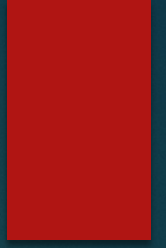




Apprenticeship

FOR SCSEP AND THE OLDER WORKER

Introduction



What is SCSEP?

- ▶ Senior Community Service Employment Program (SCSEP)
- ▶ Work based job training program for older Americans.
- ▶ Work an average of 20 hours a week.
- ▶ 48 month durational limit.

History of SCSEP

- ▶ **SCSEP** is the only federally mandated job training program that explicitly serves low income adults, age 55 years and older. It was first authorized under Title II of the Economic Opportunity Act of 1964 and funded in 1965 as part of a demonstration project called Operation Mainstream.

What is the purpose of SCSEP?

- ▶ Foster individual economic self-sufficiency
- ▶ Promote useful part-time opportunities in community service assignments
- ▶ Increase the number of older persons who may enjoy the benefits of unsubsidized employment in both the public and private sectors.

Eligibility requirements for SCSEP

- ▶ Participants must be unemployed
- ▶ Participants must be 55 years or older
- ▶ Family income of no more than 125% of the federal poverty level.

Enrollment priority is given to:

- ▶ Veterans and qualified spouses
- ▶ Individuals who are over 65
- ▶ Individuals who have a disability
- ▶ Individuals who have low literacy skills or limited English proficiency
- ▶ Individuals who reside in a rural area
- ▶ Individuals who are homeless or at risk of homelessness
- ▶ Individuals who have low employment prospects, or have failed to find employment after using services through the American Job Center system.
- ▶

SCSEP Participant Assessment

- ▶ Made in partnership with participant
- ▶ Consider skills, talents, training, work history, and capabilities
- ▶ Identify appropriate training and employment objectives
- ▶ Identify needed supportive services
- ▶ Must be basis for IEP
- ▶ Must be basis for host agency assignment
- ▶ Must be updated twice per 12-month period
- ▶ Should be signed by staff and participant

Individual Employment Plan

- ▶ Series of stepping stones
 - ▶ Assessment is the starting point
 - ▶ Goal is the end point
 - ▶ Action steps describe how to reach the goal
- ▶ Initial IEP **must** have an employment goal

Host Agency

- ▶ SCSEP is a training program designed to meet the needs of those striving for economic security
- ▶ SCSEP is designed to help meet unmet service needs in a community
- ▶ Participants' primary SCSEP experience is at the host agency
- ▶ Most program funds are expended on the community service training experience
- ▶ Creating or expanding community services is part of the SCSEP mission
- ▶ Performance measures include indicators around subsidized experience
- ▶ 501 (c) (3) private non-profit organization – or - Public agency

SCSEP: On-The-Job Experience

- ▶ Specific tool to attract employers to SCSEP and its participants
- ▶ Gives participants a competitive advantage
- ▶ Training with an employer for up to 40 hours a week, for up to 12 weeks, in order to gain specialized skills and work experience

Similarities between OJE & apprenticeships?

- ▶ Both are work-based learning strategy connecting individuals to a career pathway as well as being a solution for businesses to find and tap into undiscovered talent.

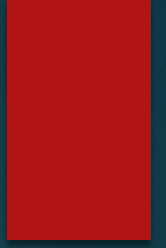
Why apprenticeships for older workers ...in general?

- 94% OF EMPLOYERS RECOMMEND APPRENTICESHIP TO OTHER EMPLOYERS.
- 1.5 INDIVIDUALS ARE PUT BACK TO WORK FOR EVERY \$1 SPENT ON APPRENTICESHIPS.
- APPRENTICE GRADUATES EARN MORE OVER THEIR LIFETIME COMPARED TO PEERS WHO DON'T.
- 94% OF APPRENTICES RETAIN EMPLOYMENT AFTER APPRENTICESHIP COMPLETION.
- THE AVERAGE STARTING SALARY AFTER COMPLETING AN APPRENTICESHIP PROGRAM IS \$70,000.

Why apprenticeship for SCSEP participants in particular?

- ▶ Infrequent use of OJE option
- ▶ Gives select participants another option to work directly with employers – outside of the OJE.

Summary



Questions?

