



GOVERNOR'S ADVISORY COUNCIL ON AGING

MATURE WORKFORCE COMMITTEE

Meeting Minutes

January 6, 2011

12:00 – 2:00 p.m.

Executive Tower, Grand Canyon Room

1700 West Washington Street

Phoenix, Arizona 85007

Council Members, Liaisons, and Participants Present

Kati Bates, Charles Brown, George Evanoff, Joyce Finkelstein, Bernadine Hoffman, Noreen Nickerson-Cruz, Joe Woods, Larry Woods (Chair), Christine Bryson-Lazo, Ron Loyd, Joel Millman, Virginia Simmon, Shawn Trobia, and Bill Walker

Council Members Absent

Dana Campbell Saylor, Allison Crissman Perrin, Marilyn Johnson and Karen Zanzucchi

Council Staff Present

Cathy De Lisa, Elsa Gaynor and Claire Parriott

Guests Present & Signing In

None

Call to Order, Welcome, Introductions & Approval of Minutes

Committee Chair Larry Woods called the meeting to order at 12:03 p.m. A welcome and introduction period followed. Minutes from the November 4, 2010 meeting were reviewed. Joe Woods reported that he did not attend and a technical correction was made. *Joyce Finkelstein made a motion to approve the minutes with the technical correction and Bernadine Hoffman seconded the motion. The motion passed unanimously.*

Follow Up to November 4, 2010 MWC Meeting

Deputy Executive Director Cathy De Lisa reported no items for follow up.

Mature Worker Website – powered by Jobing.com

Statistics & Blogging

Deputy Executive Director Cathy De Lisa reported Jobing.com and the Governor's Office on Aging experienced technical difficulties this month related to the website. According to Holly Schor at Jobing.com, they were unable to track the azmatureworkers.com traffic since the November meeting report; however, Holly reported she was confident that *new visitors per month* number remained in the 20,000-30,000 range. According to Ms. De Lisa, any updated information received will be e-mailed to the Committee. Ms. De Lisa informed the Committee no blog volunteer sheet would be circulated today as blogging has been put on hold due to staffing shortages and technical difficulties. Blogs will resume in the near future and blog volunteers will be requested at the March meeting.

Division of Aging & Adult Services' (DAAS) Mature Workforce Program Updates

Joel Millman, Mature Workforce Coordinator for the Division of Aging & Adult Services (DAAS), updated the Committee on the Mature Workforce Program. Mr. Millman stated he continues to update the Events page of the Mature Worker Website however they are still very Maricopa County centric. Mr. Millman has reached out to other counties to be updated on their events. Mohave and Pima counties are willing to contribute.

At the request of the Committee Chair, Mr. Millman started with an overview of DAAS. The Division of Aging and Adult Services is two pronged. Aging Services acts as the state unit on aging and receives and distributes the federal dollars from the Older American Act. The Older American Act was established in 1965 and provides funding for state services such as senior centers (Title B), congregate meal centers and the home delivered meal program (Title C) which are contracted through the Area Agencies on Aging (AAA). Title D funds are used toward disease prevention with the primary focus on keeping people in their homes and not institutionalized. DAAS is responsible for all federal funds and focuses on the policies and monitoring of the programs themselves rather than act as a direct service provider.

Mr. Millman's main area of responsibility is the Senior Community Service Employment Program (SCSEP) also known as Title V of the Older Americans Act. Funding for SCSEP is through the United States Department of Labor. In Arizona SCSEP has five grantees; the state (DES/DAAS who contracts service delivery with four Area Agencies on Aging and the Mohave County One-Stop), AARP, Asociacion Nacional Pro Personas Mayores (Project Ayuda), Goodwill of Central Arizona, and the National Indian Council on Aging. To qualify for SCSEP, applicants must be 55 years old or older, living below 125% of the federal poverty level, unemployed, and in need of skill upgrades to enhance their employability. Applicants that do not qualify are referred to their local One-Stop. SCSEP participants are placed into a host agency (a 501(c) (3) non-profit organization or a public agency) to engage in training activities outlined in their Individual Employment Plan, which may be revised every 3 months. Participants earn minimum wage while training. The SCSEP grant requires a minimum of 75% of grant funds to be used cover training wages. There is a 13.5% cap on Administrative funded activities with the balance of grant funds reserved for supportive services and additional training.

Including all five grantees there are about 800 training slots in Arizona. Applicants are authorized to stay on the SCSEP program for a maximum of four years, with the first four year period ending June 30, 2011. Mr. Millman stated that DAAS has begun to prepare people to exit the program. To date, 26 will be exiting the DAAS program on June 30th with rolling deadlines from that point forward.

In 2006 the Older Americans Act was re-authorized. Federal Rules were promulgated on October 1, 2010 and the state is now revising program policy to comply with the rules changes. Changes affecting the SCSEP program include an emphasis on the coordination between all activities in SCSEP and the Workforce investment Act One-Stops.. One-Stops include programs offering dislocated worker programs, trade assistance certification programs, veteran's employment training, and migrant seasonal farmer and youth programs among others. SCSEP is a mandated One-Stop partner program.

Mr. Millman circulated to the Committee an overview of the Senior Community Service Employment Program (SCSEP). A copy of the overview is available through the Council on Aging office.

Governor's Office on Aging Update

Status of Mature Worker Initiative & MWC efforts

Deputy Executive Director Cathy De Lisa updated the Committee of the status of the Mature Worker Initiative and MWC efforts. Due to having two staff to coordinate the work of the Council on Aging and the Office on Aging, Ms. De Lisa stated she had been asked to place a temporary hold on blogging, updating the Mature Worker website (beyond events) and the employer re-certification process. The Office has put through a request to fill the Program and Project Specialist II (PPS II) position and the process is moving forward. Should the request be approved, the position will be posted at www.azstatejobs.gov.

Ms. De Lisa announced Carolyn Pitre-Wright is assisting in the wrap-up of the 2010 Mature Worker Friendly Employer Certification training with the State Human Resource managers on 1.27.2010. Additionally, with changes in staffing, the Office is looking at some restructuring and expanding roles to share some of the office functions and responsibilities, and it is anticipated that the Program and Project Specialist II position will work on additional Council committees, projects and initiatives, as assigned.

Executive Committee Recommendation for 2011 MWC Priorities

Committee Chair Larry Woods reviewed with Committee members the document *Executive Committee Recommendations to the Governor's Advisory Council on Aging for 2011*.

The Committee discussed the following in regards to the *Executive Committee Recommendations to the Governor's Advisory Council on Aging for 2011*:

- Perform a literature review and environmental scan of One-Stops.
- Develop a best practices fact sheet for education/awareness building purposes related to statewide programs.
- Form a Sub-Committee to conduct the literature review and develop the fact sheet.
- Invite the Governor's Council on Workforce Policy (GCWP) to provide an update to the Committee and then consider how best to work in tandem with GCWP.

By general consensus, the Committee agreed to form a Sub-Committee to research and update Mature Worker information already available, propose strategies and bring a plan outline to the March MWC meeting in order to move forward on the Executive Committee 2011 recommendations. Members who volunteered to be a part of the Sub-Committee were Larry Woods, Joel Millman, and Christine Bryson-Lazo. Suggestions for additional members included AARP and a community college representative.

Council member George Evanoff made a motion to form a Sub-Committee to develop the information about what programs are established within the state that impact mature workers. Joyce Finkelstein seconded the motion. The motion passed unanimously.

A copy of *Executive Committee Recommendations to the Governor's Advisory Council on Aging for 2011* is available through the Council on Aging Office.

Recognition of Shawn Trobia

Council member Joyce Finkelstein made a motion to recognize Shawn Trobia for her leadership in building awareness of the value of Mature Workers in Arizona and Council Chair George Evanoff seconded the motion. The motion passed unanimously. Committee Chair Larry Woods and Council Chair George Evanoff presented Shawn Trobia with Certificates of Appreciation from the Committee and the Council on Aging.

Announcements

- Christine Bryson-Lazo, Northern Arizona Seniors in Action Coalition, announced that NASAC is working with the Chamber on a senior friendly employer designation.

Adjournment

The meeting was adjourned by Committee Chair Larry Woods at 1:52 p.m.

Next Meeting:

The next meeting of the Mature Workforce Committee of the Governor's Advisory Council on Aging will be on March 3, 2011. Date and location to be determined and announced by public meeting notice posted at the GACA website, www.azgovernor.gov/gaca .