



## THE SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM

### ABOUT THE SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP):

SCSEP offers low-income seniors career coaching, connections to supportive services, specialized training services, and job placement assistance. It is the only workforce program that is specifically designed to help address the employment needs of older workers funded by the US Department of Labor.

### WHO BENEFITS FROM SCSEP?

- LOW-INCOME SENIORS:** People who are **55 or older and have family incomes of less than 125 percent of poverty** (for a family of 1 this was estimated to be \$14,850). These seniors are legally eligible to work, but unable to find a job without assistance. On average, these older Americans have at least two *additional* employment barriers which at a minimum include physical disability and low literacy. Through SCSEP, participants earn local minimum wage while training at part-time positions in their community.
- COMMUNITY-BASED ORGANIZATIONS:** More than 20,000 community-based organizations across the country received nearly **35 million paid staff hours from more than 65,000 low-income seniors** who participated in SCSEP.

### WHAT DOES THE FUTURE OF WORK LOOK LIKE FOR OLDER PEOPLE?

By 2024, older workers will represent the **largest** single segment of our workforce. Yet only 5 percent of workforce development grants go toward assisting the 50+ community. Worse yet, the number of **older adults living below the Federal Poverty Line is expected to increase 10-fold from 7 million to 72 million.**

### WHAT'S THE STATUS OF SCSEP FUNDING?

With approximately **\$400M** of appropriated funds, **SCSEP created over \$742M in value across the country.** However, as one can see in the table below, funding for SCSEP has been slashed for nearly a decade. In fact, **the Administration's FY 20 budget request proposes the elimination of SCSEP.** We must ensure that investments will continue to be made in SCSEP in the years to come as our population continues to age and more and more jobs are eliminated due to automation. Only about 1 percent of eligible seniors are served by SCSEP due to these cuts. The program is so lean that there are just three coaches serving the entire SCSEP population in Nebraska.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM DISCRETIONARY FUNDING		
	SCSEP FUNDING	% CHANGE FROM PREVIOUS YEAR
FY 2019	\$400,000,000	0%
FY 2018	\$400,000,000	0%
FY 2017	\$400,000,000	(7.9%)
FY 2016	\$434,371,000	0%
FY 2015	\$434,371,000	0%
FY 2014	\$434,371,000	(3.1%)
FY 2013	\$448,251,000	(0.2%)
FY 2012	\$449,100,000	(10.2%)
FY 2011	\$500,000,000	(39.4%)
FY 2010	\$825,425,000	



### ABOUT SCSEP AT NATIONAL ABLE NETWORK:

National Able Network has been continuously operating SCSEP since the early 1980s. Beginning in Chicago, the organization has grown its service footprint across the East Coast and Midwest, and is one of just 16 national grantees.

National Able Network operates both federal and state SCSEP programs in Delaware, Illinois, Indiana, Iowa, and Nebraska. Each year, the organization offers SCSEP to approximately 1,200 seniors in five states, who collectively provide about a million working hours of support at non-profit organizations and local government offices in their communities.



National Able Network specializes in helping seniors living in poverty address their employment and self-sufficiency goals with tools and resources that were developed specifically to address the common barriers unemployed seniors face. Seniors are equipped to respond to the prevalence of technology in the hiring and screening process. For example, all seniors receive training about how to navigate Applicant Tracking Systems (ATS) to optimize their chances of getting their applications into the hands of hiring managers. In addition, National Able Network offers a number of specialized training courses that help seniors build technology competencies, from basic computer training that helps seniors assimilate into an office setting to trainings focused on administrative, call center, and customer services roles.

Even with training and navigating technology, seniors can still face discrimination in the hiring process. In fact, as many as two-thirds of seniors say that they have experienced age discrimination in the workplace. To that end, National Able Network has an extensive network of hundreds of employers throughout the country who value the experience and reliability that older workers bring to the workplace.



### ABOUT NATIONAL ABLE NETWORK:

**National Able Network, Inc.** is a leading non-profit organization specializing in providing employment counseling, training, and placement services for disadvantaged job seekers. The mission is to help make careers happen. Each client receives personalized career supports that integrate career coaching, specialized training, and direct connections to the job market. Our programs are designed to assist jobseekers from all backgrounds, including the unemployed, career changers, military veterans, seniors, and aspiring IT professionals. Each year, National Able Network serves more than 76,000 individuals throughout Delaware, Illinois, Indiana, Iowa, Minnesota, and Nebraska.



### ABOUT NATIONAL ABLE NETWORK'S PRESIDENT AND CEO, BRIDGET ALTENBURG:

Bridget Altenburg joined National Able Network in September 2013 as Chief Operating Officer and was appointed President & CEO in April 2018. Her career includes experience in the non-profit and for-profit sectors as well as military service in the U.S. Army. Bridget came to National Able Network from Chicago Cares, where she served as the Executive Director for almost three years. Prior to her work with Chicago Cares, she directed the development, marketing, and communications for the Academy for Urban School Leadership. She also served as an Army Engineer officer for five years, deploying three times. Bridget earned a BS in Russian and French from the United States Military Academy at West Point and an MBA from Columbia Business School in New York. She was appointed by the President to serve on the Board of Visitors at West Point in 2017.

This document was created with research and statistics from the following organizations: American Society on Aging, Jewish Council for the Aging, Senior Service America, Inc., and the Urban Institute.