



NATIONAL COUNCIL of
URBAN INDIAN HEALTH



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BUILDING A CULTURE-INCLUSIVE WORKFORCE

Elders Bridging the Workforce Gap

April 9, 2024 ♦ 2-3 p.m. EDT

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Disclaimer

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NCUIH

NATIONAL COUNCIL of URBAN INDIAN HEALTH

The National Council of Urban Indian Health, also known as NCUIH, is the national non-profit organization devoted to the support and development of quality, accessible, and culturally competent health and public health services for American Indians and Alaska Natives (AI/ANs) living in urban areas.

NCUIH is a national representative advocating for the 41 Urban Indian Organizations (UIOs) contracting with the Indian Health Services (IHS) under the Indian Health Care Improvement ACT (IHCIA). NCUIH strives to improve the health of over 70% of the AI/AN population that lives in urban areas, supported by quality, accessible health care centers.



Audio and Visual Recording

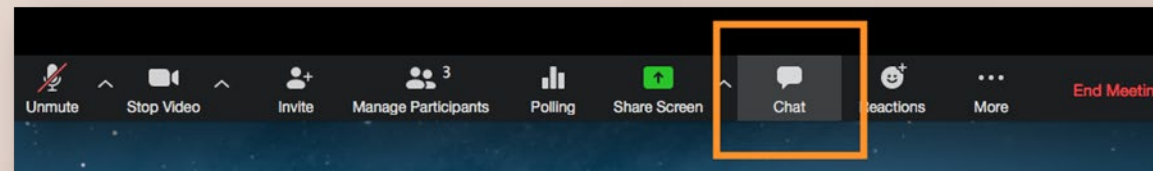
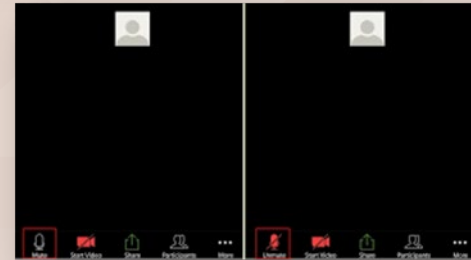
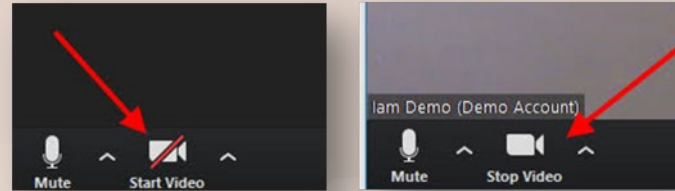
Please note that this session will be recorded for educational and quality improvement purposes.





Housekeeping

- Please, Turn on Video
- Please Mute Your Microphone When Not Speaking
- Please Enter Your Name and Organization in the Chat Box

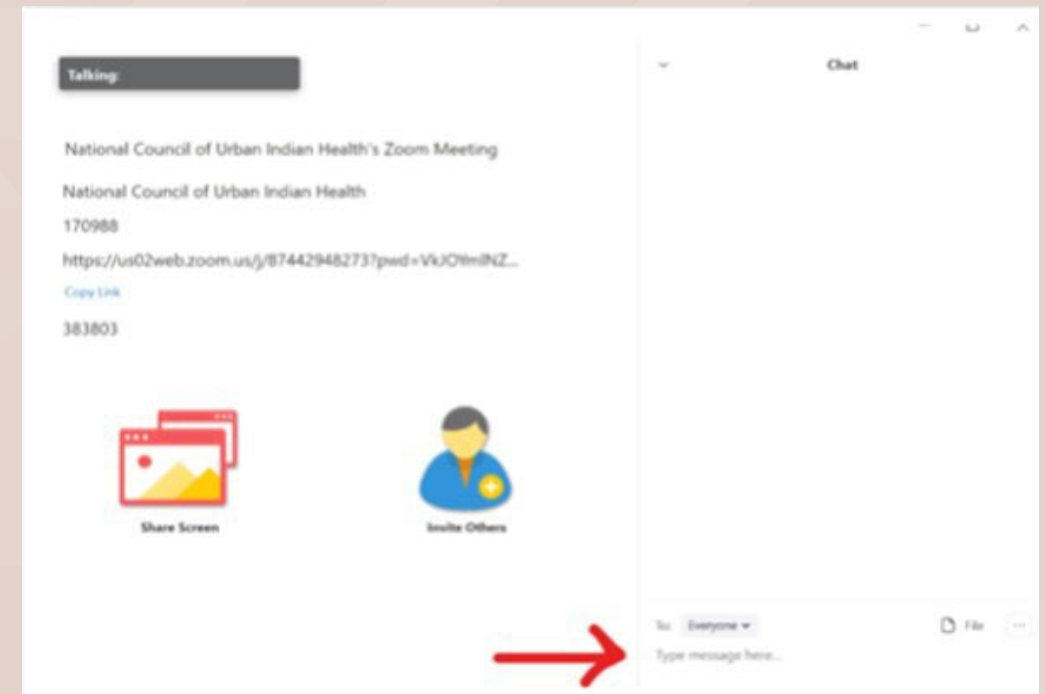
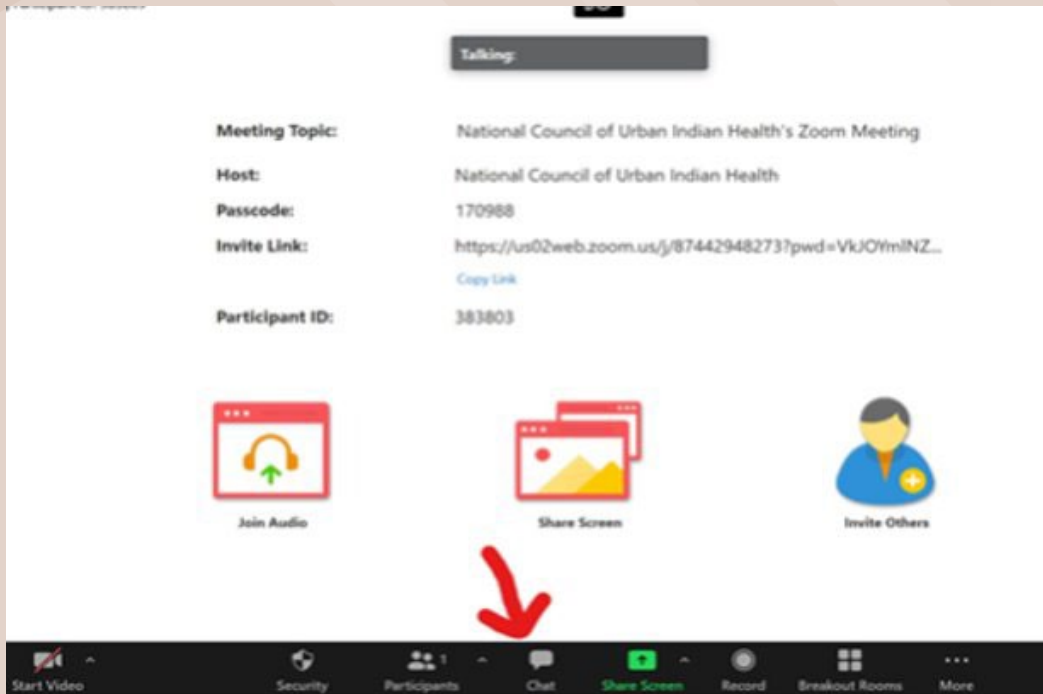




ASK A QUESTION OR COMMENT

First, select “Chat” at the bottom of your ZOOM screen

Then type your question or comment into the chat box that will appear on the right





Learning Objectives

1. Explore opportunities and initiatives that promote elder training opportunities.
2. Discover the roles and benefits of elder employees.
Learn from experts about the unique contributions of elder employees to the workplace.
3. Utilize effective strategies that build elder employment skills to obtain sustainable employment.



Speaker



Leslie Maly

**Senior Community Service Employment Program (SCSEP) Director
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SCSEP History

The **Senior Community Service Employment Program (SCSEP)** is a program of the United States Department of Labor, its Employment and Training Administration, to help low-income elders get back into or remain active in the labor workforce. It is a community service and work-based training program. It does this through job skill training and employment assistance with an emphasis on getting a ready job with a suitable and cooperating company or organization. In such a setting, the job seeker is paid the United States minimum wage, or the highest of Federal, State or local minimum wage, or the prevailing wage, for an average of 20 hours per week, and experiences on-the-job learning and newly acquired skills use. The intention is that through these community jobs, the older worker will gain a permanent job, not subsidized by federal government funds.





SCSEP History

SCSEP was authorized by the United States Congress in Title V of the Older Americans Act of 1965 and its later amendments to provide subsidized, part-time, community service work-based training for low-income persons aged 55 or older who have poor employment prospects. The program has evolved significantly in the last 50 years. The program is administered by nonprofit organizations and local government agencies.

The participant must be at least 55 years of age, unemployed, a resident of the state they are applying and live within the 125% of the poverty guidelines. There are certain exclusions in the income calculation, such as Social Security Disability Insurance (SSDI).

Enrollment priority is given to persons over age 65, veterans, and qualified spouses of veterans and those you meet the most in need population.



Major Goals



- **Employment Opportunities:** One of the main goals of SCSEP is to provide temporary part-time training opportunities for low-income individuals aged 55 years and older. By offering subsidized, community service-based positions, SCSEP helps job seekers gain valuable work experience, update their skills, and transition to unsubsidized employment.
- **Skill Development and Training:** SCSEP aims to enhance the employability of older adults by providing them with training opportunities and skill development activities. Job seekers receive on-the-job training and access to educational programs designed to improve their job readiness, technological proficiency, and occupational skills.



Major Goals

- **Income Support:** SCSEP serves as a source of income support for eligible individuals who may have difficulty securing employment due to age-related barriers or economic challenges. By offering paid training positions, SCSEP helps job seekers supplement their income while actively participating in the program.
- **Community Service:** SCSEP emphasizes the importance of community service and civic engagement among older adults. Job seekers are placed in nonprofit or public sector organizations where they contribute to local communities through meaningful service activities. These placements benefit both the participants and the communities they serve.





Partnerships

Partnerships are crucial for the success of the Senior Community Service Employment Program (SCSEP) as they allow the program to reach a wider audience, access additional resources, and provide comprehensive support to participants. Here are some key types of partnerships that SCSEP typically forms:

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Partnerships



Workforce Development Boards: SCSEP works closely with workforce development boards and agencies responsible for coordinating employment and training services at the local level. These partnerships help align SCSEP with broader workforce development initiatives, leverage funding resources, and enhance service delivery to participants.

Employment Service Providers: SCSEP partners with employment service providers, including job training programs, career centers, and job placement agencies, to enhance participant outcomes and facilitate the transition to unsubsidized employment. These partnerships may involve sharing best practices, coordinating services, and providing mutual referrals.



Recruitment

Recruitment for SCSEP typically varies depending on the grant phase and NICOA's availability.

Partner with local organizations: Collaborate with local organizations such as community centers, senior centers, and other non-profits that serve older adults. These organization can help you identify potential candidates in their community and refer them to the program.

Outreach and Advertising: Use a variety of outreach methods to reach eligible individuals. This can include distributing flyers and brochures in senior centers, libraries, and other community spaces, and placing advertisements in local newspapers.



Recruitment

Information Sessions: Host informational sessions or workshops where interested individuals can learn more about SCSEP, its benefits, and how to apply. These sessions can also provide an opportunity for candidates to ask questions and receive assistance with the application process.

Recruitment Events: Attend community events, job fairs, and senior expos to promote SCSEP and engage with potential participants face-to-face. Setting up information booths or tables where individuals can learn about the program and complete initial screening assessments.

Work with State Workforce Agencies: Coordinate with state and local workforce agencies that administer SCSEP to access their resources and referrals. These agencies often have existing networks and programs to assist older adults in finding employment opportunities.





Training

Eligibility Check: Ensure you meet the eligibility requirements for SCSEP. Participants must be 55 years of age or older, unemployed, and have a family income of no more than 125% of the federal poverty level.

Contact Local SCSEP Offices: SCSEP is administered by various organizations across the United States, such as local government agencies, non-profits, and community-based organizations. Contact these offices to inquire about enrollment opportunities and the application process. You can find contact information for SCSEP at www.nicoa.org or through the U.S. Department of Labor's website or by searching online for SCSEP programs in your area.

Attend Orientation and Training: If accepted into the program, job seekers attend an orientation session to learn more about SCSEP and the types of community service positions available. You may also receive training to help you succeed in your assigned role.



Training



Placement: After orientation and training, you'll be placed in a community service position based on your skills, interests, and the needs of the organization. These positions could include roles in areas such as administrative support, customer service, tutoring, or other types of community outreach.

Participate and Gain Experience: Once placed, actively participate in your assigned role, gain valuable experience, and take advantage of any additional training or support offered through the program.

Transition to Employment: While SCSEP provides temporary employment and training opportunities, the goal is for job seekers to transition into unsubsidized employment. Work closely with SCSEP staff to explore potential job opportunities and develop a plan for transitioning to long-term employment.



Employment

Skill Development: SCSEP provides job seekers with training and skill development opportunities to help them gain the skills needed for employment. This training may include job readiness workshops, computer literacy classes, resume writing assistance, and interview preparation.

Temporary Employment: SCSEP offers subsidized, part-time training to job seekers through community service positions. These positions are typically with nonprofit organizations, government agencies, or other community-based organizations. Participants gain valuable work experience while earning a modest income.

Job Placement Assistance: While participating in SCSEP, individuals receive support in their job search efforts. SCSEP staff provide assistance with job search strategies, networking opportunities, and connecting job seekers with potential employers.



Employment

Transition to Unsubsidized Employment: The ultimate goal of SCSEP is to help job seekers transition from subsidized employment to unsubsidized employment. SCSEP staff work with job seekers to identify potential job opportunities, provide job placement assistance, and support them in securing long-term employment.

Retention Support: SCSEP may also offer retention support to help job seekers successfully maintain their employment once they've transitioned to unsubsidized positions. This support may include ongoing coaching, mentoring, and access to resources to address any challenges that arise on the job.

Additional Services: In addition to employment assistance, SCSEP may offer other supportive services to job seekers, such as access to healthcare resources, transportation assistance, and referrals to other community-based programs.



Hiring an Older Worker

Experience: Older employees typically have a wealth of experience gained from years of working in various roles and industries. This experience can be particularly valuable when navigating complex situations, problem-solving, and decision-making.

Stability and Reliability: Older employees tend to have a strong work ethic and a commitment to excellence, which can contribute to a stable and reliable work environment. They often bring a sense of professionalism and dependability to their roles.

Adaptability: Contrary to stereotypes, older employees can be highly adaptable and open to change. Many have experienced various shifts in technology, industry trends, and workplace practices throughout their careers, making them adept at navigating change and uncertainty.



Hiring an Older Worker

Emotional Intelligence: With age often comes a deeper understanding of human behavior and emotions. Older employees may be more adept at managing interpersonal relationships, diffusing conflicts, and fostering a positive work culture.

Resilience: Older employees have likely weathered numerous professional and personal challenges throughout their careers, developing resilience in the face of adversity. This resilience can be contagious, inspiring colleagues to persevere through tough times and setbacks.





Questions





Survey

https://ncuih.qualtrics.com/jfe/form/SV_0qTLwJB3zPCdq4K





One - On - One Technical Assistance Available

<https://ncuih.org/training/one-on-one/>

The Technical Assistance and Research Center (TARC) provides individualized technical assistance, training, and support to member UIOs. Individual support includes:

- Community and staff training
- Consultation on research/evaluation
- Consultation on program planning and implementation
- Documenting local best practices
- Grant application review
- Local partnership development
- Locating archival data to support community work
- Policies, procedures, and operational needs



Upcoming NCUIH Events

- 4/11/24: Introduction to Holistic Forms of Healing
- 4/17/24: Overview of Current Issues in the 340B Program in Partnership with the Alliance to Save America's 340B Program
- NCUIH Infection Prevention Control PhotoVoice Project <https://ncuih.org/event/sharing-your-experience-through-storytelling-photovoice-opportunity-informational-session/>
- 4/29/24-5/2/24 Sustaining Traditions NCUIH Annual Conference, Washington, DC (<https://ncuih.org/event/ncuih-2024-annual-conference/>)





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