

Daily Life & Employment Subcommittee-20230622_120157-Meeting Recording

June 22, 2023, 6:02PM

51m 5s

BB **Beth Brown** 0:04
Right.

● **Newland, Laura** started transcription

BB **Beth Brown** 0:06
So welcome everybody.
Thank you for joining us again.
Uh, great to see everybody.
So we wanted to maybe just double check and see if there were things that folks wanted either one it on the agenda, if we could fit it in or some follow UPS.
Umm from last time.
I know we've kind of got like another business section at the end.
Was there anything people wanted to touch on that they didn't see on the agenda?
Dang, you're a mutant.

SD **Sapenaro, Dave (VOL-SP)** 0:41
You think after three years we'd figure this out?
Ohh, just under the other business.
If we could talk briefly about the timelines for the for our work groups, because I I know we want to try to have our work done by year end, but then what does that mean for uh, you know, the work groups reporting back to the big subcommittee and just any thoughts you guys have on that?

BB **Beth Brown** 1:04
Perfect.
Yep, got it down.
Anybody else have something that they want to touch on today that's not on the agenda?
OK, the ring one. Ohh.

AJ **Almetta Jordan (Guest)** 1:19

I cannot open my.
I can't open the the email that you sent out.
It's uh.
Whatever I forget.
What you send it in?
If I could just get an email or regular email.

BB **Beth Brown** 1:37

Ah, I'll try to send it again.
I'm not really sure.
It was just a Word document and a regular email, so I'm not sure if.

AJ **Almetta Jordan (Guest)** 1:45

Ohh OK it was another document I I that I couldn't open so.

BB **Beth Brown** 1:52

OK, I'll make sure to send you something separately and see.
And please let me know if that doesn't come through or you can open it.

AJ **Almetta Jordan (Guest)** 1:59

OK.

BB **Beth Brown** 2:02

I'll make a note here, OK.
So they really wanna talk about Merrick.

LW **Leroy Wade (Guest)** 2:10

Sure.
Uh, well, let me share my screen.
I'm again.
I'm not the.
Let me see.
This is the one I think I want to share, so let me see if this is gonna work.

I'm not.

I'm not a can you all see my screen or can you see that spreadsheet?

SD Sapenaro, Dave (VOL-SP) 2:31

Yep.

LW Leroy Wade (Guest) 2:33

OK, good.

Because I can't tell if I can, you can see it or not.

Again, I'm not an expert in teams, so I'm gonna have to get to be one of these days, but not just yet.

So I had asked, talked to our folks and Merrick a couple of times about the the data needs that we might have.

This is really related to employment and so and then at the last meeting there was a question about it again.

So, uh, what?

I've got what I'm showing you here is the kind of the first piece of that there will be some more coming and I'll tell you what kind of what we've been talking about.

But again, this is just a quick look at the older labor force, really high level statistics and it's for 2022.

That's the most recent data that we have available right now.

It shows our labor force, petition or participation for those over 65 is just under the national rate.

As you can see there.

Uh, but again, it's also even though the total labor force participation is a little bit higher.

So when you look at the total there on the right, I think the other thing that I found interesting here was that the employment unemployment rate for that for both of those age groups.

So that's 55 to 64 or 65 and above is really, really low at 2%.

And so I guess my takeaway from that is that those folks that in those age groups that are looking for work, uh, are are getting work again at 2% unemployment rate is is pretty low, I would say.

And so everybody who wants a job that's in the that group is is probably getting a job.

I think the underlying question is, are there people there who would like a job but have kind of checked out of the the labor force?

Because what that number represents is is both those who have jobs and those that are actively looking for jobs.

And so if I'm become frustrated and decided, well, crap, I can't get a job.

So I'm just going to quit looking.

That person isn't isn't included in these numbers, so I I don't know.

And you know how much that's affecting this particular issue.

But again, I thought that was a a pretty interesting point, so hopefully this helps kind of helps provide some context for the for the conversation around employment.

Umm, I've also talked with the folks there about some additional information.

One of those would be the.

Again, this is just a one year snapshot, the most recent year trying to provide some historical context to this.

Looking back, so we have some trend data.

What it did look like before the pandemic, those kinds of things.

And so they're beginning to work on some of that and I'll provide that when it's available.

We also want to look kind of at what what industries are these folks working in, you know, kind of what's the, what's the landscape in terms of the kinds of jobs that folks in these age groups are actually participating in?

And then geography as well, are there differences from a geographic perspective?

So is the situation in the boot heel different than it is in Kansas City, for example, and I would assume it is, but that'll help us kind of see those differences.

Umm.

And then kind of looking at the population around the state by those geographic comparisons, I mean, where do we have a particular concentrations in or in one region or another where we have more folks in these age groups than we do in, in other places?

Uh, you know, if I had to guess, I would.

I would think probably in places like Southwest Missouri, we probably would see more of these folks.

A lot of folks move there to retire.

I know.

And so we may see those kinds of differences when we look at that.

But those are the things that again, this is just a snapshot, but I want to try and if you all think those ideas are would be useful, then we'll continue to work on that. And I'll once we can get that pulled together, I'll share that again, either with the certainly with the whole group, but also with the the Employment Work Group. So that's what I've got it, but I'd be happy to either try and answer any questions or if you've got other ideas of what kind of data in this in this context would be helpful, I'd be happy to follow up on that as well, so I'll stop at that point and see if anybody's got any questions.

SD Sapenaro, Dave (VOL-SP) 7:00

Leroy would be helpful if you could find any information like this on disabled workers.

Our work group met the other day and we we did talk about not only older workers, but disabled workers and older disabled workers.

Anything that would be helpful.

And then secondly, just a comment, you know we looked at this at the Federal Reserve quite a bit that unemployment rate being low.

So that's very helpful information, but it also could mask underemployment, meaning it the way the Fed defined it generally was.

Yeah, they have a job, but it's far beyond below their skills or what they perceive their skills to be.

And that could that could also be a factor that, you know, workforce programs, workforce development programs try to address.

LW Leroy Wade (Guest) 7:58

Right now I I I think that's a that's an important issue.

If we can, I again, I don't know.

What what?

SD Sapenaro, Dave (VOL-SP) 8:04

Yeah.

LW Leroy Wade (Guest) 8:05

Whether they have that kind of data, but I again when you mentioned that I was

thinking about well, maybe I have a job, but it's certainly not sufficient to support you know my needs, those kinds of things.

SD Sapenaro, Dave (VOL-SP) 8:13

Yeah.

LW Leroy Wade (Guest) 8:15

And so, yeah, and both of those, I'll go back and see what we have and and and see if we can address some of those issues.

Again, I I can't tell you for sure.

Oh yeah, we've got that.

Just let me find out and then I'll follow up.

SD Sapenaro, Dave (VOL-SP) 8:31

Yeah, it's very hard to define and measure underemployment because definitions, you know, tend to differ and people some people think they're quite underemployed when actually maybe they're not based on their skills.

But you know, it's almost more anecdotal than it is data, but there may be some data and I'll check the Fed's website.

They may have some data on that as well.

LW Leroy Wade (Guest) 8:52

OK.

Yeah, I said.

I'll look and and see what we've got.

MN Morrow-Howell, Nancy 8:58

Yeah.

Thanks Leroy.

This is Nancy.

I probably the data doesn't exist, but you know, as you said, who's looking and can't find or looking or can't find something that fits with their, you know, abilities or needs.

With the unemployment being as low as it looks, what's you know the other side of of that as well.

LW **Leroy Wade (Guest)** 9:20

Right.

Yeah, I again, I don't know if we can, if we can get at that or not.

MN **Morrow-Howell, Nancy** 9:26

Yeah.

LW **Leroy Wade (Guest)** 9:27

Again, the the labor force participation is exhibits out a little bit, but it doesn't really tell that story either, right.

You would expect the rate for those 65 and over to be, you know, quite a bit lower.

SD **Sapenaro, Dave (VOL-SP)** 9:38

Mm-hmm.

LW **Leroy Wade (Guest)** 9:39

But is that too low or or you know where should it be?

So let me see.

I'll see what we can find.

I don't know that there's that kind of data, but we can certainly ask so.

Any other comments or questions?

If not, you know, I'll keep working on this, and if you have other ideas, don't hesitate to drop me a note and let me know and I'll see what I can do.

But I'll stop sharing now.

I'll give it back.

Beth, you can.

I'll give it back to you.

BB **Beth Brown** 10:16

I don't see.

I don't think Dwayne.

She mates on here, but I feel like he may have some access to disability, employment information and Karen and Beth.

I don't know if you may have some of that also.
But you're muted. Sorry.

BD **Beth Dauber (Guest)** 10:35

Yeah, I realize that.

Like it's like ohm.

I mean, I don't know.

As far as the data, I mean we can pull through like our systems and stuff, but I don't know.

I'll have to talk with Karen a little bit more about that to see what we could pull.

BB **Beth Brown** 10:55

But thank you.

BD **Beth Dauber (Guest)** 10:59

And Karen, did you have something I had?

KK **Karen Klenke (Guest)** 11:02

No, I was just going to say I think the only thing that we might be able to do is and and we we've lost our data guy, he retired.

So we have somebody new starting in July, but we might be able to pull like we can, I I don't know if we can do it by age.

I mean, obviously we have a a number of people that we that go to work, but that's that covers all ages.

SD **Sapenaro, Dave (VOL-SP)** 11:25

Yeah.

KK **Karen Klenke (Guest)** 11:25

So I will have to see if we can, if we can drill it down to 556065 and older.

BB **Beth Brown** 11:36

Thank you.

I think last meeting, uh, Dave, you mentioned that there may be a an ARP report, a

national report which wouldn't necessarily be Missouri specific.

Was there more information you might be able to helpful for that for us to look at?

SD **Sapenaro, Dave (VOL-SP)** 11:55

Yeah, I did.

Look at uh, the ARP policy website.

Uh.

The other day, and actually what I found was some very interesting and recent national surveys that AARP has done on various workforce topics.

They weren't necessarily studies, but they were surveys that then they, you know, they summarized the findings from those surveys.

So what I'll do is I'll I'll post those.

I know we're all starting to use boxer as our collaboration tool.

I will post those to boxer and so people just know that they're out there.

I think there's four different reports that summarize the different surveys that they undertook.

And again, I think this was like last year or so.

It's fairly recent data.

Again, it's national National Representative survey of national ohh pinions.

Ohh but I'm in this space.

I'm assuming that most findings you know probably applicable to Missouri as well.

Ohh the other thing they RP has.

In addition to employment studies and surveys, is they have a lot of.

Information.

I'll call it on the other side of our work that we talked about, which is the engagement or the daily living and also pull those and put those on boxer.

Uh, because obviously social isolation, isolationism, volunteerism, voting, all of those things we talked about last time as part of that work group's efforts, AARP has a lot of information on on those topics, so I'll, I don't know well everybody.

So the last thing we have time to do is read 500 surveys and.

Results, But I'll pull the ones that I think are the best and the most recent and put those out in boxer.

And then finally I did it just because my I peaked my interest, I I did post to boxer a couple of other non AARP actual studies that were done by some credible organizations like Brookings.

There's actually an international study done by the OECD countries that get it. You very far field from Missouri cause international, but it actually has some very interesting information that I actually think applies to all countries and to Missouri. So I posted that as well.

BB **Beth Brown** 14:29

Sorry, I've got drilling going on.

Dave, when you said you posted it tabaxi, or could you tell me what that is?

SD **Sapenaro, Dave (VOL-SP)** 14:35

Yeah.

So Boxer is the collaboration tool that our group.

Ohh, decided to you that it's actually used by the state of Missouri.

BB **Beth Brown** 14:45

Oh, is it the box?

SD **Sapenaro, Dave (VOL-SP)** 14:45

And so the bomb.

BB **Beth Brown** 14:47

Yes, it's OK.

SD **Sapenaro, Dave (VOL-SP)** 14:47

Sorry, box, not boxer box.

Yeah. Sorry.

BB **Beth Brown** 14:49

I just wanted to make sure because I'm not super tech savvy that that maybe there was something else. OK.

SD **Sapenaro, Dave (VOL-SP)** 14:51

Yeah, yeah, yeah.

I haven't used it before, but I've gotten into it now and it's once somebody said at one of our members set us up and it's basically a standard collaboration tool where

you can post meeting summaries and documents and things.

And so there's a file structure set up now.

I think there's one for our work group.

There's one for the other work group, and then there's a file folder for a background information, and so at least for our work group, we've decided to use that I think would be helpful if the other work group would as well.

But somebody at the state of Missouri side has to set everybody up in it.

MN **Morrow-Howell, Nancy** 15:29

Yeah.

So can somebody send us links to share those because I don't think we've gotten that the link to so we can access those box files unless I missed it.

MD **Mindy Ulstad -DHSS (Guest)** 15:42

That, yeah, it was sent out this week.

We sent out invites.

MN **Morrow-Howell, Nancy** 15:45

Ohh, chat and we should have had one.

They should.

We should have 10.

MD **Mindy Ulstad -DHSS (Guest)** 15:49

Yes, yes.

Check your spam.

MN **Morrow-Howell, Nancy** 15:51

OK. Ohh.

BB **Beth Brown** 15:59

Well, why don't we jump into kind of the work group I've paid so that we can get on some follow ups.

And so I want to meet myself and the drilling.

And then he was going to shoot her an update on the daily life work.

MD **Mindy Ulstad -DHSS (Guest)** 16:14

Yeah.

Can you see my screen?

LW **Leroy Wade (Guest)** 16:18

We can.

BB **Beth Brown** 16:19

Yes.

MD **Mindy Ulstad -DHSS (Guest)** 16:19

OK, great.

Let me.

Alright, so we met as the committee and tried to kind of break down what we felt needed to be part of daily life when we're looking at individuals with disabilities and older adults.

And so we as a group did some brainstorming and then landed on some focus areas. So just for today, just some key takeaways and you know, we talked about the group discussion that landed on the three core areas.

We also felt it was important that we're addressing the US Surgeon General's recent health advisories regarding and older adults isolation and then youth using tell if a virtual media type things we discussed.

Uh.

Potential actions for each of the core areas.

We're recommendations that we could present forward and then I've got a little bit of information from the National Service volunteer program that we talked about last time.

So I can share that today and then really what we need as a group as a work group is for this entire group to look at what we present today and tell us, did we miss anything?

Is there things that you think we should not be focusing on and we just really need your feedback so that we're sure that we're concentrating on what we should be.

So the three core areas that are work group landed on are volunteerism, recreation and then engagement.

And under engagement, we are including both civic and social engagement.

These were the two health advisories that we were talking about.

The one is the public health crisis of loneliness, isolation and lack of connection in our country, and this is especially prevalent for older adults.

So we wanted to make sure that we were calling attention to that and then that the public health crisis and was also put out for the effects of social media use on your youth mental health.

So we thought our group, especially because we wanna focus on some intergenerational planning, could tackle both of these, or at least try to address some of the issues with some of these and just wanted to bring it to the attention of the other part of the work group also.

So the first quarter issue like I said is volunteerism and you can see there that we really wanted to focus on reimagining volunteerism by doing some nonprofit training.

And Greg may want to speak to this a little more, but essentially the idea was that volunteers are often underused, which makes them not want to continue to volunteer most or not most.

Some volunteers are highly skilled and so just having them stuff in them Lopes or answering phones really may not be.

And what they really want to be doing.

So it's making nonprofits understand that there are highly skilled volunteers that could do much more to help the agency.

And then keep the volunteer more engaged.

And we also talked about volunteer fares being reimagined and kind of for the same idea.

We recognize that a lot of people come to these fairs now just to get the free goodies and and, you know, interact with others.

But we don't really see a lot of volunteers actually signing up from the fares.

So it's something that the committee thought would be important.

Reimagining volunteerism to ensure that individuals are matched with appropriate volunteer positions.

And that's kind of the same idea as what we were talking about in one, but just making sure that they are placed in an area that's fulfilling to them and that will actually provide service to that agency that they're willing to your room for.

And at the stage worked to develop a training for reimagining volunteerism.

And there are some trainings out there that we could potentially take on or used to build off of.

So we'll be able to provide some examples of those and then again, the intergenerational programming is extremely important to bring together those yielder older adults and youth, and pair them working together.

One of the things that we know is this helps with those slash relation.

It also helps with getting people interested in serving in those core areas that we need for the workforce.

So we recognize that working with a plus or other school programs like PE maybe a way to get students involved with volunteering to work with older adults in the community, and that can include things like mowing and shoveling, visiting seniors, helping with technology and that sort of thing.

The second core issue was recreation and we really think that we need to be preparing for retirement by becoming involved in civic or social activities to help people transition into retirement more smoothly.

It really helps with connectedness to the community, and there's known positive health benefits of staying connected and socially connected to others.

We would suggest encouraging health plans like Medicaid to cover recreational fitness and volunteering, which are both shown to increase health and decrease medical expenses, ensure that state Tony and local parks are accessible to all individuals, regardless of their age or ability, and increase the seniors to park programs.

And that's available within the state to ensure that individuals, regardless of age or ability, can attend the state parks and access all the areas that they desire to access.

While this program is available, it's very limited and so we would recommend that they expand that program to have it available more often, and then the third issue was the UM engagement, which was both social and civil.

So we wanted to work with employers on civic engagement of their workforce and have them allow workers to use work time or resources to volunteer in the communities the state could provide education and training for employers to ensure that they're aware of the benefits to their business, which include employee happiness retention, good exposure to the of the business to the community, and an example of this includes the community engagement in a box at the United Way that Ozarks uses.

I mean, great could probably tell us more about that and then any employers who

are subsidizing their employer's health insurance might be interested in allowing their soon to be retired employees.

Employees the opportunity to develop a plan for the retirement to help avoid the social isolation and loneliness which again could decrease cost to their health.

Plan umm, we also suggested increasing free or reduced classes and public universities and community colleges for non traditional older students and creating a more inclusive feeling for this population on those campuses.

I'm working with community health worker credentialing at the community colleges and universities to include courses on working with older adults and adults with disabilities, and then working with the geriatric workforce enhancement programs at the state universities to develop intergenerational programs within the universities to get college students working with older adults in their communities.

As I said, I did get some initial data from the UM community for the Corporation for National Community Service.

And so you can see there are.

AmeriCorps is who provided the information for me, and it was available at 600 sites.

They had 6000 seniors and members and that volunteered and this is for 2021.

And they also had \$27.4 million in local funding and and AmeriCorps funding.

And you can see 66.3 scholarships were earned since 94.

So it's a portant program that does give people volunteering and then we know that there are other volunteer programs out there like give five and take five, which we've shared some information with the work group on that.

But really, we want your feedback.

What areas of daily life do you feel like we're missing, or are there things that we suggested that you feel like should not be involved?

BB **Beth Brown** 24:11

I think it looks great, Laura.

I don't know if you have an opinion.

No further on those three areas, but certainly it seems like that's keeping paid employment separate, which was our goal.

And are we hitting on the daily life very as are we missing any?

NL **Newland, Laura** 24:31

Yeah, I think that looks great.

And I think that's a great example of kind of structuring the thinking around the recommendations.

Thank you, Mindy.

MD **Mindy Ulstad -DHSS (Guest)** 24:40

Of course.

GB **Greg Burris** 24:44

Is great.

I will say that we did talk about a variety of other daily life related topics, and Mindy was very helpful in helping guide us to show that some of the other work groups are responsible for some of those things to avoid duplication.

So we did take a broader look and and narrowed in on these three.

AJ **Almetta Jordan (Guest)** 25:04

Is there a way we can get this this slide presentation?

Because since I work with seniors to parks and to the to the parks, it would be great to show it to them that there is one in more people are wanting to do the program more.

I this past weekend I took a group bike riding on the Katy Trail.

So as a group of seniors, so we're doing the program in there, they do report to the Director of State Parks, which also reports to the governor.

So it's it would be good that they know that this is an interdepartmental.

Statewide project.

BB **Beth Brown** 26:00

Mindy, are are you comfortable if I include this with kind of the follow up after today's meeting with the notes?

MD **Mindy Ulstad -DHSS (Guest)** 26:05

Absolutely.

Yeah, the the note.

Yeah, the notes and the uh PowerPoint can both be shared. Yep.

BB **Beth Brown** 26:10

Wonderful.

So we'll get the today's full meeting notes out and then the subcommittee information like this PowerPoint out to everybody.

SD Sapenaro, Dave (VOL-SP) 26:20

So just a question on process, is this also going to be posted to Boxer or Boxer box so that everything's in one place?

MD Mindy Ulstad -DHSS (Guest) 26:30

Yes.

SD Sapenaro, Dave (VOL-SP) 26:31

OK, that's great.

BB Beth Brown 26:38

So the community engagement in a box, there were a couple of.

A couple of links that we put in the agenda and I think Greg were those from you.

GB Greg Burris 26:53

Yes, getting sure community engagement of box is a a toolbox that we're using at United Way to go out and talk with employers to try and help convince them that if they allow their employees to get engaged in the community, there's decades and decades of research that show the positive impact of that, not just on the workers themselves, but on their loyalty to their employer.

BB Beth Brown 26:55

Would you mind sharing a little bit about that?

GB Greg Burris 27:20

It helps with their talent attraction and retention, but as we know it's it's also good for the volunteers who get engaged in the community.

So the links that we provide not only include some information about the box itself and kind of what we came up with, but also all the research behind it and there's a ton of research studies that support this.

And so one of those links is just to the list of research articles, in case anyone is

interested.

Or if you can't sleep.

BB **Beth Brown** 27:50

Possible it's like.

There anything else?

People have questions about daily life for other thoughts about daily life, or we make temperament.

No.

GB **Greg Burris** 28:16

Just kudos to Mindy for pulling all this together.

SD **Sapenaro, Dave (VOL-SP)** 28:16

Uh, yeah, yeah.

You guys made a lot of progress.

BB **Beth Brown** 28:21

Absolutely.

SD **Sapenaro, Dave (VOL-SP)** 28:22

Your first meeting. Wow.

MN **Morrow-Howell, Nancy** 28:25

Well, Mindy made it look better.

It was great. Thanks.

BB **Beth Brown** 28:33

So, Dave, you want to talk a little bit about your meeting?

SD **Sapenaro, Dave (VOL-SP)** 28:36

Yeah, since I took notes for the meeting, I'll uh, we happy to report out.

I I do not have a PowerPoint.

So uh note to self, next time make a quick PowerPoint case.

I know it's easier for everybody, but I'll just talk briefly about our meeting that we

actually just had on Tuesday.

So we did, you know, make sure we're all In Sync on what our goal for our work group was or is, which is to.

Ohm's address, employment barriers and issues faced by older and disabled workers. We spent really a lot of the time in our meeting focused on how we're gonna do our work and didn't really have time to jump into the actual, you know, brainstorming. But in terms of the how we're going to do our work, we decided to break out into three separate work streams with a couple of members on each work stream.

The first work stream is to do a A, some, some some research on what are the barriers and issues actually faced by older and disabled workers so that we really in the potential solutions to those barriers, there's a lot of information in the public domain about this topic, including recent information, very credible studies, very credible surveys done by different organizations.

And so it's simply just mining the data, getting the information and summarizing the yeah, so we can, uh, yeah.

You know, have that information, the 2nd work stream is to identify existing state policies or programs and services that address or address older workers and determine whether they are successfully.

Really, you know, dealing with the barriers and issues that were developing and whether we need some, you know, new new programs and services or tweaks to existing programs and services.

And then the third work stream is looking at how nonprofits and the private sector can help address the barriers.

So in essence, what we're doing is making sure that we're grounded in what are the true barriers and issues that this audience faces, what is the state already doing or could do to address those barriers.

And then what is the private sector and nonprofits doing to help address those barriers?

Maybe individually or you know, in conjunction with each other.

Once we spend a couple of months getting our information, we'll all come together as a full work group and then just talk about what are we finding, what are the gaps? What are some recommendations that seem to be coming out from our ohh analysis?

Uh, so that's the process.

We did talk about some issues as we go through this process.

We wanna.

We wanna make sure that our recommendations are holistic, meeting that we think about government's role in this nonprofits role and private sectors role because we think that each group has, or can, you know, play a meaningful role.

Secondly, we want to include part-time employment in our assessment.

Uh, third, we we need to take account that of of the so-called digital divide that, you know, this population we're talking about.

Well, certainly getting a lot better because of the pandemic.

There's still a lot of improvements needed to not only access to broadband Internet, which is underway in Missouri thanks to the federal government program, but also training people on how to use computers and iPhones and iPads.

And things.

Uh, that sometimes we just take for granted, but there is still a big need for that and that, you know, that's important because people not only do they access all of the programs through these tools, but learning this these skills makes them more employable as well.

Ohh, and then we talked briefly about uh and we've we're starting to get into some other kind of the challenges but uh we know on the employer side and I know this first hand because I worked at the Federal Reserve and was in leadership position there but we need to educate employers on the benefits.

Ohh of hiring older and disabled workers.

Uh, there's a lot of focus on diversity, equity and inclusion programs on.

Race and gender with very appropriately so, but less, at least to us.

Or at least to me, it seems less on age and abilities abilities, so we would, you know, we know we need to think about that as we come up with our recommendations.

So that's as far as we got.

And so our work streams are going to spend the next couple of months doing a bunch of work trying to find.

We're trying to ground ourselves in Ohh legitimate information and not just top of the head anecdotal information that all of us have.

So I I asked our work group anybody wanna add into that that I missed anything.

I think some of my work group members left.

I don't see them on the.

Oh, no, they're there.

I see there on the phone, OK whether?

BB **Beth Brown** 34:04

So for those not in the work or in a different work group, did you have other thoughts or things that maybe we should be thinking about with the Employment Work group?

MN **Morrow-Howell, Nancy** 34:23

And I think that was great, Dave.

Thanks.

I like the focus like on the volunteerism.

You know, we were really thinking about we have to increase the capacity of organizations to think about using volunteers and to, you know, have better outreach etcetera.

You know, same with the.

If I like that focus on employers again because we know age discrimination happens at hiring, you know it promotion it retirement decisions.

SD **Sapenaro, Dave (VOL-SP)** 34:50

Yeah.

MN **Morrow-Howell, Nancy** 34:52

So how to focus on organizations instead of the older workers per se?

SD **Sapenaro, Dave (VOL-SP)** 34:59

Yeah, AARP has a lot of information.

I'll post about as you would expect that group to do age discrimination, a lot of surveys that have been done and some of it's and uh, a little eye opening.

MN **Morrow-Howell, Nancy** 35:07

Umm.

SD **Sapenaro, Dave (VOL-SP)** 35:11

Uh, it's it's more subtle than it used to be, but it's it's still exists.

MN **Morrow-Howell, Nancy** 35:16

Right, yeah.

SD **Sapenaro, Dave (VOL-SP)** 35:18

Ohh I know at the bank we we did an experiment.

Uh, because I wanted to show people on my management team that there is such a thing as implicit bias and they were kind of skeptical.

And so we actually had our HR department take all names, addresses and any references to dates out of resumes.

And we did it for several months, and lo and behold, we were.

We end up interviewing far more minorities in far more older people than we did before.

MN **Morrow-Howell, Nancy** 35:56

Yeah. Brilliant.

SD **Sapenaro, Dave (VOL-SP)** 35:57

And, well, yeah, we didn't come up with it.

You know, HR, that's kind of a known tactic to try to to get it to this.

And you know, we felt like that was important in and of itself, but also to prove to our management team that, hey, no, regardless of your best intentions, all of us have implicit bias.

And you don't want that sneaking in and you know, they first thought I was crazy.

Like, what do you mean? I can't.

I don't know this person's name.

Well, no.

You look at the resume on its merits.

We took out all graduation dates, employment dates, you know, everything that could signal anything.

And I think they were shocked by the results.

So anyway, that's those are the kinds of things and that's just employer education there.

There's just lots of things you can do on the employer side.

Uh, in, you know, it doesn't mean employers are bad.

It just means that they're, you know, they're big companies and they they need to think about some of the impacts of what they're doing.

BB **Beth Brown** 36:58

Frank, did you have question border say something, yeah.

GB **Greg Burris** 37:01

Yeah, I'm.

I'm just wondering if the work group will be taking on any policy issues that might be preventing older adults from going back to work into the state workforce I graduated or I graduated.

I retired from Missouri State University after work on 25 years there.

Went and worked for the city and I was told that if I went back and worked at the university, my retirement would be put on hold.

And so there's a disincentive for me to go back and work at the state.

And I'm wondering if those kind of policy issues that might be accidentally.

Disincentivizing older adults from going back to work are gonna be part of the scope of what you'll look at.

SD **Sapenaro, Dave (VOL-SP)** 37:44

But we didn't actually talk specifically about that, but I'm glad you brought it up because I think we should.

I do think hopefully that would come out of either our barriers and issues work stream or when we look at our state work.

Ohh, I'm hoping that we have time to look at knowing the programs and services that are state agencies follow, but laws and policies that are in place that may be impeding our goal.

So yes, let's put that on the list.

That's a good one.

BB **Beth Brown** 38:19

Some some really good 20.

MD **Mindy Ulstad -DHSS (Guest)** 38:23

This is Mindy.

I was just going to share that we are going to be doing starting in July, social media around hiring older workers, so we would love if this work group would look at some of those before we put them out to get your feedback and then that will culminate with an outstanding older worker event in September for outstanding older worker week.

So again, we will try to wrap this group in to keep you updated on what is planned and we're hoping we can get the governor or Lieutenant governor to present some awards.

So we will keep you guys updated as we're working on that.

SD Sapenaro, Dave (VOL-SP) 38:58

Right.

BB Beth Brown 39:00

Thanks, Mindy.

That's awesome.

Do we have other nuts for the employment group?

SD Sapenaro, Dave (VOL-SP) 39:13

I think our biggest challenge just you know, time to do this work, everybody other than me, everybody's like you guys have crazy schedules.

And so it's just, it's gonna take some time.

BB Beth Brown 39:31

So related to that, uh, believe or and I have been talking about kind of that the meeting cadence for up for this specific group and then also meeting cadence for your individual work groups.

And so knowing that people are busy.

You know, we don't wanna keep adding meetings for no reason and and wanna be mindful of people's time, but also making sure that we're continuing to make progress knowing that by December that we have some pretty firmed up recommendations that we can make.

So did you had brought that up early in the the meeting of and you all are looking at meeting once a month, is that true? OK.

SD Sapenaro, Dave (VOL-SP) 40:16

Yeah, we're going to do work and then get together and say, OK, how we doing?
What are we finding?

You know what?

What challenges are we facing so that we just, you know, kind of keep momentum going with the goal of you know hopefully sometime in the mid fall being able to, you know kind of start really packaging up our full some set of recommendations. That and and we'll obviously talk to this group on the flow and provide information, but try to provide a more package by the mid to late fall time frame so that this whole group can, you know discuss and chew on the recommendations for a while. And you know, we may, we may need more follow up work based on your feedback, but all of it you know kind of going towards hey by 12:31 were done and I don't I don't know if that's a hard date or not but that's what we were thinking.

LW Leroy Wade (Guest) 41:08

Yeah.

And and the and again, this is just some initial thoughts by me.

I was I I've kind of sketch together trying to back into when do we have to?

Some have some things done and so this is there's nothing magical about this.

But again, as the the agenda indicates now, we're going to skip the meeting in July.

A lot of people have vacations.

There's a lot going on and so again, workgroups can continue to meet, but I don't think the subcommittee will.

We'll get back in August. Then.

Here your report out.

See if there's any issues that the bigger group needs to to deal with.

Look at other updates, kind of the same thing in September, with the target being and I at our October meeting, which would come toward the end of October, that the work groups would come back to the main subcommittee with some suggested recommendations that would that would go into that final report.

And again, they don't have to be final at that point.

It's a.

It's an opportunity to talk about those.

Are we on track?

And then at the November meeting, we would try and have a draft of how all this fits together for us to talk about and then that would give us time between the November and the December meeting to do some word smithing, make some adjustments.

You know, look at those kinds of things so that when we get to the December meeting, we're ready to say here's what we've got and we're ready to go forward.

So that's kind of the timeline that that I've been thinking about.

There's nothing magical about it.

I may have it all wrong, but I just thought I would throw those ideas out there.

BB **Beth Brown** 42:40

Laura, as far as the kind of like the timeline and I know that it was asked like it's December 31st kind of that hard cut off.

What are you seeing or hearing from the state?

NL **Newland, Laura** 42:50

Yeah.

So, umm Leroy, I think your idea of having the draft recommendations at the end of October for discussion makes a lot of sense.

So we want all the recommendations by the end of this year.

Mindy can correct me if I'm wrong, but the goal is to be able to take recommendations out into the community next year.

We'll be doing 10 town halls in the community and different parts of the state, and so we wanna be able to talk about them.

How would you consider this to be a conversation?

Right.

So they'll go up to the Advisory Council for them to review and decide kind of how they wanna package all of these.

And but the feedback from the town halls will also kind of, I think, help the subcommittees decide if there needs to be further kind of refinement before the MPA actually gets written.

BB **Beth Brown** 43:51

Awesome.

So to their to the larger.

Ohh Justin, you know you're that good? Yeah.

JL **Justin Logan (Guest)** 43:59

Yeah, I was.

I wanted to take a step back to what Dave was a you can hear me correct.

OK.

Umm.

So I'm gonna take a step back to what Dave was saying and then and then what Greg had had mentioned our our work group, I believe we have the the right people to look at the three tasks that we're looking at.

But if we're going to be looking at, like, do we have the right incentives to encourage people to come back to employment, whether that's the universities, state government or something like that, I'm not sure we have the right individuals who are able to answer those questions.

And with those missing the July meeting and then coming August and then there's just a short period of time between before we write up some recommendations.

I just wanted to see if if we needed to look into possibly getting individuals, if we are looking at like state employment bringing people back, do we need to look into bringing someone from OA to be able to represent or even Mosers from the retirement system?

If we're looking at any of the universities, do we need to look at their retirement system, see if there's any of individuals there, look at individuals from Sherm or something along those lines to make sure that we can address those those questions because I'm not sure if if, if we're all the right people because it sounds like when we were talking about what we're interested in, we had some pretty specific skill sets. And I don't know if those were our skill sets.

That was just what I wanted to bring up real quick before a couple months passed.

NL **Newland, Laura** 45:32

So we can certainly add folks to any subcommittee at anytime.

What I'd say is that it is perfectly fine for subcommittees to recommend that something be studied or analyzed, even if you don't have that expertise within the subcommittee itself.

BB **Beth Brown** 45:56

Great.

So OK.

SD **Sapenaro, Dave (VOL-SP)** 46:03

I assume that we could also uh as opposed to just appointing someone from one of those organizations that Justin mentioned, we could actually just reach out to someone there that maybe in an executive position or someone who is a subject matter expert and educate ourselves and get some opinions and views from them. Would that be acceptable?

BB **Beth Brown** 46:29

Sure. Yeah.

SD **Sapenaro, Dave (VOL-SP)** 46:30

Yeah. OK.

MD **Mindy Ulstad -DHSS (Guest)** 46:31

Absolutely.

And we we can help connect you to individuals with away or.

Mosers if you need the help with that.

SD **Sapenaro, Dave (VOL-SP)** 46:42

Just that I agree with you.

That's a great point.

Yeah.

Uh.

From a both those knowledge and a time commitment we, you know, we made on that particular one.

We may need some help.

BB **Beth Brown** 46:59

Bring me that.

GB **Greg Burris** 47:02

Yeah, when you're strategic planning, there's always this issue of the balance between being grounded in reality and and you know, creating stretch goals and dreaming and and you try and find that balance.

Will there be a fiscal note required that we provide with our recommendations as a subcommittee?

Will there be a budget associated with it?

Something that would require us to tie this to some kind of cost estimate for implementation.

NL **Newland, Laura** 47:32

I think there's any requirement, but you know you could organize recommendations by.

Recommendations that will cost have a fiscal impact versus no fiscal impact, right?

But I know a lot of other subcommittees are certainly considering recommendations that will have physical impacts, so creating new programs, expanding programs, that sort of thing.

GB **Greg Burris** 48:01

Thank you.

BB **Beth Brown** 48:04

Thank you.

SD **Sapenaro, Dave (VOL-SP)** 48:05

That one.

BB **Beth Brown** 48:09

So so far as the proposed schedule.

Going forward for work groups to meet again in July, but this group today won't meet again until August and we kind of reassess at that point, I think if there are folks who are interested or on this call who are interested in joining us subgroup, who didn't have that opportunity, you know, let us know.

And Dave and Mindy, if you would invite Leroy and myself to those meetings, if we will try to jump in with you all as we can to go slow works.

SD **Sapenaro, Dave (VOL-SP)** 48:48
Oh, OK.

MD **Mindy Ulstad -DHSS (Guest)** 48:50
Will do.

BB **Beth Brown** 48:52
Thank you.

 **Charlotte Foust** left the meeting

BB **Beth Brown** 48:58
That we have other business, other things we wanted to talk about today.
Our was there anything else that you can think of that we should hit on?
They worry.

LW **Leroy Wade (Guest)** 49:20
I I I think I'm good again.
I'll I'll some sometime in the near future.
I'll send out what I mentioned in terms of kind of sketching out the, the schedule and again, nothing magical about it if we need to adjust it or people don't agree, we can work on that, but at least get that out so that folks have that to look at and think about when we get back together in August.

BB **Beth Brown** 49:42
We'll send out notes from today's meeting and then the daily life, splines and notes, and then the notes from the Employment Subcommittee.
So you kind of have all that work groups.
I'm sorry all of that information altogether and and one email.
And thank you for putting up with my drilling.
Anything else Leroy could think of?

LW **Leroy Wade (Guest)** 50:12

Uh.

Not that I can think of.

Just thanks everyone and and again, if there's anything that I think I can speak for, Beth, there's anything either one of us can do to help out or or contacts we can make.

BB **Beth Brown** 50:18

Absolutely.

Thank you.

LW **Leroy Wade (Guest)** 50:24

Just let us know more than happy to help in the workgroups.

 **Jordan Carr** left the meeting

MN **Morrow-Howell, Nancy** 50:29

Question.

Does Mindy does our sub subgroup have a meeting on in July?

BB **Beth Brown** 50:31

Yeah.

MN **Morrow-Howell, Nancy** 50:35

I can't find it on my calendar.

MD **Mindy Ulstad -DHSS (Guest)** 50:38

I don't think we we leave that landed on the 8th.

I'll.

I'll get my Doodle poll sent out.

MN **Morrow-Howell, Nancy** 50:42

Great. Thanks.

BB **Beth Brown** 50:46

Well, thank you all.

Special thanks to Dave and Mindy for putting your work groups information together, and we look forward to seeing you all soon.

SD **Sapenaro, Dave (VOL-SP)** 50:48

OK.

Bye.

MD **Mindy Ulstad -DHSS (Guest)** 50:56

Thank you.

LW **Leroy Wade (Guest)** 50:57

Take care everyone.

 **Leroy Wade (Guest)** left the meeting

 **Beth Dauber (Guest)** left the meeting

 **LaDella Thomas** left the meeting

 **Sapenaro, Dave (VOL-SP)** left the meeting

 **Beth Brown** left the meeting

 **Morrow-Howell, Nancy** left the meeting

 **Almetta Jordan (Guest)** left the meeting

 **Karen Klenke (Guest)** left the meeting

 **Stephanie McCreary** left the meeting

 **Wilma Schmitz** left the meeting

 **Greg Burris** left the meeting

 **Justin Logan (Guest)** left the meeting

 **Mindy Ulstad -DHSS (Guest)** left the meeting

 **Newland, Laura** stopped transcription