



Strategic Action Planning Group on Aging

Workforce Development Committee Minutes – July 13, 2020

Participants: Tony Tapia (co-chair), Teresa Falagradý (co-chair), Christian Itin, Ed Leary, Andrea Kuwik, Karen Brown, Hayley Gleason, Ben Moultrie, George Maxey, Phil Nash, John Zabawa, Elise Shepard, Laura Kinder, Katherine Keegan, Julia Gilbert, Chrissy Esposito, and Emily Johnson

Action Items:

- Jarett Hughes to send draft recommendations to full committee
- Jarett Hughes to coordinate with Colorado Health Institute on caregiver ratios for inclusion in the 2020 Action Plan Update

Key Takeaways and Notes:

Chrissy Esposito, Julia Gilbert, and Emily Johnson from the Colorado Health Institute joined the Workforce Committee to share their [Closing the Care Gap](#) report which was funded by Next Fifty Initiative.

Much of this work focused on recruitment and retention of workers across the state and developing county profiles with demographic information for older adults and direct care workers in county. If you follow the above link and scroll down, you will see the heading “County Workforce Profiles”. This heading allows you to view profiles for every county in Colorado. For the purposes of this report, direct care workers include personal care aides, home health aides, and certified nursing assistants.

CHI relied on national quantitative data, key informant interviews with direct care workers, employers, and older adults, and literature reviews as primary sources for this work. The full report and county profiles capture the “demand” and “supply” of direct care workers and also identified the challenges faced by this workforce, and some of the employer-based approaches to support recruitment and retention. CHI identified challenges and strategies to address them in multiple domains, such as: wages, workplace benefits, housing, childcare, transportation, training, career advancement, expressions of support and appreciation, end of life care, and recruitment.

Follow this [link](#) to view the CHI slides.