



Background and Current Issues in SCSEP

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Welcome and Introductions



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

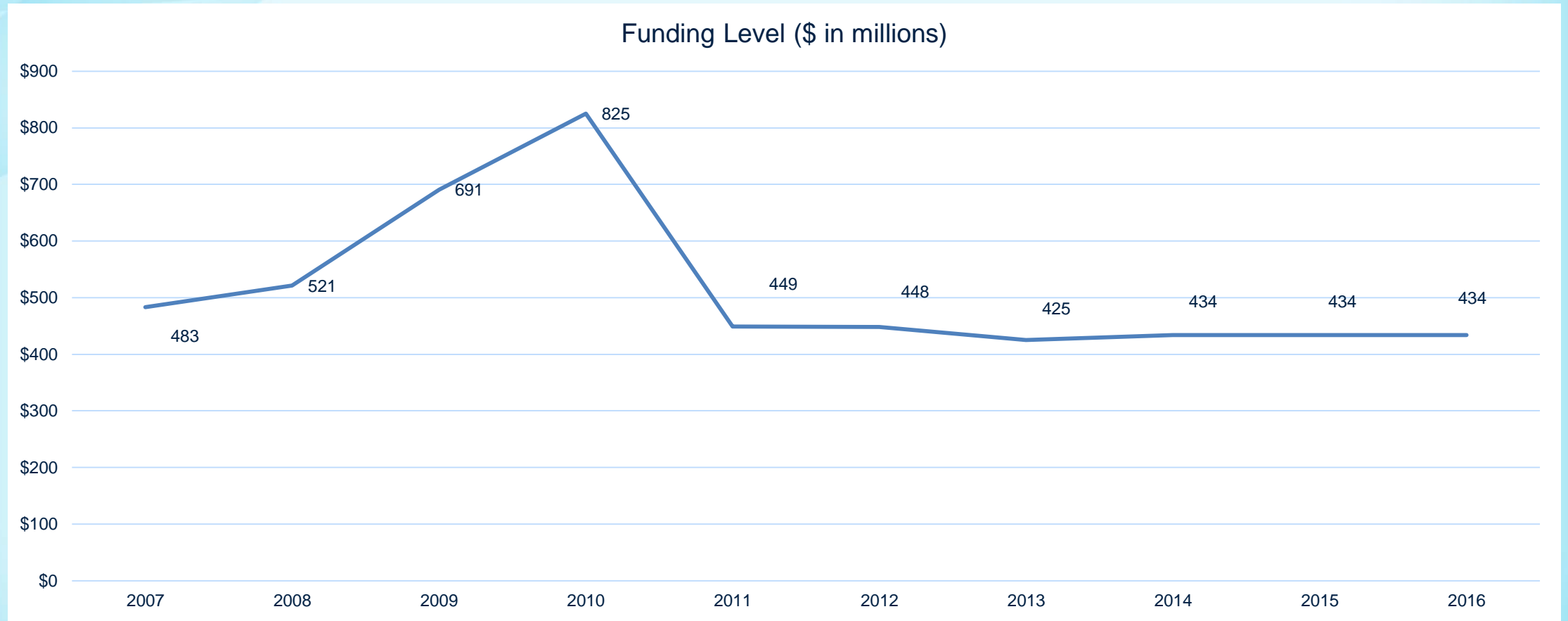
- SCSEP participants may also receive on-the-job experience (OJE)
- Participant is matched with an employer and trained for a specific position
- Training can occur up to 40 hours per week for up to 12 weeks
 - The employer is provided a subsidy for the cost of training
- This kind of training gives 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



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...

- NASUAD SCSEP Primer: http://www.nasuad.org/documentation/nasuad_materials/SCSEP%20Primer.pdf
- SSAI SCSEP Page: <http://www.seniorserviceamerica.org/our-programs/the-senior-community-service-employment-program/>
- Department of Labor SCSEP Website: <https://www.doleta.gov/seniors/>
- Department of Labor funding announcement: https://wdr.doleta.gov/directives/attach/TEGL/TEGL_18-15-Change2.pdf



For more information, please visit: www.nasuad.org

Or call us at: **202-898-2578**