



Strategic Action Planning Group on Aging

Meeting Minutes – August 12, 2018

Participants: Maureen McDonald (Vice Chair), John Emerson, Dave Norman, Chris Lee, Jean Nofles, Hayley Gleason, Jim Collins, John Zabawa, Karin Stewart, and Karen Brown

Not in Attendance: Christian Itin (Chair), Josh Laipply, Mindy Gates, Steve Child, Sarah Elliott, Kathleen Hall, Jayla Sanchez-Warren, and Gabriel Kaplan

Public Participants: Tara Allgood (SAPGA Applicant), Rebecca Laurie (Department of Regulatory Agencies)

Action Items:

- Christian Itin, Maureen McDonald, and Jarett Hughes to work with Boards and Commissions on new appointments
- Jarett Hughes to follow-up with Planning Group members regarding involvement on Nominations Committee

Meeting Notes

Welcome, Roll Call, and Approval of Minutes

- Meeting called to order by Maureen McDonald at 12:00 pm

Nominations Committee

Maureen McDonald announced to the group that members who are willing to participate on the Nominations Committee should contact her, Christian Itin, and Jarett Hughes to indicate interest. The Nominations Committee will establish a 2020 Executive Committee slate to be voted on by the group on December 9. The group will vote to approve the Nominations Committee on September 9, 2019.

Workforce Development and Higher Education Panel

Brandon McReynolds, PhD, Colorado Department of Higher Education (CDHE)

Brandon joined to discuss efforts at CDHE and a recent grant he will be working on. CDHE has seen an overall downward trajectory for education attainment in the state. Currently, postsecondary educational attainment is 56.9% for the general population – the goal is to get to 66% by 2025.

CO HELPS 101 is \$19 million grant funded by US Department of Labor (\$12M) and private industry (\$7M). The grant will cover work spanning from July 2019- July 2023. The key goal of the grant is to create 5,000 healthcare apprenticeships. Apprentices must be adults and focus



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on veterans, people of color, and others from underrepresented populations. [Link](#) to full presentation.

Landon Pirius, PhD, Colorado Community College System (CCCS)

In reference to the CDHE goal of reaching 66% postsecondary education attainment, Landon pointed out that the CCCS cannot just focus on high school students. CCCS must target to all ages, including older adults. Enrollment tends to correspond indirectly with the economy – when the economy is doing well, enrollment goes down and vice versa. There are opportunities for the CCCS to connect with the CO HELPS 101 apprenticeship grant through statewide access. In 2018, roughly 2,300 CCCS students were 55+ out of a total of nearly 123,000 students. Landon referenced a Minnesota state law that allows for free college courses for adults 62+. [Link](#) to full presentation.

Skotti Church, MD, University of Colorado- Denver, Division of Geriatrics

Dr. Church joined to talk about the geriatric workforce to support older Coloradans. Most are prepared for work in primary care, skilled nursing, home care, or other inpatient healthcare settings. Current challenges include a low number of specialty providers and limited growth in physician workforce and limited availability of specialty certifications beyond physicians, pharmacists, and nurse practitioners. There is a financial disincentive for primary care specialties in general. Also, ageism and negative perceptions impact healthcare professionals – the older adults they see are often frail, cognitively impaired, or have multiple chronic conditions.

Potential Directions - In order to expand the advanced practice geriatric workforce it is important to create policies and programs that counter the financial disincentives and address regulatory obstacles. Create standards and opportunities for growth in geriatrics. Increase exposure of all healthcare students to older adults and focus on combating ageism while focusing on “normal aging” vs. “non-normal aging”. [Link](#) to full presentation.

Small Group Work

Group One - Phone Group: Recommend a focus on peer volunteerism through a service mentorship program where older adults provide support to other adults (e.g., transportation to medical appointments)

Group Two: There is a need for practical training. For example, Littleton schools are offering students an apprenticeship program in health care. This gives students the opportunity to interact with older adults and address myths and stigmas associated with aging. Recommend a financial incentive for students working in health care to work with older adults.



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Group Three: Follow up with Janine Vanderburg on Changing the Narrative as it relates to encouraging businesses to hire older workers. Recommend that higher education institutions accept transfer credits from community colleges and smaller schools.

Group Four: More data is needed from Community Colleges in order to establish how best to target older adults. Working with businesses to accept modified work schedules in order to accommodate a variety of needs of a diverse work force (e.g., family caregiving). Stackable certifications building on entry level positions to build career paths. Suggest targeting Board of Directors of companies advocating for hiring older workers. If the Board of Directors are supportive and accepting, human resources staff and managers will feel supported in hiring older workers.