

Many Americans over age 55 want to return to the workforce, and many companies could benefit from mature, experienced employees. That's why the Senior Community Service Employment Program (SCSEP) was created—to help make connections between older adults and employers.

For over 40 years, the National Council on Aging (NCOA) has operated SCSEP, which places mature workers in temporary paid community service jobs while training them for permanent employment. NCOA has successfully moved thousands of older adults into jobs—helping employers meet their needs for qualified workers while providing older adults opportunities to contribute their skills and experience. NCOA currently operates 25 SCSEP projects in 10 states and Puerto Rico. SCSEP is funded by a grant from the U.S. Department of Labor.

For program year 2019, The National Council on Aging will administer the Senior Community Service Employment Program through a grant from the Department of Labor. The total value of the grant is \$38,444,997, of which \$34,600,497 (90%) is federally funded and \$3,844,500 (10%) is from nonfederal funding.

Want to learn more?

Call your local NCOA Senior Community Service Employment Program office to get started.

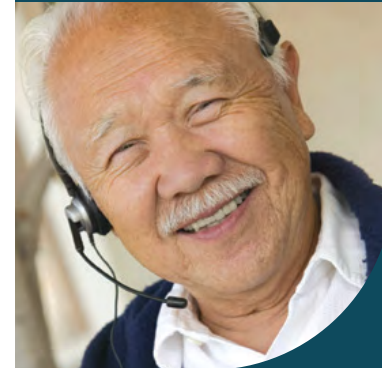
CONTACT INFORMATION

Auxiliary aids and services are available upon request to individuals with disabilities.



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Do you need experienced workers?



We can help.



Learn more about training with the NCOA Senior Community Service Employment Program (SCSEP).



Why hire an older adult?

No guesswork or risk

Each NCOA SCSEP office has a large pool of workers, matching potential candidates with your needs. We also screen and offer training opportunities with community agencies and nonprofits to all candidates. In addition to saving you time and money on recruitment, we even offer trial employment periods at no cost to you to make sure the candidate is a good fit for your business.

Mature and reliable employees

Everybody benefits from a multigenerational workforce, including you, the employer. Older workers are ideal candidates bringing maturity, a strong work ethic, reliability, and strong interpersonal and communication skills. Older employees can teach younger ones with their life experience, while they gain inspiration from the energy and passion of younger employees.

How does it work?

Whether your organization or company has an immediate one-time hiring need or recurring needs throughout the year, SCSEP can help. Contact your local NCOA SCSEP office with your available position(s), and you will be provided with candidates who have been pre-screened with the right skills and experience. Then you can decide to hire them outright or participate in the trial employment program.

Trial Employment Program

Trial employment is a true “Try-Before-You-Hire” opportunity for candidates to work for an agreed upon period of time without any risk to you. During that time, NCOA SCSEP pays the candidate’s wages and workers compensation coverage. At the end of the trial, you can hire the employee, or if you determine they are not a good fit, we will handle informing them and finding a new opportunity for them. Whether or not you hire the candidate, you do not pay the worker or NCOA anything for the trial.

Apprenticeship Training Program

Don’t have immediate hiring needs? Don’t wait. Be proactive in addressing your staffing needs throughout the year with the Apprenticeship Training Program. NCOA SCSEP candidates are assigned to work at your organization in a training capacity where you can use the extra help at no cost to you. NCOA SCSEP pays the candidate’s wages and workers compensation coverage, and the candidate receives great hands-on training experience. The maximum time limit for each apprenticeship varies based on the requirements of the position.



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national council on aging