

STRATEGIC ACTION PLANNING GROUP ON AGING
Workforce Subcommittee
May 22, 2017 – Meeting Summary

Meeting participants: Tony Tapia (co-chair), Christian Itin (co-chair), Sharron Williams, Ben Moultrie, Phil Nash, Theresa Falagradý

Desired Outcomes:

- Clarify the subcommittee’s purpose and two high level priorities
- Review short-term crisis priority and identify workforce priorities
- Develop and agree on next steps

Agenda:

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| ✚ Welcome, introductions, agenda review (Lisa) | 10:30 |
| ✚ Subcommittee’s purpose and recommendations “level” | 10:35 |
| 1. Short-term priority area: | |
| <i>Outcome 3: There is a skilled, educated, and trained workforce sufficient to build the capacity of industries serving older adults (including but not limited to: healthcare, social services, long term care, transportation, housing, caregiving, etc.).</i> | |
| 2. Longer-term priority area: | |
| <i>Outcome 1: Older adults are able to stay engaged in the labor force as long as they want and need.</i> | |
| ✚ Identify preliminary priorities [Worksheet] | 10:55 |
| ✚ Develop and agree on the next steps | 11:20 |
| --Next meeting time/agenda topics | |
| ✚ Adjourn | 11:30 |

Subcommittee’s purpose and Recommendation Level

Questions to answer: What areas can we make a recommendation around?
Broad policy suggestions? Or at the programmatic?

- Goal #2 and Goal #5, Goal #1 (live and fully participate,), Goal #3, Goal #4 (caregiving) Workforce issues are directly in 2 of them and indirectly in 3 of them. We are cross-cutting.
- Two aspects of the workforce:
 - Do we have enough people to serve the older population? And do we have opportunities for older adults to stay in the workforce or for volunteer efforts.
 - What are we doing as a State to take advantage of the resource of older adults with lots of education and experience?
 - What are we doing to capture the entrepreneurial spirit? What are we doing to take advantage of the 65+ resources

Agreement:

- We are making recommendations to the Governor and the State legislation— Should be making recommendations around policy at a high level (rather than at the micro or programmatic level)
- As other bodies, organizations or individuals come on board, we can provide them more specific programmatic recommendations.

Short-term Priority Area¹.

Outcome 3: There is a skilled, educated, and trained workforce sufficient to build the capacity of industries serving older adults (including but not limited to: healthcare, social services, long term care, transportation, housing, caregiving, etc.).

Objectives:

3a. Increase awareness of the career opportunities available in the industries forecasted to grow due to aging in Colorado

Comments:

- *Needs to be reworded to be more policy*
- *Private Sector more able*
- *These are marketing and public education*
- *State could partner or collaborate with industry to ensure that that....*

3b. Improve the image and desirability of professions serving older adults.

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Do the objectives reflect our current best thinking about areas that this sub committee should recommend in (based on conversation this am?)

Do the strategies reflect the conversation?

Based on the conversation what should the outcomes and strategies be – the goal here is to make specific recommendations.

Consider in this:

Who are we recommending to? Governor? State entities? Local entities?

How specific should the recommendations be?

3c. Provide adequate and appropriate access to the education and training to ensure the readiness of workers in these fields.

Comments:

- *This one is more policy oriented*
- *Consider utilizing seniors to serve seniors (use the entire spectrum)*
- *Define Access like "\$ available to train or loan forgiveness" Includes but not limited to....*

Strategic Initiatives

1. Identify workforce development dollars including programs that may provide stipend dollars and/or loan forgiveness (especially as it relates to rural workforce development)

Comments:

- *This is an access issue and addresses 3C.*

Questions for Committee:

1. What strategies do we want to recommend to move this initiative forward?
2. Is there any information or input we need?

Next steps

1. Agree on new wording for 3 C
2. Define components (including financial) and other areas that impede access?
3. Tony, Christian, and Phil (too edit and respond)
4. Get HCPF Data on Older Adults (where there are potential savings) (Tony will get and send out by next meeting)
5. Look and get State Demographer's presentation to SAPGA (Cindy)
6. Get information from Coral re: Alzheimer's' report and get to Ben—he will cross reference with Pipeline report