### Program Name
- **Older Kansans Employment Program (OKEP)**
- **Kansas Older Worker Task Force (OWTF)**
- **The Vermont Returnship Program**

### General Description
- **OKEP**: Employment placement services targeting older adults
- **OWTF**: Oversight of direction of funding of OKEP - govt employee support staff
- **Vermont Returnship Program**: A returnship is a limited-duration on-the-job work experience, similar to an internship, designed specifically for adults with previous experience in the workplace who have taken time away from their careers and seek to reenter the workforce.

### Funding and Mechanism
- **OKEP**: KS Statute 75-5741, Funding Amount $502,500, Approx. Cost Per Placement $737, Year Funded FY19, Demographic Served State resident 55+, Evidence of Success 2432 served, 681 placed, avg hours 25
- **OWTF**: OKEP Strategic Plan 2007 update pending, Proclamation for Older Kansan Worker Day, Attempted legislation past session - will try again 2020 - pursued too late in the session to get through the process
- **Vermont Returnship Program**: Vermont Department of Labor with staff support from Associates for Training and Development (A4TD), Funding Amount $100,000 annually/VT, Demographic Served All ages, Evidence of Success 800 people in five states served, approx 10% get employed - early in program data collection

### Contact Information
- **OKEP**: Cindy Nau, Special Proj. Coordinator, Topeka, Kansas 66612-1354, Cindy.Nau@ks.gov, Susan.Weidenbach@ks.gov, PH: (785) 291-3280
- **OWTF**: Providers administered by seven providers - eight programs - 6 Area Agency on Aging, one independent living center, and one WIOA provider
- **Vermont Returnship Program**: VT - Wesley Kampton, Project Coordinator – Vermont Returnship Program, Associates for Training and Development, wkempton@A4TD.org, 802-524-3200 x100, Cell: 802-752-8245, 3 Champlain Commons; Suite 2, P.O. Box 107, St. Albans, VT 05478
### New Hampshire Works Mature Worker Program

**State or Location:** New Hampshire  
**General Description:** Employment placement services; worked with Back to Work 50+ to use Seven Smart Strategies - not the whole program.

**Funding Mechanism:** Two year grant New Hampshire Dept of Business and Economic Affairs (previously the Office of Workforce Opportunity) - US Dept of Labor  
**Funding Amount/Approx. Cost Per Placement:** Southern New Hampshire Services (non-profit) manages the grant - waiting on response 603-668-8010  
**Year Funded:** Late 2018  
**Demographic Served:** 55+  
**Evidence of Success:** Goal to get 80 people on in year one - a wash; 35 people basically starting program as of 11/2019. Second office in Nashua just started program.

**Contact Information:** Debbie Laurion  
**Phone:** 603-656-6685  
**Address:** 300 Hanover Street  
**City:** Manchester  
**State:** NH  
**Zip:** 03104-4957

#### Allowances:
- On-the-Job training with reimbursement of 50% of wage up to six months.
- Offer a subsidy for a hire from the program who is with the company for at least eight months - $4,000.

### Aging Worker Initiative - AWI - Short Overview

- **States:** Indiana, Louisiana, Maine, Maryland, Michigan, Pennsylvania, Texas, Vermont, Washington, Wisconsin

**Overview:** AWI sought to expand the workforce investment system’s understanding about how to best serve the older worker and develop models to share with all local workforce investment areas. Its goal was to provide better, more expansive services to older Americans long term. Efforts focused on providing training and related services for age 55 and older resulting in employment/advancement in high-growth sectors and each is implemented by a strategic regional partnership. End result was a detailed 240 page report shared within government (federal and state) - see link in Program Name category.

**Funding Mechanism:** Admin by Atlantic Philanthropies - $3,600,000 to Council for Adult and Experiential Learning and Council on Competitiveness programming for all 10 programs  
**Funding Amount/Approx. Cost Per Placement:** Leveraged funds for each program - $100M-10MM  
**Year Funded:** 2009-2011  
**Demographic Served:** 55+ Laid-off Need continued work Need more training Disabilities Language challenges Focus on high-growth jobs

**Evidence of Success:** Enrolled #/Employed #

### Aging Worker Initiative - AWI - Detail Report

- **State:** Indiana

**Program Name:** Tecumseh Area Partnership, Inc.  
**Budget:** $1,000,000  
**Enrolled:** 359  
**Employed:** 58

**Contact Information:** Tecumseh Area Partnership, Inc.  
**Phone:** 765-477-1710  
**City:** Lafayette, IN  
**Zip:** 47905
### Programming Designed to Extend Worklives of Older Workers
#### States - Federal Government - One International Example

Prepared by Karen M. Brown -- Age-friendly Workplace Initiative and iAging

<table>
<thead>
<tr>
<th>Program Name</th>
<th>State or Location</th>
<th>General Description</th>
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<th>Funding Amount/Approx. Cost Per Placement</th>
<th>Year Funded</th>
<th>Demographic Served</th>
<th>Evidence of Success</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Louisiana</td>
<td>Quad Area Community Action Agency, Inc.</td>
<td>$1,000,000</td>
<td>724 / 200 Hammond, LA 70402 Ph: 225-567</td>
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<tr>
<td>Maine</td>
<td>Coastal Counties Workforce, Inc.</td>
<td>$1,000,000</td>
<td>268 / 100</td>
<td>Townsend, ME 22204 Ph: 207-887-3001</td>
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<tr>
<td>Maryland</td>
<td>Baltimore Country Office of Workforce Development</td>
<td>$967,005</td>
<td>163 / 33</td>
<td>Rosedale, MD 80666 9200 586-447-4555 (all 5 WFC involved)</td>
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<tr>
<td>Michigan</td>
<td>Macomb/St. Clair Workforce Development Board, Inc.</td>
<td>$979,400</td>
<td>2024 / 117</td>
<td>West Plains, MI 85785 417-257-3571</td>
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<tr>
<td>Pennsylvania</td>
<td>South Central Workforce Investment Board</td>
<td>$971,200</td>
<td>685 / 432</td>
<td>Houston, TX 77055 713-692-6211</td>
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<tr>
<td>Texas</td>
<td>Goodwill Industries of Houston, Inc.</td>
<td>$999,949</td>
<td>758 / 345</td>
<td>8211 410-282</td>
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<tr>
<td>Vermont</td>
<td>Vermont Associates for Training and Development, Inc.</td>
<td>$1,000,000</td>
<td>254 / 69</td>
<td>Rutland, VT 75610 303-238-0022</td>
<td>Bridget Farley</td>
<td>303-238-0022</td>
<td>3001 Vanegas</td>
<td>Arlington, VA 22203</td>
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<tr>
<td>Washington</td>
<td>Seattle-King County Workforce Development Council</td>
<td>$1,000,000</td>
<td>167 / 195</td>
<td>920-720-5600</td>
<td>Neenah, WI 54956 920-720-5600</td>
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<tr>
<td>Wisconsin</td>
<td>Fox Valley Workforce Development Board</td>
<td>$1,000,000</td>
<td>225 / 53</td>
<td>Neenah, WI 54956 920-720-5600</td>
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</tbody>
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### National Older Worker Career Center
- Washington, DE
- Chicago, ILL
- Seattle, WA

**NOWCC expands opportunities for experienced workers to support government agencies in achieving their missions through our proven exceptional services.**

| Federal legislation | Four tiers of experience
<table>
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<tr>
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<tbody>
<tr>
<td>16 to 40 hours/week</td>
<td>Since 1997 - 20,000,000 hours of support for federal workforce (more than 15,000 workers averaging 25 hours per week) Approx 769 annual</td>
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<thead>
<tr>
<th>Campus</th>
<th>Location</th>
<th>Contact Information</th>
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<tbody>
<tr>
<td>Lakewood</td>
<td>CO</td>
<td>703-558-4200</td>
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</table>

### BLM Program
- The Bureau of Land Management (BLM) Experienced Service Program (ESP) was authorized under the Consolidated Appropriations Act, 2018: Public Law 115-141, Section 115, the Department of Interior (DOI) in 2018.
- Assists the US Department of Agriculture Natural Resources Conservation Service by providing workers 55 years of age and older to support conservation-related programs.

<table>
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<tr>
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<th>Funding Amount/Approx. Cost Per Placement</th>
<th>Year Funded</th>
<th>Demographic Served</th>
<th>Evidence of Success</th>
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<tr>
<td>BLM Program</td>
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<tr>
<td>FS ACES Program</td>
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<td>Funding Amount / Approx. Cost Per Placement</td>
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<td>Demographic Served</td>
<td>Evidence of Success</td>
<td>Contact Information</td>
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<td>ACES Program</td>
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<td>The Agriculture Conservation Experienced Services Program at the Natural Resources Conservation Services under USDA, authorized by Congress with the passage of the 2008 Farm Bill (PL 110-234)</td>
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<td>SEE Program</td>
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<td>The Senior Environmental Employment Program at the Environmental Protection Agency, established with the passage of the Environmental Programs Assistance Act of 1984 (PL 98-313)</td>
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<td>ERS Program</td>
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<td>NOWCC is partnering with the Economic Research Service (ERS) to provide enrollees who are experienced workers 55 years and older to assist with providing the U.S. Department of Agriculture and the public with critical economic information and research on food, agriculture, the environment and rural development.</td>
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<td></td>
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<td>Four other entities helping to administer and recruit:</td>
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<td></td>
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<td>National Asian Pacific Center on Aging (NAPCA)</td>
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<td>National Caucus and Center on Black Aging - NCBA</td>
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<td></td>
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<td>Senior Service America</td>
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<td></td>
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<td>National Association for Hispanic Elderly</td>
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</tbody>
</table>
### WorkPro

**State or Location**: Singapore  
**General Description**: WorkPro was introduced in April 2013 to augment local manpower, foster progressive workplaces and strengthen the Singaporean core of our workforce. WorkPro has been enhanced to further encourage employers to implement age and family-friendly workplaces to benefit Singaporeans through job redesign and age management practices for workers aged 50 and above, and adopting flexible work arrangements (FWAs) for all local workers.

2. Under the enhancements to WorkPro, companies can receive grants of up to $425,000 to support initiatives in the following areas:
   - a. Implement age management practices;
   - b. Redesign workplaces and processes to create easier, safer and smarter jobs for workers aged 50 and above; and
   - c. Implement FWAs for all local workers

**Funding Mechanism**: Funded by the Ministry of Manpower (MOM), Land Transport Authority (LTA), Health Promotion Board (HPB) and with support from the Singapore National Workers Federation (SNWF). Started in 2013 and enhanced in 2016.

**Year Funded**: 2013 onward, 2016

**Demographic Served**: 50+

**Evidence of Success**: Outreach to 7,000 employers and helped 1,700 secure grants to become age-friendly, safer and more flexible geared toward 50+ population

**Evidence of Success**: 50+ Outreach to 7,000 employers and helped 1,700 secure grants to become age-friendly, safer and more flexible geared toward 50+ population

**Contact Information**: Partner Contact Info: NTUC’s e2i  
Phone 6474 0606  
followup@e2i.com.sg  
www.e2i.com.sg  
SNEF  
Phone 6290 7694  
workpro@snef.sg  
www.snef.org.sg

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### Age-management Grant

**State or Location**: Singapore  
**General Description**: Employers are encouraged to raise awareness of good age management practices, build an age-friendly workplace and assimilate their older workers within their organisations.

**Funding Mechanism**: Singapore Government

**Funding Amount/Approx. Cost Per Placement**: Up to $20,000

**Year Funded**: 2013 onward

**Demographic Served**: 50+

**Evidence of Success**: NA - emailed and waiting response

**Contact Information**: Partner Contact Info: NTUC’s e2i  
Phone 6474 0606  
followup@e2i.com.sg  
www.e2i.com.sg  
SNEF  
Phone 6290 7694  
workpro@snef.sg  
www.snef.org.sg

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### Job Redesign Grant

**State or Location**: Singapore  
**General Description**: Help companies create physically easier, safer and smarter jobs for older workers aged 50 years and above.

**Funding Mechanism**: Singapore Government

**Funding Amount/Approx. Cost Per Placement**: Up to $300,000

**Year Funded**: 2013 onward

**Demographic Served**: 50+

**Evidence of Success**: NA - emailed and waiting response

**Contact Information**: Partner Contact Info: NTUC’s e2i  
Phone 6474 0606  
followup@e2i.com.sg  
www.e2i.com.sg  
SNEF  
Phone 6290 7694  
workpro@snef.sg  
www.snef.org.sg
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<th>Evidence of Success</th>
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</tr>
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<tbody>
<tr>
<td>Worklife Grant</td>
<td>Singapore</td>
<td>A work-life friendly workplace can be supported by flexible work arrangements (FWAs) that allow employees to vary their work arrangements to suit their individual work-life needs</td>
<td>Singapore Government</td>
<td>Up to $105,000</td>
<td>2013 onward</td>
<td>50+</td>
<td>NA - emailed and waiting response</td>
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</tbody>
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