Background and Current Issues in SCSEP

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Welcome and Introductions

Hi there! I’m GET-DOWN!-NO! What’s your name?
NASUAD Overview

- 56 members, representing state and territorial agencies on aging and disabilities
- State members have somewhat different roles and responsibilities due to variances in state structure
  - Members have a role in administering LTSS services for seniors and people with disabilities
  - Can include OAA administrators, Medicaid program managers, Waiver Administrators, other health/human services employees designated by the state
- Mission: to design, improve, and sustain state systems delivering home and community based services and supports for people who are older or have a disability, and their caregivers.
Senior Service America, Inc.

- National non-profit organization based in Silver Spring, MD
- Assumed its current name in 2002, but roots go back to the National Council of Senior Citizens, launched in 1961 to advocate for older Americans
- Currently manages three employment programs for older workers:
  - Senior Community Service Employment Program (SCSEP)
  - The Senior Environmental Employment Program
  - Agriculture Conservation Experienced Services Program
- Has administered SCSEP for over 40 years
  - One of the largest SCSEP Grantees
  - Operates SCSEP in 16 states with an annual grant award of more than $52 million
  - Operates its programs exclusively through partnerships with network of 81 subgrantees
Background and Overview of SCSEP

History of the Program and How it Works
Background of SCSEP

• The only federally mandated job training program that explicitly serves low-income adults, age 55 years and older
• Authorized under Title II of the Economic Opportunity Act of 1964
  – First funded in 1965 as part of a demonstration project called Operation Mainstream
    • Operation Mainstream was broader than just older adults, but seniors were one targeted population
    – Operation Mainstream was run by national nonprofit agencies
• In 1973 the older worker component of Operation Mainstream was converted from a pilot project to an established program under Title IX of the OAA
  – The amendment modified the program to allow both state governments as well as national nonprofit agencies to receive funds
• In 1978, the program was redesignated as Title V of the OAA
  – This is still the statutory authorization of the program
SCSEP Today

- SCSEP is housed at the Department of Labor in the Employment & Training Administration
  - The only OAA program not within the Administration for Community Living at HHS
- $434 million appropriated for SCSEP in FY2016
  - 15 National grantees and every State receive SCSEP funds
  - Funding is divided 78% to national grantees and 22% to states
  - Awardees bid on contiguous areas within a state (or multiple states) – receive “slots” for enrollees and associated funds to administer the programs
- Diverse network of grantees that administer the program
  - A list of grantees is available at https://olderworkers.workforcegps.org/resources/2015/12/15/10/42/SCSEP_National_Grantee_Contact_List
- State flexibility in administration: most states house SCSEP within their agency on aging, but a number have SCSEP within their labor/workforce agency
SCSEP Program Basics

• Eligibility:
  – Age 55 or older
  – Family income below 125% of poverty
  – Legally eligible to work in the U.S.
  – Unable to find a job without assistance or after WIOA services
  – Maximum of 48 months in the program (can be waived)

• Target populations:
  – Age 65+
  – Have Disability
  – Limited English Proficiency or Low Literacy Skills
  – Rural
  – Veterans
  – Low Employment Prospects
  – Homeless or At-Risk for Homelessness
  – Minority
  – Greatest Economic Need
SCSEP Services

• SCSEP Program Funds can be spent on:
  – Participant wages and Benefits (must account for at least 75% of funds)
  – Participant training
  – Job placement assistance, including job development and job search assistance
  – Participant supportive services (ie: health and medical costs, transportation, work-related equipment, child care, etc)
  – Outreach, recruitment and selection, intake, orientation, and assessments
• Administrative costs are capped at 13.5% of funds
SCSEP Service Delivery

• Once eligibility is established, providers perform an assessment to determine the individual’s:
  – Interests
  – Occupational preference
  – Skills and training
  – Educational attainment
  – Barriers to employment
• The assessment is used to develop an individual employment plan (IEP) that outlines:
  – Established goals with timelines for training
  – How barriers to employment will be addressed
  – Supportive services for the individual
• The assessment and IEP are used to inform an individual’s community service assignment
Community Service Placement

• Participants are often placed in a community service assignments at a host agency, which can be:
  – federal, state, county or city governments; or
  – 501(c)(3) nonprofit organizations
• Placements are generally in a community nearby the individual’s place of residence
• Participants provide needed services to the host agency while developing/improving job skills and establishing relationships in the community
• SCSEP beneficiaries are paid minimum wage for their work, which is subsidized by the SCSEP program funds
• Participants work 20 hours a week on average
On the Job Experience

• SCSEP participants may also receive on-the-job experience (OJE)
• Participant is matched with an employer and trained for a specific position
• Training can occur up to 40 hours per week for up to 12 weeks
  – The employer is provided a subsidy for the cost of training
• This kind of training gives the participant training and skills specific to a position and guarantees employment with the employer
  – OJE focuses on securing participants unsubsidized employment in the private sector
SCSEP Program Statistics

• Program Statistics (July 2014 through June 2015):
  – 67,356 low-income older Americans served
  – 46% entered unsubsidized employment after exiting the program

• Participant Characteristics
  – 88% with family incomes at or below 100% of FPL
  – 48% were a racial or ethnic minority
  – 65% were women
  – 18% had at least one disability
  – 31% were 65 or older, including 13% who were 70 years or older;
  – 19% had less than a high school diploma
  – 39% had a high school diploma
  – 13% were veterans or qualified spouses
Current Issues in SCSEP
Current Issues in SCSEP: Funding

![Funding Level Graph]
Current Issues in SCSEP: Funding

- The OAA Reauthorization included funding authorization levels of $445 million for fiscal year 2017, $454.5 million for fiscal year 2018, and $463.8 million for fiscal year 2019
  - But... Program authorizations still require appropriators to fund them
- The Senate Appropriations proposal for FY2017 includes a $34 million cut to SCSEP to $400 million
- After a strong push from advocates, the House included $434 million for SCSEP in its appropriations package
- Senate and House continue to negotiate over a funding package, but some thorny issues remain
  - Most likely scenario: continuing resolution (CR) through the election that funds programs at current levels then a comprehensive funding bill late in 2016
  - Keep an eye open for a possible longer CR or a “minibus” with some programs funded via appropriations bill and others via a CR
Current Issues in SCSEP: Outcomes Measurement

• The 2016 OAA Reauthorization, which passed in April, included some changes to the SCSEP outcome metrics
  – Congress attempted to align the SCSEP outcome measures with WIOA outcome measures
• Originally, the Reauthorization draft included the exact same outcome measures as WIOA programs
  – Strong emphasis on employment placement, educational attainment, credentialing
• Based on feedback, the final bill did not use the exact same measures but did include further alignment with WIOA
  – What are appropriate outcome measures for a program that is part-employment and part-aging services?
Current Issues in SCSEP: Alignment with WIOA

- SCSEP is an optional program for the combined WIOA state plan
  - States can elect, but are not required, to include it in the statewide workforce plan
- SCSEP must coordinate with the workforce system to maximize resources, prevent duplication of services, and increase access for consumers
- What does coordination mean?
  - Full integration?
  - Colocation?
  - SCSEP on-site expert?
  - Shared referrals?
  - Others?
Current Issues in SCSEP: Solicitation of National Grantees

• In March, DOL opened a competition of $338 million for national organizations to administer SCSEP
• The procurement closed April 29th, but DOL re-opened the solicitation in June for 30 additional days
  – DOL representatives indicated that reopening the competition was due to the fact that certain geographic areas were not accounted for within the bids received
  – Concerns about viability of certain rural areas due to new requirements on statewide grants as well as a national maximum of $50 million per grantee
• New awards are expected to become effective January 2017
• Current grantees were notified of their allotments through CY2016 last week
Current Issues in SCSEP: Where should SCSEP be housed Federally?

- SCSEP has always been administered by the Department of Labor at the Federal level
  - Any change in the location would require legislation from Congress
- The Obama administration proposed that SCSEP be transferred to the Administration for Community Living at the US Department of Health and Human Services in several budget recommendations
  - ACL houses a number of programs, including all of the other OAA programs
  - The recommendation was not adopted, and the Administration did not include the recommendation in its recent FY2017 budget proposal
- NASUAD has supported moving SCSEP to ACL, but other SCSEP stakeholders have opposed it
For More Information…

- Department of Labor SCSEP Website: https://www.doleta.gov/seniors/
For more information, please visit: www.nasuad.org

Or call us at: 202-898-2578