



# Strategic Action Planning Group on Aging

Workforce Committee Meeting Minutes – July 8, 2019

**Participants:** Tony Tapia (co-chair), Teresa Falagrady (co-chair), Christian Itin, Maureen McDonald, Hayley Gleason, Karen Brown, Ed Leary, George Maxey, Karin Stewart, Coral Cosway, Laura Kinder, Phil Nash, Olga Garcia, Mary Wooten, Andrea Kuwik, Mary Wooten, Doug Krug, and Kathy Wells

## Key Takeaways and Comments:

- Karen Brown is working with Changing the Narrative on an age-friendly workplace initiative
- Karen Brown and Phil Nash were recently featured on Colorado Public Radio talking about older adults in the workforce
- Direct Care Workforce Presentation – Hayley Gleason, Older Adult Policy Advisor, Colorado Department of Health Care Policy and Financing
  - There are various state models for direct care workers and different roles are governed by different sets of rules: home care by states and CNA's by federal rules
  - Iowa and Tennessee have been actively redesigning their direct care workforce in recent years
  - Massachusetts has a highly effective direct care worker career ladder
  - New York allows home health aides to perform certain advanced tasks under the supervision of a registered nurse (e.g. administer medications)
    - Advanced roles for home health aides correspond to training focusing on telehealth, patient communication, chronic disease, and reporting client information
    - Greater responsibility = higher pay
  - [Link](#) to slides
- Coral Cosway noted that a dementia training certificate resulting in higher reimbursement rates for providers and increased wages for the caregiver is something the Alzheimer's Association supports
- Talent Pipeline Report – Brandon McReynolds, Colorado Department of Higher Education
  - Talent Pipeline Report (TPR) comes out in December of every year
    - Planning process is in the beginning stages
  - TPR is an effective tool for legislative development
  - There is a significant drop-off in birthrates for those born after 1996 – this will impact Colorado's higher education and the workforce
  - There is a need for more political will to address older adult issues in Colorado's workforce
  - There is concern at the state-level about an upcoming recession
  - [Link](#) to slides

## Action Items:

- Jarett Hughes to share age-friendly workforce initiative information from Karen Brown with the workforce committee
- Jarett Hughes to share the Department of Health Care Policy and Financing's Training Advisory Committee information with the workforce committee
- Jarett Hughes to follow-up with Brandon McReynolds regarding grant from US Department of Labor to develop a healthcare apprenticeship program