

Master Plan for Aging

Webinar Wednesdays

Work Opportunity

January 22, 2020 | 9:30 a.m. – 11:00 a.m.



WELCOME TO WEBINAR WEDNESDAYS

***Purpose:** To inform and engage the public to hear aging priorities from all Californians*

- Join us every Wednesday from 9:30 am – 11:00 am | January 15 – April 22
- Links to join webinars can be found at our new website:  [ENGAGECA.org](https://www.engageca.org)
- No registration necessary
- Engage with us through live polling and asking the experts questions via ZOOM Q&A
- Webinar materials to be posted to the website after each webinar



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MASTER PLAN FOR AGING



WORK OPPORTUNITY

Today's Featured Speakers:

- **Daniel Yu**, California Labor and Workforce Development Agency (**State Partner**)
- **Anni Chung**, Self-Help for the Elderly (**Local Leader**)
- **Darrick Lam**, ACC Senior Services (**Stakeholder Advisory Committee Member**)

Engage with us through live polling and asking the experts questions via
ZOOM Q&A

MASTER PLAN FOR AGING





MASTER PLAN FOR AGING: BACKGROUND

Governor Gavin Newsom Calls for Creation of a Master Plan for Aging

Executive Order N-14-19, June 2019

Governor's [Executive Order](#) calls for the Secretary of the Health and Human Services (HHS) Agency to convene a cabinet-level Workgroup for Aging to advise the Secretary in developing and issuing the Master Plan.

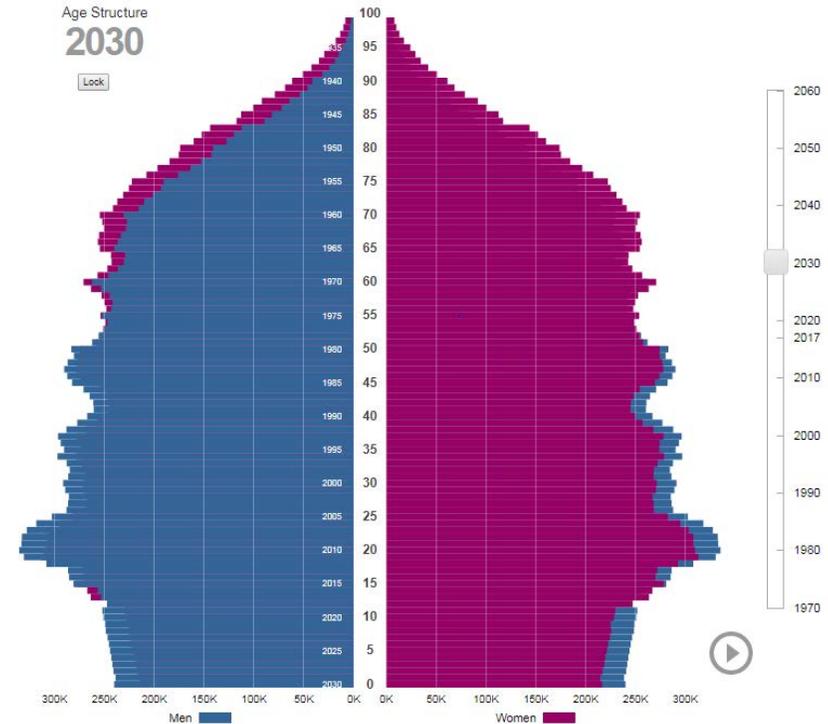
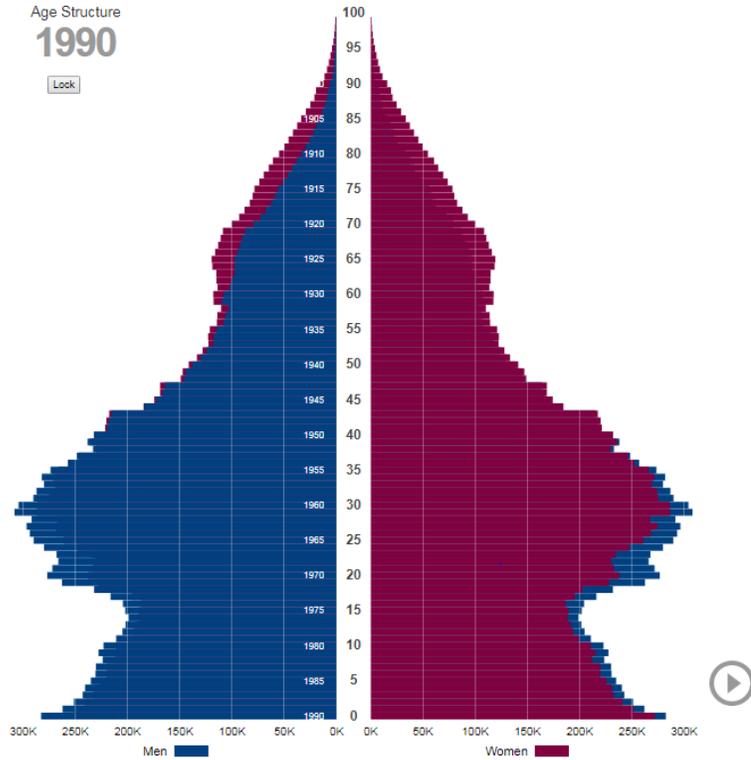
The order also directs HHS to convene a Master Plan for Aging Stakeholder Advisory Committee, which will include a Research Subcommittee and a Long-Term Care Subcommittee with an interest in building an age-friendly California.

MASTER PLAN FOR AGING



CALIFORNIA IS AGING

YEARS 1990 & 2030



MASTER PLAN FOR AGING



CALIFORNIA IS AGING

A LOOK AT RACE & ETHNICITY



California population by race & ethnicity, 1980 & 2016



AGING IS CHANGING

- *More diversity*
- *More living alone*
- *More at risk of poverty*
- *More awareness of the stages of aging*

MASTER PLAN FOR AGING: VISION & VALUES

Vision

California for all across the life span

Values

- Choices – access, quality, and autonomy
- Equity – eliminating health and social disparities due to age, disability, geography, income, race, ethnicity, immigration status, language, religion/faith, sex, gender identity, sexual orientation, and family status
- Dignity and disruption of age-bias, able-ism, and discrimination
- Inclusion and accessibility for all older adults and people with disabilities
- Innovation and evidence-informed practice
- Partnerships among local, state, and federal governments, philanthropy, and private sectors

MASTER PLAN FOR AGING



MASTER PLAN FOR AGING: MISSION

Mission

A person-centered, data-driven, ten-year California Master Plan for Aging by October 1, 2020

- State Master Plan
- Local Blueprint
- Data Dashboard of State & Local Data
- Best Practice Resources for Local Planning

MASTER PLAN FOR AGING



MASTER PLAN FOR AGING: GOALS

Goal 1: Services & Supports. We will live where we choose as we age and have the help we and our families need to do so.

Goal 2: Livable Communities & Purpose. We will live in and be engaged in communities that are age-friendly, dementia-friendly, and disability-friendly.

Goal 3: Health & Well-being. We will live in communities and have access to services and care that optimize health and quality of life.

Goal 4: Economic Security and Safety. We will have economic security and be safe from abuse, neglect, exploitation, and natural disasters and emergencies throughout our lives.

Bakersfield Legislative Roundtable on Workforce Issues



On September 20, 2019, Secretary Ghaly and Senator Hurtado (D-Sanger) convened a roundtable discussion with local business, labor and community leaders on the topics of older adult employment and workforce issues at the Greater Bakersfield Chamber of Commerce.

The roundtable kicked off Employ Older Workers Week, which occurs annually during the last week of September. The week celebrates the skills and contributions that older workers bring to the workforce, and encourages employers to hire these workers.



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OLDER WORKERS IN THE WORKPLACE

- The number of Americans 50+ who are **working** or **looking for work** has grown significantly over the past decade and is expected to continue increasing
- **35%** of U.S. labor force participants will be **50+** in **2022**. This compares to just **25%** in **2002**
- The 50+ segment of the workforce continues to be the **most engaged** age cohort across all generations. Other advantages of workers ages 50+ include their experience, professionalism, work ethic, lower turnover, and knowledge



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In Focus: LA County's Title V - Senior Community Service Employment Program

The Los Angeles County, Workforce Development, Aging and Community Services (WDACS) moved the Title V-SCSEP into the Los Angeles County America's Job Centers of California, to be operated directly by the subrecipient service providers.



The changes in the administrative structure aims to provide job training through part time, subsidized assignments at community service agencies and to assist with job training as a bridge toward unsubsidized employment thru the AJCCs has proven to strengthen collaboration and partnerships with SCSEP participants. It has also confirmed the departments commitment to older adults in the workforce.

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Facilitated Questions and Polling



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OLDER WORKERS AND CALIFORNIA'S LABOR FORCE

Daniel Yu

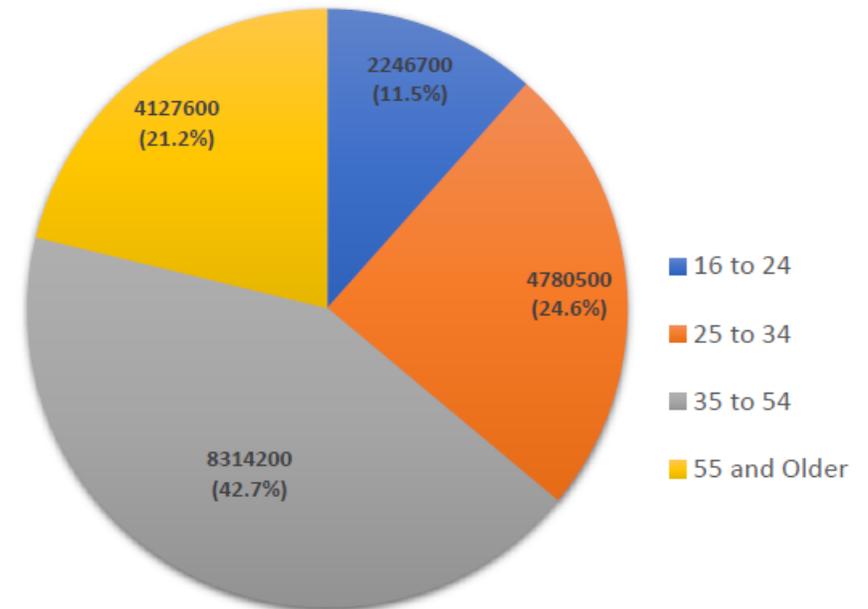
Associate Secretary of Strategic Enforcement and Partnerships

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Older Workers and California's Labor Force

- Individuals ages 55 and older account for 21% of the civilian labor force.
- Over the past five years the number of **employed** persons ages 55+ increased by 449,400
- Workers ages 55+ accounted for 29% of all new employment since 2014.

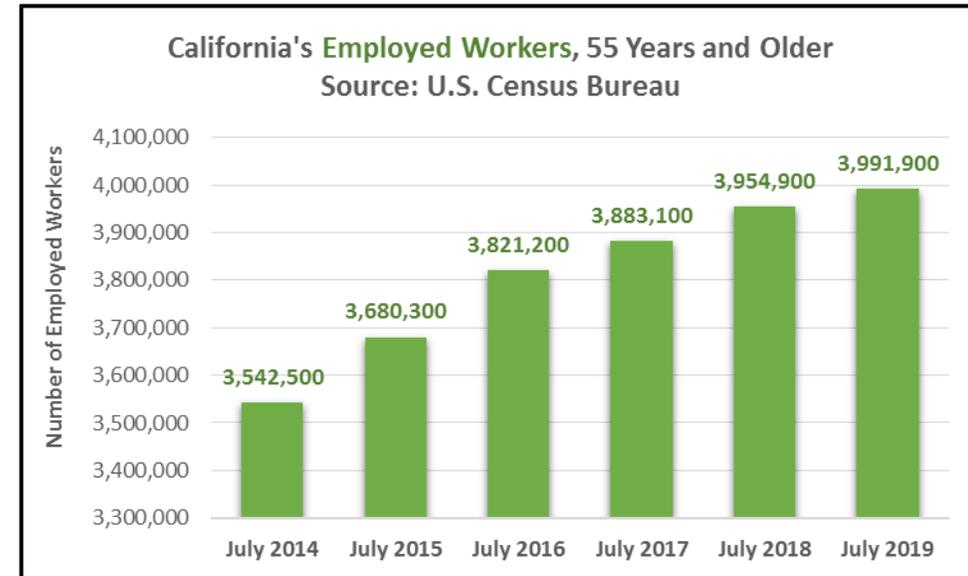
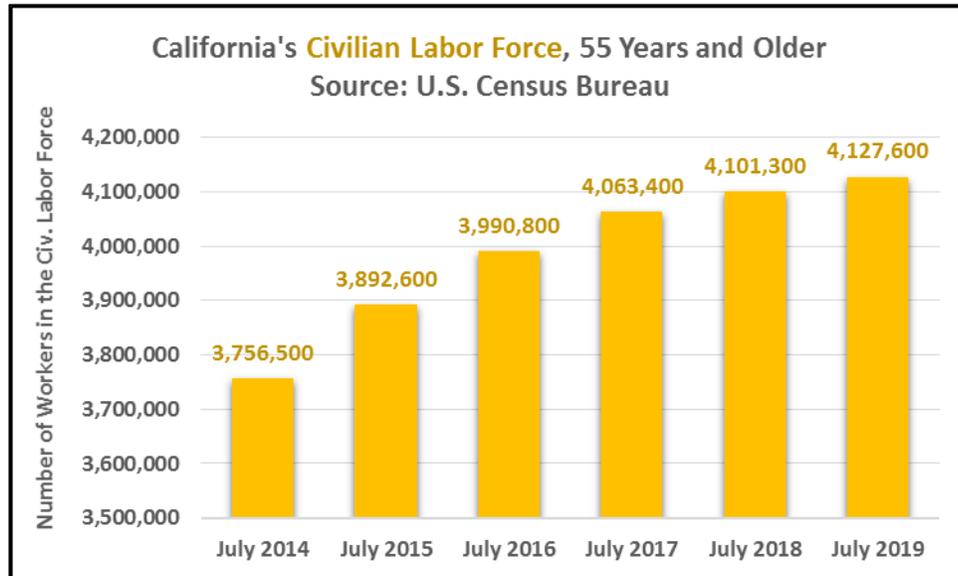


California's Civilian Labor Force by Age Group (2019)

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Older Workers and California's Labor Force



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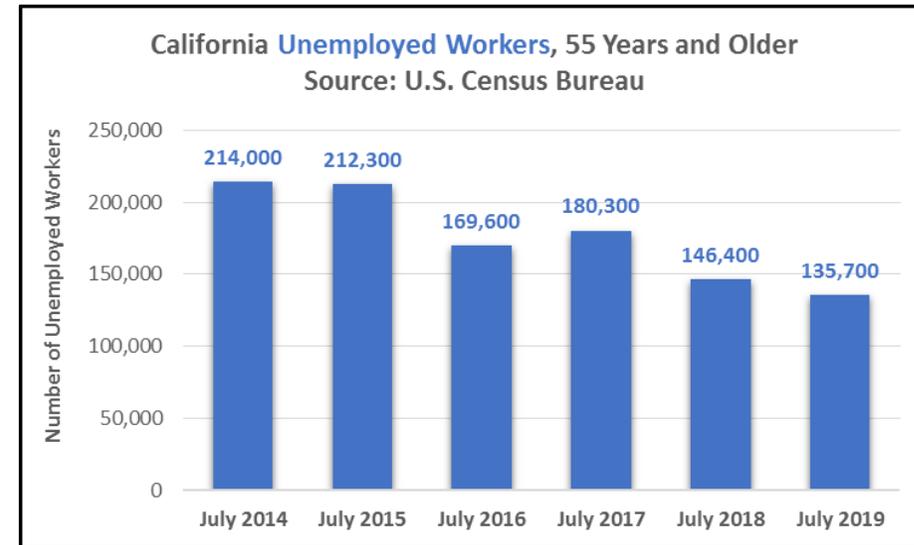
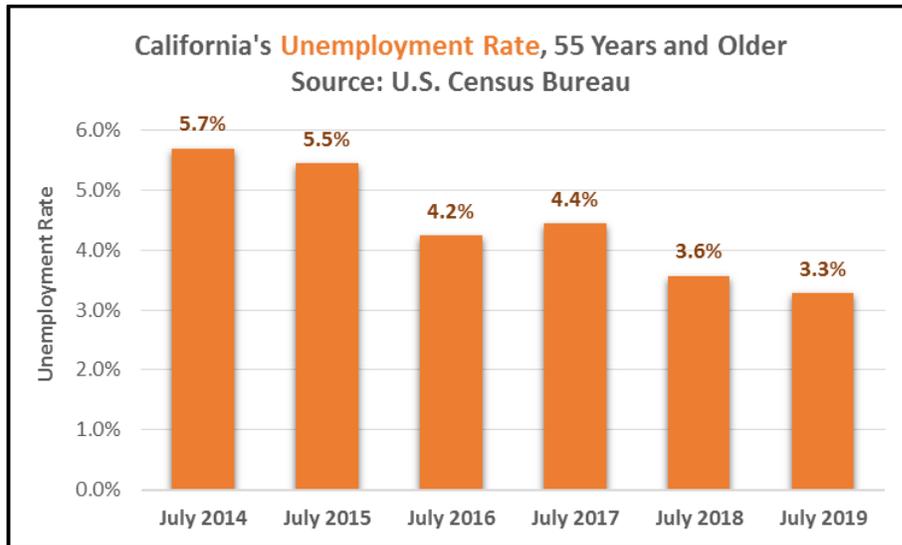
Employment Trends among Older Workers

- Over the past five years, individuals ages 55+ saw a decline in their unemployment rate from **5.7%** to **3.3%**.
- Workers ages 55+ were employed heavily in the educational and health services; and the professional and business services industries; with over 600,000 employed in each.

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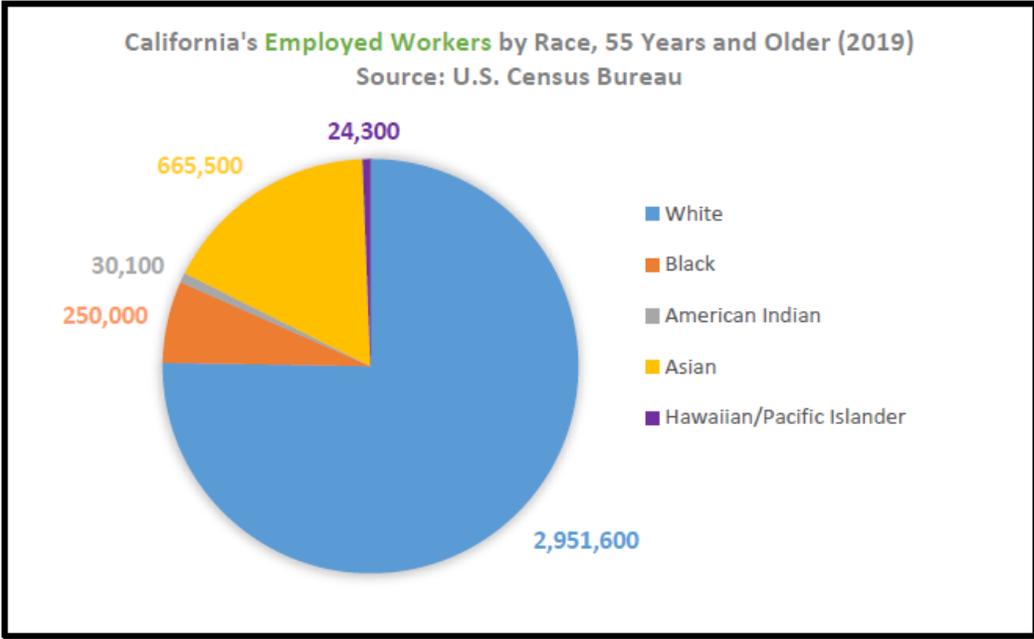
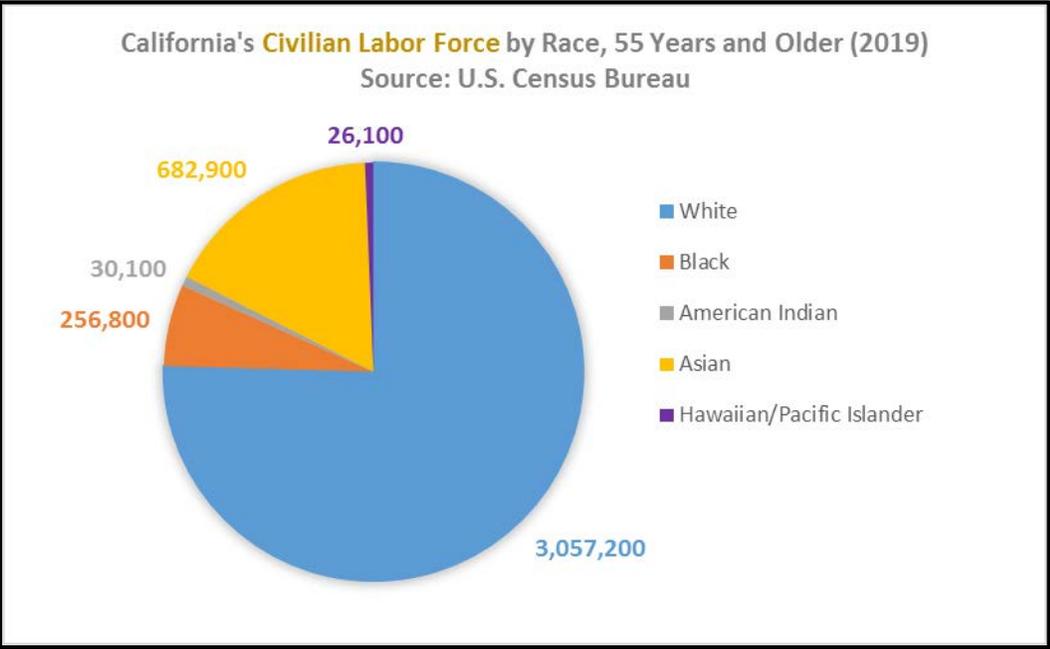
Employment Trends among Older Workers



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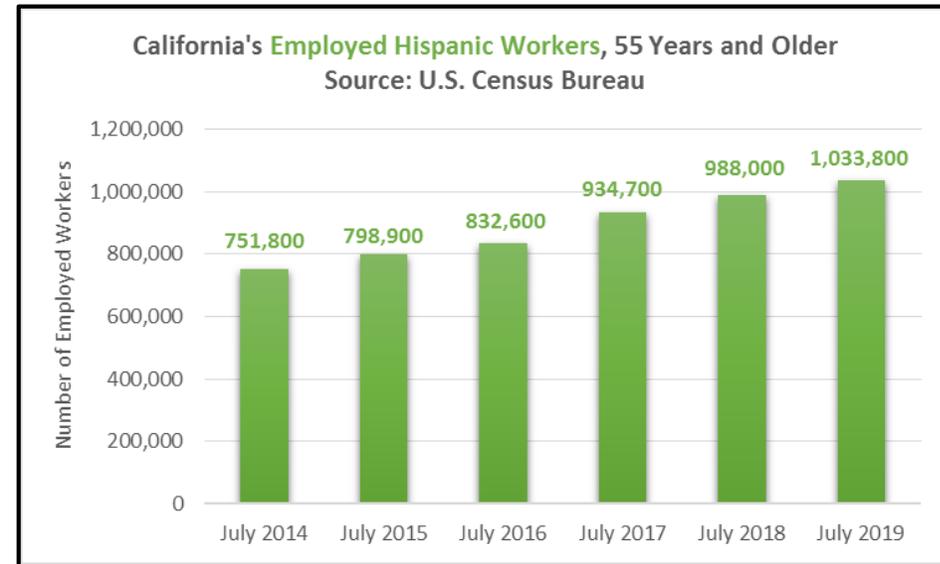
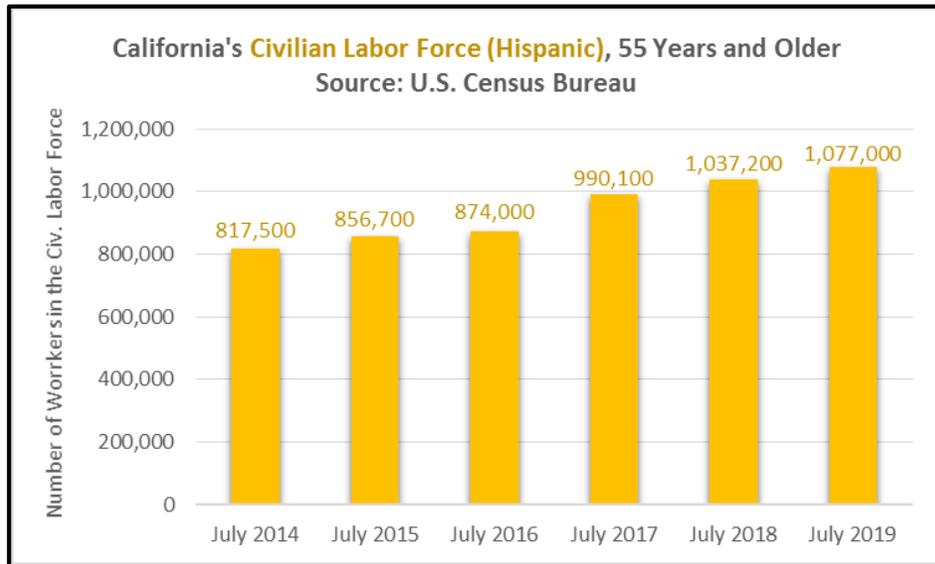
Employment by Race among Older Workers



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Employment Trends among Older Workers by Ethnicity



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Older Workers: Occupational Profile

California's Workforce by Occupational Group, Workers Age 55 and Older (2019)

Occupation Type	Total Workers	% All Workers	Difference vs Relative Share of Statewide Workforce	2019 Annual Avg Wages
Architecture and engineering	124,300	27.7%	6.3%	\$102,555
Management occupations	584,600	27.7%	6.3%	\$138,472
Community and social service	82,500	26.2%	4.8%	\$59,132
Legal occupations	61,300	25.3%	4.0%	\$132,833
Building and grounds cleaning and maintenance	180,800	24.1%	2.8%	\$35,638
Production	202,100	24.0%	2.6%	\$41,241
Personal care and service	220,800	23.9%	2.5%	\$30,705
Farming, fishing, and forestry	65,700	23.3%	1.9%	\$27,998
Business and financial operations	222,700	23.2%	1.8%	\$84,924
Education, training, and library	212,500	21.8%	0.4%	\$67,200
Sales and related	393,100	21.6%	0.2%	\$46,505
Life, physical, and social service	46,000	21.6%	0.2%	\$87,131
Transportation and material moving	244,600	21.5%	0.1%	\$40,991
Arts, design, entertainment, sports, and media	113,700	20.0%	-1.4%	\$74,017
Healthcare practitioner and technical	195,500	19.7%	-1.7%	\$100,632
Office and administrative support	410,700	19.5%	-1.9%	\$44,290
Installation, maintenance, and repair	96,200	19.5%	-1.9%	\$55,061
Construction and extraction	182,500	18.3%	-3.1%	\$60,667
Healthcare support	57,000	17.1%	-4.3%	\$39,622
Protective service	52,300	14.5%	-6.9%	\$63,112
Computer and mathematical science	114,000	13.9%	-7.5%	\$110,074
Food preparation and serving related	128,900	13.4%	-8.0%	\$29,858
Total	3,991,800			

Source: California Employment Development Department, Labor Market Information Division

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Workforce Innovation and Opportunity Act (WIOA)

- Federal law designed to strengthen and improve the nation's workforce system by providing access to employment, education, training, and support services.
- Focus on serving individuals with barriers to employment and seeks to ensure access to quality services for these populations.
- Eligible populations include older individuals (age 55 and older)

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Employment Services for Older Workers

- WIOA Titles I and III
- CalJOBS
- Job Search Training Workshops
- EDD-sponsored Experience Unlimited (EU) Job Clubs
- Information and referrals to services and programs

Title I – Adult (50,272 total participants)

Age Group	Total Served	% All Individuals Served
45-54	8,428	16.76%
55-59	3,906	7.77%
60+	3,832	7.62%
Older Workers (Total)	16,166	32.16%

Title I – Dislocated Worker (24,118 total participants)

Age Group	Total Served	% All Individuals Served
45-54	6,270	26.00%
55-59	3,203	13.28%
60+	2,976	12.34%
Older Workers (Total)	12,445	51.60%

Title III – Wagner Peyser (186,149 total participants)

Age Group	Total Served	% All Individuals Served
45-54	41,773	22.44%
55-59	21,945	11.79%
60+	27,105	14.56%
Older Workers (Total)	90,815	48.79%

Older Workers Receiving WIOA Services (2018)

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New Initiatives for Older Adults



Public Employment Relations Board
PERB



Agricultural Labor
Relations Board "La ley laboral"

State of California
Unemployment Insurance Appeals Board



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California's WIOA State Plan 2020-2023

- Document which serves as the framework for the development of public policy, fiscal investment, and operation of the state workforce and education system
- CDA (Older Americans Act - Title V SCSEP) and CWDB Partnership for 2020-2023 Plan
- Local Workforce Development Boards can supplement services for low income older adults who need access to job training and skill building assistance.

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Breaking Barriers to Employment Initiative

- In October 2017, the California Legislature approved Assembly Bill (AB) 1111, Removing Barriers to Employment Act (Chapter 824, Statutes 2017)
- Purpose: Provide individuals with barriers to employment the services they need to enter, participate in, and complete boarder workforce preparation, training, and education programs aligned with regional labor market need.
- Eligible population: Persons over 50 years of age who need retraining for in-demand skills.

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Future of Work Commission

The overarching goal of the **Future of Work Commission** is to develop a new social compact for California workers, based on an expansive vision for economic equity that takes work and jobs as the starting point. The Commission's primary mission is to study, understand, analyze and make recommendations regarding:

- The kinds of jobs Californians could have in the decades to come.
- The impact of technology on work, workers, employers, jobs and society.
- Methods of promoting better job quality, wages and working conditions through technology.
- Modernizing worker safety net protections.
- The best way to preserve good jobs, ready the workforce for jobs of the future through lifelong learning, and ensure prosperity for all.

<https://www.labor.ca.gov/labor-and-workforce-development-agency/fowc/>

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Facilitated Questions and Polling



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A Comprehensive Approach to Providing Training and Employment Services to Older Workers

Targeted for the Limited English Proficiency and Immigrant Communities



**Self-Help for
the Elderly**
安老自助處



LOCAL LEADER



Together We
ENGAGE
Master Plan for Aging

Self-Help for the Elderly



Background

- Established in 1966 in San Francisco Chinatown
- Currently serving **40,000+** seniors, mostly Asians, in San Francisco, San Mateo, Santa Clara, Alameda and Contra Costa counties
- Self-Help provides the following continuum of eldercare services:

1. Nutrition & Senior Centers-total of 14 in the Bay Area
2. Case Management & Information and Assistance Services
3. Employment Training
4. Homecare and Hospice
5. HICAP-Medicare Counseling
6. Adult Day Services
7. Affordable Housing
8. Alzheimer's RCFE
9. Transportation
10. SF Pathways to Citizenship Initiative
11. TEAM & CHANGES

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Employment Training & Economic Development (ETED)



Current Programs

Vocational Trainings

- Preparation/Culinary ■ Commercial Cleaning /Custodial ■
- Certified Nursing Assistant & Home Health Aide ■
- Hotel Housekeeping ■
- Workforce Support Program: Caregiver Training ■ ■

Neighborhood Access Point Job Center Services:

- Wrap-around employment and job readiness ■ ■

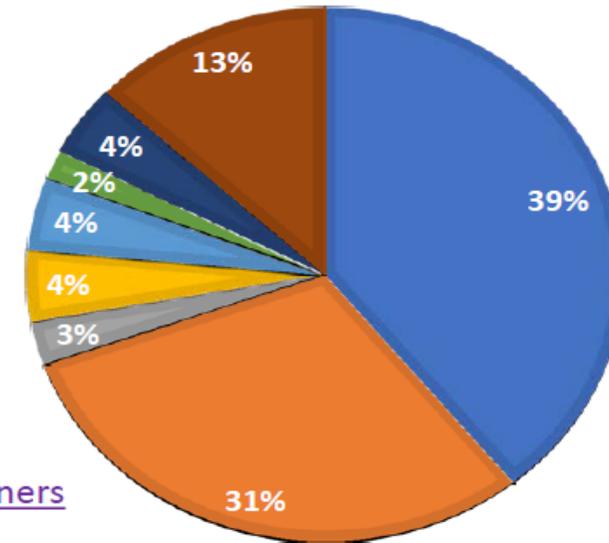
Light Duty Community Services ■ ■

Senior Community Service Employment Program ■ ■

Housekeeping and Caregiving Services (Social Enterprise) ■

Citizenship / Civics/ ESL Classes ■

ANNUAL OPERATING BUDGET ~\$5.3MILLION



Current Partners & Funders

- Social Enterprise
- SF HSA
- NAPCA
- SF OEWD/ WIOA Title I
- DAS
- Other Funders
- SF MOHCD
- CDE/WIOCA TITLE II

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Employment Training & Economic Development (ETED)



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Impact



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Employment Training & Economic Development (ETED)



Success Stories



- **Mr. Chen (69)** a new immigrant with limited skills and English proficiency and end up was hired as an expeditor at an SFO restaurant earning \$18/ hour.
- **Ms. Thai (58)** After graduating from the Home Health Aide training, she was promoted to earning \$20/ hour.

Challenges

- ❖ Age discrimination in the workplace appears to be growing. We must be vigilant in advocating to end ageism and discrimination against older people and workers.
- ❖ Local city colleges and community colleges have decreased their support and funding for older worker's classes and workforce training, adversely impacting older workers' access to such support.

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Employment Training & Economic Development (ETED)

Summary

- This model is replicable, scalable and sustainable. Self-Help's Model is over 50+ years old!
- Seek out partners such as SF OEWD, SF HSA / DAS, US Department of Labor, US ACL, CDE, and so on, for funding older workers programs.
- Committed to providing ongoing support for older workers so they can stay in their jobs.
- Seek subsidized training, refresher courses, technology training and English language training for older workers.

*"I keep going back to **Self-Help for the Elderly**, even though I don't speak Chinese and I don't live in Chinatown. But one woman just took me aside and found a job for me. I should look her up again."*

- Participant 3



Self-Help for the Elderly
安老自助處

Source: Every Door is the Right Door: Findings from the Office of Economic and Workforce Development - Google Civic Bridge Project, June 2018

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Facilitated Questions and Polling



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Master Plan for Aging Stakeholder Advisory Committee Member

**BREAKING STEREOTYPES
TO INCREASE WORK
OPPORTUNITIES**

STAKEHOLDER ADVISORY
COMMITTEE MEMBER



The Role of the Stakeholder Advisory Committee Member



- One of 34 stakeholder members of *varying experience and expertise*
 - As a committee, we will develop parts of the Master Plan and advise the California Health and Human Services Agency and the Cabinet-level Workgroup on Aging in the development of the Master Plan.
- Public Comments and Recommendations
 - Work Opportunity ($n = 67$; 11.11% of all public comments submitted by email by Dec. 13, 2019)
- Reporting back to the full Stakeholder Advisory Committee on *March 2nd*



STAKEHOLDER ADVISORY
COMMITTEE MEMBER



Discrimination in the Workplace

Different types of discrimination described in public comments and recommendations included:

- Ageism
- Stigma against persons with disabilities



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COMMITTEE MEMBER



Reflections: Breaking Stereotypes



- **Older Adults:**

- ***Common Myths:*** More likely to be burned-out, absent due to illness, poor at working with younger supervisors and reluctant to travel.
- ***Reality:*** According to a 2009 report from the Sloan Center on Aging & Work, hiring managers gave older employees high marks for loyalty, reliability and productivity.

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COMMITTEE MEMBER



Reflections: Breaking Stereotypes

- **Older Adults:**

- **Common Myths:** Older adults are less motivated, generally less willing to participate in training and career development, more resistant and less willing to change, less trusting, less healthy, and more vulnerable to work-family imbalance.
- **Reality:** 5 out of 6 of those myths have no empirical evidence. In a 2012 study, older workers were less willing to participate in training and career development activities this could be due to several reasons.



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Reflections: Breaking Stereotypes



- **Persons with Disabilities:**

- **Common Myths:** Managers can't expect the same level of performance from employees with disabilities.
- **Reality:** According to the EEOC, "an employee with a disability must meet the same production standards, whether quantitative or qualitative, as an employee without a disability in the same job. Lowering or changing a production standard because an employee cannot meet it due to a disability is not considered a reasonable accommodation. An employer should evaluate the job performance of an employee with a disability the same way it evaluates any other employee's performance."

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COMMITTEE MEMBER



Reflections: Breaking Stereotypes

- **Persons with Disabilities:**

- **Common Myths:** People with disabilities are not qualified applicants; reasonable accommodations are expensive.
- **Reality:** According to the Society of Human Resource Management, there are many qualified candidates with disabilities. Employers should not assume that people with disabilities lack the necessary education, training and experience for employment, and would not be able to perform essential job functions. Many employees with disabilities require nothing more than the same consideration an employer may already be providing to its nondisabled employees, such as flexible work schedules, telecommuting or restructured workstations.



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Recommendations

- Create executive order and/or legislation mandating hiring of older adults and persons with disabilities not only in state government, but also in local governments and private companies.
- Create more incentives for employers to offer employment for older adults and persons with disabilities
- Create a statewide database of "pledged employers" dedicated to hiring older adults and persons with disabilities on finding meaningful employment

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Recommendations

- Replicate best practices, such as:
 - Employment Training and Economic Development for older adults in San Francisco (Self-Help for the Elderly)
 - Integrated Employment Supports to People with Disabilities in Alameda (East Bay Innovations)
- Consider supportive work opportunities for formerly incarcerated older adults entering the workforce

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Recommendations

- Create a statewide campaign on debunking aging or disability as a liability; start thinking of it as an asset
- Employers should create and promote flexible work schedules and work arrangements (e.g., telecommuting) for employees



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Facilitated Questions and Polling



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WEBINAR WEDNESDAYS

9:30am–11:00am

- 1/29 Housing
- 2/05 Transportation
- 2/12 Poverty, Hunger, & Homelessness
- 2/19 Emergency & Disaster Preparedness & Response
- 2/26 Inclusion, Respect, & Isolation



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