

**STRATEGIC ACTION PLANNING GROUP ON AGING**  
**Workforce Subcommittee**  
**Meeting Summary -- October 23, 2017**

**Meeting participants:** Tony Tapia (co-chair), Christian Itin (co-chair), Sharron Williams, Theresa Falagrady, Phil Nash, Elizabeth Garner, Lisa Carlson (facilitator)

**Desired Outcomes:**

- ✚ Better understand the role and challenges of K-12 education on workforce development
- ✚ Better understand the work of the Workforce Council's and implications workforce development for the aging demographics
- ✚ Understand implications for this Subcommittee's work
- ✚ Develop and agree on next steps

**Agenda:**

- Welcome, introductions, agenda review and updates (Lisa) 10:00
- Lee Wheeler-Berliner (Colorado Workforce Development Council) 10:05
- Implications for our work 11:00
  - What does SAPGA need to know?
- Next Steps 11:20
- Adjourn 11:30

TalentFOUND Sector Summit (Lee, Christian and Theresa attended):

- Had all segments represented: workforce K-12, post-secondary and industry (3<sup>rd</sup> Summit but first time to do the segments)
- Connections were made to decrease the silos
- Promoting a competency-based approach (rather than degrees) that relies on skills
- Higher Ed is working at an integrated approach (e.g. certificates) and this will not replace what they are doing but add to it.
- Had over 500 people and that was really exciting!
- There is a great deal of enthusiasm across the sectors and the programs there to support workforce development
- A video about Milo Farmer was fabulous because it depicted someone 55 years old transferring from one career to another career
- Seems that we do not need new resources, we need people at the table representing with knowledge of aging issues
- The downside of badging, certification is scary because this does not necessarily teach the skills of critical thinking and analysis still important
- There was concern expressed around areas that serve older adults (behavioral workforce development, in particular)

- The Summit was very youth oriented but felt that we can get in there!
- Concerned was expressed about automation and how many jobs are going away (e.g. 99% of retail). If it is going away in 2030, we will need to find new jobs for many older people.

**Colorado Workforce Development Council** (Lee Wheeler-Berliner)

[Handouts are available at: [www.talentFOUND.org](http://www.talentFOUND.org) and [Colorado.gov/cwcdc](http://Colorado.gov/cwcdc) ]

- There are 3 committees and may be where the SAPGA could tap into the work of the CWDC
- Directed by a competency-based approach by first talking to the industries to see what competencies they need. We then talk to the top performers to get a better sense of what is required. Finally we work with the partners to get the training needed, and to provide other supports needed (careersincolorado.org has the visuals about these, financial aid, housing, etc.).
- Have become painfully aware that there are many supports available but people do not know about them so the CWDC is working to change this by the TalentFOUND initiative and is currently developing an online portal to further connect people with supports.
- There is an opportunity for the Council to work with older adults but there is not been a lot of work on this. Council is working with Colorado Opportunity Project and the council has them doing work the life stage/indicator-based framework
- Skillful Colorado is currently working on adults 25 and older
- Boomers Leading Change should connect with Healthcare Partnerships (Jeana Capel-Jones) for partnership opportunity
- Need a policy to better serve older adults Healthcare (Pharmacy techs, CNAs, etc.
- 4<sup>th</sup> Talent Pipeline report will be released soon (an executive summary is available now) and has a section on older adults. It also will suggest policies needed.
- Innovative industry internships which provides a match to hire and intern (might be an opportunity for CDLS)
- CWDC board members are prescribed by legislation – in one year from now, there will be vacancies. CWDE/general resource (Jan/May/Sept) two-day meeting and open to the public. Could add ex officio members (opportunity for SAPGA)
- Committee (Educations and Training Steering Committee—4 times a year we have learning circles to learn about services/programs (Lisa will send out a request to get on these email lists)
- There is a link between the Aging Commission and workforce—perhaps we need to make sure this happens permanently.
- AARP could be a part of the messaging to be more inclusive of older adults

- AARP is currently is doing a campaign on workforce and changing careers.
- Advocacy Committee (messaging and marketing of TalentFOUND) may be another opportunity for SAPGA
- Sectors Steering Committee (private businesses, primarily)
- Difference between urban and rural (unemployment higher but still facing same issues)
- WIOA State Plan need its 2-year update —may be an opportunity for SAPGA
- Spring of 2018 Workforce Plans will needed to be updated locally— SAPGA should get involved with this.
- Enterprise Zones targets areas that have high unemployment and get tax cuts if they target employment for these zones
- Local governments can also offer incentives for companies (can have leverage to ask for specific things)

**Implications for our work** (What does SAPGA need to know?)

- ❖ Need more awareness and to get someone from SAPGA on Advocacy Committee)
- ❖ Industry needs to be in the lead
- ❖ With all of these initiatives going on, how do you know which ones tin which to be involved?
- ❖ What are the strategic/tactical things that we can suggest?
- ❖ Get someone as an ex officio member on the Council as a first step.
- ❖ SAPGA should get involved in the WIOA State Plan 2-year update and the local plans in S[pring of 2018

**Next Steps:**

November 27, 2017: CDE presentation and “Year in Review”