



CITY OF BURLINGTON, VERMONT
Burlington Aging Council
 c/o Community & Economic Development Office
 City Hall, Room 32 • 149 Church Street • Burlington, VT 05401
 802-865-7144 VOX • 802-865-7024 FAX • www.burlingtonvt.gov/cedo

Minutes of the Burlington Aging Council Tuesday February 15th, 2022 3:00pm – 4:30pm

* denotes Co-Chairs

Member Status	2 15 22	Full Name
1 member representing an organization supporting New Americans in Vermont	X	Symphorien Sikyala
1 member representing a healthcare provider	x	Jeanne Hutchins, MA
1 member representing a long-term care organization in Burlington		Shawn T Hallisey
1 member representing an affordable housing organization in Burlington	x	Molly Dugan
1 member representing an organization working to fight food insecurity in Vermont	x	Jane Catton
1 member representing an organization providing advocacy and support for older adults in Vermont	x	Kelly Stoddard Poor
1 member representing a senior center in Burlington	x	Andrea Viets
1 member representing an organization providing mental health services in Vermont		Alison Miley
1 member representing an organization providing transportation services in Vermont	x	Jordan Posner
1 member representing the City's Community and Economic Development Office	x	Brian Pine* - Marcella Gange
3-5 older adults living in Burlington	x	Barbara Shaw-Dorso
3-5 older adults living in Burlington	x	Glenn McRae*
3-5 older adults living in Burlington		VACANT
3-5 older adults living in Burlington	x	Charles J Messing
3-5 older adults living in Burlington		VACANT
1 member representing an organization advocating for racial equity, inclusion, and belonging in Burlington		VACANT

Meeting called to order at 3.02pm

1. Motion to approve agenda 02 15 22 made by BP and second by JC, unanimous.
2. Motion to approve minutes 01 18 22 made by JC and second by MD, unanimous
3. Membership – Update on Committee Member outreach and applications for vacant positions. The vacant positions are for community members and a member representing an organization advocating for racial equity and inclusion. Attending meeting, two interested community members
 Martha Molpus Ward 7 @ Heineburg Senior Housing
 Lorna Kay Ward 7 interest in regulation of senior care
 BP has advanced names to Mayor and President Tracy for appointment.

4. Working group reports:

Housing Working Group.

Areas of possible focus for our working group and suggested timeline for action:

1. Expand Programs that connect housing and health care- SASH, CHT and CHCB, etc.
2. Expand Housing based programs or practices that focus on mental health including social isolation- SASH/Howard Center mental health pilot program, others? Seek to provide broadly in different types of housing situations. (medium/long term)
3. Amplify a focus on services in housing for older adults in Mayor's 10-Point plan (short-term)
4. Increase supply of affordable assisted living residences (long-term)

5. Maintenance/home modification programs in the home to help older adults with basic issues (cleaning large appliances, changing lightbulbs, grab bars, etc. Need for trusted resources. (short/medium) COVER program in Upper Valley mentioned as one to look into further.
6. Increase opportunities for HomeShare program in Burlington- municipal tax break idea- (medium/long term)
7. Missing middle housing opportunities – how to increase supply? (long term)

Action items:

1. Kelly will follow up with Homeshare regarding data on Burlington
2. Molly to request data pull on Cathedral Square residents who moved into one of our apartments from a homeownership unit in Burlington (to get more info on potential impact of age-specific housing “missing middle” problem)
3. Brian- to gather more info on municipal tax break idea for Homeshare

The BAC discussed the Missing Middle concept and noted research on some future 'city' designs around the globe. Singapore is a leader in innovation in this and are building out cities for the future <https://youtu.be/AWyFT-PjlvY>

Should LTC nursing homes also be a focus area? Is all policy guidance on LTC and nursing homes at State and Federal, rather than local level?

Census data shows the aging of the baby boom generation could fuel a 75 percent increase in the number of Americans ages 65 and older requiring nursing home care, to about 2.3 million in 2030 from 1.3 million in 2010.

Include Co-Housing?

Workforce Development Working Group

I. Issues:

- a. **Workforce shortages:**
 - Direct and Clinical care providers including Licensed Nursing Assistants, Personal Care Aides, Residential Care Aides, Home Care Aides.
 - Shortages also exist under LTC Surrogate /Self Directed Care employment situations. E.g. clients have identified care givers, yet they can't hire them as they would need surrogate employers- which are difficult to find.
 - Shortages occur in multiple settings: LTC settings/Nursing Homes, Residential Care, Hospitals, Home Health Agencies, Assisted Living Facilities.
 - Shortages of Primary Care Physicians, Geriatricians, Podiatrists, Geri-Psych providers and Geriatric Social Workers.
- b. **New Americans with Degrees/Professional Credentials Not Recognized in VT**
 - Many New Americans arrive to VT with professional degrees or training that is not recognized.
 - Many end up working in menial jobs, which contributes to Mental Health/Depression/Suicide among these people.
- c. **Vermont Is Not Taking Advantage of Our Mature Workforce**
 - Many older Burlingtonians (and older Vermonters) would like to work yet they are not offered opportunities.
 - Tax implications for Social Security is an issue for older/retired workers.

Barriers:

- The Burlington program to train new LNA's has been very effective however a barrier to licensure due to Red Cross backing out of VT to provide certification examinations has created further challenges.
- Prometrics will assume this function but there are delays through March 2022.
- Pay rates are very low for these allied professions. There is no incentive to consider these types of roles due to pay scale issues.
- Transportation barriers in these roles are real. Many require driving significant distances around the state to care for clients in different locations/settings.
- Options for childcare is a barrier.
- If salaries were increased, many of the staff who receive other state benefits through Medicaid (Food Stamps, WIC etc) would lose these benefits.
- Ongoing need for training and funding for entry- level health care positions such as these.

II. Recommendations:

- Follow up with DAIL to understand if there are alternatives to testing contracts for LNA certifications. **Action:** Jeanne and Jane will discuss at the DAIL Advisory Board on 2/10/22.
- Explore options in the Workforce Development Strategic Plan and determine if we adopt/endorse any of these recommendations: (See page 17 for recommendations related to Nursing, Dentistry).
- <https://gmcbboard.vermont.gov/sites/gmcb/files/documents/VT%20Health%20Care%20Workforce%20Development%20Strategic%20Plan%2010-15-21%20Final%20GMCB.pdf>
- Explore expanded career ladders starting with HCA/PCA/RCA→LNA→RN. Could partnerships with Tech Centers, Burlington City Program collaborate to develop such a ladder and target specific enrollment each term.
- Explore workforce training funding sources through ARPA funds to the State. Determine if these could be deployed for support of career ladders into allied professional roles/direct service providers and beyond.
- Explore "Top of License" initiatives for New Americans who hold professional/clinical degrees from their native countries.
- Inventory the number of New Americans with professional degrees, clinical licenses or training achieved in other countries. Seek data to understand how impactful this volume might be. **Action:** Jeanne will reach out to UVMHC recruiters to see if they track this data or can determine how we might get this information and follow up Rep. Colston for input.
- Explore collaborations with USCRI to advocate for changes to clinical/medical credentialing practices for foreign- trained clinicians.
- Research barriers within the Vermont Board of Medical Practice who credentials all International Medical Graduates (IMG's). Further understand how we might advance change to facilitate licensure for these graduates given the significant shortages (MD's) and advocate for these changes legislatively. **Action:** Jane will research Board of Medical Practice and follow up.
- Promote legislation that reduces barriers to licensure for IMG's -similar to the recommendations to reduce licensing barriers for Nursing noted in the Workforce Development Strategic Plan.
- Advance /promote the concept of Age Friendly Universities as a place for retraining or retaining mature workforce.
- Address SS tax/wage issues for mature workforce/retirees, through legislation.
- Support the current proposal at the legislature to increase the income threshold to the VT Social Security tax exemption.

III. Next Steps:

- Continue discussions/planning at a follow up meeting in two weeks.
- Jane will send out meeting notices so we have a schedule in between each BAC meeting monthly.

Note from BAC to look at Vermont Associates and Working Bridges as possible resource
Mental Health and Social Isolation Working Group – has not met. Marcella to follow up with Andrea

UVM Capstone project groups – (GM)

Students are organizing into 4 groups. GM is working to connect topics to BAC council members and other resource people. The aim is to connect and be available to talk to them by email or interview to give direction on their research. Students will be in touch in next few weeks.

5. Data Update: Zip code level data from community needs assessment conducted by DAIL through the Area Agencies on Aging. DAIL will request Zip code level data from contractors, to allow BAC to have Burlington level data. Awaiting response. JC reported out on survey results, 'Top Three Concerns of Older Adults'

Affordable housing – 42%

Maintain independence – 40%

Managing and dealing with social isolation and transportation each 30%

The following gained between 13% and 22% of 'top three concerns'

Food Insecurity

Support and services - Healthcare access

Navigating Technology

Mental health and Caregiver supports

These line up with the priority focus areas of the BAC

6. **WHO – Age Friendly Communities Report and Planning** (document attached)
(Glenn, Kelly, Jane)
Discussion of recommendations on planning effort – propose to align with State process
AARP is about to launch it' survey and Kelly can share survey questions and additional questions with any interested partners. Survey expected by Mid-May will be online and paper AARP seeks assistance to get survey out to community. MG to connect Kelly to CEDO outreach staff.
Planning request to City attached.
7. AOB – none
Meeting adjourned at 4.30pm

This meeting will be a hybrid meeting. To comply with open meeting law requirements the in-person aspect of the meeting will be staffed at the Queen City Room, 3rd Floor City Hall, 149 Church St, Burlington. Please inform staff if you are unable to attend the meeting remotely and by zoom mgange@burlingtonvt.gov

Burlington Aging Council

Immediate Requests Approved by the Burlington Aging Council on 2/15/2022:

I. Request each City Department to provide an inventory of programs, polices and initiatives currently underway or anticipated directly or indirectly addressing the needs of Older City residents and workers. See request sheet below. Departments include:

- Board of Health
- Burlington Electric Department
- Church Street Marketplace
- City Arts
- Clerk/Treasurer's Office
- Community & Economic Development Office (CEDO)
- Fire Department
- Fletcher Free Library
- Human Resources Department
- Parks, Recreation & Waterfront Department
- Planning Office
- Police Department
- Public Works Department
- Racial Equity, Inclusion & Belonging Office

In addition: have each City Department **identify planned outreach and survey efforts for 2022.** BAC wishes to ensure that specific steps are made to engage older residents in responses; ensure that questions and information gathered include concerns, interests, gaps, and opportunities for older residents. Have that information made available to the Council in a timely fashion.

II. Resources and Funding Request

- A.** For the Council and its working groups to be effective the volunteer member efforts need to be supported by sufficient resources. The exact amount is to be determined. The Council requests:
- (a) **Dedicated staffing.** If sufficient staff time is not available through CEDO, an alternative would be to recruit a paid full year intern, most likely from UVM, to meet the Council's needs for coordination, outreach, and research.
 - (b) **Dedicated funding for Council efforts** (to be determined), recognizing that for outreach to be effective it does require both staffing and funds, whether *fielding surveys, hosting focus groups, or printing materials*. While some of this may be able to be coordinated with other City Departments (e.g., BED bill stuffers, Fletcher Free Library programs, Parks and Recreation events) that will also take more Council Staffing time. A modest fund to draw on for materials and services is needed.

III. Communications

Request: Provide notice of the Council's monthly meetings and membership, with a link to the website, via Front Porch Forum (all Burlington Forums) each month

Request: Invite Council members to join either the regular or a special meeting of the Council in April) to receive an update on how the Council is proceeding and to provide their input on what they hope the Council can accomplish.

Inventory of programs, polices, and initiatives currently underway or anticipated directly or indirectly addressing the needs of Older City residents and workers

The requested information, as well as guidance and direction back to the Council, focuses on the key areas that the Council is charged with.

City of Burlington Age Friend Programs and Policies			
<i>Identifying current work and policies, and future plans to address the areas that City Council and the Mayor have establish for the Burlington Aging Council to investigate</i>			
<i>How is your department addressing any of these areas as they impact or support our older residents, particularly those 65+ years old? Check off area that apply.</i>	Current Work	Planned or anticipated work	Department supporting State or other Partners to address
Health Prevention, Access, & Quality: Nutrition & Physical Activity			
Food Security			
Social Inclusion			
Multimodal Transportation			
Accessible Outdoor & Indoor Public Spaces			
Housing: Affordability, Availability, & Accessibility			
Technology accessibility			
Civic Engagement and Volunteerism			
Industry (Employer) Support			
Family Caregiver Support			

For any areas identified above provide a synopsis of the effort, any links to further information, and a contact person in the department for more information.