



**Master Plan for Aging
Webinar Wednesday
Work Opportunity
January 22, 2020
*Captioners Transcript***

GOOD MORNING. AND WELCOME TO MASTER PLAN FOR AGING WEBINAR WEDNESDAY. THANK YOU SO MUCH FOR JOINING US. I'M KIM MCCOY-WADE, DIRECTOR OF THE CALIFORNIA DEPARTMENT OF AGE AND WE'RE THRILLED TO BE HAVING THIS DIALOGUE AND CONVERSATION ABOUT WORK OPPORTUNITY, WITH AND FOR OLDER ADULTS. OUR GOAL IS TO BE INFORMATIVE, JUST AS IMPORTANT, INTERACTIVE, TO HEAR FROM EVERYONE ABOUT PRIORITIES AND RECOMMENDATIONS FOR YOUR OUR MASTER PLAN FOR AGING. WE WELCOME YOU TO JOIN US EVERY WEDNESDAY, 9:30 TO 11. ALWAYS A SINGLE TOPIC. RANGING FROM MANY. WE WILL ALWAYS FEATURE A STATE PARTNER, A LOCAL LEADER, AND A STATE HOLDER ADVISE CORRESPOND COMMITTEE MEMBER. WHO CAN SHARE PERSON STORIES, DATA, PROGRAMS AND ULTIMATELY RECOMMENDATIONS. WE'RE ALWAYS STRIVING TO INCLUDE A DIVERSE INCLUSIVE RANGE OF VOICES. AS ALWAYS, WE HAVE A NEW WEBSITE, LAUNCHED LAST WEEK, WHICH IS YOUR ONE-STOP

SHOP. YOU CAN FIND THE ZOOM LINK. AND THE PREVIOUS WEEK'S MATERIALS WILL BE THERE AS WELL IN CASE YOU MISSED ONE. WE'RE EXCITED THAT DURING THIS PRESENTATION, WE ARE IN TWO-WAY PRESENTATION. AND THERE WILL BE POLL THAT WE WILL RUN THROUGHOUT THE PRESENTATION AND USE THEM TO HAVE A CONVERSATION AND DIALOGUE. WHILE I DO AN INTRODUCTION TO THE MASTER PLAN TO GROUND OUR WORK, YOU WILL SEE THE FIRST POLLS RUNNING AND TEST OUR TECHNOLOGY AND LET US KNOW WHO IS HERE.

JOINING ME, BOTH VIRTUALLY AND REALITY, THE ALL STAR LINE UP, ASSISTANT SECRETARY DAN, YU. AN ANNIE CHUNG, AND A LOCAL SERVICE PROVIDER HERE IN SACRAMENTO, AND A LONG AND DISTINGUISHED CAREER HERE IN THE FEDERAL GOVERNMENT. WE'RE THRILLED TO HAVE DANIEL, ANNIE AND DERRICK.

WE HAVE THE GOVERNOR'S EXECUTIVE ORDER CALLING FOR A MASTER PLAN. THIS WAS ISSUED IN JUNE AND CALLED FOR THE PARTNERSHIP BETWEEN A CABINET WORK GROUP AND ADVISORY COMMITTEE. WHY IS CALIFORNIA DOING THIS? BECAUSE CALIFORNIA IS AGING. A QUICK LOOK THROUGH SLIDES. YOU SEE ON THE LEFT HOW THE AGE DISTRIBUTION IN 1990, A LOT OF YOUNG PEOPLE CLUSTERED THERE AROUND THE 20S AND 30S. IF YOU LOOK AHEAD TO 20-30, YOU SEE THAT IT IS GROWING OLDER AS A STATE AND WILL STAY OLDER AS A STATE. SOME PEOPLE CALL THAT MOVING FROM PYRAMID TO PILLAR,

BUT CALIFORNIA IS AGING. AND IT IS NOT JUST THAT MORE PEOPLE ARE AGING, MORE DIVERSE FOLKS ARE AGING AS WELL. LET'S LOOK AT RACE AND ETHNICITY. THIS IS A TINY SLIDE FROM MY COLLEAGUES. IF YOU TAKE A MINUTE FROM IT, YOU CAN SEE EACH COLOR REPRESENTS A DIFFERENT RACIAL ETHNIC GROUP. AND YOU CAN SEE THE INCREASE, PARTICULARLY AMONG LATINO AND OTHER POPULATIONS, ASIAN, AFRICAN ELDERS AS WELL. IN SHORT, AGING IS CHANGING. WE HAVE MORE DIVERSITY AMONG OUR AGING CALIFORNIANS. MORE PEOPLE ARE LIVING ALONE FOR A VARIETY OF REASONS. FAMILY STRUCTURE CHANGES OVER THE YEARS. MORE ARE AT RISK OF POVERTY, PARTICULARLY WITH HOUSING, BASIC INCOME AND HEALTH CARE COST SQUEEZES AND CHANGES IN RETIREMENT AND MENTIONS.

AND THERE IS MORE AWARENESS IN THE STAGES OF AGING. THERE ARE DIFFERENT AGES AND STAGES OF AGING, INCLUDING GETTING READY FOR AGING, EARLY AND MIDDLE AND LATE AGING, A LOT OF STAGES OF LIFE TO PLAN FOR AND SUPPORT TWO OPPORTUNITY FOR OUR STATE. WITH THAT, LET ME JUST DO A QUICK RUN THROUGH HOW WE'RE APPROACHING THE MASTER PLAN WORK. WE START WITH THE VISION. AND THE GOVERNOR'S VISION IS CALIFORNIA FOR ALL. AND THAT INCLUDES ACROSS THE LIFE SPAN, FROM YOUNG CHILDREN ALL THE WAY TO LATER YEARS. WE'RE GROUNDED IN THE VALUES OF CHOICES, EQUITY, DIGNITY, INCLUSION, ACCESSIBILITY AND DEEP PARTNERSHIPS. LOCAL STATE AND FEDERAL GOVERNMENT. WE

CAN'T DO THIS ALONE AND WE'RE NOT DOING IT ALONE. OUR MISSION THAT WE HAVE CHOSEN TO ACCEPT IS TO PRODUCE A PERSON-CENTERED, DATA-DRIVEN TEN YEAR MASTER PLAN FOR CALIFORNIA AGING BY THIS YEAR. THE LOCAL BLUEPRINT, DATA DASHBOARD AND RESOURCES TO HELP THE LOCAL COMMUNITIES WHO ARE TAKING THE NEXT STEPS IN PLANNING FOR AGING. AGING IS EVERYTHING AND EVERYONE AND EVERYWHERE, WE HAVE ORGANIZED THE WORK AMONG THE FOUR GOALS THAT WE THINK ALL OF US SHARE. WE ALL WANT SERVICES AND SUPPORTS SO WE CAN LIVE WHERE WE CHOOSE SO WE CAN HAVE THE HELP THAT WE AND OUR FAMILIES WANT. WE LIVE IN COMMUNITIES THAT ARE AGE, DISABILITY AND COMMUNITY FRIENDLY. WE ALL WANT TO LIVE IN COMMUNITIES AND HAVE ACCESS TO SERVICES CARE THAT OPTIMIZE HEALTH AND QUALITY OF LIFE, AND ECONOMIC SECURITY AND SAFETY. WE ALL WANT THIS FROM ABUSE, NEGLECT, EXPLOITATION, DISASTERS AND EMERGENCIES. THAT WAS A WHIRLWIND TOUR AND THERE IS MORE INFORMATION ON THE WEBSITE ABOUT THE STORIES, DATA AND APPROACH THAT WE'RE TALKING.

TO TURN TO WORKFORCE, WE BEGAN IT BECAUSE THIS IS SUCH AN IMPORTANT ISSUE AND THERE ARE SO MANY COMPONENTS. THE VERY FIRST COMMUNITY EVENT WAS FOR EMPLOY OLDER WORKERS WEEK. AND WE WERE EXCITED TO BE INVITED TO BAKERS FIELD AND HAVE A GREAT DISCUSSION ABOUT OLDER WORKFORCE AND ISSUES, INCLUDING FARM WORKERS AND OTHER ISSUES FOR THAT REGIONAL ECONOMY. WE WERE ABLE

TO VISIT TO THE LOS ANGELES COUNTY AND HEAR FROM THEM ABOUT THEIR EXCITING LEADERSHIP ON WORK FORCE. HERE ARE SOME OF THE KEY FACTS. THE GROWTH IN THE NUMBER OF AMERICANS 50 AND OLDER WHO ARE WORKING OR LOOKING FOR WORK. THE OVERALL SHARE, INCREASE IN SHARE. THAT IN 2022, OVER A THIRD OF THE WORKFORCE WILL BE 50 PLUS. AND HIGH ENGAGEMENT AMONG THIS WORK FORCE. RECOGNIZING THE DATA TRENDS, L.A. TOOK BOLD ACTION AND MOVED THE TRADITIONAL OLDER AMERICANS ACT TITLE V EMPLOYMENTS PROGRAMS THAT WE'LL HEAR MORE ABOUT, THE SENIOR COMMUNITY SERVICES EMPLOYMENT PROGRAM, MOVED IT INTO THE JOB CENTERS, THE BACKBONE OF THE PROGRAM TO BE OPERATED DIRECTLY BY THE WORKFORCE PROGRAMS. THIS IS A SEAMLESS APPROACH. THE COUNTY BOARD OF SUPERVISORS PASSED THE MOTION TO DO THIS IN MAY OF 2018. BY JULY OF 2018, THE PROGRAMS WERE OVER AT THE JOB CENTER. THIS HAS STRENGTHENED COLLABORATION AND CONFIRMED THE DEPARTMENT'S COMMITMENT. BOTH TRENDS THAT WE ARE SEEING AROUND THE STATE AND ARE HAPPY TO LIFT UP AND ACCELERATE.

WITH THAT, BEFORE WE TURN IT OVER TO THE SPEAKERS, LET'S SEE WHO IS HERE.

>> GREAT. THANK YOU SO MUCH KIM. THANK YOU EVERYONE. ON THE ZOOM FOR PARTICIPATE AND RESPONDING TO THE SERIES OF POLLS THAT WE LAUNCH, WHAT I'M GOING TO

DO NOW IS SHARE THE RESULTS OF THE POLLS. FIRST WE ASKED, ARE YOU AN INTERESTED MEMBER OF THE PUBLIC OR EMPLOYED IN FIELDS OF AGING OR WORK FORCE? 52% INDICATED THAT THEY WERE EMPLOYED IN FIELDS OF AGING. 43% INDICATED THAT THEY ARE AN INTERESTED MEMBER OF THE PUBLIC. AND 5% INDICATED THAT THEY ARE EMPLOYED IN FIELDS OF WORK FORCE. OUR SECOND POLL, WE ASKED WHAT AGE GROUP? 32% INDICATED THAT THEY WERE BETWEEN 55 AND 64. 27% INDICATE THAT THEY WERE BETWEEN 45 AND 54. AND TIED FOR THIRD PLACE, AT 14% WAS BETWEEN 65 AND 75. AND THEN FINALLY, 9% INDICATED BETWEEN AGES 35 AND 44. AND THE VERY LAST 5% INDICATED THAT THEY WERE 25 TO 34.

AND THEN OUR THIRD AND FINAL POLL THAT WE SHARED OUT WITH YOU DURING THIS INTRODUCTORY PERIOD, WE ASKED WHERE TO FOLKS LIVE IN CALIFORNIA. COMING IN AT FIRST PLACE WITH 50% INDICATED THAT THEY RESIDED SOUTHERN CALIFORNIA. TIED FOR SECOND PLACE, BOTH AT 18% IS THE BAY AREA AND NORTHERN CALIFORNIA. AND THEN FINALLY, 14% FROM THE SACRAMENTO REGION.

>> KIM MCCOY-WADE: THANK YOU, THAT HELPS US KNOW WHO IS HERE AND HOW TO TARGET THE OUTREACH MORE FOR THE CONTINUING SERIES. WITHOUT FURTHER ADO, I WILL TURN IT OVER TO THE STATE PARTNER. WE'RE HAPPY TO HAVE DANIEL FROM THE LABOR AND WORK FORCE DEVELOPMENT AGENCY.

>> GOOD MORNING EVERYONE, I'M DANIEL YU, AND I'M SPEAKING ON BEHALF OF THE LABOR AGENCY WHICH CONSISTS OF AGENCIES THROUGHOUT THE STATE, INCLUDING THE CALIFORNIA WORKFORCE BOARD DEPARTMENT OF INDUSTRIAL RELATIONS. AGRICULTURAL LABOR RELATIONS BOARD, EMPLOYMENT DEVELOPMENT DEPARTMENT. PRESENTATION WILL FOCUS ON CALIFORNIA'S COMMIT TO ISSUING EQUITY AND THAT OLDER WORKERS CALIFORNIA HAVE ACCESS TO GOOD JOBS AND PROGRAMS THAT WILL HELP THEM ACHIEVE THE GOALS. WE WOULD LIKE TO START THE PRESENTATION BY TALKING ABOUT SOME OF THE DATA THAT WE HAVE COLLECTED ABOUT JOB OPPORTUNITIES FOR OLDER WORKERS IN CALIFORNIA. INCLUDING OCCUPATIONAL PROFILES AS WELL AS DATA ABOUT EMPLOYMENT TRENDS ON THE WORKERS BY BOTH ETHNICITY AS WELL AS RACE. AFTERWARDS, WE'LL PROVIDE INFORMATION ON SOME OF THE MANY PROGRAMS THAT CALIFORNIA HAS IN PROMOTING BETTER AND MORE EQUITABLE OPPORTUNITIES FOR ALL THE WORKERS CALIFORNIA. AS WELL AS INFORMATION ON SOME OF THE NEWER PROGRAMS THAT ARE CURRENTLY BEING DEVELOPED OR IMPLEMENTED RIGHT NOW.

WE'LL GO TO THE NEXT SLIDE AND I WILL GO STRAIGHT INTO THE DATA. CALIFORNIA WORKERS, AGES 55 AND OLDER REPRESENT ABOUT 21% OF THE CIVILIAN LABOR FORCE. 4.127 MILLION WORK AGES 55 AND OLDER IN CALIFORNIA. WE'VE SEEN THAT OVER THE PAST FIVE YEARS. THE NUMBER OF EMPLOYED PERSONS AGES 5 AND OVER HAVE INN CREATED BY 450,000. WORKERS

AGED 55 AND OLDER HAVE ACCOUNTED FOR 29% OF ALL EMPLOYMENT IN CALIFORNIA SINCE 2014. WHAT THAT MEANS IS THAT OVER THE PAST 5 YEARS, THE PERCENTAGE OF CALIFORNIA WORKERS, 535 SF ELDERS, WORKERS WHO HAVE RETIRED OR REST THE WORK FORCE HAVE FOUND EMPLOYMENT THAT IS GREATER THAN THE CALIFORNIA LABOR FORCE. WHICH IS A POSITIVE TREND.

NEXT SLIDE.

HERE, THIS IS ADDITIONAL DATA SHOWING THE NUMBER OF CALIFORNIA WORKERS, AGE 55 AND OLDER WHO ARE IN THE WORKFORCE FROM YEARS 2014 TO 2019 AND THE NUMBER OF CALIFORNIA WORKERS, AGES 55 AND OLDER AMONG THE WORK FORCE WHO EMPLOYED. WE SEE THE NUMBER OF WORKERS CALIFORNIA, THE WORKERS AGE 55 AND OLDER GROUP FROM APPROXIMATELY 3.5 MILLION WORKERS AMONG A WORK FORCE OF 3.75 MILLION WORKERS IN 2014, TO ALMOST 4 MILLION. AND WE SEE THAT THE TAKEAWAY IS THAT OVER THE PAST 5 YEARS, WE'VE SEEN THE RATE AMONG CALIFORNIA WORKERS, AGES 55 AND OVER DECLINE FROM 5.7% TO 3.3%. WHICH REPRESENTS A DROP OF OVER 40% AND IT IS A VERY POSITIVE TREND. BUT WE ALSO WANT TO DIG A LITTLE DEEPER, BEYOND THE OVERALL DATA AND LOOK MORE CLOSELY AT TRENDS THAT WE'RE SEEING IN BOTH OCCUPATIONAL PROFILE OF CALIFORNIA WORKERS, AGES 55 AND OVER AND ALSO LOOK AT IMPLEMENT TRENDS, RACE AND ETHNICITY AS WELL.

IF WE LOOK TO THE NEXT SLIDE, WE AGAIN SEE A MOSTLY STEADY DECLINE OF RATE OF CALIFORNIA WORKERS, AGES 55 AND OVER FROM 2014 TO 2019. AS WE GO TO THE NEXT SLIDE, WE SEE THAT BASED ON THE DATA FROM THE US CENSUS BUREAU, WE SEE THE NUMBER FOR CALIFORNIA CIVILIAN LABOR FORCE, WORKERS AGES 55 AND OLDER BY RACE AS WELL AS NUMBER OF EMPLOYED CALIFORNIA WORKERS, AGE 55 AND OLDER BY RACE AS WELL.

AS WE RECALL FROM THE PREVIOUS SLIDE, THE UNEMPLOYMENT RATE AMONG CALIFORNIA WORKERS AGE 55 AND OVER WERE APPROXIMATELY 3.3% FOR 2019.

FOR HAWAIIAN WORKERS, IT WAS 1.6%, WHICH WAS TWICE AS HIGH AS 3.3% FOR WORKERS AGE 55 AND OLDER. AND WE LOOK TO THE NEXT SLIDE. AND AGAIN, BASED ON DATA FROM THE U.S. CENSUS BUREAU, WE CAN SEE THE DATA, FOR EMPLOYED WORKERS, HISPANIC FOR AGES 55 AND OLDER. IN 2019, WE WERE 4.1% UNEMPLOYMENT RATE WHICH IS HIGHER OF THE RATE OF 3.3%. HOWEVER, WE HAVE SEEN SIGNIFICANT REDUCTION IN UNEMPLOYMENT RATE FROM 2014, WHERE THE UNEMPLOYMENT RATE WAS 8.04% FOR CALIFORNIA HISPANIC WORKERS, AGE 55 AND OLDER. THIS REPRESENTS MORE THAN 50% REDUCTION IN UNEMPLOYMENT RATE IN 5 YEARS, WHICH IS A FAIRLY SIGNIFICANT PROGRESS.

MOVING ON TO THE NEXT SLIDE. NEXT WE WANTED TO TALK ABOUT THE OCCUPATIONAL PROFILES OF CALIFORNIA WORKERS AGE 55 AND OLDER. WE'RE LOOKING NOT ONLY AT WHETHER CALIFORNIA WORKERS ARE ABLE TO SECURE EMPLOYMENT, BUT ALSO WHAT TYPE OF EMPLOYMENT OPPORTUNITIES THAT THEY ARE ABLE TO SECURE. HERE YOU WILL SEE AT THE OCCUPATION IN WHICH CALIFORNIA WORKERS, AGE 55 AND OVER TENDS TO BE MORE REPRESENTED VERSUS CALIFORNIA'S WORK FORCE OVERALL, AS WELL AS THE ANNUAL AVERAGE WAGES IN 2019 FOR THE OCCUPATION IN CALIFORNIA. ACCORDING TO THE INFORMATION FROM EDD AND THE CALIFORNIA LABOR MARKET DIVISION. THE FOUR OCCUPATIONS WHERE CALIFORNIA WORKERS AGE 55 AND OLDER TEND TO BE MORE REPRESENTED ARE ARCHITECTURE AND ENGINEERING, TWO, MANAGEMENT OCCUPATIONS, THREE, COMMUNITY AND SOCIAL SERVICES, AND FOUR, LEGAL OCCUPATIONS.

THESE OCCUPATIONS ALSO GENERALLY TEND TO HAVE HIGHER ANNUAL AVERAGE WAGES, WITH 3 OF THE 4 OCCUPATIONS HAVING AN ANNUAL SALARY OF OVER \$100,000 PER YEAR AND A AVERAGE OF THE FOUR OCCUPATIONS WOULD BE \$108,000 PER YEAR. THE FOUR OCCUPATIONS WHERE CALIFORNIA WORKERS AGES 55 AND OVER TEND TO BE LESS REPRESENTED THAN THE GENERAL CALIFORNIA WORK FORCE ARE, FOOD PREPARATION AND SERVING RELATED. COMPUTER AND MATHEMATICAL SCIENCE, SERVICES, AND HEALTH CARE SUPPORT. THE AVERAGE ANNUAL SALARY OF THESE FOUR OCCUPATIONS WERE

APPROXIMATELY \$60,000 PER YEAR. THIS WAS A BRIEF OVERVIEW OF SOME OF THE DATA THAT WE HAVE REGARDING WORKERS IN CALIFORNIA AGE 55 AND OVER, AS WELL AS ACCESSING EMPLOYMENT OPPORTUNITIES.

MOVING ON TO THE NEXT SLIDE. WE WANTED TO GIVE A BRIEF OVERVIEW OF SOME OF THE MANY PROGRAMS CALIFORNIA, IN PROMOTING BETTER AND MORE EQUITABLE EMPLOYMENT OPPORTUNITIES AND OUTCOMES FOR OLDER WORKERS CALIFORNIA. IN ADDITION TO INFORMATION ON SOME OF THE NEWER PROGRAMS THAT ARE BEING DEVELOPED OR IMPLEMENTED RIGHT NOW. WE WANT TO START BY TALKING ABOUT THE WORK FORCE INNOVATION AND OPPORTUNITY ACT, WITH THE FOUNDATION IN TALKING ABOUT THE MANY WORK FORCE DEVELOPMENT PROGRAMS WE HAVE IN CALIFORNIA. IT IS A FEDERAL LAW DESIGNS TO STRENGTHEN AND IMPROVE THE NATION'S WORK FORCE SYSTEM PROVIDING ACCESS TO EMPLOYMENT, EDUCATION, TRAINING, AND SUPPORT SERVICES. IT HAS A FOCUS IN SERVING INDIVIDUALS WITH VARIOUS EMPLOYMENT AND ACCESS TO QUALITY SERVICES FOR THESE POPULATIONS. POPULATIONS FOR THE PROGRAM INCLUDES OLDER WORKERS.

MOVING ON TO THE NEXT SLIDE. WITH WIOA AS THE FOUNDATION, IN CALIFORNIA, THESE ARE SOME OF THE IMPLEMENTED SERVICES PROGRAMS THAT WE HAVE FOR OLDER WORKERS. FIRST WE HAVE PROGRAMS UNDER TITLES 1 AND

TITLE III, WHICH IS ADMINISTERED BY THE WORK FORCE DEVELOPMENT BOARDS AND AMERICAN'S JOB CENTERS OF CALIFORNIA. TITLE I INCLUDES PROGRAMS AND SERVICES DESIGNED TO ASSIST ADULTS AS WELL AS DISLOCATED WORKERS. AND TITLE III IS THE ACT WHICH PROVIDES PROGRAMS SERVICES THROUGH AMERICA'S JOB CENTER OF CALIFORNIA. AS WE CAN SEE IN THE GRAPHS, 32.16%, 51.6% AND 48.9% OF TOTAL PARTICIPATES IN THESE PROGRAMS, TITLE I FOR ADULTS, DISLOCATED WORKERS. AND TITLE III FOR WORKERS AGES 45 AND OVER.

FURTHERMORE, THERE IS ALSO CAL JOBS, WHICH IS ADMINISTERED BY EDD AND AVAILABLE. CAL JOBS IS AN ON LINE RESOURCE FOR JOB SEEKERS AND EMPLOYERS, NAVIGATE THE WORK FORCE SYSTEM, GET INFORMATION ABOUT THE LABOR MARKET AS WELL AS OTHER PROGRAMS AND SERVICES.

THERE ARE ALSO JOB SEARCH TRAINING WORKSHOPS WHICH IS COLLABORATION BETWEEN EDD AND TEACHES TECHNIQUES ON SUCCESSFUL JOB SEARCHES TO THE PARTICIPANTS. WE HAVE EDD SPONSORED JOB CLUBS, IT IS A PROGRAM THAT PROVIDES A PLACE WHERE JOB SEEKERS CAN MEET TO SHARE JOB LEADS, PROVIDE SUPPORT AND UPDATE THEIR JOB SEARCH SKILLS. THIS INCLUDES STRATEGIES, RESUME EVALUATIONS AND NETWORKING OPPORTUNITIES. THIS PROGRAM ENCOURAGES INDIVIDUALS WHO ARE LOOKING FOR EMPLOYMENT OPPORTUNITIES IN PROFESSIONAL, MANAGERIAL TO

PARTICIPATE AS WELL. AS WE SAW IN THE DATA FROM EARLIER, OLDER WORKERS AGE 55 AND OLDER TEND TO BE MORE REPRESENTED. THIS IS IN ADDITION TO OTHER INFORMATION AND REFERRAL TO OTHER SERVICES AND PROGRAMS AS WELL.

NOW TO THE NEXT SLIDE. WE WANTED TO LOOK TO THE FUTURE AND PREVIEW SOME OF THE PROGRAMS THAT ARE CURRENTLY IN DEVELOPMENT OR ARE BEING IMPLEMENTED. IN THE NEXT SLIDE, IT STARTS WITH CALIFORNIA 2020 TO 2023, WORK PLAN WHICH SERVES AS AN AGREEMENT AND A FRAMEWORK FOR THE DEVELOPMENT OF PUBLIC POLICY, FISCAL INVESTMENT. THE PLAN IS CURRENTLY IN PUBLIC COMMENT PERIOD AND IS AVAILABLE ONLINE ON THE CALIFORNIA WORK FORCE DEVELOPMENT FORCE WEBSITE. ONE THING THAT WE ARE EXCITED ABOUT AND IS NEW TO THE PLAN IS THAT THE CALIFORNIA DEVELOP OF AGING AND CALIFORNIA WORK FORCE DEVELOPMENT BOARD HAS FORMED A PARTNERSHIP. AND THIS WILL EXPAND THE STATE'S ABILITY TO PROVIDE LOW INCOME, OLDER CALIFORNIANS WITH OPPORTUNITIES TO ACCESS AND RECEIVE TRAINING SERVICES AND SUPPORT THAT WILL LEAD TO GAINFUL UNSUBSIDIZED EMPLOYMENT. THIS INCLUDES LOOKING FOR OPPORTUNITIES WITH ALIGNMENT WITH WIOA AND OTHER PROGRAMS TOGETHER. WORK FORCE DEVELOPMENT BOARDS ARE SUPPLEMENTING SERVICES FOR LOW INCOME OLDER ADULTS TO NEED ACCESS TO JOB TRAINING AND SKILL BUILDING ASSISTANCE.

AND WE MOVE ON TO THE NEXT SLIDE. WE ALSO HAVE THE BREAKING BARRIER IMPLEMENT. IN OCTOBER 2017, THE CALIFORNIA LEGISLATOR APPROVED AB111, REMOVING BARRIERS TO IMPLEMENT ACT WITH THE PURPOSE OF PROVIDING INDIVIDUALS WITH VARIOUS EMPLOYMENT, THE SERVICES THEY NEED TO ENTER, PARTICIPATE IN AND COMPLETE WORK FORCE PREPARATION, TRAINING AND EDUCATION PROGRAMS ALIGNED WITH A REGIONAL LABOR MARKET NEED. THE POPULATIONS INCLUDE PERSONS OVER 50 YEARS OF AGE WHO NEED RETRAINING FOR SKILLS. 2018 THE INITIATIVE WAS FUNDED WITH \$15 MILLION OF FUNDING AND GRANT PROGRAMS WERE ANNOUNCED IN OCTOBER OF 2019. THIS IS IN ADDITION TO EXISTING WORK FORCE DEVELOPMENT PROGRAMS.

NEXT SLIDE.

WE ARE ALSO EXCITED ABOUT THE CALIFORNIA FUTURE WORK COMMISSION. THE GOAL OF THE FUTURE WORK COMMISSION IS TO DEVELOP A NEW SOCIAL IMPACT FOR CALIFORNIA WORKERS. BASED ON ECONOMIC EQUITY THAT TAKES WORK AND JOBS AS A STARTING POINT. THE PRIMARY MISSION IS TO STUDY, UNDERSTAND, ANALYZE AND MAKE RECOMMENDATIONS REGARDING FIRST, THE KIND OF JOBS CALIFORNIANS CAN HAVE IN DECADES TO COME. SECOND METHODS OF PROMOTING BETTER JOB QUALITY, WAGES AND WORKING THROUGH TECHNOLOGY. AND FINALLY, FIGURING OUT THE BEST WAY TO PRESERVE GOOD JOBS. JOBS OF THE FUTURE THROUGH

LIFELONG LEARNING AND TO ENSURE PROSPERITY FOR ALL. THEREFORE, THE WORK OF THE COMMISSION WILL IMPACT ALL CALIFORNIA WORKERS IN THE FUTURE, INCLUDING OLDER CALIFORNIANS.

MORE INFORMATION ON THE CALIFORNIA FUTURE WORK COMMISSION CAN BE FOUND AT CALIFORNIA LABOR AND WORK FORCE DEVELOPMENT AGENCY WEBSITE. THE COMMISSION WILL HAVE SOCIAL POLICY, WORK AND ECONOMIC SECURITY IN STOCKTON ON FEBRUARY 13, 2020.

THIS WAS A BRIEF OVERVIEW OF THE LANDSCAPE OF CURRENT WORK FORCE DEVELOPMENT PROGRAMS AND INITIATIVES THAT PROMOTE BETTER AND MORE EQUITABLE JOB OPPORTUNITIES FOR OLDER CALIFORNIA WORKERS AS WELL AS FUTURE PROGRAMS AND INITIATIVES THAT ARE CURRENTLY BEING DEVELOPED AND IMPLEMENTED. THANK YOU, AND THIS CONCLUDES THE PRESENTATION FROM THE STATE PARTNER.

>> KIM MCCOY-WADE: THANK YOU SO MUCH DANIEL. FOR THAT GREAT FOUNDATION WITH DATA, INCLUDING THE BREAK OUTS BY OCCUPATION AND RACE AND THE TRENDS AND EXCITING NEW INITIATIVES THIS AREA. AND THANK YOU TO ALL OF YOU FOR YOUR POLL ANSWERS. WE LEARNED A LOT MORE ABOUT WHO IS HERE. FOR THOSE WHO ARE OVER 55 ON THE CALL, PRETTY CLOSE SPLIT BETWEEN WHO IS RETIREDS AND WHO IS EMPLOYED WITH A HEAVY PUBLIC LEANING, WHICH

MAYBE IS NOT SURPRISING FOR THIS FORUM. AND A SOLID MINORITY IS UNDER 55. SO DIDN'T ANSWER THIS QUESTION. SO THEN WE WANTED TO DELVE A LITTLE MORE AND ASK WHY ARE WE WORKING AFTER 55? AND INTERESTINGLY ENOUGH, A PURPOSE EDGED OUT NEEDED FINANCIAL SECURITY. WORK BRINGS BOTH OF THOSE THINGS TO ALL OF US, IDEALLY. MEANINGFUL WORK WITH MEANINGFUL PAY AND BENEFITS. AND THERE YOU SEE PURPOSE EDGING OUT AND NOBODY IS SAYING FOR EXTRA SPENDING MONEY. THE CHATS WERE GREAT AND PEOPLE SAID I'M GOING TO KEEP WORKING AS LONG AS I HAVE TO PAY OFF MY STUDENT DEBT. WITH LIFE SPAN AND AGING BEING ISSUES. WE ASKED WHETHER DO YOU EXPECT STOP WORKING? AND THIS IS SOMETHING YOU CAN ANSWER AT ANY AGE. AND THE MAJORITY WAS BEFORE 70. MORE THAN HALF THOUGHT THAT BEFORE 70 WE WOULD STOP WORKING. BUT A SOLID 20% BEFORE 80 AND 12%, NEVER. EXCELLENT SNAPSHOT OF THE FOLKS WHO ARE ON THIS CALL. WE DO HAVE SOME QUESTIONS COMING IN FOR DANIEL THAT WE WILL -- LET'S DO ONE HERE JUST TO KEEP IT INTERACTIVE. DANIEL IF I CAN ASK YOU AND YOUR COLLEAGUES, YOU WILL SEE THE QUESTIONS ASK ABOUT DATABASED ON GENDER IDENTITY. MANY STATE DEPARTMENTS ARE LOOKING AT THE SEXUAL ORIENTATION AND GENDER IDENTITY TO COLLECT DATA ON GENDER IDENTITY. THE COMMENTER SAYS MANY LGBTQ PLUS PERSONS ARE UNDER EMPLOYED AND UNDER COMPENSATED.

>> WE ACTUALLY WORKED LAST YEAR WITH AB111 AND 677 TO REWRITE SOME DATA QUESTIONS FOR CAL JOBS. WHICH WILL ACTUALLY BE CAPTURING DATA. SO RIGHT NOW IS NOT CAPTURED, BUT WE ARE WORKING ON IMPLEMENTATION OF SEXUAL ORIENTATION AND GENDER INCLUSIVE DATA. THAT WILL BE IN EFFECT VERY SOON.

>> KIM MCCOY-WADE: THANK YOU TO ASHLEY AND TO THE TEAM AT LABOR WORK FORCE, INCLUDING THE WORK FORCE DEVELOPMENT BOARD AND WE'RE GRATEFUL FOR THAT PARTNERSHIP. THE LAST QUESTION IS A PERFECT INTRODUCTION TO THE NEW SPEAKER AND WE'LL MONITOR CHATS AND QUESTIONS. WE SEE AN INTEREST TALKING ABOUT AGE DISCRIMINATION IS COMING UP FROM DERRICK. NEXT IS ANNIE, ARE YOU 55 PLUS YEARS OF AGE AND LOOKING FOR WORK? THE NUMBER ONE ANSWER IS NO, I'M 55, BUT NOT LOOKING FOR WORK AT THIS TIME. CLOSE TO 20% WOULD LIKE FULL-TIME OR PART-TIME WORK. HERE TO SPEAK TO COMPREHENSIVE APPROACH TO PROVIDING TRAINING SERVICES TO OLDER WORKERS, WE'RE HONORED TO HAVE ANNIE WITH HER TALK ON TARGETED ENGLISH PROFICIENCY AND COMMUNITIES.

>> THANK YOU. CAN EVERYONE HEAR ME CLEARLY? I'M GOING TO START WITH THE FIRST SLIDE. SELF HELP FOR THE ELDERLY STARTED 1966 IN SAN FRANCISCO CHINATOWN. OUR MISSION REALLY IS TO PROMOTE THE INDEPENDENCE, WELL BEING AND DIGNITY FOR OLDER ADULTS THROUGH CULTURALLY

ALIGNED PROGRAMS. OUR SERVICES ARE IN SAN FRANCISCO, SAN MATEO, ALAMEDA AND WE JUST STARTED IN CONTRA COSTA COUNTY. IT STARTED BACK IN 1966 AS PART OF THE WAR ON THE POVERTY PROGRAM. OVER THE LAST 54 YEARS, WE HAVE ASSEMBLED QUITE A COMPREHENSIVE AND HOLISTIC RANGE OF ELDER CARE SERVICES. WE SERVE CLOSE TO ABOUT 40,000 PLUS SENIORS IN THE BAY AREA. MOSTLY LOW TO MODERATE INCOME ASIANS. AND SELF HELP PROVIDES NUTRITION SERVICES AND SENIOR CENTERS. WE HAVE 14 NEW SITES AND CENTERS IN THE BAY AREA. WE PROVIDE CASE MANAGEMENT INFORMATION, ASSISTANCE AND REFERRAL SERVICES. AND EMPLOYMENT AND TRAINING IS A BIG PART OF OUR CORE SERVICES. AND WE HAVE A LICENSE HOME CARE AND HOSPICE PROGRAM. A HIGH CAP, WHICH IS THE MEDICARE COUNSELING AND ASSISTANCE PROJECT. WE HAVE THE ALZHEIMER'S DAY CARE AND ADULT SERVICES. THREE AFFORDABLE HOUSING PROJECTS. WE HAVE THE ASSISTED LIVING, BUT STRICTLY FOR ALZHEIMER'S SENIORS. WE HAVE A TRANSPORTATION PROGRAM FOR FRAIL AND SENIORS ON DISABILITIES. AND WE HAVE A VERY LARGE SAN FRANCISCO PATHWAY TO CITIZENSHIP INITIATIVE. OVER THE LAST 8 YEARS WE HAVE HELPED OVER 10,000 LEGAL PERMANENT RESIDENTS TO BECOME U.S. CITIZENS BY DOING THIS NATURALIZATION WORKSHOP. FINALLY WE HAVE A STATEWIDE TEAM AND CHANGES PROGRAM FUNDED BY THE CPUC, THE CALIFORNIA PUBLIC UTILITIES COMMISSION. TELEPHONE AND UTILITIES, EDUCATION, OUTREACH AND EDUCATION PROGRAM.

GOING MORE IN DETAILS INTO THE ETED, THE EMPLOYMENT TRAINING AND ECONOMIC DEVELOPMENT PROGRAM. YOU CAN SEE ON THE LEFT SIDE, THE CURRENT PROGRAMS REALLY FOCUS ON THE VOCATIONAL TRAINING AND FOLLOWING DANIEL'S PRESENTATION, WE LOOKED AT THE IMMIGRANT AND PARTICULARLY, THE REASON IMMIGRANTS WITH LIMITED ENGLISH PROFICIENCY, IMMIGRANTS HAVE, MOST OF THE TIMES, NO TRANSFERABLE SKILLS AND LIMITED ENGLISH. SO WE'RE VERY BIG WITH PROVIDING VOCATIONAL TRAINING IN THESE AREAS. FOOD PREPARATION, CULINARY COMMERCIAL CLEANING AND CUSTODIAL. WE HAVE A SUCCESSFUL CERTIFIED NURSE ASSISTANCE AND HOME HEALTH AID TRAINING PROGRAM. AND WE ALSO HAVE JUST STARTED A HOTEL HOUSEKEEPING TRAINING PROGRAM.

OUR CORE SERVICE IN THE EMPLOYMENT AREA IS THE NEIGHBORHOOD ACCESS POINT. MANY PEOPLE REFER TO THESE AS THE ONE-STOP CENTER FOR JOB SEARCH AND JOB READINESS. WE PROVIDE A JOB READINESS AND WRAP AROUND PROGRAM. AS YOU SEE SOME OF THE FUNDING SOURCES COME FROM THE WIOA, WHICH IS THE LOCAL, OR THE OFFICE OF ECONOMIC AND WORK FORCE DEVELOPMENT. THAT PROVIDE MOST OF THE WORK FORCE FUNDING FOR OUR OLDER WORKERS PROGRAM. BUT GOING THROUGH SOME OF THE CURRENT PROGRAMS, THE LIGHT DUTY, COMMUNITY SERVICES IS MOSTLY PROVIDED TO GA AND SNAP RECIPIENTS AND CAL FRESH. OUR

FUNDS MOSTLY COME FROM THE HSA, THE HUMAN SERVICE AGENCY IN SAN FRANCISCO.

WE ALSO DO THE SESP PROGRAM THAT WAS MENTIONED. WE A SUBCONTRACTOR OF THE NATIONAL ASIAN PACIFIC CENTER FOR AGING. WE ARE SUBCONTRACTED TO PROVIDE TITLE V SENIOR AND EMPLOYMENT SERVICES IN FOUR BAY AREA COUNTIES. FINALLY THE CITIZENSHIP, THE ESL CLASS, COMES PRIMARILY FROM CDA, DEPARTMENT OF EDUCATION AND IT IS FROM WIOA TITLE II FUNDING.

NEXT SLIDE. THE IMPACT OF OUR EMPLOYMENT TRAINING AND ECONOMIC DEVELOPMENT PROGRAM IS PRETTY AMAZING. OVER THE LAST 53, 54 YEARS, SINCE 1966, WE HAVE TRAINED APPROXIMATELY 11,000 OLDER WORKERS THROUGH OUR SECTOR, VOCATIONAL TRAINING PROGRAMS AND PLACED THEM IN SUBSIDIZED EMPLOYMENT. WE ROUGHLY TRAIN ABOUT 200 OLDER WORKERS A YEAR. AND WE HAVE HELPED OLDER WORKERS WHO FEEL THAT TEN YEARS OR 40 QUARTERS OF FICA CONTRIBUTION TO ENSURE THEY QUALIFY FOR SOCIAL SECURITY RETIREMENT, INCOME AND MEDICARE BENEFITS. IT IS REALLY IMPORTANT GOAL OF SELF HELP TO MAKE SURE THAT OUR OLDER WORKERS FULFILL THIS REQUIREMENT. OTHERWISE THEY GO TO SOCIAL SECURITY AND ASK FOR MEDICARE AND BENEFITS WITHOUT KNOWING THAT THEY HAVE TO WORK THE 10 YEARS. WE SUPPORT THE SELF SUFFICIENCY AND JOB READINESS AND DIGNITY IN WORK FOR 5,000 PLUS OLDER WORKERS THROUGH

THE NEIGHBORHOOD ACCESS POINTS. AND WE RAISE AWARENESS AND SUPPORT FOR OLDER WORKERS IN THE WORKPLACE, ESPECIALLY AMONG LARGE EMPLOYERS WHO EMPLOY QUITE A FEW OLDER WORKERS. AND WE CONTINUE TO DO OUR ADVOCACY WORK, ADVOCATING FOR FUNDING FROM PUBLIC AND PRIVATE FUNDERS TO SUPPORT OLDER WORKERS TRAINING, RETRAINING AND EMPLOYMENT PROGRAMS. WE RAISED AWARENESS OF THE NEED OF OLDER WORKERS, EMPHASIZING THE MERITS OF HIRING OLDER WORKERS.

OUR SUCCESS STORIES, I WOULD LIKE TO SHARE TWO WITH YOU. AND WITH RECENT IMMIGRANTS, THEY HAVE TO PICK ON VERY LOW PAY AND INTENSIVE JOBS THAT WORK LIKE 6 DAYS A WEEK, 8 TO 9 HOURS A DAY WITH ABOUT \$1,000 TO \$1500. MR. KEN'S STORY, HE IS 69, LIMITED SKILLS. AFTER HE WAS ENROLLED IN OUR TRAINING PROGRAM AND REFRESHER COURSES, WE FOUND HIM A JOB AT THE SAN FRANCISCO INTERNATIONAL AIRPORT. 58-YEAR-OLD MS. T HAVING GRADUATED FROM CLASS, ALMOST IMMEDIATELY STARTED MAKING \$20 PLUS AN HOUR. A COUPLE OF CHALLENGES THAT WE ARE FACING. THE AGE DISCRIMINATION IN THE WORKPLACE APPEARS TO BE GROWING. WE MUST BE VIGILANT IN STOPPING AGE DISCRIMINATION IN OLDER WORKERS AND OLDER ADULTS. BECAUSE THE PARTNER HAD BEEN THE LOCAL COMMUNITY COLLEGE, SAN FRANCISCO CITY COLLEGE SYSTEM, IT FUNDED A LOT OF OUR TRAINING PROGRAMS FOR MANY YEARS. STARTING ABOUT 5 YEARS AGO, WE'RE FINDING THAT THE SUPPORT FROM THE COMMUNITY

COLLEGE SYSTEM IS FAST DIMINISHING AND DECREASING. AND THAT WILL CUT OFF PRETTY ACCESS TO THE OLDER WORKERS SEEKING THESE TYPES OF TRAINING. AND WE'RE KIND OF CONCERNED.

FINALLY, JUST TO SUMMARIZE, THIS MODEL WE FEEL THAT IT IS REPLICABLE AND SCALABLE AND SUSTAINABLE. AFTER ALL, WE HAVE BEEN HAVING THIS FOR OVER 50 PLUS YEARS. WE ALWAYS SEEK OUT THE PARTNERS. IN MY PREVIOUS SLIDE I LISTED ALL THE LOCAL FUNDERS THAT FUND THE TRAINING PROGRAM. AND WE CONTINUOUSLY SEEK THEM OUT TO FUND OUR PROJECT AND PROGRAMS. WE'RE COMMITTED TO PROVIDING ONGOING SUPPORT TO THE OLDER WORKERS WHO CAN STAY ON THE JOB. THIS IS VERY, VERY IMPORTANT. AND WE CONTINUE TO SEEK SUBSIDIZED TRAINING AND TRAINING FOR OLDER WORKERS. I SHARE A QUOTE FROM A PARTICIPANT, SAID SHE KEPT COMING BACK TO SELF HELP FOR THE ELDERLY, EVEN THOUGH SHE DID NOT SPEAK CHINESE OR LIVE IN CHINATOWN. ONE STAFF MEMBER TOOK HER ASIDE AND FOUND A JOB FOR HER AND SHE BECAME A REGULAR IN OUR PROGRAM. WHEN SHE HAS NEEDS, SHE COMES IN AND FELT VERY MUCH AT HOME. THAT CONCLUDES MY PRESENTATION, THANK YOU. KIM?

>> KIM MCCOY-WADE: THANK YOU, ANNIE. WE'RE GETTING SO MANY QUESTIONS AND COMMENTS AND PEOPLE ARE REALLY ENGAGING WITH YOUR PRESENTATION. THANK YOU. LET'S GO BACK TO LOOK AT THE POLLS. THANK YOU FOR SHARING THE

STORIES. WE ASKED PEOPLE ABOUT THIS QUESTION OF TRAINING AND RETRAINING. AND ABOUT, I WOULD SAY, ROUGH, HALF, HALF. ABOUT HALF WOULD SAY YES, I AM OPEN TO RETRAINING AT 55 TO LOOK AT NEW SKILLS IN A JOB. OTHER HALF, 43, 43% AT THIS MOMENT, ARE CONTENT WITH THE CURRENT CAREER OPTIONS AND CAREER PATH.

AND THEN THESE VERY IMPORTANT TOPICS THAT YOU INTRODUCED ANNIE IN SHARING SUCCESS STORIES AND CHALLENGES, DISCRIMINATION IS THE NUMBER ONE ANSWER THAT PEOPLE SHARED. AND ANTIDISCRIMINATION EFFORTS AS A RESOURCE IN THE WORK FORCE TO ADDRESS THIS AND ENSURE OLDER ADULTS ARE WELCOME AND SUPPORTED IS THE NUMBER ONE RESOURCE THAT PEOPLE HAVE EXPERIENCED. THERE HAS BEEN FLEXIBLE SCHEDULED AND THIRDLY TRAINING AND RETRAINING.

THAT IS A PERFECT SEGUE INTO OUR STAKEHOLDER ADVISORY COMMITTEE MEMBER, DERRICK, WHO IS GOING TO SPEAK ABOUT DISCRIMINATION AND MYTHS AND REALITIES AS PART OF THE OLDER EMPLOYMENT PICTURE. DERRICK, PLEASE TAKE IT AWAY.

>> DERRICK: THANK YOU SO MUCH KIM, FOR INVITING ME TO SPEAK TODAY ON THE SUBJECT OF WORK OPPORTUNITIES FOR OLDER ADULTS AND PERSONS WITH DISABILITIES.

I'VE KNOWN ANNIE FOR 30 YEARS AND I'VE SEEN A LOT OF GREAT WORK DONE BY SELF HELP FOR THE ELDERLY AND I'M FAMILIAR WITH THE TITLE V SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM. BECAUSE AS A FORMER DIRECTOR OF CLIENT SERVICES OVER AT SELF HELP FOR THE ELDERLY, I WORKED CLOSELY WITH THE CSAP PROGRAM RUN BY SELF HELP AS WELL AS HIRING OLDER WORKERS GRADUATING FROM THE PROGRAM TO BE PLACED IN DIFFERENT DIVISIONS OF THE AGENCY. AND CURRENTLY AS THE PRESIDENT AND CEO OF ACC SENIOR SERVICES, WE ARE A SUBCONTRACTOR OF THE NATIONAL ASIAN PACIFIC CENTER FOR AGING TO PROVIDE TITLE V CSAP PROGRAM.

IT WOULD BE MY HONOR TO SERVE AS ONE OF THE 34 STAKEHOLDER MEMBERS OF THE MASTER PLAN FOR AGING ADVISORY COMMITTEE. AND I AM VERY IMPRESSED BY THE VARYING EXPERIENCE AND EXPERTISE OF THE MEMBERS WE WORK TOGETHER FOR THE BETTERMENT OF ALL CALIFORNIA TO MAKE SURE THAT WE HAVE A GREAT PLAN IN OCTOBER OF 2020. AS A COMMITTEE, WE ARE CONTINUING TO DEVELOP PARTS OF MASTER PLAN AND ADVISE THE CALIFORNIA HEALTH AND HUMAN SERVICES AGENCY. AND THE WORK GROUP ON AGING AND THE DEVELOPMENT OF THE MASTER PLAN.

AND BY DECEMBER 13TH, THE CALIFORNIA HEALTH AND HUMAN SERVICES AGENCY HAS COLLECTED OVER 600 PUBLIC COMMENTS AND RECOMMENDATIONS. AND OF WHICH 67

SPECIFIC ON WORK OPPORTUNITIES. AND SO WHEN I'M GOING TO PRESENT TO YOU MY REFLECTION OF THE MYTHS AND REALITY AND ALSO RECOMMENDATIONS. IN PART IS ACTUALLY BASED ON THOSE COMMENTS AND RECOMMENDATIONS.

AND ALSO, AFTER THIS, I WILL REPORT BACK TO THE STAKEHOLDER ADVISORY COMMITTEE ON WHAT WE HAVE LEARNED FROM ALL OF YOU TODAY.

NEXT SLIDE, AS ANNIE INDICATED, AGEISM IS ACTUALLY LIFE AND ALSO HAS BEEN EXISTING. I WOULD LIKE TO POINT OUT BY PRESSING THAT AGEISM IS NOT ONLY SPECIFIC IN THE U.S., IT IS HAPPENING IN OTHER PARTS OF THE WORLD. AND ALSO I THINK WE HAVE STIGMA AGAINST PERSONS WITH DISABILITIES AS WELL. ARE SOME OF THE COMMON STEREOTYPES THAT WE HAVE COME ACROSS IN TERMS OF MYTHS PERTAINING TO OLDER ADULTS AND ALSO TO PERSONS WITH DISABILITIES?

IN THIS SLIDE, BASICALLY SOME OF THE MYTHS INCLUDE THAT OLDER ADULTS ARE MORE LIKELY TO BE BURNED OUT. THEY WILL TAKE A LOT OF ABSENCE BECAUSE OF ILLNESS. THEY ARE POOR AT WORKING WITH YOUNGER SUPERVISORS RELUCTANT TO TRAVEL. IF YOU HAVE READ THE AARP ARTICLE ON THE SURPRISING TRUTH ABOUT OLDER ADULTS, WHICH WAS PUBLISHED IN SEPTEMBER 2015, THEY REPORTED IN 2009 THAT HIRING MANAGERS GAVE OLDER EMPLOYEES HIGH MARKS FOR LOYALTY AND RELIABILITY. THIS IS TRUE IN MY OWN AGENCY.

MOVING ON TO THE NEXT SLIDE. THERE ARE SOME OTHER MYTHS ABOUT OLDER ADULTS. THEY ARE LESS MOTIVATED AND 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.

AND LOOK UP ANOTHER RESEARCH DONE IN HONG KONG BY THE UNIVERSITY OF HONG KONG AND IN 2012, THEY HAVE LOOKED AT AGE STEREO TYPES ON 204 INDIVIDUALS. AND THEY BASICALLY FOUND THAT 5 OUT OF 6 OF THOSE MYTHS HAVE NO EMPIRICAL EVIDENCE. WHEN WE LOOK AT THE POLLING, 46% SAY THEY WANT RETRAIN AND 46% DON'T. AND OLDER WORKERS ARE LESS WILLING TO PARTICIPATE IN TRAINING AND WORK FORCE DEVELOPMENT OPPORTUNITIES. THIS COULD BE DUE TO VARIOUS REASONS. WE CANNOT JUST LOOK AT A COOKIE CUTTER APPROACH AND MAKE A GENERALIZATION ON WHY OLDER ADULTS ARE NOT WILLING TO BE RETRAINED.

MOVING TO THE PERSONS WITH DISABILITY SPACE. SOME OF THE MYTHS INCLUDE PEOPLE WITH DISABILITIES ARE NOT QUALIFIED APPLICANTS. THEY REQUIRE MORE REASONABLE ACCOMMODATIONS AND THOSE ARE EXPENSIVE. BUT THEN ACCORDING TO THE SOCIETY OF HUMAN RESOURCE MANAGEMENT, THERE ARE MANY QUALIFIED CANDIDATES WITH DISABILITIES. EMPLOYERS IN GENERAL 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. NOW, AS A MATTER OF FACT, MANY EMPLOYEES WITH DISABILITIES REQUIRE NOTHING MORE THAN A SAME CONSIDERATION AND EMPLOYER MAY BE PROVIDE TO NONDISABLED EMPLOYEES. FLEXIBLE SCHEDULES, TELECOMMUTING OR RESTRUCTURED WORKSTATIONS. MANAGERS CAN'T EXPECT THE SAME LEVEL OF PERFORMANCE FROM EMPLOYEES WITH DISABILITIES. HOWEVER, ACCORDING TO THE EECO, AN EMPLOYEE WITH A DISABILITY MUST MEET THE SAME PRODUCTION STANDARDS K QUALITATIVE OR QUANTITATIVE. IF AN EMPLOYEE CANNOT MEET IT DUE TO DISABILITY IS NOT A REASONABLE ACCOMMODATION. THE EMPLOYER MUST EVALUATE AN EMPLOYEE WITH A DISABILITY, THE SAME AS OTHER EMPLOYEES. WE HAVE RECEIVED OVER 600 RECOMMENDATIONS AND PUBLIC COMMENTS BY DECEMBER 13TH. WHAT I'M GOING TO PRESENT TO YOU ARE BASED ON SOME OF THE COMMENTS. FIRST AND FOREMOST, STARTING FROM THE VERY TOP, THE STATE GOVERNMENT IN CALIFORNIA SHOULD CREATE EXECUTIVE ORDER, MANDATING HIRING OF OLDER ADULTS AND PERSONS CAN DISABILITIES. NOT ONLY IN AT STATE LEVEL, BUT PRIVATE COMPANIES. PEOPLE SAY WHAT IS IN IT FOR ME IF I DO THAT? YOU ARE THE BIG GOVERNMENT AND YOU WANT US TO DO EVERYTHING ACCORDING TO THE LEGISLATION? TO DO THAT, I THINK IT IS VERY IMPORTANT TO CREATE MORE INCENTIVES FOR EMPLOYERS, TO OFFER EMPLOYMENTS FOR OLDER ADULTS PERSONS WITH DISABILITIES.

WHETHER IT IS A TAX CREDIT OR SOMETHING ELSE, THAT IS UP TO A DECISION. BUT I THINK IT IS VERY IMPORTANT. AND I ALSO THINK THAT THIS IS ACCORDING TO ONE OF THE PUBLIC COMMENTS, CREATE A STATEWIDE DATABASE OF EMPLOYERS DEDICATED TO HIRING OLDER ADULTS AND PERSONS WITH DISABILITIES ON FINDING MEANINGFUL EMPLOYMENT.

IF YOU MOVE TO THE NEXT SLIDE, I THINK ALSO WE HAVE HEARD STORIES FROM ANNIE HOW MANY PEOPLE AND SHE HAS SERVED AND I THINK BY LOOKING AT SELF HELP FOR THE ELDERLY MODEL ON TRAINING, WOULD BE ONE EXAMPLE TO LOOK AT. AND THEN IN THE SPACE FOR PEOPLE WITH DISABILITIES, ACTUALLY THE U.S. ADMINISTRATION FOR COMMUNITY LIVING AS ACKNOWLEDGED THE WONDERFUL WORK DONE BY EAST BAY INNOVATIONS ALAMEDA BECAUSE THEY HAVE PROVIDED INTEGRATED EMPLOYMENT SUPPORT FOR PEOPLE WITH DISABILITIES IN THEIR COUNTY.

AND ALSO FOR PEOPLE WHO ARE INCARCERATED, AND THEY GET OLDER AND WANT TO ENTER THE WORK FORCE, IT IS IMPORTANT TO CONSIDER SUPPORTED WORK OPPORTUNITIES FOR THEM SO THAT THEY BE ACTUALLY CONTRIBUTING BACK TO THE SOCIETY.

IF YOU LOOK AT THE NEXT STEP IN TERMS OF RECOMMENDATIONS, I THINK WE HEARD ABOUT A LOT OF STEREO TYPES ABOUT OLDER ADULTS AND PERSON WITH

DISABILITIES AND WORK FORCE. WE NEED TO PROVIDE STATEWIDE CAMPAIGN ON DEBUNKING THE AGING AND DISABILITY. WE NEED TO START THINKING ABOUT IT AS AN ASSET. EMPLOYERS SHOULD CREATE FLEXIBLE WORK ARRANGEMENTS. SUCH AS TELECOMMUTING FOR EMPLOYEES. THIS WOULD MAKE IT EASIER FOR EVERYONE TO FIND EMPLOYMENT. WE NEED TO HAVE A PURPOSE IN TERMS OF CREATING A COMPREHENSIVE MASTER PLAN FOR AGING. AND BY LOOKING AT ALL THIS STEREOTYPES AND THE REALITY AND ALSO RECOMMENDATIONS, I'M VERY HOPEFUL THAT CALIFORNIA WILL BECOME A BETTER SPACE FOR OLDER ADULTS AND PERSONS WITH DISABILITIES.

>> KIM MCCOY-WADE: THANK YOU, THANK YOU. THANK YOU. THANK YOU FOR SHARING THAT PERSPECTIVE AS A CAREER, AS A FEDERAL STATE AND LOCAL EXPERT AND PARTNER IN AGING. WE APPRECIATE SUMMARIES OF RECOMMENDATIONS BOTH THAT WE HAVE HEARD FROM A BROAD PERSPECTIVE, BUT ALSO YOUR EXPERT PERSPECTIVE ON HOW YOU PRIORITIZE THEM. I JUST WANT TO MENTION THAT THE GOVERNOR DOES HAVE A TASK FORCE ON DIVERSIFYING STATE EMPLOYMENT AND I'M PRIVILEGED TO BE WORKING ON THE FORMERLY INCARCERATED AND CURRENTLY INCARCERATED TASK FORCE WILL LOOK FORWARD TO LEARNING MORE ON THAT FRONT.

GOING TO THE POLLS, AGEISM DURING ENTER VIEWING AND HIRING. AND THE MYTHS PERSIST. A ELSE IS ON THE POLLS

AGEISM, ONCE YOU ARE AT THE WORK FORCE, THE RETRAINING OPPORTUNITIES AND ACCOMMODATIONS, MUCH FURTHER BACK. WE WANT TO ENGAGE YOU ALL IN YOUR RECOMMENDATIONS AS WELL AS ANSWER A FEW OF THE QUESTIONS. WE'VE GOT SOME GREAT FEEDBACK ON WAYS TO MAKE THIS TECHNICALLY MORE SMOOTH AND WE HEAR YOU. QUESTIONS THAT WE'LL FOLLOW UP WITH, MAKING SURE THAT ASIAN, INCLUDING ALL ASIAN COMMUNITIES. WE'RE LOOKING FOR ANSWERS ON THAT. AND WE MAKE SURE THAT WE REMEMBER WORK IS CHANGING. THERE IS CONTRACT WORK, GIG ECONOMY. LET WE DO THE RECOMMENDATIONS. AND THEN WE'LL TURN IT TO DANIEL FOR THE DATA QUESTION. LOCATE YOUR CHAT BOX AND WE'D LIKE FOR YOU TO ADD, WE JUST TALKED ABOUT THE TOP BARRIER THAT CAME IN WAS AGEISM. WE WOULD LOVE TO HEAR YOUR THOUGHTS. IN CALIFORNIA WITH ITS DIVERSITY, FOR INDIVIDUALS THAT BELONG TO GROUPS A EXPERIENCED DISCRIMINATION IN EMPLOYMENT, PEOPLE WITH DISABILITIES AND COMMUNITIES OF COLOR, THE TOP BARRIER OF OPPORTUNITY FOR OLDER ADULTS MIGHT DIFFER. PLEASE SUBMIT BARRIERS IN THE CHAT BOX.

WHILE YOU ARE CHATTING, I WILL HAND IT TO THIS GREAT QUESTION TO OUR LABOR PARTNERS. DANIEL, CAN YOUR TEAM SHARE WITH US, THE LABOR WORK FORCE PARTICIPATION RATES OF OLDER CALIFORNIANS?

>> DANIEL: THANK YOU, SO WE HAVE DATA FROM OCTOBER 2019. THAT INDICATES THAT THE LABOR PARTICIPATION RATE FOR CALIFORNIANS AGE 55 TO 64 WAS 64.8%. FOR CALIFORNIANS AGES 65 AND OLDER, THAT WAS 20.1%.

>> KIM MCCOY-WADE: NOTHING IN CHAT? LOOKING AT THE CHAT TO SEE THE COMMENTS. I WANT TO PHRASE ONE OF OUR COMMENTERS FOR A SENSITIVE COMMENT AND WE WILL TREAT IT WITH SENSITIVITY AS WELL. THIS IS A VERY SENSITIVE SUBJECT OF OLDER WORKERS WHO ARE STRUGGLING TO MEET JOB EXPECTATIONS. I THINK WE CAN USE HELP WITH EMPLOYERS AND PROFESSIONALS FOCUSING. AVOIDING RISK AND INAPPROPRIATELY IGNORING OR DELAYING DEALING WITH ISSUES. THANK YOU FOR RAISING THAT ISSUE. THE QUESTION I'M HOPING FOLKS CAN CHAT ON. OTHER BARRIERS WITH OLDER WORKERS OF COLOR, LGBTQ. WE WANT TO MAKE SURE WE ARE CAPTURING THE FULL INTERSECTIONALITY OF PEOPLE AS WE AGE. DID WE LEAVE ANYTHING OFF THAT YOU WANT TO BE SURE WE CAPTURE TO MEET THE CALIFORNIA FOR ALL?

WHILE YOU ARE THINKING ABOUT THAT, THANK YOU VERY MUCH FOR THE QUESTION ABOUT THE DATA. ADVICE TO US TO BE SURE TO LOOK AT HEALTH CARE AND THE INTERSECTION BETWEEN HEALTH CARE AND EMPLOYMENT AND UNDER EMPLOYMENT. PEOPLE STAYING IN EMPLOYMENT FOR HEALTH CARE. HEALTH CARE COST BURDENS IS, WE'VE SEEN THAT IN THE ELDER ECONOMIC INDEX OUT OF UCLA. YES, ALL OF THESE THINGS FIT

TOGETHER. FUND PROGRAMS THAT PAY FOR VOLUNTEER WORK. WE ABSOLUTELY ARE GOING TO BE FEATURING VOLUNTEER WORK IN A FUTURE WEBINAR AND WE CAN SHARE THERE ARE GREAT MODELS COMING OUT OF PROGRAMS LIKE AMERICOR, ARE HAVING SUCCESS. THEY ARE DIVERSIFYING AND HAVING MORE OLDER VOLUNTEERS AND THAT ROLE OF THE STIPEND IN THAT MEANINGFUL PROCESS. VOLUNTEERISM IS COMING SOON.

EMPHASIZE THE IMPORTANCE AND THANKING ANNIE CHUNG FOR RAISING UP LANGUAGE BARRIERS. THANK YOU FOR RAISING UP THE IMMIGRATION BARRIERS AND STARTING A WORK CAREER IN THE UNITED STATES LATER IN LIFE. AND EXPECTATIONAL BARRIERS. THE EXPECTATION THAT ONE SHOULD "RETIRE" WHEN YOU REACH A PARTICULAR AGE. THIS COULD BE PART OF A GENERAL STATEWIDE AGEISM AWARENESS CAMPAIGN TO MAKE SURE THAT THERE ISN'T THIS RETIREMENT EXPECTATION CREATING PRESSURE AND DISCRIMINATION.

WHAT OTHER RECOMMENDATIONS DO YOU HAVE? LET ME DO AN OPEN-ENDED AND THEY ARE STARTING TO COME AND IT IS WONDERFUL TO SEE. DERRICK LISTED SO MANY RECOMMENDATIONS, REGULATION CHANGES ON DISCRIMINATION, MORE SUPPORT FOR EMPLOYERS, ANTIDISCRIMINATION AWARENESS CAMPAIGNS. TARGETED PROGRAMS FOR POPULATIONS LIKE PREVIOUSLY AND CURRENTLY INCARCERATED. WHAT IS YOUR TOP RECOMMENDATION? SEND THEM IN.

ANOTHER ONE HAS JUST COME IN ABOUT TECHNOLOGY AND THE RAPIDLY CHANGING NATURE OF TECHNOLOGY. I CERTAINLY WAS STRUCK IN OUR LABOR COLLEAGUES CHART ABOUT ONE OF THE HIGHER INCOME PROFESSIONS THAT HAVE VERY LOW RATES OF OLDER WORKERS WAS COMPUTER AND MATHEMATICAL SCIENCE. THAT WAS AN ANOMALY IN THE CHART. HOW DO WE MAKE SURE THAT ALL OF THE WORK FORCE CAN STAY UP TO DATE AND COMFORTABLE AND RETRAINED AT EVERY AGE AND STAGE IN TECHNOLOGY. GREAT RECOMMENDATION.

SOMEONE HAS JUST GIVEN US A WONDERFUL OPPORTUNITY TO SHARE ABOUT THE EQUITY WORK GROUP. YES, THE STAKEHOLDER ADVISORY COMMITTEE AS PART OF LOOKING INTO THE GOVERNOR'S VISION OF CALIFORNIA FOR ALL AND VALUES AROUND EQUITY AND INCLUSION HAS CREATED AN EQUITY WORK GROUP. HALF STAKEHOLDER ADVISORY COMMITTEE MEMBERS AND HALF GENERAL PUBLIC. APPLICATIONS CLOSE THIS WEEK AND WE GOT 35. THRILLED, HOPED TO BE MAKING ANNOUNCEMENTS BY THE END OF THE MONTH. THEIR JOB WILL BE TO INFORM AND ADVISE ALL ENGAGEMENT ACTIVITIES AND DELIVERABLES FOR EQUITY LENS AND OUTCOMES. SO I HEAR THE FEEDBACK, THAT IS NOT VISIBLE YET ON THE ENGAGE CA.ORG. WE WILL LOOK FOR WAYS TO MAKE THAT MORE VISIBLE. THANK YOU FOR ALLOWING US TO SHARE THE GOOD NEWS. OTHER RECOMMENDATIONS, QUESTIONS, COMMENTS?

OH, THESE ARE WONDERFUL. THANK YOU TO CRYSTAL FOR RAISING THE POINT ABOUT LANGUAGE, LANGUAGE, LANGUAGE. MANY OLDER ADULTS MY COMMUNITY HAVE EXPRESSED THAT THEY DON'T FEEL THAT THEY ARE "SENIORS" AND DO NOT ENGAGE WITH SENIOR CENTERS OTHER PROGRAMS WITH THAT LABEL. THAT HAS COME UP A LOT. DERRICK, CAN YOU REFLECT ON THAT? YOU HAVE A HISTORY OF THE OLDER AMERICANS ACT, THE LANGUAGE AROUND SENIORS, THE NEW LANGUAGE AROUND AGING. EVEN AT THE FEDERAL LEVEL, IT IS NOW COMMUNITY LIVING. WHAT ARE YOUR THOUGHTS ABOUT WE MAKE SURE THAT WE ARE BEING INCLUSIVE IN KNOCKING DOWN STEREOTYPES IN OUR LANGUAGE?

>> DERRICK: ONE THING TO NOTICE, PEOPLE ARE BEING CALLED NAMES ALL THE TIME. IT IS LIKE ACROSS DIFFERENT GENERATIONS, DIFFERENT ETHNIC GROUPS. SO NUMBER ONE, I THINK IS HAVING THE SELF AWARENESS THAT WE NEED TO BE SENSITIZED TO THE FACT THAT EACH INDIVIDUAL IS DIFFERENT REGARDLESS OF THE AGE, GENDER, SEXUAL PREFERENCE. SO FORTH. AND I THINK THE LARGER, AT THE MACRO LEVEL IS A LARGER DEFINITION OF WHAT WE WANT TO DO IN THE NAMING OF OLDER ADULTS OR SENIORS. IS THERE LIKE A COMMON THREAD THAT WE CAN COME TO A CONSENSUS AS TO HOW WE ARE GOING TO NAME A GROUP? I THINK IT IS A LARGER QUESTION THAT I INDIVIDUALLY CANNOT ANSWER. BUT I THINK THE MASTER PLAN FOR AGING CAN BE A VERY USEFUL FORUM TO START THAT DIALOGUE. AND DISCUSS HOW CAN WE CHANGE THE

IMPRESSION OF PEOPLE TO MUCH OLDER ADULTS, TO PERSONS WITH DISABLES? WHAT ARE THE TERMINOLOGY THAT WE SHOULD BE USING? AND HOW CAN WE SENSITIZE ONE ANOTHER SO THAT WE WILL BE ABLE TO RESPECT THE DIFFERENCES AND BE MORE INCLUSIVE IN WHAT WE ARE GOING TO DO? THAT IS THE LARGER POLICY QUESTION AND THAT NEEDS TO BE LOOKED AT FROM THE MACRO LEVEL.

>> KIM MCCOY-WADE: YES, AND WE'RE TRYING TO DO THAT IN THE MASTER PLAN, BOTH ON LANGUAGE AND THEN HARKENING BACK TO SYSTEMS, THE LOS ANGELES COUNTY EXAMPLE OF MOVING THE TITLE V SENIOR EMPLOYMENT PROGRAM, THERE IS THAT WORD, INTO THE ONE-STOP JOB CENTER. IT IS INTEGRATING THE COMMUNITY SERVICES, THEY ARE NOT OFF TO THE SIDE AND EASIER TO FIND. GREAT POINT. I'M GOING TO ASK A QUESTION THAT HAS COME IN THAT I'M GOING TO PUT MY FRIEND DANIEL A LITTLE BIT ON THE SPOT. WHICH IS THE DATA THAT YOU JUST SHARED AT THE STATE LEVEL, THE SLIDES AND WE'VE TALKED ABOUT, DO YOU HAVE DATA ON LABOR FORCE PARTICIPATION RATES BY CITIES, COUNTIES OR WORK FORCE AREAS? IS THAT AVAILABLE? YOU CAN ANSWER THAT.

>> DANIEL: SORRY I WAS LOOKING FOR THE MUTE BUTTON. WE DO HAVE THAT INFORMATION, IT IS AVAILABLE ONLINE. IT IS WITH THE LABOR MARKET INFO AT EDD. THAT INFORMATION IS AVAILABLE ONLINE ON THE WEBSITE.

>> KIM MCCOY-WADE: AND ONE OF OUR GOALS AT THE MASTER PLAN YOU MAY HAVE RECALLED FROM EARLIER, WE ARE BUILDING A DATA DASH BOARD ON AGING INDICATORS. AND THE GOAL IS TO LINK AND LEVERAGE THE EXISTING DATA SO WE CAN PROVIDE THAT ONE-STOP AGING PORTAL OVER TO PARTNERS. SO YOU CAN FIND THAT DATA BY RACE, BY INCOME, BY REGION, IN ALL THE WAYS THAT YOU ARE PROVIDING IT JUST TO INCREASE ACCESS AND AWARENESS.

COUPLE OTHER GREAT COMMENTS COMING IN. GIVE ME ONE SECOND TO READ. INTERESTING CONVERSATIONS ABOUT AGAIN, THIS CONNECTION BETWEEN EMPLOYER AND HEALTH CARE. ONE PANELIST MENTIONED HELPING WORKERS WORK TO OBTAIN 40 QUARTERS TO QUALIFY FOR SOCIAL SECURITY BENEFITS. A CASE COULD PROBABLY BE MADE FOR CALIFORNIA INVESTING IN OLDER WORKER PLACE MEN WITH PRIVATE EMPLOYERS. TO ALLOW THE UNDERAGE OLDER WORKER TO HAVE HEALTH CARE BENEFITS, TIME TO PUT MONEY INTO RETIREMENT SAVINGS, DELAY EARLY DRAW ON SOCIAL SECURITY AND ALLOW THEM TO BOOST BENEFITS. THAT IS A FASCINATING IDEA TO MAKE SURE THE FEDERAL ROLE IS IN PICTURE, WHICH WE HAVE NOT HIGHLIGHTED, BUT THE FEDERAL ROLE IS LEVERAGED BY EMPLOYER STATES MOST IMPORTANTLY, OLDER CALIFORNIANS.

AND LAURINDA, I'M SEEING A COMMENT FROM YOU THAT I'M TRYING TO TRANSLATE. I WILL DO MY BEST. JUST TO REMIND US

THAT WE ARE CAREFUL NOT TO ENGAGE IN EITHER POSITIVE OR NEGATIVE TOKENISM. THAT WE CAN INADVERTENTLY REINFORCE MYTHS AND FUEL THE RESISTANCE AND TO REMEMBER TO STAY EVIDENCE-BASED AND TO ACCOMMODATE TO COMPLY, BUT THAT TENSION BETWEEN REQUIRED ACCOMMODATIONS AND MYTHS. I KNOW I AM NOT CAPTURING THE FULL FIELD. WE WILL DO OUR BEST TO CAPTURE THAT BETTER. THANK YOU FOR YOUR ACTIVE PARTICIPATION. IT IS A GOOD REMINDER FOR ALL OF US NOT TO REINFORCE THE MYTHS AND TO TACKLE THEM. LAST CALL FOR QUESTIONS, COMMENTS, DATA.

GREAT.

A SHOUT OUT FOR THE MATURE WORKER COUNCIL. THANK YOU FOR LETTING US KNOW THAT WAS TERMINATED A WHILE BACK AND WAS CRITICAL NEEDS TO WORKERS. SHOULD BE RECONSIDERED. THANK YOU, WE WILL DO THAT. AND OTHER QUESTIONS FOR EMPLOYERS, CRITICAL PIECE OF THIS PICTURE. HOW DO WE ADDRESS THAT EMPLOYERS ARE DECREASING MATCHING PERCENTAGES RETIREMENT PLANS?

GREAT. WE WILL TAKE THAT BACK, TOO.

DERRICK WANTS TO SHARE SOME BREAKING NEWS.

>> DERRICK: I'VE BEEN DOING RESEARCH ON OLDER ADULTS EMPLOYMENTS IN OTHER COUNTIES AND THERE IS A REPORT

ISSUED BY THE WORLD ECONOMIC FORUM, SOME COUNTRIES ARE GAINING THE MOST BY EMPLOYING OLDER WORKERS. IF YOU LOOK AT THE PRICE WATER HOUSE AGE INDEX, THEY ASSESS THE IMPACT OF OLDER WORKERS ON DIFFERENT ASPECTS OF LABOR MARKET. WE FIND THAT ICELAND HAS GAINED MOST WITH 84% OF THE 55 TO 64 AGE RANGE EMPLOYMENT. NEW ZEALAND FOLLOWS SECOND, AND ISRAEL. AND I THINK IF YOU LOOK AT OTHER COUNTRIES WHO ARE DOING THIS BECAUSE THEY RECOGNIZE ACTUALLY AS I SAY, OLDER WORKERS ARE NOT A LIABILITY. THEY ARE ASSETS TO THE ECONOMY. I THINK IN THE U.S., CALIFORNIA CAN REALLY TAKE THE LEAD IN MAKING THAT HAPPEN BY ENCOURAGING THE EMPLOYMENT OF OLDER WORKERS AND UNDERSTANDING THAT CALIFORNIA IS ONE OF THE LARGEST ECONOMIES IN THE WORLD CAN DO IT. AND WE CAN ASK OTHER STATES TO FOLLOW SUIT. THIS IS ONE OF THE THINGS I WOULD LIKE TO BRING TO THE AUDIENCE BY CONSIDERING HOW OTHER COUNTRIES ARE DOING BY HAVING OLDER ADULT EMPLOYMENT.

>> KIM MCCOY-WADE: CALIFORNIA CAN DO IT, WE CAN LOOK TO OTHER COUNTRIES AND HELP LEAD THE WAY. THANK YOU TO ALL OF YOU FOR THE RECOMMENDATIONS ON POLICY, EDUCATION, TRAINING, DATA, DIVERSITY, EQUITY. ALL OF THE -- AND FEDERAL ROLE, INTERNATIONAL ROLE. ALL TO BE CONSIDERED BY THE STAKEHOLDER AND BROUGHT BACK TO THE COMMITTEE BY INCLUSIVE IN THE MASTER PLAN. WE HOPE YOU WILL JOIN US NEXT WEEK AND IN THE COMING WEEKS. WE HAVE

A LIVABLE COMMUNITIES AND HOUSING, HOUSING. THIS DIALOGUE IS CLOSELY LINKED TO TRANSPORTATION AND POVERTY, HUNGER AND HOMELESSNESS. WE WILL HAVE EXPERTS FROM THE RECENT POWER SHUT OFF AND FIRE SHARING, THE LESSONS LEARNED. AND TURNING TO THE INCLUSION RESPECT THAT IS NECESSARY TO AVOID THE ISOLATION THAT IS FAR TOO COMMON IN OLDER PEOPLE, COMMUNITIES AND FAMILIES. SO THAT IS OUR FEBRUARY LINE UP AND WE'RE EXCITED ABOUT. HOPE TO SEE YOU BACK AND CONTINUE TO WELCOME YOUR FEEDBACK ON HOW TO IMPROVE THIS OPPORTUNITY FOR DIALOGUE AND STRENGTHEN RECOMMENDATIONS THE MASTER PLAN. THANK YOU VERY MUCH AND SEE YOU NEXT WEEK.