

STRATEGIC ACTION PLANNING GROUP ON AGING
Workforce Subcommittee
August 28, 2017

Meeting participants: Tony Tapia (co-chair), Christian Itin (co-chair), Sharron Williams, Theresa Falagraday, Coral Cosway, Elizabeth Garner, Phil Nash, Chis Akers, Lisa Carlson (facilitator)

Desired Outcomes:

- ✚ Better understand the department of health professions at Metropolitan State University and the role/challenges in workforce development
- ✚ Better understand DORA's role in workforce development
- ✚ Understand implications for this Subcommittee's work
- ✚ Identify issues/observations for the SAPGA
- ✚ Develop and agree on next steps

Proposed Agenda:

- Welcome, introductions, agenda review (Lisa) 10:00
- Dr. Emily Matuszewicz, Chair, Department of Health Professions 10:05
Dr. Amy Dore, Program Director, Master of Health Administration
--Metropolitan State University Denver
- Jacqueline Arcelin, Chief of Staff 10:35
--Department of Regulatory Agencies
- Implications for our work 11:05
--What does SAPGA need to know?
- Next Steps 11:20
- Meeting/Subcommittee Evaluation 11:25
--*What is working? What do we need to change?*
- Adjourn 11:30

Metropolitan State University Programs

(Dr. Emily Matuszewicz, Dr. Amy Dore)

- Have a Wellness Coaching Certificate and partner with Eaton Senior Communities, which includes an evaluation component. Students and Seniors love this university/senior-living community partnership

- Discovered that Eaton had a bus so they provided it to the University to bring the entire class for a tour and panel. There is now a waitlist for this program. (There is a video available from Metro upon request)
- Amy Dore works with Christian Living Communities, CHCA, Innovage for internship placements, which usually result in employment
- Challenges: Metro archived Gerontology major a few years ago because there was not enough interest. Have now launched an “Aging Services Leadership” (a minor) to entice more excitement to the field
- Currently have a number of certificates that can be “stacked”
- Have Masters in Health Care Administration
- Challenge: Certificate program students can not receive financial aid
- Trend toward wanting to go into nursing—Metro is working to develop alternative pathways to expand their knowledge about options
- Metro students are workforce ready, average age is 26 for healthcare professions and older for the other programs
- There is a trend toward “stake-able” certificates –it is the future. How can we build on people’s careers without necessarily a BA?
- Challenge: Higher education has a conflict if certificate are stressed versus a BA or AA. Higher Ed does well with veteran’s in terms of counting their service but not other populations
- Opportunity: Certificates could apply to Seniors looking for a different profession (and this is currently happening)
- Metro’s Master programs are online which can reach rural communities
- Metro is seeing a trend toward the 50+ population wanting to make a career shift.
- Opportunity: Boomers Leading Change could play a role with Metro
- Opportunity: Every Metro student needs to have an internship – if you know an organization that want one, please contact Metro
- Metro should consider apprenticeships where employer pays for experience
- Should consider using language like “Senior Advocate”

Department of Regulatory Agencies (Jacqueline Arcelin, DORA)

[A PowerPoint is available upon request]

- Do not regulate pharmacy techs
- Nursing home administrators are up for Sunset Review next year (Report will be out mid October)
- Colorado has a different process than most States. In order to have professions regulation, there is a “Sun Rise” process that ultimately goes to the State Legislature for a vote.
- DORA has been working to streamlined processes where possible to get people in the workforce sooner, including those coming from other States

- DORA has been challenged with Veteran's in the workforce and have been working to streamline the process to get their service included in getting professional license. (There are other efforts that involve active military and their spouses as well.) There are waivers for license renewal fees.
- Completed an application last week through NCSL and NGA for administrative and technical support to make the licensure process easier and streamlined line (will know soon if our application is accepted).
- Tele-health issues are being reviewed, especially with mental health between States.
- Interstate Compacts are an opportunity
- Opportunity: Patient Safety Act (from last year—and did not have Enhanced Nurse Licensure Compact) did not pass. Another bill will be introduced this year.

Implications for our work: What does SAPGA need to know?

- Financial support and/or scholarships for students getting certificates is needed (resources should also be centralized)
- Consider tax breaks for employers who support employees for certification or retraining
- There is a lot of exploitation of seniors for service we need to get the word out about "Check DORA before you hire a contractor".
- We should continue to support DORA to streamline services

Next Steps

- Next meeting September 25, 2017 10- 11:30
 - ShaJuana Williams, Workforce Development Council?
 - K-12—do they think their jobs are workforce/vocational programs?
 - CDE and CDHE? (What are the barriers and opportunities Workforce Development? Could seniors go back to K-12 school classroom for training?)

Related Event:

- Denver Commission on Aging will have an event addressing the workplace at the Botanical Gardens on September 15th.