



Background and Current Issues in SCSEP

Donna Satterthwaite
Workforce Development Director
Senior Service America, Inc.

Damon Terzaghi
Senior Director
NASUAD

8/24/2017

www.nasud.org

Welcome and Introductions



**What's your
name again?**

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 Overview



- National non-profit organization based in Silver Spring, MD
- New Executive Director: Gary A. Officer
- Currently manages three employment programs for older workers
 - **Senior Community Service Employment Program (SCSEP)**
 - Second largest SCSEP National Grantee
 - 65 SCSEP subgrantee partnerships in 13 states
 - **The Senior Environmental Employment Program**
 - Environmental Protection Agency locations across U.S. and Puerto Rico
 - **Agriculture Conservation Experienced Services Program**
 - US. Department of Agriculture locations across U.S. and Puerto Rico

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
- 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
- In 1978, the program was redesignated as Title V of the Older Americans Act

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
 - Grant Competition in 2016 (every 4-5 years)
- \$400 million appropriated for SCSEP in FY2017
 - 18 National grantees and every State receive SCSEP funds

SCSEP Today (cont'd)

- Diverse network of grantees that administer the program
 - A list of grantees is available at <http://bit.ly/2hv6eK6>
 - Find a SCSEP grantee near you at <http://bit.ly/2tRV8nj>
- 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)

SCSEP Program Basics

Target Populations

- Veterans
- Age 65+
- Have Disability
- Limited English Proficiency or Low Literacy Skills
- Rural
- Low Employment Prospects
- Homeless or At-Risk for Homelessness

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 (i.e. health and medical costs, transportation, work-related equipment, child care, etc.)
- Outreach, recruitment and selection, intake, orientation, and assessments

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 assignment 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 near 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)
- OJE focuses on securing participants unsubsidized employment in the private sector
- Participant is matched with a for profit employer and trained for a specific position
- Training can occur up to 29 hours per week for up to 12 weeks
 - Wages are paid from SCSEP budget or reimbursed to employer
- This kind of training gives the participant training and skills specific to a position and guarantees employment with the employer

SCSEP Program Statistics

- **Program Statistics (July 2015 through June 2016)**
 - 65,081 low-income older Americans served
 - 51% entered unsubsidized employment after exiting the program
- **Participant Characteristics**
 - 88% with family incomes at or below 100% of FPL
 - 49% were a racial or ethnic minority
 - 65% were women
 - 20% had at least one disability
 - 32% were 65 or older, including 13% who were 70 years or older;
 - 18% had less than a high school diploma
 - 39% had a high school diploma
 - 43% had one or more years of college
 - 13% were veterans or qualified spouses

share your STORY To Inspire



Suku Menon
Customer Service Associate,
Walgreens

"I am indebted to Operation A.B.L.E. for several reasons. I had approached them for on-the-job training, I got that. I was an empowered employee, and I acquired several new sets of skills. There were great opportunities to serve the cause of training and to develop employment opportunities for the unemployed. I found a very supportive and caring staff and officers."



After unsuccessfully looking for work for more than three years, Elkhart resident Georgiann James is more optimistic regarding her chances than ever about finding employment because of the training she is receiving through a federal program being administered through WorkOne Northern Indiana. (Photo by Jennifer Shephard of The Elkhart Truth).



NICOA SCSEP Elder Success Story

Alvin, trained as a custodian/maintenance person for a tribal nation for over a year before transitioning to job as a home health care aid, 28 hours per week at \$13.50 per hour.



Susan Goldman
Program and Communications Coordinator,
Arlington Council on Aging (COA)

"I have had opportunities I would not otherwise have had to build on my existing communications skills and create new ones. I feel very strongly about my SCSEP placement at the COA, and the need for more services and attention to the long-term underemployed and unemployed who are over 45 years old."



Impact on Communities

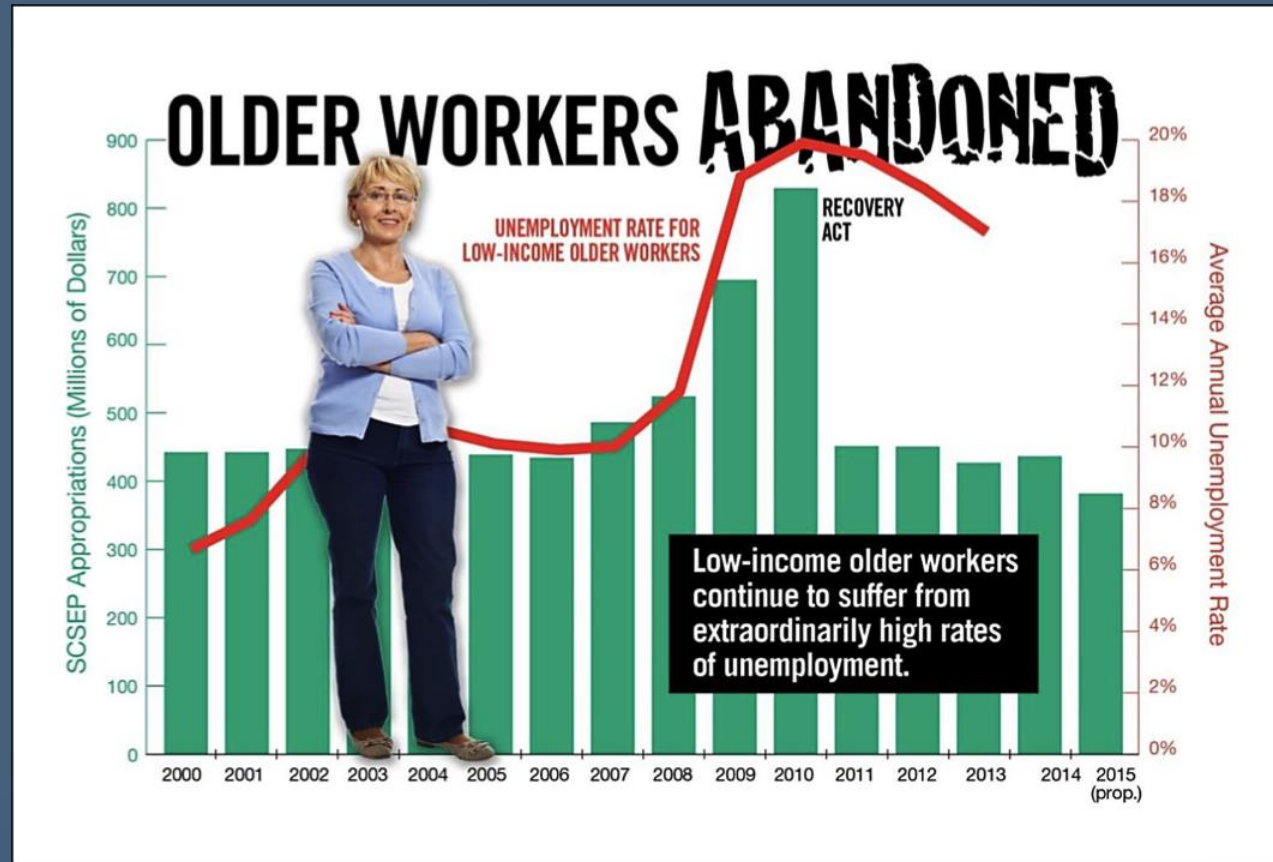
- USDOL-funded national survey of 7,864 agencies by Charter Oak Group
 - **77%** of host agencies indicated that participation in SCSEP either significantly (46%) or somewhat (31%) increased their ability to provide services to the community.
- SCSEP participants provided more than **34.8 million** paid staff hours to **>20,000** local public and nonprofit agencies, such as American Job Centers, libraries, schools, and senior centers (including **7.6 million** hours in aging services and programs).
- The value of the community service provided by SCSEP participants (using Independent Sector's estimated value of a volunteer hour) exceeded **\$820 million**, nearly twice the total SCSEP PY2015 appropriations of \$434.4 million.

Impact on Participants

- USDOL-funded national survey of 13,451 participants by Charter Oak Group
 - **88%** of participants reported that their physical health is the same or better than before they entered SCSEP
 - **72%** reported that their outlook on life is a little more or much more positive



Current Issues in SCSEP



Current Issues in SCSEP: Survival

- Effective July 2017, funding was decreased to \$400 million from \$434 million
- SCSEP budget proposal for 2018 is \$0 – complete elimination of the program.



White House FY18 Budget Proposal

FY 18 budget proposes \$54 billion in cuts to domestic programs

- 21% cut to DOL (\$2.5 billion)
 - Proposal would impact ETA funding
 - WIOA Title I formula funding – 40% cut
 - SCSEP funding eliminated
- 16% cut to HHS (\$12.6 billion)
- 13% cut to the Dept. of Ed (\$9.3 billion)



FY 18 Appropriations

The good news:

Congress in charge of budget

- “President proposes, Congress disposes”
- Both parties in the House and Senate have rejected this budget proposal and are advancing alternate proposals
- Bipartisanship essential - Senate requires 60 votes to move appropriations bills to the floor
- Only a few congressional work weeks remain before the end of FY17 – unlikely that a large bipartisan agreement will be forged
 - Continuing resolution at same funding level is strong possibility



House Labor-HHS appropriations

- SCSEP funding reduced to \$300 million (-25% cut from already reduced levels)
- Transfers program to Department of Health and Human Services, Administration on Community Living (ACL)
 - *Transfer was not requested by the current Administration*
- Other aging/OAA programs housed at ACL
 - However, these programs are largely focused on health and social services, not SCSEP's dual purpose
 - ACL's employment activities largely focus on individuals with disabilities

The U.S. House of Representatives
COMMITTEE ON
APPROPRIATIONS

Examining Federal Support
for Job Training Programs

Labor, HHS, and Education Subcommittee

SENATE Labor-HHS BILL

- Far behind the House process
- Did not “mark-up” their bill before the August recess
- Other legislative issues – including healthcare (bi-partisan HELP hearings) and debt ceiling will create challenges with completing a comprehensive bill



CRYSTAL BALL

The bottom line :

- Short term Continuing Resolution (CR) expected this year – likely until December
- Administration's budget cuts have been rejected
- Year end budget negotiations must be bipartisan
- Wholesale elimination avoided, but SCSEP funding is vulnerable in this environment

CRYSTAL BALL

Chairman Cole – two potential outcomes this year:

1. Bipartisan Omnibus Appropriations bill – likely with more funding for both defense and domestic programs
2. Year long CR

Both are good outcomes for SCSEP

A LONG TERM FIGHT

- Some proposed cuts may stick in FY 18;
- FY 18 budget is a reflection of the Administration's priorities
- More fights ahead – agencies already told they cannot exceed proposed budget in FY 19.
- Caveat – if Congress rejects the Administration's proposal to cut the first year, it becomes easier to protect core priorities in future years
 - Coalitions supporting SCSEP are already in place

For More Information...

- NASUAD SCSEP Primer: <http://bit.ly/2v6qLbo>
- SSAI SCSEP Page: <http://bit.ly/2v4sn6X>
- Department of Labor SCSEP Website: <https://www.doleta.gov/seniors/>
- SCSEP Program near you at <http://bit.ly/2tRV8nj>



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

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