

# Senior Community Service Employment Program (SCSEP)

**Growing Maine's Workforce By Supporting  
Individualized Training for Older Workers**

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# SCSEP Program Overview

## Purpose:

- Provides paid, hands-on work experience for older adults while strengthening community services.

## Key Program Elements:

- Participants placed at **nonprofit and public agencies** (schools, hospitals, state & municipal offices, etc.)
- Average **20 hours/week**, paid at the **highest applicable minimum wage**
- Training is **on-site, in-person, and hands-on**
- **Support Services** address other barriers to enrolling in training and successfully gaining employment

## Impact:

- Delivers **40+ million community service hours nationwide**
- Enhances capacity of public and nonprofit partners to meet mission-driven objectives
- Builds **transferable skills, professional networks, and community connections** for mature workers

## Outcome:

- A structured bridge for mature workers to successfully compete for **unsubsidized employment** through targeted training, mentoring, and job-readiness support.

# Program Coverage

Funded primarily by the U.S. Department of Labor, SCSEP reaches nearly every county in the nation

- **56** state and territorial governments administer **State Grants**
- **19** national nonprofit organizations service **National Grants**

## SCSEP in Maine

- **SCSEP State Grant:** Serves **Cumberland and Lincoln Counties** and part of **York County**
- **SCSEP National Grant:** Serves remaining **13.5 counties**, statewide as well as part of **York County**
- Combined, SCSEP funding can support **122 older Mainers in training** at a time. As participants transition from training to employment, new jobseekers can enroll and begin training.

County	State	National	Total
Androscoggin		10	10
Aroostook		10	10
Cumberland	17		17
Franklin		4	4
Hancock		5	5
Kennebec		11	11
Knox		4	4
Lincoln	3		3
Oxford		7	7
Penobscot		15	15
Piscataquis		2	2
Sagadahoc		4	4
Somerset		7	7
Waldo		5	5
Washington		4	4
York	4	10	14
<b>State Total</b>	<b>24</b>	<b>98</b>	<b>122</b>

# Eligibility and Priority Focus

Established in 1965 by the **Older Americans Act**, SCSEP is the nation's longest-running workforce program dedicated to helping **low-income, unemployed older adults** reenter the workforce.

## Eligibility

- Age **55 or older**
- Family income at or below **125% of the Federal Poverty Level\***

## Enrollment Priorities

- **Veterans and eligible spouses**
- Individuals **65+**
- People with **disabilities**
- Individuals with **low literacy**, or **limited English proficiency**
- Residents of **rural areas**
- Individuals who are **homeless or at risk of homelessness**
- Those with **low employment prospects or additional barriers** such as **justice involvement**

\* **Not all sources of income count** toward eligibility determination



# Supportive Services

SCSEP Supportive Services assistance enables participants to be successful in both their training and employment efforts by helping pay for qualifying items, such as:



Eye Glasses



Clothing



Dental Care



Heating



Car Repair



Bus Passes



Security Deposit  
First Month's Rent  
Temporary Emergency Housing

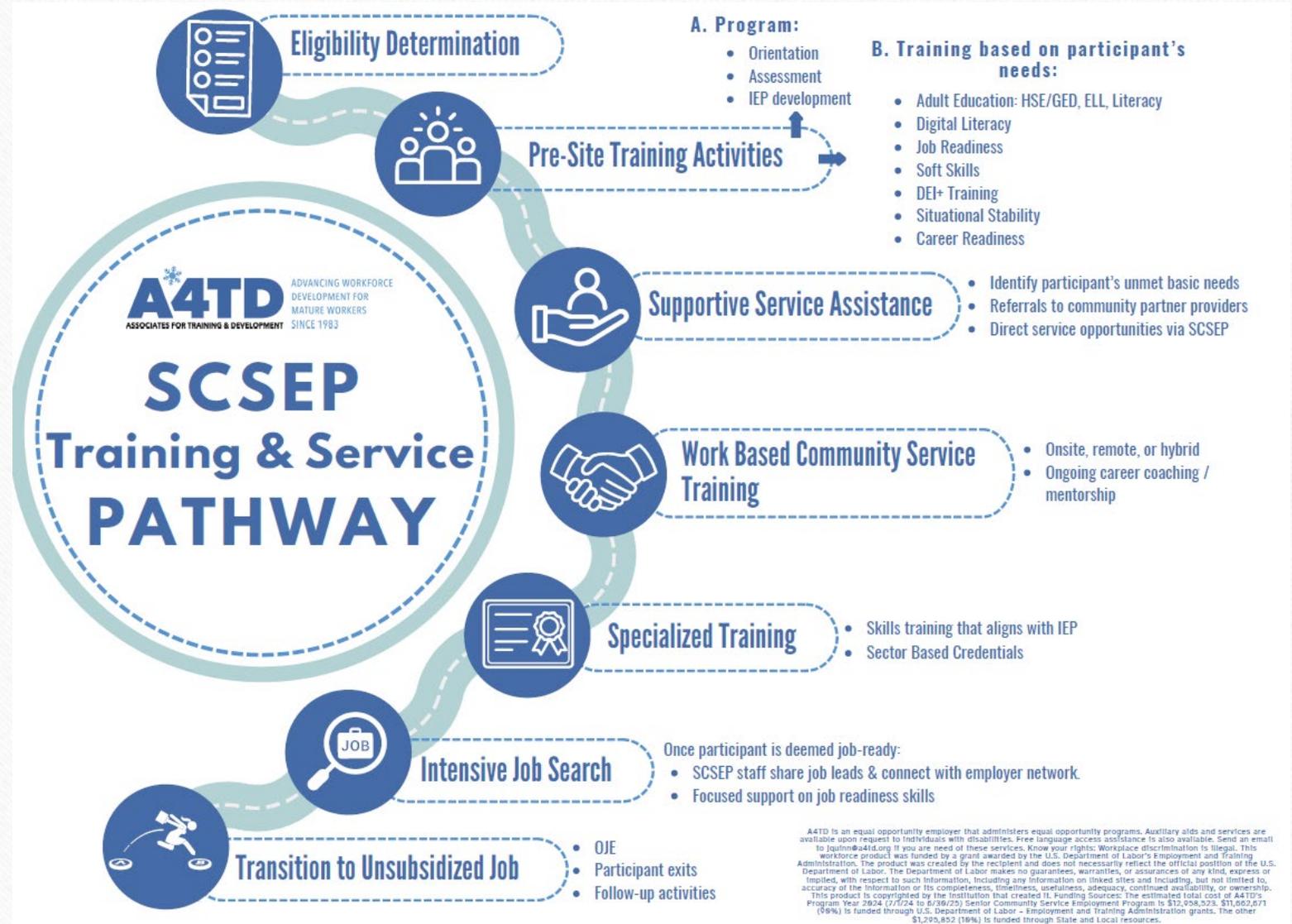
# Tailored Training in a Framework of Progression

## Individualized Employment Plan (IEP)

A training and supportive service plan based on assessments, needs, & interests is created with the participant and a Host Agency “good fit” is arranged.

## “Network to Work” Class

Participants attend monthly meetings to explore different job-readiness topics (resumes, interviewing, etc.). Participants acquire job-search skills, network with other participants and our staff.



# SCSEP Benefits Host Agencies

## Expanded Capacity at No Hiring Cost

- **SCSEP covers** wages, benefits, fringe, & support services
- **No long-term obligations** for host agencies
- SCSEP participants support **mission-driven services**
- Placements average **20 hours per week**, with more hours possible by agreement as funding permits
- Agencies can **host more than one** trainee at a time
- Placements can last **up to 48 months** if trainee is progressing in skills, responsibilities and opportunities

## Value to the Workplace

- Host provides **on-site supervision & task guidance**
- Agencies report participants bring **energy, fresh perspectives, and renewed engagement** to teams

## Bottom Line

- A **cost-effective partnership** that strengthens public services while supporting older workers' employment pathways.

# Host Agencies Include...

- State Government Offices and Bureaus
- Area Agencies on Aging
- CareerCenters
- Towns and Municipalities
- Schools
- Daycares
- United Way Offices
- Museums and Libraries
- Recovery Houses
- Homeless Services
- Non-profit health centers
- Community service providers
- Disaster Relief and Recovery Orgs
- Humane Societies and Local Shelters
- **Your organization could be here, too!**

# The “E” in SCSEP = Employment

## Workforce-Focused

SCSEP is focused on **preparing older workers to meet real, existing workforce needs** in Maine.

## Strategic Objective

- **Upskill and reskill** experienced workers age 55+
- Align participant training with **current and future employer demand**
- Position participants as strong candidates for **unsubsidized employment**

## Data-Driven Approach

- Training and occupational priorities are informed by:
  - **Labor Market Intelligence (LMI)**
  - **Employer input**
  - **Workforce Development Boards** & workforce system partners

## Bottom Line

- SCSEP is a **workforce pipeline**, strengthening Maine’s labor force by matching skilled older workers to employer needs — now and into the future.



# Connecting With SCSEP

Older Jobseekers don't need a referral!

Here are some ways find out more information, to apply, or connect directly:

- [Senior Community Service Employment Program \(SCSEP\) by Associates for Training & Development | Work Source Maine, Virtual Career Center](#)
- [A4TD | Vermont Associates For Training & Development](#)
- [Senior Community Service Employment Program \(SCSEP\) | Department of Health and Human Services](#) (website refers inquiries to MDOL)
- Social Media including A4TD's Facebook and LinkedIn

## Senior Community Service Employment Program (SCSEP) by Associates for Training & Development

The Senior Community Service Employment Program provides program participants' internship-based workplace experience training opportunities with 561c3 nonprofit organizations or public municipalities that prepares them for employment in high-growth occupations including healthcare, office administration, food preparation, and customer service. Program participants are required to attend training classes and/or workshops and are expected to utilize CareerCenter employment services.

### Ready to get started?

[A4TD Website](#)

[What is SCSEP?](#)

[A4TD SCSEP Online Application](#)

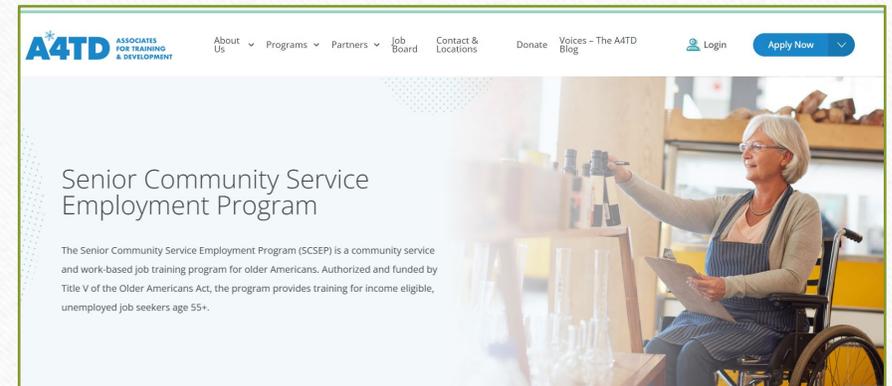
[A4TD Facebook](#)

### Applicable Counties

• Statewide

### What to expect

We hope the resource will educate and inform mature Mainers, employers, training providers and community organization about the Senior Community Service Employment Program (SCSEP). With increased program knowledge, we aspire to connect with SCSEP eligible Mainers who need employment and training services, and want to return to the workforce.



The screenshot shows the A4TD website header with navigation links: About Us, Programs, Partners, Job Board, Contact & Locations, Donate, Voices - The A4TD Blog, Login, and Apply Now. The main content area features the title "Senior Community Service Employment Program" and a description: "The Senior Community Service Employment Program (SCSEP) is a community service and work-based job training program for older Americans. Authorized and funded by Title V of the Older Americans Act, the program provides training for income eligible, unemployed job seekers age 55+." A photograph of an older woman in a wheelchair working at a table is visible on the right side of the page.

## Participant Profile: Building Skills, Expanding Responsibilities

“V” has participated in Maine’s SCSEP State Grant for approximately one year. Initially placed in a data entry assignment, “V” gained foundational technical skills through the office support he provided the Greater Portland CareerCenter. As his skills and confidence grew, “V” modified his employment plan to seek a more impactful, forward-facing role.

Under the Maine Department of Labor’s administration of SCSEP, “V” transitioned into a **customer-facing Information Center assignment**, where he now assists the public with CareerCenter services, supports jobseekers using public computers, and connects individuals to appropriate staff and partners. He also actively promotes SCSEP to other mature Mainers visiting the CareerCenter.

This transition reflects SCSEP’s workforce-driven approach: aligning training assignments with both participant emerging strengths and employer needs. “V” is building **customer service, digital, and public engagement skills** essential for unsubsidized employment - while adding visible value to the CareerCenter. His role also provides direct access to American Job Center partners and visiting employers, strengthening his pathway to employment.

## Participant Profile: Securing Employment with Confidence

“G” began SCSEP job readiness training in 2021, initially providing administrative support for Maine’s Office of Aging and Disability Services during the pandemic. Her early goals focused on **time management and schedule adherence**, which expanded over time as she trained at additional host agencies, including the **American Red Cross** and **The Root Cellar**.

“G” was approaching her program time limit just as administration of the SCSEP State Grant transitioned from Maine DHHS to MDOL. After meeting in person with MDOL staff and SCSEP service provider **Associates for Training and Development (A4TD)**, “G” determined she was ready to move from supported training to employment.

Through coordinated follow-up, staff confirmed a successful outcome: at age 64, “G” is **now employed** by an **outdoor sports retailer earning \$18.00 per hour**. She reports confidence in her abilities and pride in securing and maintaining what she described as a “real” job independently.

**You can help SCSEP support Older Workers!**

**Refer potential participants**

**Become a host agency**

**For more information, please contact:**

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