

**STRATEGIC ACTION PLANNING GROUP ON AGING
Agenda**

December 11, 2017

Desired Outcomes:

- Provide Planning Group Framework for 2018 Calendar Year
- Present and clarify Subcommittee Accomplishments in 2017 and recommendations for 2018
- Agree on Goals and Subcommittee structure for 2018
- Elect 2018 Officers

Proposed Agenda:

Welcome & roll call, approve agenda <i>Jim Riesberg, Chair</i>	Noon
Public Comment	12:05
Election of Officers	12:10
Overview of Subcommittee Presentations <i>Lisa Carlson</i>	12:20
--Subcommittee Presentation: Implementation (pgs. 12-17) <i>Mindy Kemp & Natalie O'Donnell Wood</i>	
--Subcommittee Presentation: Workforce (pgs. 18-20) <i>Tony Tapia & Christian Itin</i>	
--Subcommittee Presentation: Technology and Innovation (pgs. 21-23) <i>Karen Brown & Ben Moultrie</i>	
--Subcommittee Presentation: Local and Regional (pgs. 24-25)	
• Regional Meeting Results (<i>Sinergie Project</i>)	
• AAA Plan Analysis and implications (<i>Jarett Hughes</i>)	
• Subcommittee recommendations (<i>Dave Norman & Steve Child</i>)	
Break	1:30
Member Survey Results <i>Sinergie Project</i>	1:35

Review of Planning Group Mission & Action Plan Goals <i>Sinergie Project</i>	1:45
Instructions for Breakout Groups <i>Lisa Carlson</i>	1:50
Breakout Groups: Decide on Top Priorities for 2018, including Subcommittee Structure <i>Lisa Carlson & Sinergie Project</i> --Report Out --Vote on Top Priorities, Agree on Next Steps	2:00
Discussion on 2018 Structure <i>Sinergie Project</i> --Calendar, Meeting Days/Times --Guidelines and Strategies for 2018 Presentations --Financial Outlook	3:00
Public Comment	3:25
Adjourn	3:30
Celebration	3:30

Strategic Action Planning Group on Aging Member Roster – November 10, 2017

Executive Committee

James Riesberg, chair
Greeley
970-351-6619
jlrco@comcast.net
Appointed: 8/4/15
Term Ends: 8/1/19

Karen M. Brown, vice chair
Seniors Matter / Aging2.0 Denver
Arvada
303-807-4586
Karen.peffer.brown@gmail.com
Appointed: 8/4/15
Term Ends: 8/1/19

Wade Buchanan
Formerly, Bell Policy Center
Arvada
303-885-8026
wadebbuchanan@gmail.com
Appointed: 8/4/15
Term Ends: 8/1/19

David R. Norman
Area Agencies on Aging
Grand Junction
970-248-2717
dave.norman@mesacounty.us
Appointed: 8/4/15
Term Ends: 8/1/21

John Zabawa
Formerly, Seniors Resource Center
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jza3014835@aol.com
Appointed: 3/31/16
Term Ends: 8/1/18

Planning Group Members

Claire Anderson
Innovations in Aging Collaborative
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Appointed: 8/4/15
Term Ends: 8/1/18

Donna Lee Baros
Colorado PERA
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Appointed: 8/4/15
Term Ends: 8/1/18

John Barry
CO Dept. Health Care Policy & Financing
Denver
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John.R.Barry@state.co.us
Appointed: 8/4/17
Term Ends: 8/1/21

Steve Child
Pitkin County Commissioner
Snowmass
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Appointed: 8/4/15
Term Ends: 8/1/21

Gregory P. Coopman
Heartfelt Care At Home
Monument
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greg@heartfeltcareathome.com
Appointed: 2/10/16
Term Ends: 8/1/19

Coral Cosway
Alzheimer's Association of Colorado
Littleton
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Appointed: 9/8/17
Term Ends: 8/1/19

Dale Elliott
Volunteers of America
Commerce City
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Appointed: 8/4/15
Term Ends: 8/1/18

Christian Marcel Itin
Metropolitan State University of Denver
Centennial
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Appointed: 8/4/15
Term Ends: 8/1/19

Gabriel Kaplan, PhD, MPA
Health Promotion and Chronic Disease
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Appointed: 10/13/17
Term Ends: 8/1/18

Mindy Kemp
Colorado Department of Human Services
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Term Ends: 8/1/19

Joshua Laipply
Colorado Department of Transportation
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Appointed: 3/31/17
Term Ends: 8/1/18

Ben Moultrie
Colorado Commission on Aging
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Term Ends: 8/1/18

Jean Nofles
AARP
Aurora
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Appointed: 8/4/15
Term Ends: 8/1/21

Jayla Sanchez-Warren
DRCOG / AAA
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Term Ends: 8/1/19

Karin Stewart
Jefferson County Aging & Adult Services
Golden
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Appointed: 4/7/17
Term Ends: 8/1/21

Tony Tapia
Latino Community Foundation of Colorado
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Term Ends: 8/1/19

Sharron Williams
Optimal Healthcare Solutions
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Appointed: 8/4/15
Term Ends: 8/1/18

Strategic Action Planning Group on Aging

Monday November 13 2017 - Meeting Minutes

Members Present: John Zabawa, Wade Buchanan, Mindy Kemp, Jayla Sanchez-Warren, Ben Moultrie, Jean Nofles, Coral Cosway, Christian Itin, John Barry, Josh Laipply, Sharron Williams, Gabriel Kaplan. On phone: Donna Baros, Steve Child, Dave Norman, Karin Stewart, Tony Tapia. Sinergie Project staff: Gene Rose, Andrea Wilkins

Meeting called to Order

John Zabawa called meeting to order at 12:02 and took roll; participating members constituted a quorum.

Approval of Agenda and October Meeting Minutes

Accepted as presented.

Public Comment: None.

Committee, Subcommittee, and Administrative Reports

Workforce Subcommittee Updates provided by Christian Itin. Updates and Planning Group Member discussion included:

- Attended Talent Found event in Keystone
- Developing an expanded view of workforce in Colorado, it is broad yet not connected
- Where is the conversation regarding older adults? Currently not a common topic
 - Deals with older adults in the labor force and those working on behalf on older adults
 - Most regions have healthcare related groups but some do not
 - Distinctions between traditional work context and those who serve older adults (e.g. nurses in LTC vs hospitals)
- Should they continue?
 - More work to be done regarding how aging works into the state economy

Technology and Innovation Subcommittee Updates provided by Ben Moultrie. Updates and Planning Group Member discussion included:

- Group has been focused on transportation issues since Spring
- Compiling takeaways from various presentations dealing with challenges and opportunities
- Next meeting will revolve around how to organize this information
- How can innovation activate change and address relevant aging issues?
- Practical application of technology in everyday life
- Bloomberg report on senior technology education efforts supported by Best Buy. Home automation services are available through Best Buy as well as other vendors.
- Technology implications for home care services

- Affordability issues
- Annual showcase for entrepreneurial, innovative technologies that can assist with aging issues
- Suggestion made that there needs to be greater efforts to support connectivity statewide. Not every community has infrastructure in place to make use of technology and innovation.

Local and Regional Implications Subcommittee updates provided by Dave Norman and Steve Child. Updates and Planning Group Member discussion included:

- Discussion of regional planning
- AAA report analysis in the works
- Last meeting focused on discussion of Pueblo meeting
 - Retirement
 - Continuity of medical care
 - Rural parts of the state are feeling ignored
- Pueblo and Grand Junction are both seeing a lot of people move into communities after retirement. State demography office is looking at trends in these areas.
- Denver meeting was unique in its format and should result in useful information
- Connecting with AAAs should be a key priority for Planning Group.

Implementation Subcommittee updates provided by Mindy Kemp. Updates and Planning Group Member discussion included:

- Had a presentation on PERA
- Lots of potential changes to PERA likely to be presented during upcoming legislative session
- One of the initial Planning Group recommendations was fully funding PERA
- Need to make changes to become more actuarially sound
- Contribution and reimbursement model adjustments need to be considered
- Cost of living adjustment (COLA) changes
- Have established models for how to be fully funded in 30 years
- How will PERA respond to market changes?
- Downturns in the market affect all older adults, especially those with more market-based plans
- 20-25% of Coloradoans rely on PERA benefits to some extent*
 - Concerns and suggestions of PERA beneficiaries?

*NOTE: This number was stated from memory and is incorrect. The actual number of Coloradans who rely on PERA for their retirement is 10%, with 9% of all Coloradans being members of PERA.

Executive Committee updates provided by John Zabawa. Updates included:

- Primary focus is pursuing grant and funding opportunities
- Fiscal partnership with Seniors Resource Center
- Discussed planning retreat focusing on the upcoming calendar year and full Planning Group meeting on December 11
- Meeting with Henry Sobonet's staff on December 13 regarding state support for Planning Group

Regional Meetings

Gene Rose with the Sinergie Project notes that Sinergie is working on a summary report and will present to Local and Regional Implications Subcommittee by the end of November. A presentation on the report will be made to the full Planning Group in

December. Wade Buchanan provided a summary update on the regional meetings noting that attendance was good overall. Process will continue next year, with a priority placed on meetings having a broader reach into other areas of the state, especially rural areas. Group made a promise that Planning Group will continue communication and this was appreciated by the communities. Now the obligation is on Planning Group to show that we are continuing to communicate back. How we do this should be a primary focus of our November strategy session and the December Planning Group meeting.

Fundraising Update

Andrea Wilkins with Sinergie Project provided updates on the Group's continuing work with the Senior Resource Center to secure fiscal sponsorship. The Executive Committee is actively engaging with AARP, DRCOG and Next50 regarding support. Meeting with Therese Ellery with the Rose Community Foundation will take place December 11 prior to the Planning Group meeting.

Legislative Panel

Rep. Joann Ginal & Sen. Beth Martinez Humenik, panel moderated by Rich Mauro, DRCOG

Sen. Beth Martinez Humenik

- Colorado issues seem to be the same as other states
 - Housing is a major issue- senior housing developers need to see a ROI
 - InnovAge has a 500-person waiting list for housing
- Expect to see more healthcare related legislation involving transparency in medication pricing
 - Increased education how pricing works
- Nutrition and food programs are critical
 - Appetite loss is normal age-related change but continued nutrition is even more important
 - How does dental care factor into this?
 - Transportation to medical appointments
 - Improved transit options
- This process of seeking funding and solutions will be continuous and become increasingly important

Rep. Joann Ginal

- Works closely with Fort Collins AAA
- Various input regarding transportation
 - Non-medical emergency transportations services
 - Fort Collins has services provided from Denver
 - Why isn't there better coordination locally?
- Affordable housing in Fort Collins
 - Manufactured homes being sold to corporations and rent is being increased without warning
 - How can tiny homes help?
- Advance care directive registry legislation is being developed
- Assisted living and skilled nursing assessments
- Elder abuse and guardianship issues

- Health care is the bottom line
 - Dental and vision are important for quality of life and independent living, not covered under Medicare
 - Respite care
- Chronic health problems are driving up healthcare costs
- Work closer with General Assembly to address Planning Group priorities

Sen. Martinez Humenik

- Older adults in the corrections system is a growing issue in the state
 - Will have greater health care needs and less resources
- We must increase the voices of older adults
- Utilize town halls events in various parts of the state
 - Can be panel based and usually an effective means of communication and education
- We need better community awareness and education
- Decrease in Medicaid reimbursements for HCBS and minimum wage increases are a concern for home health care
- How do we make positive changes that allow program/service providers to remain effective
- Medicaid reimbursements are lacking behind significantly, but why?
 - Is it federal reimbursement or state? Have they reduced reimbursement ratio roughly 75 cents to the dollar?
- Medicaid money will not be adequate for meeting Colorado's aging needs

Discussion

- Is there desire in the Capitol to address long-term fiscal solvency for healthcare?
 - We must educate younger adults and legislators about the issues of aging
- Increase advocacy for older adult issues must continue
- Aging in place versus community independent living?
- Be more strategic about approaching legislators
 - What kind of information and data can we provide them?
- TABORs effect on General Fund will continue to result in underfunding by 20-25%
 - Is it ever possible to overcome fiscal shortcomings? Must continue to push for our priorities
- Utility costs issues
 - PTC Rebate legislation seeking to be expanded this session
- Need to expand PACE ombudsman program
- Does the Planning Group continue a comprehensive plan for aging or focus on a few issues?
 - The Action Plan may be too broad in its focus?
 - Prioritize issues with a timeline of focus?
 - Focus on biggest need, prioritize two or three issues
 - Bring forth solutions
 - How can we partner with private sectors? Valuable resource in the face of funding issues
- Utilize university and high school human resources
 - Utilize older adults as resources for developing solutions and implementing them
- Fort Collins will be implementing broadband
 - New possibilities?

- Expected to introduce a bill that will allow retired teachers to more easily act as substitutes for early education
- Important to appreciate the economic relevance of older adults, older adults contribute significantly to our economy
- Are we effectively using the resources that we have?
- A cultural change towards caregiving

Election of New Officers

Wade Buchanan provided overview of requirements and bylaws provisions. Members should provide nominations to Sinergie Project staff.

December Planning Group Meeting

Gene Rose with the Sinergie Project provided an overview of the format for the December 11 Planning Group meeting. It will be structured as a strategy session focused on goals and priorities for 2018 and will be facilitated by Sinergie Project staff and Lisa Carlson. More significant discussion of subcommittee activity will take place at this meeting. Members must attend in person - no call-in option will be available. Meeting will extend until 3:30 followed by a celebration.

Public Comment

Ed Shackelford

- Lobbyist training being provided by the Colorado Senior Lobby on Wednesday, November 15
- Important on utilizing our time as effectively as possible
 - We must prioritize our current funding as best as possible
 - Remember that we will need to care for twice the people with perhaps the same funding
- Why is no one addressing end-of-life care?
 - Majority of health care expenses occur here
- State funding becomes a major problem once adults reach their 80s
- Must continue to educate legislators and the community

Jayla Sanchez-Warren

- AAA funding stop-drop dates because lack of federal funds
 - Service providers need reimbursement and need to pay staff
- Senators Gardner and Bennet were contacted and federal funds were released but only for two months
- Continuing resolution funds only budgeted until March
- Approach state controller about changing position?
- Rainy day fund for AAA funding?

Phil Cernanec

- Prioritization of funding
- How do we put a face on aging?
 - Better educating senators and representatives

- Focusing on the costs of frailty and those in later life (80+)
 - Becomes larger costs for state care because Medicare doesn't cover LTC

Adjourn

John Zabawa adjourned the meeting at 2:59 pm.

Next Meeting: December 11, 2017

Foundations and Deadlines

The following foundations provide grants to organizations that are aging-related. The foundations are organized based on upcoming grant application deadlines. The information was collected through their individual websites or coloradogrants.org.

Foundations	Deadlines
Next 50 Initiative	December 15
Kerr Foundation	January 12
Anschutz Family Foundation	January 15 and August 1
Gates Family Foundation	January 15 and April 1
Colorado Health Foundation	January 31 and May 31
The Kettering Family Foundation	January 31
Bohemian Foundation	January 31
Chinook Fund	February 21 and August 21
Duncan Trust	September 30 and July 1
Rose Foundation	Grants are accepted on a rolling basis
Daniels Fund	Grants are accepted on a rolling basis

Colorado's

STRATEGIC ACTION PLANNING GROUP ON AGING

Implementation Subcommittee Report
December 11, 2017



IMPLEMENTATION SUBCOMMITTEE PURPOSE:

To advocate for and assist in the implementation of the nine recommendations (and numerous sub-recommendations) in 2016 Initial Action Plan. Will focus on state legislative and executive branch action as well as local and regional implementation. May also track and recommend responses to relevant national policy developments



2017 IMPLEMENTATION RESULTS

- The Implementation Committee monitored the recommendations made in the SAPGA Action Plan from November 2016. Where applicable, the committee followed up on recommendations to support their implementation. The committee kept the full SAPGA apprised of the status of the recommendations throughout the year.
- The Action Plan Spreadsheet in your agenda book highlights the recommendations and the status as of December 2017.



PRESENTATIONS MADE TO THE SUBCOMMITTEE:

- HB17-1253 and SeniorSafe (Jillian Samaro/Gerald Rome (DORA))
- The Public Guardianship pilot project (Shari Caton)
- Proposed PERA reforms and implication (Kirsten Strausbaugh)



KEY LESSON LEARNED:

It was helpful for the committee to monitor and review the existing SAPGA recommendations on a regular basis to keep track of the status. As needed, the group reached out to key stakeholders to get updates on the status of items that were recommended in the Action Plan and assist in supporting their implementation.



SHOULD THIS SUBCOMMITTEE CONTINUE INTO 2018?

- Yes. If this committee does not exist going forward, SAPGA risks not knowing about the implementation of its recommendations.
- We will likely not need to meet every month but should schedule them and cancel if not necessary.



2018 ISSUES AND RESOURCES NEEDED:

- The implementation committee can continue to reach out to contacts to receive updates on the status of recommendations.
- Periodic engagement with advocacy community would be helpful.
- It will be helpful to continue to have Executive Committee members on the Implementation Committee.
- It will be important for the Implementation committee to continue to report out to the full SAPGA group to keep them informed of progress of recommendations

ARE THERE OTHER SUBCOMMITTEES YOU BELIEVE SHOULD BE CREATED FOR 2018?

- Have a subcommittee focused on health issues. (Could utilize Cost Commission Study as a way to focus our efforts.)

Recommendation	Actions To Date	Next Steps	Person Responsible	Completion Date	Barriers/Issues/Comments
1. The Governor should create a permanent, high-level office or position within the executive branch to be accountable for and lead the state government's work on aging issues. The Governor should propose and the General Assembly should consider legislation to grant this new office or position (certain) authorit(ies) and capacit(ies).	1. Jim Riesberg and other members of the Executive Committee met with the Lt. Governor and she is interested in this recommendation 2. A press conference was held 9.19.17 to announce the creation of a Senior Policy Advisory on Aging in the Governor's Office funded by a 3-year grant from the NextFifty Initiative. 3. The Governor's office is currently in the process of interviewing candidates for the position as of 12/1/17	The Governor's Office will be interviewing final candidates in the next two weeks. There has not been a specific start date given for this position at this time. Have conducted interviews and hope to have position filled by end of year.	Jim/Rich		
1A. Create a Colorado Legislative Aging Caucus	Members of the Executive Committee have reached out to several members of the legislature to discuss this and there has been a very positive response. 2 legislators came to the November 2017 SAPGA meeting.	1. Will follow up with legislators who have expressed an interest. Expect the two legislative sponsors will call a meeting in January 2018 and hold monthly meetings during session. Will work with sponsors to get topics on their agenda before meetings. Have been invited to November SAPGA meeting. 2. January 2018: Have presentation on SAPGA recommendations and Regional Summaries with analysis. 3. Reach out to senior organizations for additional topics (AARP, Senior Lobby) 4. The Executive Committee we will be reaching out to advocacy organizations this week	Jim/Rich/Implementation Subcommittee		There will likely be more people than just Legislators in the meetings so we should keep this in mind.
2. The Governor's Office of State Planning and Budgeting, the Colorado Legislative Council, and the Joint Budget Committee staffs should work together to compile a comprehensive state budget on aging to identify all state expenditures related to aging issues (including revenue expenditures such as tax credits) as a tool to help policymakers plan and prioritize at the state level. These efforts should also include identification of major long-term trends in state expenditures with special attention given to resolving the state's structural imbalance and its impact on funding aging-related programs.	Jim Reisberg and other SAPGA members had an initial conversation with JBC Analyst, Kevin Niemond to set up a time to discuss this. The Executive Committee met with Kevin Niemond and representatives from OSPB and Legislative Council in June to discuss this. Kevin suggested that he would work with OSPB to identify the Long Bill line items that would be included in an "Aging Budget" for the State.	A follow-up meeting between SAPGA Exec Committee and Kevin Niemond (TBD). May want to revisit this after the new Policy Advisor is on Board	Jim Riesberg		HCPF numbers for Medicaid have been declining and the reasons behind the
3. Elder Abuse and Exploitation					
3A. To ensure older adults are free from abuse, neglect, and exploitation, Colorado should...ensure quality, effective Adult Protective Services (APS) are available and provided to all vulnerable adults in Colorado.	CDHS APS Program received additional funding starting in FY17-18 to hire staff to conduct Quality Assurance of APS cases throughout the state. The APS program also received funding as part of HB17-1284 to conduct training of all APS supervisors and caseworkers in FY17-18 to ensure consistency in practice.	1. CDHS will conduct QA of all County Department of Human Services APS programs beginning in January/February 2018 and will provide a special training to all APS caseworkers and supervisors beginning in February 2018 and ongoing to those new APS staff hired after FY17-18.	Mindy Kemp, Director, CDHS Division of Aging and Adult Services		The Department annually monitors the use of State APS funding and whether additional funding is needed to support the APS programs statewide. Expenditure data from FY 16-17 shows that not all Counties utilized the full amount of their APS allocation for APS program. The APS allocation funding formula for FY17-18 includes a verticle close out, which means that if a county does not use all the funding allocated to them for APS on their APS program, that funding can go to another county that overspent their APS allocation that year.

<p>3B. To ensure older adults are free from abuse, neglect, and exploitation, Colorado should...implement key recommendations from the Office of Public Guardianship Advisory Committee (PGAC), including establishing a State Office of Guardianship.</p>	<p>HB17-1087 created the Office of Public Guardianship within the Judicial Department. The bill requires \$1,700,000 in gifts, grants, and donations to be received before the Director is hired and the creation of the pilot program. The Governor's office and Supreme Court are seeking applicants for the Commissioner positions now. The bill requires appointments to take place by November 1. Currently the subcommittee of the Bar Association that advocated for this bill is working on developing fundraising lead/contacts that the commission could then pursue once they are appointed.</p>	<p>1. If SAPGA members have suggestions or leads for fundraising, or know of grant writers who would be willing to volunteer to help write grants, please direct them to Shari Caton, Chair of the Office of Public Guardianship Subcommittee of the Colorado Bar Association: caton@pckpc.com or 303-832-1600.</p>	<p>contact person for updates: Shari Caton, Chair of the Office of Public Guardianship Subcommittee of the Colorado Bar Association: caton@pckpc.com or 303-832-1600.</p>	<p>The pilot program will not get up and running until the full amount of funds needed (\$1.7 million) is received.</p>
<p>3C. To ensure older adults are free from abuse, neglect, and exploitation, Colorado should...support programs to raise awareness and train law enforcement personnel, district attorneys, service providers, caregivers, and other key audiences in how to identify and prevent elder abuse.</p>	<p>1. CDHS has an online training available for mandatory reporters. In addition, CDHS will be contracting with a vendor to conduct in-person training for mandatory reporters across the state which will begin in October 2017. 2. The Medicaid Fraud Unit located within the AG's office has a process now in which they will investigate and pursue local cases from law enforcement.</p>	<p>1. Hearing from DA organization and/or key leaders (Denver, Jeffco) about emerging issues/problems in this area 2. Sharing best practices across the State--Get bigger counties to partner with smaller counties (Doug is meeting with the Chairman of Board for the Police and Wells Fargo has Police Foundation)</p>		<p>Very little funding is available for these purposes to date. Wide variety of counties and communities with different practices in place--different capacities. Summary: SB13-111 include a requirement for POST to offer a training to law enforcement but no funding - a 4 hour training was developed - at least 1 officer from every agency was supposed to attend and share information with their agencies, not sure if that happened or not. SB15-109 included \$55K for DA Council to develop and provide training on MR, crimes, prosecuting. Unsure how/when this was done.</p>
<p>4. Colorado's counties and municipalities, in collaboration with the Area Agencies on Aging and state agencies, should develop and implement comprehensive local and, where appropriate, regional plans for aging that prioritize services and expenditures, promote efficiencies, and identify public and private strategies to ensure adequate long-term funding.</p>	<p>1. Local and Regional will take the lead on this. 2. Synergie Intern reviewed all AAA plans and others to identify gaps overlaps, and best practices and will report out at December SAPGA meeting.</p>	<p>1. The Local and Regional Subcommittee will coordinate with Sincergie and the intern</p>	<p>Dave Norman/Steve Childs (Co-Chairs of Local and Regional Subcommittee)</p>	
<p>5. (To) help communities reinvent themselves so that Colorado seniors have more opportunities to age in place and remain active, the General Assembly should...support the Colorado Department of Transportation's (CDOT) State Coordinating Council in coordinating among the wide range of programs that help serve the transportation needs of Colorado's aging population. The Council should be charged with making specific regulatory, legislative and funding recommendations to improve the reach, effectiveness and efficiency of existing programs.</p>	<p>1. Josh presented to SAPGA and Technology Committee will take the lead on this. Need to stay on this since it will be a part of the long bill next year. 2. Denver metro Chamber has announced that they are working on State-wide transportation funding initiative on the ballot for next year.</p>	<p>1. DRCOG will be working on the Veteran's Community Living Initiative which will be a pilot program that can potentially be replicated for other groups. 2. DRCOG is working with Lyft and Utilization as a potential method to provide transportation with their AAA funding 3. DRCOG is tracking the Council's activities (Jayla will check for update)</p>		
<p>6. To provide support to the growing number of Colorado workers who are also caregivers for aging loved ones, the General Assembly and Governor should...fully fund the recommendations made by the Respite Care Task Force in their January 2016 report.</p>	<p>The Governor's Budget for FY18-19 includes fully funding respite care recommendations implementation</p>	<p>Follow the progress of this through the legislative process this year</p>	<p>Mindy</p>	

<p>7. The General Assembly should (help) increase retirement savings by Coloradans of all ages by creat(ing) a public-private partnership to design and offer a workplace retirement saving plan for employees who currently do not have access to one. This plan should be portable and should emphasize the essential ingredients of availability, automatic enrollment, automatic investment, and automatic escalation</p>	<p>The Bell was a leading advocate for HB17- 1290, which would have created retirement savings accounts for Coloradans who don't have access to one through an employer. It passed the house and was killed in the Senate. Bell continues to increase awareness of the benefits of these plans and will be engaged on this issue in the future. Bell is reaching out to others who were involved with this to identify any next steps. AARP is planning on working on this as well.</p>	<p>1. Legislative Caucus on Aging should get briefed on this (Bell can do a brief on this). 2. Regional meetings could also get information on this idea 3. Bell Policy will be working on this 4. May still be a bill in the next session--we will track this.</p>	<p>1. Natalie/Rich</p>	<p>Federal myRA program, which is a retirement savings option oft-cited by those in opposition to the Colorado Secure Savings Plan, is now being phased out. https://myra.gov/</p>
<p>8. The General Assembly should work with the appropriate regulatory agencies to ensure state laws and regulations are adequate to protect consumers, including seniors, from predatory financial practices...The General Assembly and the Governor should support the U.S. Department of Labor fiduciary rule to protect workers from business practices that cost American families excess fees and charges.</p>	<p>Anti-predatory/exploitation policies are key policy issues for the Bell</p>	<p>1. Have the Fair Lending Coalition present in early January</p>	<p>Natalie</p>	<p>Will the Federal Consumer Protection Bureau events effect Colorado?</p>
<p>9. To provide support to the growing number of Colorado workers who are also caregivers for aging loved ones, the General Assembly and Governor should...create and promote a partnership among state and local governments, employer groups and educational institutions to identify and promote best practices for educating and supporting employees who are also caregivers.</p>	<p>CDHS Division of Aging staff have prepared a Lunch and Learn for caregivers which they have provided to a few employers, however their ability to bring it to many employers is limited due to limited staff availability. They are also partnering with representatives from across the state to do a "Train the Trainer" class on stress busting for caregivers. HCPF is working on what appropriate rates there are HCBS--ultimately the State will decide (e.g. respite care)</p>	<p>Make sure that Workforce is addressing the need to discuss this issue with and provide outreach to employers.</p>		
<p>10. The state should build on the effective talent development strategies already in place to identify workforce needs and develop career pathways (including those related to aging services), led by the Colorado Workforce Development Council (CWDC). The General Assembly also should identify an entity to advocate for workforce development in industries serving older adults and for services to older workers; that entity should collaborate with the CWDC to utilize existing talent development strategies and infrastructure to ensure Colorado's future workforce meets the needs of older adults.</p>			<p>Workforce Subcommittee</p>	
<p>11. The Colorado Workforce Development Council (CWDC) also should ensure that older workers have access to training and support services required for meaningful employment.</p>	<p>Workforce Subcommittee met with CWDC representative on their efforts. Christian Itin and Theresa Falagraday of the Workforce Subcommittee attended their 2017 annual conference.</p>		<p>Workforce Subcommittee</p>	
<p>12. To provide support to the growing number of Colorado workers who are also caregivers for aging loved ones, the General Assembly and Governor should...establish family leave policies that set standards for compensating employees who are caring for aging family members. This might include a Temporary Caregiver Insurance Program through employee payroll deductions, such as those in California, New Jersey, and Rhode Island.</p>	<p>Bell Policy supported HB 1307, the Family and Medical Leave Insurance Act, which would have created a worker-funded insurance program to provide paid leave for caregiving or to take care of one's self during illness. Bell continues to write about and promote the benefits of this policy area but there is nothing firm at this time.</p>	<p>May be another bill this session--will need to track this.</p>	<p>Natalie Wood</p>	<p>Washington DC passed a version of this but is now backtracking because of pressure from employment groups--we should monitor this.</p>

<p>13. The General Assembly should work with the appropriate regulatory agencies to ensure state laws and regulations are adequate to protect consumers, including seniors, from predatory financial practices...The General Assembly and the Governor should support the Colorado SeniorSafe Program developed by the Colorado Division of Securities and Division of Banking and Financial Services.</p>	<p>1. HB17-1253 regarding preventing financial exploitation was passed and is being implemented 2. Jillian Samaro from DORA presented to the Implementation subcommittee 8.7.17 on the SeniorSafe program and plans to implement HB17-1253 3. We let AAAs and others know that DORA is available to come do Senior Safe for Consumers presentation - let Jillian know: Jillian.Sarmo@State.co.us Phone: 303-894-2878</p>	<p>1. DORA will be spreading the word among financial industry that this is a requirement per HB 17-1253. 2. Colorado Legal Services and DRCOG are always doing cases and can give an update as needed.</p>			
<p>14. The General Assembly should (help) increase retirement savings by Coloradans of all ages by fully meet(ing) the state's obligations to fund the retirement plans of its own employees and to ensure that the Colorado Public Employees' Retirement Association (PERA) remains sustainable over the long term.</p>	<p>Committee received a presentation on PERA's plan in November 2017.</p>	<p>1. Let it be known that these are a part of our recommendations 2. Should be an early topic to Legislative Caucus.</p>			
<p>15. The General Assembly should (help) increase retirement savings by Coloradans of all ages by (requiring) local government entities...to fully meet funding obligations to county, municipal and other public employee retirement plans (e.g., the Fire and Police Pension Association) to ensure that plans remain solvent over the long-term.</p>	<p>1. Kirsten from PERA provided a presentation the November meeting</p>	<p>PERA plans on getting a sponsor to run a bill based on their Board's recommended changes to PERA. SAPGA should track this bill in the next session</p>			
<p>16. The General Assembly should (help) increase retirement savings by Coloradans of all ages (by) encourag(ing) minimum standards for employers who offer defined contribution retirement plans (such as 401K plans). These standards should emphasize the essential ingredients of vesting, automatic enrollment, automatic investment, and automatic escalation.</p>		<p>The Bell is exploring ways to encourage employers who provide retirement plans to use these minimum standards.</p>	<p>Natalie will get more information</p>		
<p>17. (To) help communities reinvent themselves so that Colorado seniors have more opportunities to age in place and remain active, the General Assembly should...utilize the CDOT State Coordinating Council and regional councils to help seniors access tools and training to remain safe on the road, such as AARP Driver Safety Courses, the Manual on Uniform Traffic Control Devices, the CarFit Program, the Colorado Guide for Aging Drivers and Their Families, and the 2015 Strategic Highway Safety Program.</p>	<p>1. Technology Subcommittee has had presentations from many of these organizations and programs and are currently developing a set of recommendations to address this</p>	<p>1. Technology and Innovation Subcommittee will continue to update the SAPGA on their findings and potential recommendations.</p>			
<p>18. The General Assembly should (help) increase retirement savings by Coloradans of all ages by work(ing) with the Governor's Office to identify or create a statewide commission or entity with the authority and capacity to develop and support aggressive financial literacy programs relevant to Coloradans of all ages, locations, and circumstances.</p>		<p>1. This should come out of private industry. 2. Should be something for the Senior Policy Advisor to help move forward</p>			
<p>19. (To) help communities reinvent themselves so that Colorado seniors have more opportunities to age in place and remain active, the General Assembly should...support efforts to create a Universal Design Certification program to encourage the inclusion of universal design elements in new and remodeled housing for seniors, such as the one within the Colorado State University Institute for the Built Environment. This should include adequate resources for piloting this Universal Design Certification process with the Partnership for Age Friendly Communities in Larimer County and to share and promote the lessons of that pilot program with communities throughout Colorado.</p>		<p>1. Should be a part of the Legislative Caucus presentation early on 2. Need funding from the General Assembly for the Pilot Project 3. Should incorporate similar idea from 2018 Regional Meeting summary (Steve will look at draft report to make sure input is included)</p>			

Colorado's

STRATEGIC ACTION PLANNING GROUP ON AGING

Workforce Subcommittee Report
December 11, 2017



WORKFORCE SUBCOMMITTEE PURPOSE AND GOALS

- To continue the work of the 2016 committee on strategies to ensure an adequate future workforce for industries serving older Coloradans **and to focus more intentionally on opportunities and strategies for older adults** who want or need to stay in the paid or volunteer workforce.



WORKFORCE SUBCOMMITTEE PURPOSE AND GOALS

- Our goals are to encourage :
 - The development of the workforce/volunteer force who work with older adults
 - Workforce development for older adults who want to/ have to stay in the workforce
 - Workforce/volunteer development for older adults who want a second career post retirement.



PRESENTATIONS MADE TO THE SUBCOMMITTEE:

- Greater Metro Denver Healthcare Partnership
- State Demographer's Report - Employment Impact from Senior Spending in Colorado in 2014
- Department of Regulatory Agencies
- Metropolitan State University Programs
- Colorado Workforce Development Council/ TalentFOUND



2017 IMPLEMENTATION RESULTS

- Colorado has a solid workforce infrastructure
- Representation of older adults within this infrastructure is crucial to:
 - Increase knowledge of the need for developing a workforce who work with and on behalf of older adults
 - Leverage the assets that older adults bring to the workforce



KEY LESSONS LEARNED ON DEVELOPING A WORKFORCE WHO WORK WITH AND ON BEHALF OF OLDER ADULTS

- Millennials and older workers are attracted to some of the same opportunities in the work place such as flex-time and flex-place. Colorado should continue to develop and implement policies to attract both.
- Community colleges and other institutions have a structure that could be utilized for developing a workforce. (e.g., customized training , public-private partnerships)



KEY LESSONS LEARNED ON DEVELOPING A WORKFORCE WHO WORK WITH AND ON BEHALF OF OLDER ADULTS

- “Stackable” certifications are an effective way of preparing the workforce. These certificates build on each other and document the knowledge, skills, and abilities of the person.
- Within the regulatory environment allow for portability of certificates and training (support streamlining of DORA policies)

KEY LESSONS LEARNED ON DEVELOPING A WORKFORCE WHO WORK WITH AND ON BEHALF OF OLDER ADULTS

- Encourage apprenticeships in public and private sectors
- Consider tax breaks for employers who support employees for certification or retraining
- Reduce the debt burden of students who are being educated to work with older adults.

KEY LESSONS LEARNED ON DEVELOPING OPPORTUNITIES FOR OLDER ADULTS IN THE WORKFORCE

- There is a value of looking at intergenerational programming (e.g. older adults could fill needs in early childhood education, intergenerational mentorships, utilization of educational programs in public schools, including technology)
- Expand credit for prior learning for older adults looking for a different profession—this is currently happening.
- Coordination of state efforts with organizations such as Boomers Leading Change and Volunteers for America can boost training and placement efforts for the older adult workforce

SHOULD THIS SUBCOMMITTEE CONTINUE INTO 2018?

YES!

GOALS/ISSUES FOR THE 2018

- Ensure that aging related issues are represented within the existing workforce development structure across the state:
 - The workforce structures works with and advocate for older adults;
 - The workforce development structure is responsive to the needs of older adults who need retraining, to remain in the workforce or who seek an encore career.
 - **Specific Outcome:** By the end of 2018, an advocate for older adults will have been appointed to the Colorado Workforce Development Council

GOALS (CONT.)

- Expand upon our understanding of the needs of older adults wanting an encore career and ensure this is communicated into the existing workforce structure.
- **Specific Outcome:** by the end of 2018 research is conducted to determine the needs and barriers of older adults wanting or needing to remain in the labor market.

GOALS (CONT.)

- Inventory of the key places where the voice of older adults and/or aging issues needs to be represented with respect to workforce development, e.g. Sector Partnerships, economic development councils, etc.
- Specific Outcome:** by the end of 2018 research is conducted to inventory the workforce development structure across the state that need to be impacted by the voice of older adults in workforce development.

GOALS (CONT.)

- Expand upon the understanding of the barriers to recruitment of workers who work with or advocate for older adults and develop recommendations with the existing workforce structure to address this expanding need.
- Specific Outcome:** by the end of 2018 research is conducted to better understand the barriers to recruitment of workers to work with or for older adults.

RESOURCES/RESEARCH NEEDED

- Continued facilitation from Lisa Carlson
- Budget to attend existing Colorado Workforce Development Council conference and other events in state (\$3000-\$5000).
- Budget to participate with existing health care partnerships to address workforce shortages in health related structures serving older adults (\$2000-\$3000).
- Budget to conduct research per the slides above (\$25000-\$30000).

ARE THERE OTHER SUBCOMMITTEES YOU BELIEVE SHOULD BE CREATED FOR 2018?

- Housing and Public Transportation**
- Intergenerational Community Engagement**

**STRATEGIC ACTION
PLANNING GROUP ON AGING
Technology & Innovation
Subcommittee
2017 Year-End Report**

**TECHNOLOGY & INNOVATION (T&I)
SUBCOMMITTEE'S PURPOSE & 2017 GOAL**

Purpose

To develop a deeper understanding and potential recommendations around challenges and opportunities related to aging presented by changes in technology.

**TECHNOLOGY & INNOVATION (T&I)
SUBCOMMITTEE'S PURPOSE & 2017 GOAL**

2017 Goal

I&T is currently seeking to identify technologies and innovations that have potential to improve transportation services for Colorado's older adults. The subcommittee's tasks for transportation include the following:

**TECHNOLOGY & INNOVATION (T&I)
SUBCOMMITTEE'S PURPOSE & 2017 GOAL**

Identify transportation related innovations — what is being utilized and what is on the radar to be developed.

- Assess which innovations might be expanded to provide significant benefits to older adults across Colorado.
- Assess whether there are policy, legislative and/or funding barriers to further development.
- Summarize recommendations for policy/legislative and/or funding changes to enable the advancement of transportation innovations.

2017 PRESENTATIONS MADE TO T&I

I&T's investigative work has included transportation presentations from the following organizations:

- City of Centennial's iTeam (Lyft Partnership and Mobility Ambassador Program)
- Lyft Partnerships and Innovations
- City of Denver's Smart City initiative
- DRMAC (Denver Regional Mobility & Access Council)
- Local Motors — Ollie Self-Driving Shuttle (in Boulder, CO)
- Senior Resource Center
- DRCOG (Veteran's Transportation Community Living Initiative)
- CDOT (presentation to all Planning Group members)
- Panasonic
- Colorado Drive Smart
- Regional Transportation District (RTD)

RECOMMENDATION 1:

Support the Veteran's Transportation and Community Living Initiative grant for efficiency improvements:

- Write a recommendation or resolution supporting the DRMAC/DRCOG's VTCLI grant, creating a Flex Ridership program which is geared toward increasing efficiency of the system and ridership services overall. It utilizes intelligent hub software to improve efficiency of delivering services to Veterans and could potentially be applied to other populations.

RECOMMENDATION 1: (CONT.)

Support the Veteran's Transportation and Community Living Initiative grant for efficiency improvements:

- Provide some public relations and outreach as to the value of this effort over the life of the grant.
- Write a letter to the VA, Colorado Congressional delegation and state department indicating an effort to figure out how to leverage existing services and providers minimizing adding totally new structure via the VA.
- Congressional Support for VTCLI Grant Project: Potentially convene a meeting with key Colorado Congressional delegation and SRC/other transportation stakeholders to open exploratory dialogue about VTCLI grant project.

RECOMMENDATION 2:

Pursue Strategies for Innovative Funding:

- Promote private sector initiative/campaign to secure additional funding through innovative funding sources including for example, health insurance companies like Kaiser.
- Assess the cost effectiveness of certain businesses providing free or discounted rides for seniors. Could lead to more businesses developing similar programs, state tax credit, state and/or federal funding support.
- In 2018, take advantage of existing or propose transportation legislation to include aging-related transit.

RECOMMENDATION 3:

Autonomous Driving Vehicles:

- Research information about the challenges and opportunities for Autonomous Driving Vehicles on Colorado Aging Population. Start with National AARP research and assess whether there are "requirements" to meet needs of aging population for ADA .
- Exploration of Inclusive Communities (including the aging community) that may be interested in this issue.

RECOMMENDATION 4:

Develop a "GELA-like" process for innovation and potential public-private partnerships

- SAPGA could organize a reverse pitch at Denver Startup Week focusing on the needs of the aging population.



KEY LESSONS LEARNED

- Colorado is well positioned to be a leader for innovations in transportation and mobility.
- Some requirements for licensed rideshare drivers may be ineffective and unnecessary barriers to rideshare growth in some areas. For example, Colorado's requirement for prospective drivers to be examined by nurse practitioners can be an unacceptable cost for prospective rural drivers given a potentially small customer base.

KEY LESSONS LEARNED

- Medicaid's low reimbursement rates for transportation are barriers to the acquisition of service providers.
- The Planning Group needs to work with legislators and advocates to ensure that transportation bills include language that address older adult transportation needs.

KEY LESSONS LEARNED

- The development of a RTD collaboration with metro area older adult and accessible transportation service providers would increase overall ride utilization and efficiency. This would require that RTD commit to participation.
- There is a need for advocacy on behalf of older adults in transportation planning entities across the state: Local Coordinating Councils, Regional Coordinating Councils, mass transit organizations like RTD.

SHOULD THE T&I SUBCOMMITTEE CONTINUE INTO 2018?

YES!!

T&I'S TASKS FOR 2018

- The GELA-like process, utilizing current structures and conferences (e.g. Denver Start-up week, AARP conference, etc.)
- Focus on innovation in Caregiving
 - Profile/characterize relevant technologies and innovations.
 - Define how knowledge of caregiving innovations can remain current.

T&I'S TASKS FOR 2018

For Success of the T&I Subcommittee:

- Facilitation support from Lisa Carlson.
- Possible literature search for innovations in caregiving.

SUBCOMMITTEE SUGGESTIONS FOR 2018

- Transportation Subcommittee
- Public Finance Subcommittee (given the federal dynamics)

Colorado's

STRATEGIC ACTION PLANNING GROUP ON AGING

Local and Regional Implications Subcommittee
December 11, 2017



SUBCOMMITTEE PURPOSE

To develop a deeper understanding of opportunities and challenges related to aging at the local and regional levels, explore the different conditions and needs of rural and urban communities, encourage greater coordination and support of local and regional planning and implementation, and develop communications strategies.



PRESENTATIONS MADE TO THE SUBCOMMITTEE:

- AARP's Livable Communities Initiative (Roberto Rey, AARP Colorado)
- Boomer Bond Update (Brad Calvert, DRCOG)
- AARP Survey Information (Roberto Rey, AARP CO)
- Results of each of the regional meetings
- Preliminary results of the AAA Plans



2017 IMPLEMENTATION RESULTS

- There are already efforts underway that should be supported and deliberately coordinated with including AARP's Livable Communities, COSOA Survey Update, Boomer Bonds, 2018 AAA 4-year plans and outreach from DHS and other efforts in CDPHE and HCFP
- We should help coordinate and leverage the current local aging well plans



2017 IMPLEMENTATION RESULTS

- Regional meetings were very important and we should continue this effort moving forward
- SAPGA should disseminate lessons learned and current programs available, utilizing partners to help carry message.
- We should continue to work closely with groups like CCI, CML, CCAT, and the AAAs



KEY LESSONS LEARNED

- AARP Livable Communities and DRCOG's Boomer Bond could be replicated across the State and are locally driven
- Five communities are currently engaged in AARP's Liveable Communities Initiative including Denver, Larimer County, Colorado Springs, Boulder County and Pitkin County. Mesa County or the Cities in the County are in the process of coming online.
- AARP is interested in finding out how to bring this model to rural communities in Colorado and will learn more about this in Pitkin and Larimer Counties.



KEY LESSONS LEARNED

- Idaho Springs, Sheridan and Federal Heights recently have recently finished the Boomer Bond assessment. DRCOG currently working with Denver, Broomfield, Dacono/ Frederick.
- Must have an aging plan in place before applying to AARP for Livable Community. Would it be possible to combine concepts from Boomer Bond (for assessment) and then Livable Communities to help implement?
- We should help build and maintain a network of people across the State to share efforts and resources

KEY LESSONS LEARNED

- The issue of affordable housing is wide spread across the State
- Access to services between urban and rural is a big gap. With growing older populations in rural areas, this problem will increase.
- Walking is very important in rural and urban communities (e.g. Idaho Springs). Low-income areas do not have as good of infrastructure and there are safety concerns for pedestrians.
- Community Assessment surveys of DRCOG and AARP typically get white, middle class generally in the same age range. We need better outreach to other groups

SHOULD THIS SUBCOMMITTEE CONTINUE INTO 2018?

Yes, particularly if we are going to continue to have Regional Meetings!

GOALS/ISSUES FOR THE 2018

- Regional meetings and outreach should be continue in 2018
- This Subcommittee (and SAPGA) should have a role in advising the Senior Policy Advisor on Aging (attend some subcommittee and SAPGA meetings)
- Should develop communications strategies to help facilitate the sharing of information and best practices

RESOURCES/RESEARCH NEEDED

- Having one person coordinate all of the subcommittees is important for the consistency across all of the committees
- Sinergie should also help staff this subcommittee since they are coordinating the regional meetings
- Will need to carefully look at the Regional Meetings Summary Report and the AAA Plans Analysis to identify priority implications.
- Need a systematic review of the literature review/research already conducted (assign reports to individual subcommittee members for 2018 to see if we are missing anything)

ARE THERE OTHER SUBCOMMITTEES YOU BELIEVE SHOULD BE CREATED FOR 2018?

- Revisit Finance Subcommittee to look at Federal Funding changes and options for the State as it changes