


FROM	NAME & TITLE	Karen Sitnick, Director <i>KS</i>	CITY of BALTIMORE MEMO	
	AGENCY NAME & ADDRESS	Mayor's Office of Employment Development 417 E. Fayette Street, Suite 468		
	SUBJECT	City Council Resolution 13-0128R		

TO

Council President Bernard "Jack" Young

DATE:
December 3, 2013

Resolution Title: Senior Community Service Employment Program
Introduced by: President Young, Council members Scott, Kraft, Middleton, Holton, Welch, Clarke, Reisinger, Cole, Henry, Stokes, Branch, Curran, Spector
Introduced on: October 7, 2013
Resolution ID Code: 13-0128R
Response:

Introduction

Bill 13-0128R calls on Baltimore City agencies participating in the implementation of the federally-funded *Senior Community Service Employment Program* (SCSEP) to provide information to the City Council regarding their respective roles and activities. The Mayor's Office of Employment Development (MOED) applauds the Council's interest in raising awareness of the SCSEP program's goals, achievements and benefits. Baltimore City's older workers comprise a valuable talent pool with assets employers highly prize - a strong work ethic, high productivity, extensive life experience, low absenteeism and low turnover rates. MOED sees SCSEP as an important strategy for tapping this often neglected population for employment opportunities that reduces poverty among senior citizens in our communities and creates a pipeline of highly desirable candidates for entry-level positions.

About the Senior Community Services Employment Program

SCSEP is authorized under Title V of the Older Americans Act and funded through the U.S. Department of Labor. Created in 1965, SCSEP is the nation's oldest program to help low-income, unemployed individuals aged 55+ find work. SCSEP services are targeted to older workers who are unemployed, have poor employment prospects, meet established low-income guidelines (income of no more than 125% of the federal poverty level) and desire an opportunity for training and employment. The goal of the program is to help participants develop workplace skills that prepare them to attain permanent, unsubsidized employment, either with their Host Agencies, or with other non-profit, government or private sector employers.

SCSEP is funded for Program Year 2013 at \$424,804,974, a 5% decrease from PY 2012. Twenty-two percent of the funds are allocated among the states and territories by formula; 78% are provided to national organizations that compete for grant funding to provide services. To maximize resources for older workers, SCSEP grantees have established agreements with other service providers. Nationally, there are currently 71 grantees, including 15 nonprofit organizations and 56 units of state and territorial governments. States often sub-grant with Area Agencies on Aging or community-based organizations to operate



Council President Bernard "Jack" Young

December 3, 2013

~Page 2~

local projects. Under the Workforce Investment Act of 1998, SCSEP service providers are mandatory partners for the local public workforce system.

Participants in SCSEP work an average of 20 hours a week for the highest of federal, state or local minimum wage in both community service and work-based training placements. SCSEP provides over 40 million community service hours to public and non-profit agencies, including day-care centers, senior centers, schools and hospitals, allowing host organizations to enhance and provide many needed services. According to the Department of Labor's Employment and Training Administration, 76,864 participants enrolled in SCSEP in Program Year 2011 (ending on June 30 of 2012), of which 44% were placed in unsubsidized employment. Among participants enrolled in the program, 87% were at or below the poverty level.

Employers wishing to host an older worker through SCSEP complete the Employer Incentive process. SCSEP participants are carefully screened to ensure that they meet the employer's specifications for a particular position. Screened candidates are interviewed by the employer, who can hire and employ the individual through the defined Training Period. Upon successful completion of a placement, the employer is reimbursed a percentage of the participant's hourly wage for the designated Training Period at 100% of hourly wages for Training Periods up to 4 weeks, or 50% of hourly wages for Training Periods up to 12 weeks.

Several service components are integrated into the design of SCSEP to prepare participants for a successful transition from subsidized to unsubsidized employment. SCSEP participants receive a program orientation and are assisted with Individual Employment Plan (IEP) development. Once placed in their community service position, participants receive training specific to their assignment, as well as other training identified in their IEP. SCSEP participants also receive supportive services, wages, fringe benefits, annual physicals, assistance in securing unsubsidized employment, and access to local American Job Centers, formerly known as One-Stop Career Centers.

The SCSEP in Baltimore City

As previously noted, SCSEP grantees are selected through a competitive process, so the organizations who administer the local program can change over time. Currently, two organizations are contracted to administer SCSEP in Baltimore City: the Maryland Department of Aging (MDA) and Senior Service America (SSA).

MOED has a Memorandum of Understanding with both organizations stipulating that our agency will refer potentially eligible customers to the MDA and SSA to evaluate their suitability for SCSEP. MOED also serves as an SCSEP host site, providing placement slots in which qualified individuals can work in subsidized positions in one of the three One Stop Centers in Baltimore City's Career Center Network. MOED additionally hosts senior employment specialists as needed or requested.

MOED is committed to ensuring that SCSEP participants benefit from the wide range of employment resources available through our Career Center Network, including job readiness tools, resume preparation, computer skills training and job opportunities, to name a few. Our agency is proud to participate in a program that connects our City's valued older workers to opportunities for meaningful employment, and we are pleased that MOED can contribute to the success of SCSEP here in Baltimore.

cc: Kaliopé Parthemos
MacKenzie Garvin