opportunities of employment, unsubsidized employment for our grantees, this is a great site in reference to ways of better partnering and what's happening in that business engagement world, a lot of great resources that are here that can assist you in reference to your to your work. So just wanted to also flag that as one, and the nice thing of each one of these that we're showing just like with the older workers, you can when you log in and click that as one of the options that you want information on.
So if you find one of these that you're gonna use a lot, you can have it come in weekly as you would your older workers, or just to be aware of it and you can kind of click in and you know, look around if you're looking for something in particular, another one is same column going over to the career pathways. Especially for those that are doing, we have our nine grantees that are doing our sector demonstration. Grantees, there's a lot of great, but this is good for all, a lot of great things that are happening in the career pathways space and connecting with other industries as we're looking for opportunities for where our participants can expand and move forward in reference to employment. A lot of great work has been done in this space, as you can see, if you stop for a second, you can even see whole digital literacy and resilient resources.
Great stuff that applies across the board.
So I would encourage you to check this one out. Also maybe tab or flag that one.
Another one that I wanted to flag is in that second column. Is the grants application and management. So this is a great resource in reference to all of our grantees.

This is a great site in reference to those that have a grant. These are resources around having your grant. So it just gives you some updates. You know you can find things around the uniform guidance, any resources and things like that, and this is for like all of our grantees, you have a grant with DOL and here are the resources that fit across the board. So I would encourage you to jump on tagging this site and making sure staying connected there.
All right.
And then my second to last one. We're almost there is if you can go, I think that's if you go to same row second row.
Indian and Native American programs. So I know we have Indian and Native American programs within SCSEP. There's a whole community that provides resources in this area. So for those programs or even those adjacent that would like a little more information, there's some great information that's here. So wanted to flag that resource and then I'll end with and as you can see, you're getting kind of the theme here of what I'm talking about. Of all kinds of really good other resources but another, my last one that I would flag, if you go to that second column is that ETA grantee products. So this is a place where they consider a product is such as a tool, some kind of actual resource, something that you can actually take and use. And this pulls from all of our communities and actual product in various areas. So this is where you can put into the search things that you might be looking for. Maybe you're trying to create something you want to kind of get a sense of, you know, what others have done? If you're looking, you know, say you're trying to get for recruitment strategies or you're doing a, you know, a handbook in reference to secession planning. Or you're trying to collaborate better with your American Job centers. Or you are American Job center and you're trying to connect better with some of the national nonprofits. These are things that you can type in, and if there is a resource, it would pop up here. So this is another place. And then also you can just you know search around see what's under the hood of things that might be of interest to you but wanted to flag that as a great resource in all things that are, as we do the work with older workers. As we know, none of that happens in a silo. A lot of these things are so interconnected and so I wanted to make sure we spent time making sure you can see that you have resources to all of those areas.
All right, so I'm going to stop there and.
Kevin, if you don't have anything else, thank you so much for taking a drive with me through the Workforce GPS. Hopefully it was very helpful for everyone and thank you Kevin. Kevin works night and day on making sure that this is current and connected to what is happening at here at ETA. So thank you so much for your work on this.

Mauro, Kevin M - ETA CTR 1:48:17
Thank you.

Wilson, Toni K - SCSEP 1:48:18
Alright, so we are going to move to Q&A and to wrap up our day two, if you do have any questions both on what you've just heard in reference to our Workforce GPS or any additional questions, we're going to be moving to the Q&A part of the day before we close out. OK, we'll add that in the question.
Just give me a second, all right.
Let me pull up our Q&A, we're all right.
So it doesn't look like we have anything specific to this section, so I'm going to move to our general Q&A part of the of the day.
So for our presenters and the team, if you guys can be ready, I'm going to read some of these questions.
I'll direct some and then others.
You can jump in if you know.
So I'm gonna start out with.
Well, let's start out with the one that's, here it is.
I'm gonna start out with you, Irene.
I love picking on Irene.
Just can't help it. So as I'm reading it and you're getting on screen for national grantees that operate sub grantees in separate states.
Can you explain why if one sub grantee isn't able to utilize all funds, why we can't allocate to another sub grantee in another state? Is my question not able to be answered today? I guess someone was following up, but we're gonna touch base with it now.

Adams, Anita (Irene) - ETA 1:49:54
Yes, that, I saw that, I believe I saw that question yesterday, Toni.
This particular question mainly speaks to equitable distribution.
The funds that are received for each state or allocation, is dedicated to those funds.
I really don't know how to answer this question cause it to me, it speaks to equitable distribution. The funds for the state are under that grantee, is particularly for that particular state, and it's tied to your service.

Wilson, Toni K - SCSEP 1:50:24
No, problem.

You are on the complete right path here and we are gonna be talking about equitable distribution tomorrow. But to answer your question, as you know, total SCSEP grant funds are allocated based on our core principles here at SCSEP, equitable distribution, or the concept that all eligible individuals have an equal opportunity to be enrolled in the SCSEP program. So funds are allocated to states based on their census data. That determines the amount of eligible individuals in that state.
Therefore, if a subgrantee move funds from one state to another, it would be in conflict with equitable distribution and would not ensure that all eligible populations have an equal chance of enrolment. We, meaning Ali, will be getting into more detail and reiterating this tomorrow.
So hopefully that answered, but if not, we can touch base on that tomorrow.
So thank you, Irene.
Sorry I put you on the spot there.

Adams, Anita (Irene) - ETA 1:51:36
It's OK.

Wilson, Toni K - SCSEP 1:51:36
And I appreciate you, but if you wanna stick on, there's a question in reference, will the length of unemployment be correlated to the not job ready requirement?

Adams, Anita (Irene) - ETA 1:51:41
That is, that is actually a Michi question.

Wilson, Toni K - SCSEP 1:51:54
Alright, Michi or and I see even Ali may even be able to jump in.
Ali, you wanna give it a start and Michi you? If you had anything to add, you can do that.
How about we start with you, Ali?

Slaughter, Alison S - ETA 1:52:10
Yeah, I think this was related to our question from yesterday about how long does someone have to be unemployed before they are eligible for SCSEP? And from a pure eligibility standpoint, as long as they're unemployed, right, they, they can be eligible for SCSEP. But one of the core parts of SCSEP is that they can't be job ready, so they can't be someone who could sit down with you, apply for a job, be ready to interview and can accept that job if they are determined to be job eligible or job ready through the assessments that you conduct. Then they should be referred to your one stop center for services through a different program like WIOA or Wagner Peiser. So a core part of

determining eligibility for SCSEP is making sure that they are not job ready, that they need some sort of additional assistance before they are job ready, so I think that certainly can correspond with not job ready if they have been unemployed for a long time and needs some help to get back into the job. But that all must be conducted by your team when you're assessing eligibility, anything else to add, Michi.

McNeace, Meche - ETA CTR 1:53:21
No, I was just saying that, you know, the don't use the factor that just because they were unemployed and there's a length of time it could be, you know, different circumstances, an individual could be unemployed for two months. But what kind of job did they have and what caused them to be unemployed? If they don't have the skills that they need to be competitive in today's job market. If even, you know, if they're looking to go work at, I don't know a retail store, but they just don't have the skills. Then they're not job ready. So you just kind, you know kind of do like, Ali said a good assessment. There is a definition in the federal regs that define what job ready is and it refers to individuals who do not require further education or training to perform work that is available in their labor market. So apply that and just kind of make it on a case-by-case basis and don't make it blanket that anybody who just got unemployed is job ready.

Wilson, Toni K - SCSEP 1:54:22
Alright, thank you both of you.
Appreciate it.
Alright, so our next question, I wish I had a bell that could like ring and say hey everyone, we have a new staff member or a new team member, but Stephanie Perkins has asked a question. She said she's a new grantee here.
But she just wanted to flag. When are the OSRs due?

Adams, Anita (Irene) - ETA 1:54:48
OSRs.
I'll take that one.

Wilson, Toni K - SCSEP 1:54:49
Thank you.
Yeah, I think.

Adams, Anita (Irene) - ETA 1:54:52

For this time around, Stephanie, OSRs are due on Friday, which is the due date for the change one TEGL. They're usually.

Wilson, Toni K - SCSEP 1:55:05
It is January 31st, yes.

Adams, Anita (Irene) - ETA 1:55:07
31st, which is Friday, so OSRs will be due at that time. If you haven't been working with your FPO and know and tweaking yours, please, I urge you to do so as soon as possible. But they usually do at the beginning of the program year. So then for the next cycle, the TEGL will come out sometime in March, April and you'll have 30 days to respond to that TEGL. And so, it would be 30 days after you receive the guidance. Your OSRs will be due.

Wilson, Toni K - SCSEP 1:55:43
Great. Thank you so much, Irene.
Appreciate that.
Let's see.
I think we got. Here's one.
To clarify, contacting the Department of Labor's division about a grievance is not to escalate the grievance, it is to review how the grantee followed the grievance policy. Just someone is confirming that is correct.

Adams, Anita (Irene) - ETA 1:56:08
Yes, and that no laws have been broken.

Wilson, Toni K - SCSEP 1:56:12
Alrighty, thank you for no federal laws have been broken.

Adams, Anita (Irene) - ETA 1:56:14
Federal law.

Wilson, Toni K - SCSEP 1:56:17
Yes, alright. Another question we have.
This is something everybody will probably want to hear.
I know there's a question.
Does OMB pause mean that we can't make drawdowns as Steve Rietzke mentioned yesterday? You know, all executive orders and information on that. What is out there,

we don't have any additional guidance. OMB has noted that they reversed the freeze. I do not have any additional guidance at this time. But hopefully that does mean the PMS systems are up. Please keep in touch with your Federal Project Officers as they are the ones that will provide any additional guidance, if we do receive anything. So just wanted to flag that.
Let's see, I think.
Let me move, all right.
And once again put in a chat as we wrap up our questions.
I think we have like maybe one or two more.
There is a question in reference to prevailing wage. What is the criteria and or is documentation required to do this so prevailing wage is still part of our regulations and there has not been a change to our regulations at this time. So our prevailing wage laws still apply. However, we have heard from the field that many of you are having challenges in this area. So we are working here at DOL in reference to what some of those options are hopefully we'll be able to provide at least a TEN and that is something that we are working behind the scenes. As soon as I have any additional information, I will share that. Be it that there is any new guidance or if it's done through how we look at our performance and those are the things that we're looking at this time. So just wanted to share that I wish I had more guidance at this time, but I do not.
Let's see.
And here's a question just to clarify, this one's for you, Irene.
Just to clarify, do the territories follow the 2022 poverty guidelines?

Adams, Anita (Irene) - ETA 1:58:35
22 or 20.

Wilson, Toni K - SCSEP 1:58:36
2025, my apology I'm rolling back for some reason.
I apologize.
We are here today 2025 property guidelines.

Adams, Anita (Irene) - ETA 1:58:45
So I've had, for SCSEP, I've seen guidance when we use to provide guidance on ourselves for the poverty guidelines. We used to tell the territories to follow the same guidance as the 48 territories. However, I was reading something on ACL. On ACL website that HHS and I'm going to look it up and put it in the chat provided a place for territories to go to find out where territories could go to get their guidance for that. The poverty guidelines are not dictated by the Department of Labor, only the fact that we

only require the 125% population. It's usually done by HHS, so I'm a find where I put my little link in put it in the chat in like 2 minutes, OK.

Wilson, Toni K - SCSEP 1:59:54
Alright, sounds good.
So we'll make sure we get that. If for some reason we wrap up before, we'll make sure that that gets addressed tomorrow as we do our Q&A will follow up with that.
Let's see, there is a follow up question so.
There was a question from Emmanuel who originally was asking about can you expand on how slots are determined, when you have migrations of people from urban areas to rural areas and vice versa, how does DOL account for that change in population?
It sounds like there is a follow up question. We answered that yesterday.
I believe we answered that yesterday. If not, I don't know if anyone has that. If thank you, Ali.

Slaughter, Alison S - ETA 2:00:42
Yeah, Toni, I think this is in response to moving funds from one subgrant to another across state lines. So the first part of the question on how the slots are determined, it's based off of census data and we look both at. So we're looking for populations of eligible SCSEP participants in each state. So we look at both age and then poverty level and get a population of eligible participants in each state, and then that is put into a big spreadsheet formula to determine how that compares to other states. So how much money is allocated to each state once money is allocated to each state based on that census data. That's when that 22/78% split between the state and the nationals happen. What we're going to confirm tomorrow when we have the man behind it all, Ron on the call, is when this process takes place. I know it's part of our resetting equitable distribution for every competition year. So this just happened when we put together 2024 equitable distribution. So, we can get some more clarity from Ron and that tomorrow. But I hope that was a start of an explanation and then we'll follow up with this tomorrow afternoon.

Wilson, Toni K - SCSEP 2:01:57
All right.
Well, it looks like Emmanuel was saying thank you. And I'm also saying thank you, Ali.
I appreciate it.
All right, Michi.
I believe this question is for you.

Could a person be considered not job ready if he or she has marketable job skills but may have other barriers such as mental health or other personal barriers?

McNeace, Meche - ETA CTR 2:02:21
I don't believe the barriers come into play when it determines job readiness is based on their ability to work and their job skills.
Did I answer the question?
Look at me, OK?

Wilson, Toni K - SCSEP 2:02:35
I believe you did, yes. If anyone else has anything else they wanted to add to that, but I agree with you there.
Those are all barriers.
All right. If we didn't answer your question, you could just let us know in the chat if we're not able to do that today, we can follow up tomorrow.
All right, let me just make sure that I have touched base on all of the questions.
I think I have so last call. Any Q&A? If not, the good news, is we still have one more day. So, if your question wasn't answered in the chat, you have a chance to do that tomorrow. And we will also be doing Q&A tomorrow, but we're gonna wrap up on that piece of it. As I said, I'll be getting you out a little early today. So, I just want to flag as we've mentioned tomorrow is our day three, which is our final day and we're going to be focusing on the state of GPMS, giving everybody a kind of an overview of where we're at there. We'll be discussing performance, which will include performance, some things around goal setting and performance evaluation. We will also be talking about the QPR reporting, data and resources that can support that, and then we will highlight some of the upcoming topics that we have for these peer to peers and just some you know housekeeping reminder things and that's how we will finish out the day. So and we do, unlike the first two days, we do plan to take the full time. Just want to make sure people plan accordingly. So tomorrow is one to four. If you get out early, even better. But please plan for that full time and if anybody wants to bring their performance staff to the meeting once again, we're not going to be doing GPMS training. So that's not what this will be, but it's always helpful sometime to have your performance team understand the bigger picture. So if they're welcome to join. And to their questions and as always, we're going to have all this information posted on our resource hub so you can always share the links. We'll be putting up today's information and we will be doing the same. As I said, we can make sure people have the slides for tomorrow. So as you take notes.
So that's something else that we'll be able to share at the beginning of the session and then we'll wrap up just in reference to all of our resources.

So thank you so much to everyone for joining us on this Wednesday.
We appreciate you and all the great work that you do and we look forward to talking with you guys again tomorrow.
So you guys have a great day and we'll see you at the top of the 1’o clock Eastern Standard Time.
Same place, same format.
See you then, everyone.
Thanks again team.
Another good another good day.

Bronson, Bradley K - ETA CTR stopped transcription