

# A FOCUS ON THE SCSEP PARTICIPANT

## Training

Tuesday, June 3, 2003

3:30-4:45

# SCSEP Training Must be Consistent with Participant's IEP

The IEP uncovers training needs

- Helps participants discover what they need to do to perform well in community service assignments
- Reveals what training, if any, is needed to compete in the local job market

# Training Should Help Participants to:

- Perform their community service assignment
- Increase self-confidence, skills, educational levels and job placement potential
- Improve the quality of their lives.

# Permissible Training

- Specialized training in the regular program
- 502(e) private sector training (authorized under Section 502(e) of the year 2000 amendments of the Older Americans Act)

# Specialized Training in the Regular Program

- Developmental training
- Enhancement of unsubsidized employment opportunities

Both use regular SCSEP funding and require no special permission from DOL

# EXERCISE

# Training Can Involve:

- Classroom, lectures, seminars, individual instruction
- Training through other employment and training programs and community colleges

These activities may be combined with each other or with job search or job club activities. Job club and job search activities cannot stand alone as training activities.

# 3 Types of Training Activities

- On-the-Community-Service-Job-Training
- Trial Employment
- On-the-Job-Experience (OJE)

# On-the-Community-Service-Job Training

Involves placing participants at host agencies that have occupations similar to those needed in the private sector

# Trial Employment

- Host agency considers hiring a participant for an unsubsidized job requiring skills completely different from the community service assignment
- Grantee negotiates contract with the host agency to place participant in a new assignment for 40 hours a week
- Host agency pays half the wages for one to two weeks so that participant can learn the special skills
- Participant is then placed on host agency's payroll.

# On-The-Job-Experience (OJE)

Working through a third party for training

- A WIA operator or contractor may negotiate a training contract with the grantee to provide specialized short term training
  - This training can be combined with short-term (2 days to 2 weeks) OJE with a private employer
  - Employer may be reimbursed for up to 50% of paid wages for the cost of providing the training and additional supervision related to the OJE

# EXERCISE

# Section 502(e) Training

Section 502(e) training will be discussed on Thursday in the 1:30 session on private sector outreach

# What Current SCSEP Regulations Say About Training

- Training up to 500 hours per grant is allowed when training is consistent with the IEP (This may change)
- Training hours count towards the 1300-hour limitation (This may change)
- Training must be in addition to community service

## Regulations, continued

Requests for additional hours of training must be considered on a waiver basis

A negotiated contract is required

Training can take place before or after host agency assignment

# Allowable Training Costs

Allowable training costs costs include cost of instructors, classroom rental, training supplies, materials, equipment and tuition and may be provided on-the-job, in a classroom or in other appropriate arrangements.

# Supportive Services Include:

- . Supportive services include costs of transportation, health and medical services, special counseling, incidentals, child and adult care (only if participant is custodial parent), temporary shelter and follow-up services

# Training Should be Designed for the Needs of Older Workers

Training at work sites more practical than classroom training

- Uses real tasks, actual equipment, current issues
- Less time sensitive – participants work at own speed

# Training Low-Income Older Workers

- How age and income level affect training needs
- Training implications
- Training logistics
- The trainer and the training process

# Some Participants Need Training For Host Agency Assignments

Some participants will need special training in order to be able to perform their community service assignment.

# Basic Skills and Literacy

Participants who lack basic skills should be referred to adult education resources

- They should be encouraged to work towards a GED

Participants not proficient in English need to be directed to ESL training

- This can be combined with skills training

# Community Relationships Are Important

- WIBs
- One-stop centers
- Community colleges
- Adult education associations
- Chambers of Commerce
- Faith-based and community organizations

# Training Resources

- WIA
- The Perkins, Wagner-Peyser, Vocational Rehabilitation and Higher Education Acts
- Regulations encourage co-enrollment between SCSEP and other federal training programs
- Written agreements are required for co-enrollments

# Examples of Successful Training Programs