



# **Working with Older Adults:**

## **Charting the Future of Workforce Training & Education in New York State**

*Listening Sessions – Summary and Next Steps*

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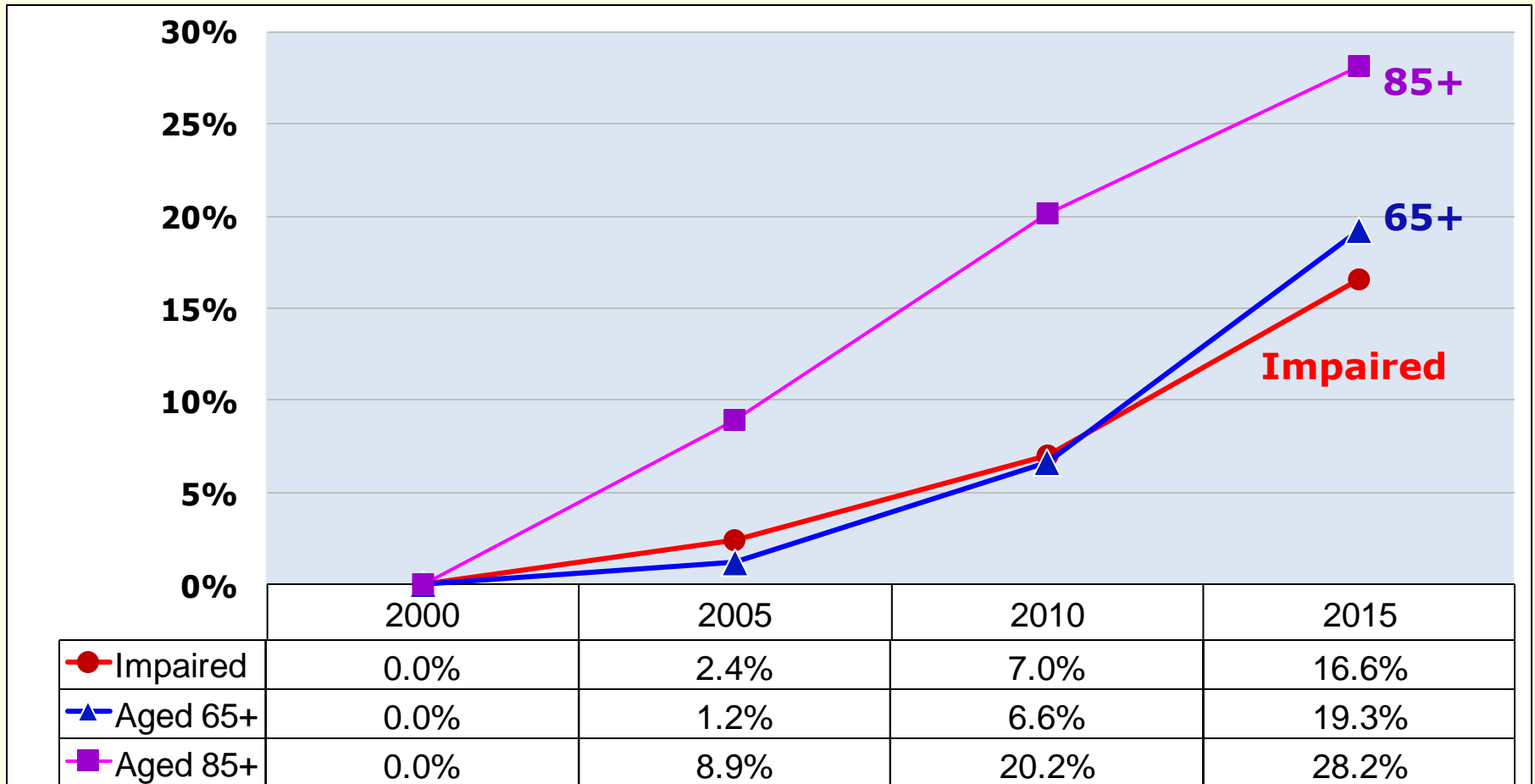
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***Demographic Context***

# Aging and Impairment -- Rate of Change between 2000-2015

New York State (2000 as base year)



Sources: 2000 Census Summary File 1 (65 and 85 plus data), 5 year projections by Woods and Pool, Inc.

2000 Census, Summary File 3 (Impairment rate data)

# New York's Counties

<b>% Aged 60+</b>	<b>2000 # of Counties</b>	<b>2015 # of Counties</b>
<b>12% - 19%</b>	<b>48</b>	<b>8</b>
<b>20% - 24%</b>	<b>13</b>	<b>35</b>
<b>25% - 29%</b>	<b>1</b>	<b>17</b>
<b>30% or more</b>	<b>0</b>	<b>2</b>

# Partnership History

State Society on Aging of New York  
New York State Office for the Aging



**Listening Sessions:  
Purposes**

# **Listening Sessions**

## **Working with Older Adults: Charting the Future of Workforce Training & Education in New York**

- ❖ **Goals**
- ❖ **Process**
- ❖ **Stakeholder participation**
- ❖ **Results**



**What we found:  
Results from Listening Sessions**

# Top 10 Key Findings

RANK	PERCENT	KEY THEME
1	71%	Understanding needs to start with school-age children – incorporate aging into elementary curriculum
2	42%	Need funding for advanced education
3	38%	Payment for scholarships / pay increases
4	25%	No (financial) incentives for additional education
5	24%	Online training (with good modules) is needed
6	21%	Time off for education / training is needed
7	20%	More – and more appropriate – training is needed for aides
8	18%	There is a disconnect between employers and academic institutions regarding education and training needs.
9	17%	Work-site training and mentoring is needed
10	17%	Face-to-face training is needed

# Top Issue Areas -- Grouped

## TOP Issue areas -- grouped

### **Incorporate aging into K-12 curriculum:**

*Understanding needs to start with school-age children – incorporate aging into elementary curriculum*

### **Funding and incentives for education**

No (financial) incentives for additional education

Need funding for advanced education

Payment for scholarships / pay increases

Time off for education / training is needed

More – and more appropriate – training is needed for aides

### **Training modalities**

Online training (with good modules) is needed

Work-site training and mentoring is needed

Face-to-face training is needed

### **Communication/linkages between employers and academic institutions:**

There is a disconnect between employers and academic institutions regarding education and training needs.

# Strategies & Solutions

## **Training:**

- Agency based in-service
- Cross-training (for similar jobs and across sectors)
- On-line methods

## **Education:**

- Access to gerontological education at Associate, BA/BS, Master's and Doctoral Levels
- Continuing Education: mandated or voluntary

## **Systems:**

- Infusion of aging services content across delivery systems
- Strengthen interdisciplinary systems
- Increase pay and incentives for work in aging systems

# **CONTACT INFORMATION**

State Society on Aging of New York

[www.ssany.org](http://www.ssany.org)

New York State Office for the Aging

<http://www.aging.ny.gov>