

Missouri Master Plan on Aging  
Daily Living & Employment (DLE) Subcommittee - Employment Workgroup  
June 20, 2023 Meeting Summary

1. Discussed workgroup goal – develop and present recommendations by year-end to the DLE Subcommittee to address employment barriers/issues faced by older and disabled workers.
  - a. Acknowledged different definitions used by various parties on “older workers” – some organizations (like AARP and OASIS) define it as 50+ while state agencies define it as 55+, 60+ or 65+ depending on the specific policy or program. Agreed to use the broadest definition (50+) initially as we do our research/analysis but may tailor recommendations to narrower audiences if desirable.
  
2. Discussed and agreed on a process to research/analyze issues:
  - a. Establish three workstreams: 1) Identify barriers/issues faced by older and disabled workers and potential solutions (Kristin, Duane, Justin); 2) Identify improvements to existing state policies, programs and services (and identify possible new programs) that support older and disabled workers (Beth, Karen); and 3) Identify improvements in how non-profits and the private sector can better support older workers (either individually or in conjunction with state agencies) (Jordan, Dave).
  
  - b. Once the three workstreams have completed their work, the full group will assess gaps in laws, policies and programs/services and develop recommendations.
  
3. Discussed the following issues:
  - a. Ensure our recommendations are holistic (i.e. government, non-profit and private sector actions) and do not duplicate existing efforts
  - b. Include part-time employment in our analysis
  - c. Look at the intersection of this work with other state or non-profit efforts that aren't specifically targeting older or disabled workers, but where there is synergy
  - d. Need to consider the impact of the “digital divide” in our analysis and recommendations – how can we ensure older and disabled workers have the technical skills to both access support programs as well as to position them to secure gainful employment
  - e. Need to consider how to best educate employers on the benefits of hiring older and disabled workers.
  
4. Agreed that Dave will perform administrative lead duties (meeting agendas, minutes, etc.) and that the workgroup will meet once per month on the third Thursday at 11 am. Agreed to use Box as our collaboration tool.