

**Age-Friendly Work & Civic Engagement Implementation Group**  
**Web-Ex**  
**FEBRUARY 7, 2023**

**Meeting Recording:**

<https://howardcountymd.webex.com/webappng/sites/howardcountymd/recording/4ad51a278968103ba7fd005056812cb9/playback>

**Attendees:** Valerie Montague, Alice Harris, Sasha Butler, Seema Agarwal-Harding, Terri Hansen

**Agenda:**

- 1) Welcome
- 2) Role Discussion/Appointment
- 3) Discuss Action Items
  - a. Follow up on January meeting
- 4) Next Steps/Next Meeting

**Meeting Notes:**

- 1) Welcome, Housekeeping
  - a. Meeting Minutes can be found at [www.howardcountymd.gov/agefriendly](http://www.howardcountymd.gov/agefriendly) at the bottom of the page, under each domain. They are dated so you can easily find the meeting you're looking for.
- 2) Work Group Roles
  - a. Sasha will serve as the Community Leader and help to ensure that we maintain momentum. Thank you, Sasha!
  - b. The group still needs a County Liaison. Terri will work on recruiting someone for this role. In the meantime, Morgan/Terri will stand in this role.
- 3) Discussion
  - a. The SCSEP program partnership with the Office on Aging and Independence (OAI) and other county agencies will be added to the "Beyond the Plan" section of the final report.
  - b. WCE 1 – Valerie conducted Background Research. Here are her findings:
    - i. In 2000, the Governor's office found a need for a Volunteer Center resource in Maryland. The State received a grant that enabled a conglomerate of organizations and stakeholders to conduct a needs assessment. The assessment revealed a great need for a county-wide program.
    - ii. A second grant was received to develop the Volunteer Center in Columbia. This center was to serve Howard County with the goal of providing support, training, and resources to businesses and non-profit agencies. The Volunteer Center launched in 2001.
      1. An integral part of this program was to recruit older adults. The Center used logic modeling to identify activities (e.g., recruitment, orientation, database maintenance, website, promotional materials, outreach), outputs (e.g., number of sessions, number of participants, hits on website) and long-term outcomes (e.g., interest in volunteering, awareness of volunteer opportunities).

- iii. The Volunteer Center operated until 2020 when the Columbia Association eliminated the program. Before elimination, they did try to reach out to other agencies who might be interested in picking up the program but did not have success at that time.
  - 1. The Association of Community Resources may be one such organization to approach to house a Volunteer Center. Valerie has not yet reached out, but once plans for the Volunteer Center are further developed then a conversation can be had.
  - 2. Whatever organization decides to pick up the Center, they would need to: A) Own the database; B) Pay someone to maintain the program; and C) Ensure that the hired person is capable of the type of reporting that funders want (i.e., that money is used to fulfill goals)
- iv. Columbia Association indicated that they would not be picking the program back up, but they are willing to share their “how-to’s”.
- v. Biggest challenge: Funding – multiple streams of funding would need to be identified (i.e., start up, sustaining)
  - 1. Work Group will help determine the cost to run the Volunteer Center annually, starting with inquiring operation information from CA.
- c. Sasha began a review of age-friendly action plans in neighboring jurisdictions. She reported Anne Arundel County gives incentives to businesses that hire older adults (50+); and Montgomery County has held a 50+ Employment Expo and developed a guidebook for older workers. She will complete her review in the coming month.
- d. Strategic Planning – Sasha will conduct a crosswalk to identify best practices from local Age-Friendly Communities (e.g., D.C., Montgomery, and Anne Arundel)
  - i. Goal is to look at Age-Friendly initiatives and programs and identify trends on what is working (and what is not working), then reach out to program managers to learn more about how results happened.
- e. Beyond the Action Items – employment for adults 50 and greater.
  - i. Valerie proposed an idea like hosting a 50+ Job Fair. The Office of Workforce Development may be an excellent partner to recruit to lead the 50+ Employment Fair Expo. It may also be possible to incorporate an employment fair into Master Aging (formerly OAI’s 50+ EXPO).
    - 1. Discussing employment requires cross collaboration with transportation, housing, and businesses and bringing them to the table.
  - ii. Explore incentives for transportation agencies to provide community support – similar to how the Lottery gives some of its profits to education. We want to create opportunities for transportation agencies to be involved in community action. This may be an opportunity to collaborate with the Transportation Work Group.
  - iii. Collaboration across domains is still of interest to this Work Group. It would be good to have liaisons from different domains together regularly and discuss opportunities, goals, needs, etc.

- iv. Professional Outplacement Assistance Center (POAC) offers a catalog of courses and webinars available for people going back into employment (or changing career paths) after the age of 50 – including gig work. All sessions are via Zoom.
  - 1. Alice talked with Tom to get basic information and will plan to have a deeper conversation with him in the future – overview of services, outcomes; Alice hopes to also invite Tom to a Work Group Meeting along with someone who has taken advantage of the program and hear what they got out of their involvement in POAC.
  - 2. This Work Group also recommends that POAC do community outreach at the 50+ Centers.
- v. There is an abundance of resources in Howard County.
  - 1. This Work Group’s role may be to compile information, centralize it, and look for ways to better advertise it.
  - 2. One recommendation to consider is to translate the resource guide/etc. into a user-friendly webpage (icons, images, organized by resource type) and then invite people to click through based on their need/questions – requires multiple ways to get to the same resource. This will be explored as Department of Community Resources and Services (DCRS) reviews a platform to use that makes current resources available in a more user-friendly format. During the exploration it will be determined if the list of organizations with volunteer opportunities could be added to the DCRS database using this platform.

#### **ACTION ITEMS**

- 1) Sasha will look at the scope of other age-friendly communities to identify trends/patterns, ways they publicize, etc. and report out at the next meeting.
- 2) Morgan will send contact sheet to members with email addresses for all to communicate within the group.
- 3) Sasha will determine the mechanism that will be used to store and share the Work Group’s documents (e.g., Google Drive). She will share with all Work Group members and Age-Friendly Advisors (Morgan and Terri).
- 4) Valerie will explore historical funding stream for CA Volunteer Center
- 5) Alice will meet with Tom to discuss POAC outreach, programming and discuss potential outreach strategies and provide written information about POAC for next meeting. Tom will be invited to the March meeting.

**NEXT MEETING: Tuesday, March 14 from 6-7:30pm.**

Next meeting will focus on goal setting