


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 seniors who want or need to stay in the paid or volunteer workforce.

 Our goals are to:

- Develop the workforce/volunteer force to serve over adults
- Develop workforce development for older adults who want to/have to stay in the workforce
- Develop 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 to serve older adults
 - Leverage the assets that older adults bring to the workforce



KEY LESSONS LEARNED ON DEVELOPING A WORKFORCE TO SERVE OLDER ADULTS

- The same things that attract millennials to the workforce are the same things that attract the older worker. Colorado should develop policies to attract both.
- Community colleges and other institutions have a structure that could be utilized for developing a workforce.
- "Stackable" certifications are an effective way of preparing the workforce
- Within the regulatory environment allow for portability of certificates and training (support streamlining of DORA policies)
- Encourage and foster apprenticeships
- Consider tax breaks for employers who support employees for certification or retraining



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 gaps in early childhood education)
- “Stackable” certifications could apply to older adults looking for a different profession (and 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!

And, what types of issues, resources or research do you believe is necessary for success? What interactions with or assistance from the EC or full Planning Group will be needed to ensure success in 2018?



GOALS/ISSUES FOR THE 2018

- Ensure that aging related issues are represented within the existing workforce development structure across the state:
 - A workforce to serve the needs of older adults;
 - The workforce development structure is responsive to the needs of older adults who need retraining to remain in the workforce or to seek an encore career.
- Expand upon our understanding of the needs of older adults wanting an encore career and ensure this is communicated into the existing workforce structure.



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; for example:
 - Workforce Development Council;
 - Health Care Partnerships in the Colorado Workforce Sectors.
- Expand upon the understanding of the barriers to recruitment of workers to serve older adults and develop recommendations with the existing workforce structure to address this expanding need.



RESOURCES/RESEARCH NEEDED

- Continued facilitation from Lisa Carlson
- Budget to attend existing workforce development conferences or events in state
- Possible budget to participate with existing health care partnerships to address workforce shortages in health related structures serving older adults.



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

