

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

SCSEP places mature workers in temporary paid community service jobs while training them for permanent employment, thereby helping employers meet their needs for qualified workers while providing older adults opportunities to contribute their skills and experience.



CONTACT

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For program year 2025, NCOA will administer the Senior Community Service Employment Program through a grant from the U.S. Department of Labor — Education and Training Administration (ETA). The total value of the grant is \$34,196,195, of which \$30,776,575 (90%) is federally funded and \$3,799,577 (10%) is from non-federal funding.

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



NORTHERN REGION

Northern Virginia Senior Community Services Employment Program (SCSEP)

**Do you need experienced workers?
We can help.**



www.vcwnorthern.com/scsep

WHY HIRE AN OLDER ADULT?

No Guesswork or Risk

The Northern Virginia SCSEP 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 has an immediate one-time hiring need or recurring needs throughout the year, SCSEP can help. Contact your local 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, 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 SCSEP anything for the trial.



Work Experience Training Program

Don’t have immediate hiring needs? Don’t wait. Be proactive in addressing your staffing needs throughout the year with the Work Experience Training Program. 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. 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 work experience trainee varies based on the requirements of the position.