Special Population Series: Employment Services for Aging Veterans

Thursday, April 13 2:00 pm EST
Logistics

- Asking questions during the webinar:
  - All participant phone lines are muted.
  - You will be unable to ask questions by phone.
  - Submit questions through the on screen questions box.

- After the webinar you will receive an email with a link to the recording and the survey.
Supports for those who have served
Agenda

✓ Goals and Learning Objectives
✓ Key Skills Veterans Bring to Businesses
✓ Evaluating Stereotypes
✓ Resources (SCSEP, Other Resources)
Goals and Learning Objectives

At the conclusion of this session, learners will be able to:

✓ Understand the Demographics of Veterans 50 +
✓ Address Mature Veterans Skills and Stereotypes
✓ Be Acquainted with Unique Challenges for Veterans with Disabilities
✓ Identify and Access resources that address the unique needs of this population
Veterans by Periods of Service

Source: U.S. Bureau of Labor Statistics
Demographic Overview of Mature Job Seekers Age 50+

Labor Force Participation Rate Growth Since 2000
12-Month Moving Averages of Non-Seasonally Adjusted Monthly Data

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<thead>
<tr>
<th>Cohort</th>
<th>LFPR</th>
<th>Since 2000</th>
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<tbody>
<tr>
<td>Ages 50-54</td>
<td>78.4</td>
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<tr>
<td>Ages 55-59</td>
<td>71.5</td>
<td>3%</td>
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<tr>
<td>Ages 60-64</td>
<td>65.8</td>
<td>20%</td>
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<td>Ages 65-69</td>
<td>52.2</td>
<td>39%</td>
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<tr>
<td>Ages 70-74</td>
<td>36.2</td>
<td>45%</td>
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<tr>
<td>Age 75 &amp; Over</td>
<td>8.4</td>
<td>33%</td>
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Our Responsibility to Serve the Aging Homeless Veteran

In April, 2016

• Non Veterans participant rate in the Civilian workforce is 65.5%

• Vietnam-era and older Veterans have a participation rate of 25.6%

http://www.bls.gov/news.release/empsit.t05.htm
Evaluating Stereotypes of Older Veterans

- No transferable skills…
- Alcohol and Drug Use…
- Post Traumatic Stress (PTS)…
- Less educated…
Unique Challenges for Veterans with Disabilities

• TBI, PTS or other hidden disabilities may not have been diagnosed upon discharge
• Veterans may have had an expectation that everything will be “normal” once they return to the worksite
• Veterans returning with PTS or similar psycho-social disorders may have difficulty with relationships within the family, where few had existed previously
• Stressors at home are compounded by growing debt
• Anxiety and depression may have kept a veteran from actively seeking employment or even led to homelessness
Positive Lifestyle Changes

- Employment
- Stable Housing
- Regular Sleep
- Healthy Diet
- Avoidance of alcohol and illicit drugs
- Regular Exercise
Key Skills Mature Veterans Bring to Businesses

- Accelerated learning curve
- Leadership
- Flexibility to work independently or in teams
- Diverse skill sets
- Efficient performance under pressure
- Accountability and respect for procedures
- Hands-on experience with technology and globalization
- Strong personal integrity
- Conscious of health and safety standards
- Triumph over adversity
Strategies Leading to Successful Employment Outcomes

- Community Integration and Home Support
- Employer Education
  - Availability of tax incentives for hiring veterans with disabilities
  - The ADAAA and Reasonable Accommodations
  - Customized employment and assistive technology
- Intensive Follow-up or Retention Services
  - Assurances to employers that they are not being left in the cold to deal with unknown work behaviors, attitudes, or productivity issues
  - Assurances to veterans that they have an advocate to identify potential post-employment difficulties and solutions
Strategies Leading to Successful Employment Outcomes

- Establish relationships with local, state, and national employers who are willing to hire veterans with disabilities
- Use Easterseals website for job leads:
  - www.easterseals.jobs
- Provide training to employers to identify job opportunities in their companies
- Educate employers about the military culture and skills of Veterans that will increase the company’s bottom line.
Veterans Opportunity to Work (VOW) Act

- Returning Heroes Tax Credit provides incentive for businesses to hire unemployed veterans
  - Short-term unemployed: 40 percent of the first $6,000 of wages (up to $2,400) for employers who hire veterans who have been unemployed at least 4 weeks
  - Long-term unemployed: 40 percent of the first $14,000 of wages (up to $5,600) for employers who hire veterans who have been unemployed longer than 6 months
Veterans Opportunity to Work (VOW) Act

- Wounded Warrior Tax Credit doubles the existing tax credit for long-term unemployed veterans with service-connected disabilities
  - Maintains the existing Work Opportunity Tax Credit for veterans with service-connected disabilities (maximum of $4,800).
  - An additional 40 percent of the first $24,000 of wages (up to $9,600) for firms that hire veterans with service-connected disabilities who have been unemployed longer than 6 months
Help the Veteran Understand the Company

- The veteran is coming from an organization with a clear hierarchical structure; clearly stated lines of duty and clear paths of promotion
  - The civilian workplace is much more ambiguous

- Five helpful on-boarding steps
  - Understand the goals of the company and how the job opening fits into the mission
  - Work with the veteran to lay out a clear path for training on job duties
  - Provide an org chart and hierarchical overview
  - Ensure frequent check-ins for at least 6 months
  - If needed, explain the process for requesting job accommodations
Recruiting Employers

- Rely less on job boards and more on in-person networking
  - Get out from behind the desk and connect with employers at their worksites
  - Attend trade shows like AUSA to network
  - Build relationships with academic institutions employers who sit on the boards of vocational and/or technical colleges
- Speak at Chamber of Commerce and Rotary Club events
- Conduct informational interviews with employers
- Teach your veterans how to conduct informational interviews with employers
Informational Interviews

Talk to people who are currently working in the field
Obtain information: not to get a job

Good reasons to conduct informational interviews

• to explore careers and clarify career goals
• to expand the job seeker’s professional network
• to build confidence for job interviews
• to access the most up-to-date career information
• to identify professional strengths and weaknesses
• to obtain critical feedback on a resume/job-search goals
• To gain visibility
Resources

 ✓ Senior Community Service Employment Program (SCSEP)

 ✓ Other Resources for Mature Veterans
Senior Community Service Employment Program (SCSEP)

Age is an Asset; Experience a Benefit

SCSEP is a community service and work-based training program for mature job seekers. It is funded through the Department of Labor under Title V of the Older Americans Act of 1965.
SCSEP: Eligibility for Services

- Low-income
- Age 55 or older
- Unemployed, and
- Would benefit from SCSEP
- Veterans preference
Senior Community Service Employment Program (SCSEP)

- Every county in every state has funding for eligible, low income mature workers, with a few exceptions.
- Program participants are in training an average of 20 hours a week, and are paid the highest of Federal, State or local minimum wage, as a training stipend, by their service provider.
Co-enrolling Participants

You can co-enroll SCSEP participants with other employment-related programs such as HVRP and SSVF if you both provide different services leading to employment.

- it doesn’t matter which organization actually placed them, you ALL get to count it as a successful placement!
Case Study: Veterans Placed With (and hired by!) Host Agency

- Services provided to veterans 55+ through SCSEP
- Homeless veterans identified through HVRP, co-enrolled with SCSEP
- SCSEP veterans identified as homeless co-enrolled with HVRP
- Paid work-based training provided to those veterans in areas of outreach and general case management
- Easterseals New York, as a Host Agency, hired veterans trained through SCSEP to assist other veterans in both programs
Case Study: Co-Enrollment with SCSEP

- Services provided to veterans 55+ through SCSEP
- **Easterseals Oregon** funded to provide services to homeless veterans through HVRP and SSVF
- Co-enrolled HVRP veterans with SCSEP and homeless SCSEP veterans with HVRP
- Provided paid work-based training to those veterans in their vocational areas of interest
- Placed trained veterans in unsubsidized jobs in the community
  - Non-profit agencies
  - Federal Contractors
  - Local and Federal Government
  - For profit employers
Safe and reliable transportation for older veterans is critical to help them live independent and connected lives. Activities of daily living are dependent on transportation, including showing up for medical appointments, going to the grocery store, and visiting friends and family.

- National Aging & Disability Transportation Center: [www.nadtc.org](http://www.nadtc.org)
Other Resources for Older Adults

Older veterans may have age-related needs and are eligible for additional resources, such as services and supports provided by the Older Americans Act.

• ElderCare Locator: 800-677-1116 (toll-free),
  www.eldercare.gov/Eldercare.NET
Other Resources for Veteran Caregivers

Older veterans may be a caregiver for a spouse/partner, or may themselves be receiving some type of support from a family member.

- VA Caregiver website: [www.caregiver.va.gov](http://www.caregiver.va.gov)
- The Elizabeth Dole Foundation: [www.hiddenheroes.org](http://www.hiddenheroes.org)
- AARP: [www.aarp.org/home-family/caregiving](http://www.aarp.org/home-family/caregiving)
- National Alliance for Caregiving: [www.caregiving.org](http://www.caregiving.org)
- Family Caregiver Alliance: [www.caregiver.org](http://www.caregiver.org)
- Rosalynn Carter Institute: [www.rosalynncarter.org](http://www.rosalynncarter.org)
- Caregiver Action Network: [www.caregiveraction.org](http://www.caregiveraction.org)
Other Resources for Chronic Conditions

Older adults experience increased prevalence of diagnoses. Many disease-specific resources are available, as well as interventions and education and training options to manage and address chronic disease.

- Alzheimer’s Association: [www.alz.org](http://www.alz.org)
- National Parkinson Foundation: [www.parkinson.org](http://www.parkinson.org)
- Hearing Loss Association of America: [hearingloss.org](http://hearingloss.org)
This is How We Roll…This is How We Serve
Contact Information

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## FOR INFORMATION

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<th>Contact Information</th>
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<td>Boston</td>
<td>John Rio</td>
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