

DEPARTMENT OF AGING

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**PROGRAM MEMO**

TO: AREA AGENCY ON AGING DIRECTORS	NO.: PM 10—19(P)
SUBJECT: Senior Community Service Employment Program. Durational Limits and Transition Planning Policy	DATE ISSUED: August 25, 2010
REVISED	EXPIRES: Until Superseded
REFERENCES: Older Americans Act; United States Department of Labor; Employment and Training Administration, Training and Employment Guidance Letter 28-09	SUPERSEDES: N/A
PROGRAMS AFFECTED: <input type="checkbox"/> All <input type="checkbox"/> Title III-B <input type="checkbox"/> Title III-C1/C2 <input type="checkbox"/> Title III-D <input type="checkbox"/> Title III-E <input checked="" type="checkbox"/> Title V <input type="checkbox"/> CBSP <input type="checkbox"/> MSSP <input type="checkbox"/> Title VII <input type="checkbox"/> ADHC <input type="checkbox"/> Other:_____	
REASON FOR PROGRAM MEMO: <input checked="" type="checkbox"/> Change in Law or Regulation <input type="checkbox"/> Response to Inquiry <input type="checkbox"/> Other Specify:_____	
INQUIRIES SHOULD BE DIRECTED TO: Your assigned AAA-based SCSEP analyst	

The purpose of this Program Memo (PM) is to provide Area Agencies on Aging (AAA) and Senior Community Service Employment Program (SCSEP) projects with guidance for implementing Durational Limits and Transition Planning as required by the Department of Labor (DOL) and outlined in the Older Americans Act (OAA).

The reauthorization of the OAA in 2006 included a requirement to limit the length of time an individual can participate in SCSEP to a total of 48 months per participant. The OAA states ...*"an individual who has participated in projects under this title for a period of 48 months in the aggregate (whether or not consecutive) after July 1, 2007 must exit the program by July 1, 2011."*¹ Durational limits will become effective July 1, 2011. This will assist CDA to meet the OAA's 27-month aggregate durational limit threshold for state and National SCSEP Grantees.

DOL allows each state to choose its durational limit policy. When implementing Durational Limits, states have the option to grant waivers from the 48-month limit for participants who: have a severe disability; are frail or are age 75 or older; meet the eligibility requirements related to age for, but do not receive, benefits under Title II of the Social Security Act (42 U.S.C. 401 et seq.); live in an area with persistent unemployment and are individuals with severely limited employment prospects; or have limited English proficiency or low literacy skills.

¹ Older Americans Act, Title V, Section 518 (a)(3)(B)(i)

California Department of Aging (CDA) Durational Limit Policy

When establishing its Durational Limit policy, CDA solicited feedback from other states and surveyed AAAs that operate SCSEP projects. CDA has reviewed this feedback and elected to adopt a **Durational Limit policy of 48 months without the possibility of a waiver**. This policy will:

- Enable more participants to access services.
- Assist CDA to meet the OAA's 27-month aggregate durational limit threshold.
- Increase participants' job skills, by encouraging their frequent rotation in host agency assignments.
- Provide host agencies with a larger pool of participants to fill community service positions.
- Encourage innovative practices to assist participants find unsubsidized employment; and
- Motivate participants to focus on learning and polishing marketable on-the-job skills.

Transition Planning

As part of its yearly application for SCSEP funding, CDA must submit a detailed description of the transitional services and planning (Transition Planning) process that AAAs and their contractors will use to assist participants to transition from the Program when they have reached their 48-month durational limit. Transition planning is essential to the success of the Durational Limit policy.

CDA's Transition Planning process incorporates guidance from DOL and takes into account AAA input. AAAs are required to follow this process to transition participants from the Program. The Transition Planning process is attached to this PM.

CDA Responsibilities

Starting in August 2010, CDA staff will send a monthly email to each AAA that lists participants with one year remaining in the Program. This will assist AAAs to identify participants who need immediate assistance to transition from the Program.

If you have questions concerning Durational Limits or Transition Planning please contact your CDA analyst as follows:

Peggy Stadler: PSA 5, PSA 8, PSA 11, PSA 14, and PSA 22
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Director