

Daily Life & Employment Subcommittee
August 24, 2023
1:00-2:00 pm

Attendance:

David Baker
Nicole Brueggeman
Jordan Carr
Beth Dauber
Kristin Davis
Karen Klenke
Justin Logan
Nancy Morrow-Howell
Stacey Rosenweig
Dave Sapenaro
Wilma Schmitz
Duane Schmuate
LaDella Thomas
Mindy Ulstad
Beth Brown, Co-Chair
Leroy Wade, Co-Chair
Laura Newland, Facilitator

Notes From Last Meeting--Review/Follow Ups:

- **MERIC update**—Leroy Wade: new process for data combination; expects to have more information in the September meeting.
- **VR disability data**—Karen Klenke: VR annual report breaks down by age. New data person started at VR in July and should have more information coming.
- **Reframing Aging trainings/presentations**-- Nancy Morrow-Howell: Almost 300 participants in recent training offerings. Nancy received good feedback and questions about how to phrase/reframe. Suggestion of putting together an “Action Guide”. Received requests for additional training related to specific settings. Nancy will be doing presentation at the “Show Me Summit” on 9/11/23. Nancy working on shorter version for specific audiences. Dave Sapenaro reported that large company he used to work for had a robust Diversity and Inclusion program, but that program did not focus much on “aging”. Good reminder that this is something that businesses may overlook as part of the D&I programs and may be an opportunity in the state plan to include this suggestion. Nancy reported that it seems more of an “afterthought” and speaks to how this is sometimes seen as an invisible group. Duane Schumate posted a site for state date from RSA/SSA; suggested looking at WIOA state plan.
- **National Resource Center**—Mindy Ulstad: has not received a response from them yet.
- **Other general updates? Dave reported they are working on “how the private section can make things better for older workers. Maybe the state can recommend this as part of DEI programs.**

Work Group Updates:

- **Daily Life Work Group Committee:** no updates this meeting; will have update at September meeting
- **Employment Work Group Committee:** (power point will be forwarded to full DL&E team).
 - Dave reported they are working on “how the private sector can make things better for older workers.” Hopefully the state can recommend this as part of DEI programs going forward. Making progress; feels like will have recommendations by Oct/Nov. They have 3 workstreams:
 - **Employment Barriers** from business perspective: viewed as “hard to train”, “can’t keep up”, “too expensive”; businesses may just lack knowledge of benefits of hiring older workers such as reliability, creativity, and unique perspective
 - Employment Barriers for older worker/disability perspective: health issues, low wages, need more flexibility
 - **Improvements to Existing State Policies/Programs/Services:** developed comprehensive list of State employment support programs and identified which of them provide support to older/disabled workers. Workgroup identifying which programs can be enhanced to address key issues. Observations: SCSEP is robust but many workers don’t qualify; need to make it easier to find resources; need to increase awareness to this population of what is available to them; consider VPB or financial incentives to improve quality of programs
 - **Opportunities to better support older workers—working with nonprofits and private sector:** workgroup compiling lists of orgs and opportunities related to nonprofits. Private sector: reviewing existing programs and opportunities.
 - Key workgroup decisions: definition of older worker various across programs--- will use age 50+; will consider workers with disabilities consistent with Governor Executive Order; will include part time employment; will make holistic recommendations; suggestions for feedback in 2024 (town halls; MO Silver Haired Legislature, etc). Laura suggested we may make recommendations about where/how to obtain feedback.
 - Duane suggested Chambers of Commerce representation would be helpful as we’re talking about business/employment.

DL&E Subcommittee Final Recommendations Template:

- Laura Newland reviewed form that includes recommendations, action steps, owner, cost, current state, etc. Form will be forwarded to team.

Other Business/Updates:

- Mindy reported on Outstanding Older Worker Event that will be at end of September. Currently accepting nominations, and will need a subcommittee to review nominations for SCSEP Outstanding Worker of the Year, SCSEP Outstanding Host Agency of the Year, and Outstanding Older Worker of the Year. Will forward information to the group about OOW and nomination committee. Event will be held in Jefferson City and hopefully governor will be there; hopefully will return to be an annual event.

Next Meeting: Thursday, September 28th at 1:00 pm

- Will need to review rest of year schedule (November and December meetings coincide with holidays)