

**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

<u>Program Name</u>	<u>State or Location</u>	<u>General Description</u>	<u>Funding Mechanism</u>	<u>Funding Amount /Approx. Cost Per Placement</u>	<u>Year Funded</u>	<u>Demographic Served</u>	<u>Evidence of Success</u>	<u>Contact Information</u>
<a href="#"><u>Older Kansans Employment Program (OKEP)</u></a>	Kansas	Employment placement services targeting older adults	<a href="#"><u>KS Statute 75-5741</u></a>	\$502,500 \$737	FY19	State resident 55+	2432 served 681 placed avg hours 25	Cindy Nau Coordinator 1354 Susan.Weidenbach@ks.gov PH: (785) 291-3280  Special Proj. Topeka, Kansas 66612- Cindy.Nau@ks.gov
<b>Kansas Older Worker Task Force (OWTF)</b>		Oversight of direction of funding of OKEP - govt employee support staff	1996 to current					
		OKEP Strategic Plan 2007 update pending						
<b>Providers</b>		Administered by seven providers - eight programs - 6 Area Agency on Aging, one independent living center, and one WIOA provider						
<b>Proclamation for Older Kansan Worker Day</b>		Attempted legislation past session - will try again 2020 - pursued too late in the session to get through the process						
<b>Older Worker Ceremony (Pre-2014)</b>		Event honoring older employees - stopped because it may be perceived as discriminatory						
<a href="#"><u>The Vermont Returnship Program</u></a>	Vermont (also in Connecticut Massachusetts New York Pennsylvania)	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. Also available to those currently working and seeking a career change. A4TD works w/employers to develop high caliber returnships and matches employers to candidates. Wages are paid by employer.	Vermont Department of Labor with staff support from Associates for Training and Development (A4TD)	100000 annually/VT	Two Year Pilot Program - started 2019	All ages Looks like about 2/3rds are 50+; tends to be most vulnerable population	800 people in five states served; approx 10% get employed - early in program data collection	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

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<a href="#">New Hampshire Works Mature Worker Program</a>	New Hampshire	Employment placement services; worked with Back to Work 50+ to use Seven Smart Strategies - not the whole program.	Two year grant New Hampshire Dept of Business and Economic Affairs (previously the Office of Workforce Opportunity) - US Dept of Labor	Southern New Hampshire Services (non-profit) manages the grant - waiting on response 603-668-8010	Late 2018	55+ Living in NH Fully unemployed Only seeking FT 130% or less of poverty	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.	Debbie Laurion 603-656-6685 Street 300 Hanover Manchester, NH 03104-4957
	Manchester Nashua Somersworth (Eight workforce centers - plans to have up in above locations)	Allows for On-the-Job training w/reimbursement of 50% of wage up to six months; also offer a subsidy for a hire from the program who is with the company for at least eight months - \$4,000.						
<a href="#">Aging Worker Initiative - AWI - Short Overview</a>	Indiana Louisiana Maine Maryland Michigan Pennsylvania Texas Vermont Washington Wisconsin	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.		Admin by Atlantic Philanthropies - \$3.600,000 to Council for Adult and Experiential Learning and Council on Competitiveness programming for all 10 programs Leveraged funds for each program - \$100M-10MM	2009-2011	55+ Laid-off Need continued work Need more training Disabilities Language challenges Focus on high-growth jobs	Enrolled #/ Employed #	
<a href="#">Aging Worker Initiative - AWI - Detail Report</a>	Indiana	<a href="#">Tecumseh Area Partnership, Inc.</a>		\$1,000,000			359 / 58	Lafayette, IN 47905 PH: 765-477-1710

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	Louisiana	<a href="#">Quad Area Community Action Agency, Inc.</a>		\$1,000,000			724 / 200	Hammond, LA 70401 PH: 225-567-2630
	Maine	<a href="#">Coastal Counties Workforce, Inc.</a>		\$1,000,000			268 / 100	
	Maryland	<a href="#">Baltimore Country Office of Workforce Development</a>		\$967,005			163 / 33	Towson, MD 21204 410-887-2008
	Michigan	<a href="#">Macomb/St. Clair Workforce Development Board, Inc.</a>		\$979,400			2024 / 117	Roseville, MI 48066 9200 586-447- (all 5 WFC involved)
	Pennsylvania	<a href="#">South Central Workforce Investment Board</a>		\$971,200			689 / 432	West Plains, MO 65755 2630 417-257-
	Texas	<a href="#">Goodwill Industries of Houston, Inc.</a>		\$999,949			756 / 345	Houston, TX 77055 6221 713-692-
	Vermont	<a href="#">Vermont Associates for Training and Development, Inc.</a>		\$1,000,000			254 / 69	Rutland, VT 05701 4423 802-282-
	Washington	<a href="#">Seattle-King County Workforce Development Council</a>		\$1,000,000			176 / 115	Seattle, WA 98121 0474 206-448-
	Wisconsin	<a href="#">Fox Valley Workforce Development Board</a>		\$1,000,000			225 / 53	Neenah, WI 54956 5600 920-720-
<a href="#">National Older Worker Career Center</a>	Washington, DC 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		1997 as its own non-profit; previous AARP program	55+ Legally eligible to work in the US	Four tiers of experience 16 to 40 hours/week Since 1997 - 20,000,000 hours of support for federal workforce (more than 15,000 workers averaging 25 hours per week) Approx 769 annual	Bridgett Farley Worker Career Center PH: 303-238-0022 Vanegas Arlington, VA 22203 PH: 703-558-4200 Older Lakewood, CO Cito
<a href="#">BLM Program</a>		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.						
<a href="#">FS ACES Program</a>		Assists the US Department of Agriculture Natural Resources Conservation Service by providing workers 55 years of age and older to support conservation-related programs						



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<a href="#"><u>WORKPRO</u></a>	Singapore	<p>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.</p> <p>2. Under the enhancements to WorkPro, companies can receive grants of up to \$425,000 to support initiatives in the following areas:</p> <p>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</p>		Funded by the Ministry of Manpower (MOM), Land Transport Authority (TLA), Health Promotion Board (HPB) and w/support from Singapore National Workers Federation (SNWF)	Started in 2013 and enhanced in 2016	50+ Outreach to 7,000 employers and helped 1,700 secure grants to become age-friendly, safer and more flexible geared toward 50+ population		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
<a href="#"><u>Age-management Grant</u></a>	Singapore	Employers are encouraged to raise awareness of good age management practices, build an age-friendly workplace and assimilate their older workers within their organisations.	Singapore Government	Up to \$20,000	2013 onward	50+	NA - emailed and waiting response	
<a href="#"><u>Job Redesign Grant</u></a>	Singapore	Help companies create physically easier, safer and smarter jobs for older workers aged 50 years and above.	Singapore Government	Up to \$300,000	2013 onward	50+	NA - emailed and waiting response	

