

Senior Community Service Employment Program **Fact Sheet**



ABOUT SCSEP

At the National Indian Council on Aging (NICOA), we help Elders find work, develop new skills and talents, and build their financial security by taking advantage of the Senior

Community Service Employment Program (SCSEP). SCSEP is an on-the-job training and employment program designed to help those aged 55 and older update their jobs skills, build work experience and confidence, and continue to have economic security and wellbeing.

SCSEP is the only Federal program for Elders 55 or older and is administered by the U.S. Department of Labor under the authority of the Older Americans Act of 1965. NICOA is one of several national nonprofit agencies serving as a grantee to provide the program.

NICOA SCSEP provides services to anyone in our service areas eligible for the program. NICOA operates in designated counties in several states, feel free to contact NICOA to find the SCSEP service provider in your area.

Promoting Elders through job training and building real world skills have been key to NICOA SCSEP's success in Indian Country since 1989.

GOALS OF SCSEP

SCSEP helps low-income job seekers, age 55 and over, gain skills necessary to re-enter the workforce. The program provides grant sponsored (subsidized) income and training to participants, while they serve their communities, which

improves their wellbeing and prepares them for regular (unsubsidized) employment. SCSEP delivers a "triple win" for our nation by promoting healthy aging and offering employment opportunities for low-income older Americans while providing a well trained workforce to local programs and agencies serving communities.

Benefits to Participants

SCSEP enables thousands of low-income Elders each year to earn and learn while working in local programs serving their community. NICOA SCSEP provides skills, training, and job placement assistance to Elder job seekers that are looking to re-enter the workforce.

Once an Elder job seeker is accepted to the program they become a participant of SCSEP, and receive temporary and useful part-time training, job experience, resume building, and grant sponsored income to prepare them for finding employment in the community. NICOA prepares its participants to become more highly skilled applicants.

Participants have the opportunity to take part in a variety of service assignments, where they receive job training at a host agency site, which is a nonprofit or public agency. They also have the opportunity to participate in various trainings through NICOA partners and community organizations. Such training includes basic skills, ESL, computer literacy, and telephone systems.



Benefits to Local Employers

SCSEP provides participants with the tools to transition to regular employment, which helps local employers address workforce shortages. Not only are SCSEP participants able to fill these shortages, but they have gone through the program to ensure that they are trained, qualified, and skilled mature workers.

NICOA and local workforce offices work closely with employers for job placement opportunities, to help employers find mature workers with qualifications that fit their work environment. NICOA staff also thoroughly assess each participant's skills, interests, and attitudes before referring the applicant to potential employers.

WHY SCSEP IS IMPORTANT

While many people think of older adults as retirees, the truth is millions of Americans aged 55 and over work full or part-time jobs every day. According to the National Council on Aging (NCOA) the reasons they work are varied, but for many it's a matter of necessity to remain financially secure and independent. Others work to stay active and engaged in their communities. NCOA also states that as the population ages, older Americans will play an increasingly important role in our economy and America's leadership in the world marketplace. **By 2019, over 40% of Americans aged 55 and over will be employed, making up over 25% of the U.S. labor force.** (1) NICOA considers mature workers to be a

valuable resource and "markets" them through community contacts and employer partnerships.

CHALLENGES IN INDIAN COUNTRY

According to the U.S. Department of Labor the national data that's available for American Indian and Alaska Natives paints a gloomy picture. More than one in four Native people live in poverty and their labor force participation rate—which measures the share of adults either working or looking for a job—is 61.1%, the lowest for all race and ethnicity groups. At 8.9%, the Native unemployment rate in 2016 was almost double the national rate of 4.9%. (2)

This is why NICOA SCSEP is so important, it serves as an American Indian set aside grant, which means the program focuses on addressing American Indian and Alaska Native Elder employment challenges and combats poverty. In the last 10 years NICOA SCSEP has served over 3,300 individuals, and in 2017 58% of participants were American Indian and Alaska Native Elders.



NICOA SCSEP MOTTO

"Your job is to get a job, our job is to help you!"

FOR QUESTIONS

Please contact the NICOA SCSEP main office at (505) 292-2001 or visit www.nicoa.org.

SOURCES

1) National Council on Aging. Mature Worker Facts. January 2016.

2) U.S. Bureau of Labor Statistics. Labor force characteristics by race and ethnicity, 2016 : BLS Reports. October 2017.