

The State of Mississippi seeks approval of the following waiver in accordance with 20 CFR 641.873. The waiver will assist Mississippi to provide participant supportive services which will enable participants to successfully participate in a SCSEP project and use the remaining grant funds to provide participant training, job placement assistance, participant supportive services, and outreach, recruitment and selection, intake, orientation and assessment.

Statutory and/or Regulatory Requirement to be Waived – Except as provided in § 641.874 or in paragraph (c) of this section, not less than 75 percent of the SCSEP funds provided under a grant from the Department must be used to pay for wages and benefits of participants as described in § 641.864(a). (OAA § 502(c)(6)(B)).

The State of Mississippi seeks approval of the following waiver in accordance with 20 CFR 641.873. The waiver will assist Mississippi to provide participant supportive services which will enable participants to successfully participate in a SCSEP project, cover additional administrative costs used to administer services, and use the remaining grant funds to provide participant training, job placement assistance, participant supportive services, and outreach, recruitment and selection, intake, orientation and assessment.

Background

The Senior Community Service Employment Program (SCSEP) is a community service and work-based job training program for older Americans. SCSEP participants gain work experience in a variety of community service activities at non-profit and public facilities, including schools, hospitals, day-care centers, and senior centers. The program provides over 40 million community service hours to public and non-profit agencies, allowing them to enhance and provide needed services. Participants work an average of 20 hours a week and are paid the highest of federal, state or local minimum wage. This training serves as a bridge to unsubsidized employment opportunities for participants.

SCSEP has a dual program goal of community service and job training. SCSEP provides useful opportunities to participants by training through community service. This experience provides the skills needed to transition participants into unsubsidized employment allowing economic self-sufficiency and the ability to remain a vital part of Mississippi's workforce.

Actions Undertaken to Remove State or Local Statutory or Regulatory Barriers

There are currently no state or local statutory or regulatory barriers to implementing the requested waiver.

Alignment with Department Policy Priorities

The Mississippi State Plan is intended to foster coordination among the various SCSEP grantees and sub-recipients operating within the state and to facilitate the efforts of stakeholders, including state and local boards under WIOA, to work collaboratively through a participatory process to accomplish the SCSEP goals (20 CFR 641.300).

Waiver Goals and Outcomes

SCSEP grantees provide or help coordinate training and supportive services that support participants' ability to reach the program and employment goals identified in their IEPs. The type of training and supportive services that grantees provide vary and are based on the needs and goals of individual participants. In general, SCSEP grantees must have service delivery strategies that are designed to effectively prepare participants for placement into unsubsidized employment. Service delivery strategies must consider the job requirements of demand occupations in the community served, identify skill gaps and other barriers to employment among the SCSEP-eligible population, and design and offer training opportunities that address the identified skill gaps.

Goal: Provide supportive services, as needed, to help participants participate in their community service assignment and to successfully obtain and retain unsubsidized employment.

Outcome: Approval of this waiver will allow the state to provide much needed transportation, health care a medical services, job or personal counseling, incidentals such as work shoes, badges, uniforms, eyeglasses or tools, child and adult care and temporary shelter.

Goal: Build on strategic partnerships to improve services and leverage resources.

Outcome: Approval of this waiver will enhance linkages to employers and maximize the use of scarce state and local resources.

Individuals Impacted by the Waiver

Mississippi's SCSEP Participants, employers, and service providers will benefit from this waiver.

Monitoring Progress and Implementation

Annual on-site programmatic reviews will include an evaluation of how local waivers are being utilized and the success of achieving goals and outcomes.

Notice to Local Boards and Public Comment

In accordance with WIOA Regulations at 20 CFR 679.620 (ii) (iii) and (iv), this waiver request was provided to all local workforce development boards. The waiver request is currently posted on our website for comment and review by required partners and the general public.