

Strategic Action Planning Group On Aging
Workforce Subcommittee

September 25, 2017—Meeting Summary

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

Desired Outcomes:

- ✚ Understand implications for this Subcommittee's work
- ✚ Identify issues/observations for the SAPGA
- ✚ Develop and agree on next steps

Proposed Agenda:

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| ▪ Welcome, introductions, agenda review and updates (Lisa) | 10:00 |
| ▪ New Senior Policy Advisory on Aging
<i>What does this new person need to know?</i> | 10:10 |
| ▪ Next Steps | 11:00 |
| --October 23, 2017 | |
| --Workforce Development Council | |
| --Other | |
| ▪ Meeting/Subcommittee Evaluation | 11:25 |
| -- <i>What is working? What do we need to change?</i> | |
| ▪ Adjourn | 11:30 |

Senior Policy Advisor on Aging

What have we learned that this new person should utilize?

- Look at framework/action plans from last year
- Look at career transitions—look for innovations for how people retire (seasonal employment, flexible hours, etc.) A step-down transition—be a model for exiting the workforce.
- Need more financial preparedness, volunteer options.
- Need to think about a career being 50 years as opposed to 35 years and getting rid of policies that are disincentives for people
- The same things that attract millennial to the workforce are the same thing that attracts the older worker. State should develop policies to attract both. (Department of Labor has many people part time and flexibility)
- We need to have people representing aging issues on all workforce groups—already an infrastructure that we can take advantage of but make sure aging is represented.

- Make sure there is someone representing aging on the Workforce Council
- Need to link housing, transportation and workforce issues (having someone on the Workforce Development Council would help this)
- Encourage public-private partnerships with education for internships and certification program in health and caregiving
- Develop apprenticeships for older adults
- Within K-12, there are a number of vocational programs—how could these be available to older adults? There is an expertise here that could be applied to aging-related services.
- Community colleges and other institutions have a structure that could be utilized for aging.
- There is a value of looking at intergenerational programming (e.g. older adults could potential fill gaps in early childhood education (Substitutes? Trained but not credentialed)

October 23, 2017 Meeting

Meeting topics: Workforce Council

- Is the older adult worker on the Council's radar?
- What is application process to serve on the Council?
- Is entrepreneurship a focus?
- Is the Council doing anything in terms of "Badging"—If so, can older adults be a part?
- How can we influence regional plans that are already in progress?
- Are there differences between urban and rural? Opportunities for older adults?
- SBDC is part of workforce development council (need plan to assist seniors, particularly technology—website, etc.)

Other topics:

- Denver's New Business Development (Teresa will follow up to see if they will be developing a older adult emphasis)
- Presentation by CDE
- Badging presentation (Teresa/Phil—from Community College of Aurora?)