



Strategic Action Planning Group on Aging

Workforce Development Committee Minutes – April 13, 2020

Participants: Tony Tapia (co-chair), Teresa Falagradý (co-chair), John Zabawa, Christian Itin, George Maxey, Ed Leary, Phil Nash, Karen Brown, Janine Vanderburg, Hayley Gleason, Ben Moultrie, Andrea Kuwik, and Laura Kinder

Action Items:

- Jarett Hughes will coordinate with Tony Tapia and Teresa Falagradý about May meeting

Key Takeaways and Notes:

- We must retool and reframe our narrative around older Coloradans in the workforce – prior to COVID-19 and the resulting mass unemployment, record low employment numbers were being used as a talking point to urge the hiring of older workers.
- The reframed older worker argument should include reference to resiliency and experience navigating economic uncertainty. Retraining will likely become an even higher priority for employers post-COVID-19. Older workers are also familiar with transitions and this experience will be valuable.
- Workforce Centers may play a larger role because of high unemployment
 - o Digital support training will be a must, given the remote-focus and tele-options associated with COVID-19
- Post-COVID economy presents the opportunity to intentionally develop intergenerational workplaces
- Will be important to collect data on unemployment based on age cohorts – how is this impacting older workers?
- After 9/11, first responders were the heroes, direct care workers and service providers should be held up in a similar light – a marketing/public awareness campaign possibility?
 - o It was noted that the November elections will shape the future of health care
- We should continue to work with Katherine Keegan and the Office of Future Work on the age-friendly workplace initiatives
 - o Collaborate to develop profiles of older workers with specific resources and trainings linked to the profiles – what would the criteria be for these profiles?
- Telehealth growth will necessitate additional training
- Various technology trainings are currently available virtually
- We should be very worried about caregiver and service provider burnout

Workforce-Related Notes from 5/11/20

Workforce Development and Retirement Security: Important to address training/retraining for older adults; opportunities for artificial intelligence and augmented reality; how has planning for the Office of Future Work been impacted; workforce development center staff specific to older adults; maybe a higher education related recommendation related to WF development; how will we encourage future workers to go in the health caregiving field?