



Frequently Asked Questions

What is SCSEP?

National Able Network®'s Senior Community Service Employment Program (SCSEP) is funded by the Federal government through the U. S. Department of Labor. The program helps mature workers transition back to work.

What is a Training site?

SCSEP Training sites, sometimes called host agencies, are critical in helping participants prepare for employment. A program participant actually works at the organization's location, obtaining on-the-job training and experience for 20 hours per week.

Does it cost anything to be a Training site?

There are no direct costs at all. Host sites reap the benefit of additional workers free of charge. Able pays the participants \$8.25 an hour and handles all payroll and worker's compensation expenses. The experience can be perceived as a paid internship in which a capable and highly motivated individual is working on-site, learning about the operation, and making a valuable contribution to the organization's success.

What types of jobs are most suitable for a SCSEP trainee?

SCSEP trainees are deployable in a wide variety of positions, including food service and preparation, services to seniors, office and clerical support, building maintenance and minor repairs, child care center assistance, social services to the community, and many more.

Why should we spend time training someone only to have that person eventually move on to "regular," unsubsidized employment?

This is definitely an important issue and a major concern for organizations considering participation as a SCSEP training site. If a trainee has required significant staff involvement in order to help him or her become a meaningful and valuable contributor to the operation, the host site may want to consider hiring that person full-time, and view the period leading up to the hiring as on-the-job training paid for by the U.S. Department of Labor. If the host is not able to hire this individual and he or she finds employment elsewhere, the organization could apply to host another SCSEP trainee. This level of interactive partnership can provide enormous financial and workforce benefits for a non-profit agency or government department.

How long does a SCSEP training assignment last?

Enrollees typically stay on an assignment between six (6) and eighteen (18) months.

What are the responsibilities of a training site?

In exchange for 20 hours a week of a participants' time, training sites agree to:
Adequately supervise and train participants according to established program guidelines.
Provide a meaningful training experience
Cooperate in schedule visits and reporting on a timely basis
Encourage participants to find permanent employment once they have updated their job skills.

What organizations can be training sites?

All public, non-profit organizations with 501(c)(3) status and government agencies are encouraged to apply to become a training site.

Does a prospective host have the chance to interview prospective trainees?

Absolutely. We want this to be a positive experience for everyone and we believe an interview is very important for both parties.

Aren't older workers less productive than younger employees?

No. Worker productivity does not decline as a function of age. In most cases, productivity can actually increase as a result of greater worker accuracy, dependability, and capacity to make better on-the-spot judgements. In fact, older workers' production rates are steadier than those of other age groups.

Isn't it possible that an older worker would not be as creative or innovative as a younger employee?

General intelligence levels are the same as younger workers. Eighty percent of the most workable and worthwhile new production ideas are produced by employees over 40.

Don't older workers – because of their age – lack many of the qualities for success in the 21st century workplace?

That is a myth. In a survey of human resource managers, the qualities most attractive in an older worker are very much aligned with the qualities that companies look for the most in their workforce.

I am interested; what do I do now?

Call us! We would love to tell you more and discuss how we can work together.

Illinois Senior Services Program Manager: Jenna Holzberg (312) 994-4254