

# Senior Community Service Employment Program

## ABOUT SCSEP

The Senior Community Service Employment Program (SCSEP) at NICOA serves low income people aged 55 and older by building their job skills, work experience, confidence, financial security, and wellbeing. We help Elders find work, develop new skills, new talents, and earn income by participating in our on-the-job training and employment program.

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. Since 1989, NICOA has been one of 17 national nonprofit grantees providing this vital jobs training program to Elders.

NICOA's SCSEP helps job-seeking Elders gain skills necessary to re-enter the workforce. Our service area includes designated counties within seven states (AZ, NM, OK, ND, SD, MN, WI). To be eligible for SCSEP, Elders are at least 55 years old and have an income not more than 125% of the family income level set by the federal government. Priority is given to those who have one or more the following characteristics:

- Veteran or qualifying spouse of a veteran
- Age 65 or older
- Formerly incarcerated individuals
- Limited English or low literacy skills
- Reside in a rural area
- Disabled
- Low employment prospects
- Failure to find employment through a One-Stop Career Center
- Homeless or at risk of homelessness

## GOALS OF SCSEP

Our goal for SCSEP is to provide participants with subsidized income, job training, and service opportunities in their community. NICOA's SCSEP graduates are highly skilled applicants and job-ready.

SCSEP delivers a "triple win" for our nation by:

1. Promoting healthy aging
2. Offering employment opportunities for low-income older Americans
3. Providing a well trained workforce to local communities

## Benefits to Participants

SCSEP empowers thousands of low-income Elders each year to earn income and receive training and support in a variety of areas:

- Basic academic skills
- English as a Second Language
- Computer skills
- Telephone systems
- Soft (people) skills
- Resume building
- Job experience
- Job placement assistance

NICOA uses a software program designed for older adult learning that allows SCSEP participants to engage in other online activities such as sewing, running, and creating social groups that counter isolation.

## Benefits to Local Employers

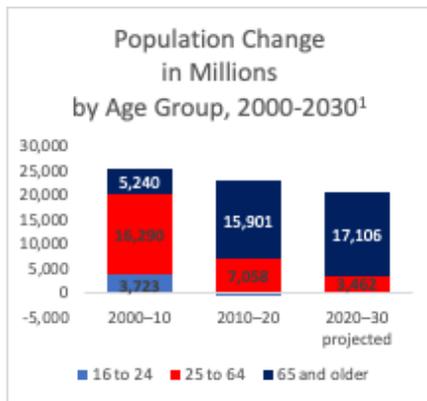
NICOA collaborates with local workforce offices to provide job placement services to SCSEP participants. We help employers find mature workers with qualifications that fit their organization. NICOA's SCSEP staff thoroughly

assess each participant's skills, interests, and attitudes before referring the applicant to potential employers.

SCSEP participants finish the program with the tools to transition to regular employment and address local workforce shortages.

## WHY SCSEP IS IMPORTANT

While many people think of older adults as retirees, the truth is millions of Americans aged 55 or older still work full or part-time jobs. The



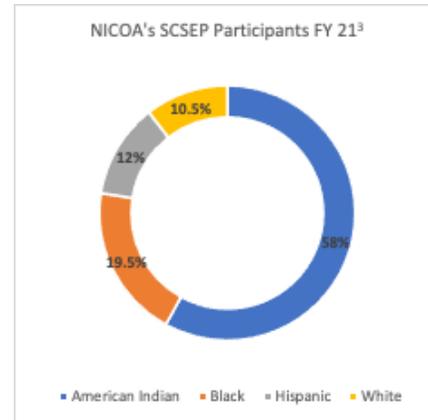
National Council on Aging reports that many older Americans work out of necessity to remain financially secure and independent.

Others work to stay active and engaged in their communities. Older Americans are projected to play an increasingly important role in our economy and in the world's marketplace.

The Bureau of Labor Statistics projects that during the 2020-2030 decade, 80% of population growth (17.1 million) is accounted for by people ages 65 and older<sup>1</sup>.

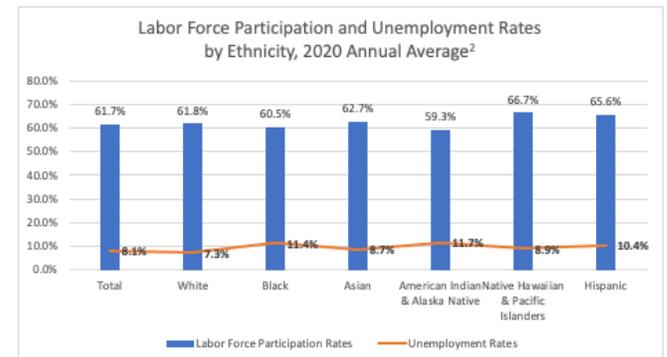
## NICOA's SCSEP COMBATS POVERTY

NICOA SCSEP also addresses American Indian and Alaska Native Elder employment challenges. In 2021, 58% of our SCSEP participants were American Indian and Alaska Native Elders.



## CHALLENGES IN INDIAN COUNTRY

U.S. Department of Labor data from 2020 showed American Indian and Alaska Natives had the lowest labor force participation rate and highest unemployment rate of any ethnic group<sup>2</sup>. It is important to note that due to the economic impact in the first year of the COVID-19 pandemic, this data may not reflect a typical year.



## NICOA SCSEP MOTTO

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

## Contact NICOA's SCSEP

505-292-2001

### SOURCES

<sup>1</sup> U.S. Bureau of Labor Statistics. Monthly Labor Review. Projections Overview and Highlights, 2020-30. October 2021.

<sup>2</sup> U.S. Bureau of Labor Statistics. Labor force characteristics by race and ethnicity, 2020: BLS Reports. November 2021.

<sup>3</sup> National Indian Council on Aging. "Fiscal Year 2021 Annual Report."

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