

# All Ages, All Stages NC

A Roadmap for Aging and Living Well

NORTH CAROLINA'S MULTISECTOR PLAN FOR AGING



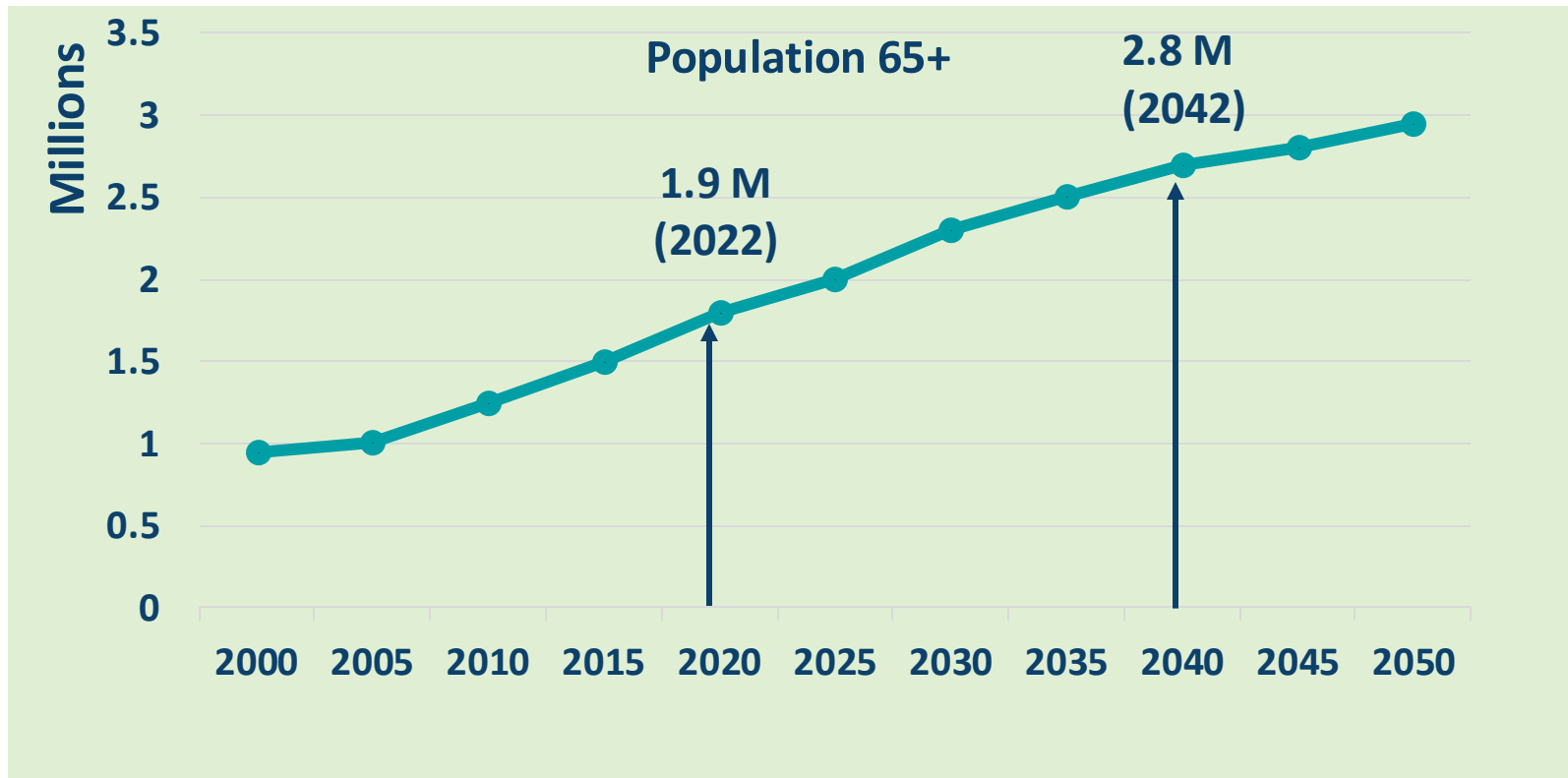
## All Ages, All Stages NC

*A Roadmap to Aging  
and Living Well*

## Implementation



# NC is Aging



↑ 48%

9<sup>th</sup> in total population

9<sup>th</sup> in 65+ population

Source: NC Office of State Budget and management, Standard Population Estimates, Vintage 2022; Population Projections, Vintage 2023, [www.osbm.nc.gov/facts-figures/population-demographics](http://www.osbm.nc.gov/facts-figures/population-demographics)

# 2022



**1 in 6 were 65+**

Source: NC Office of State Budget and Management, Standard Population Estimates, Vintage 2022; Population Projections, Vintage 2023, [www.osbm.nc.gov/facts-figures/population-demographics](http://www.osbm.nc.gov/facts-figures/population-demographics)

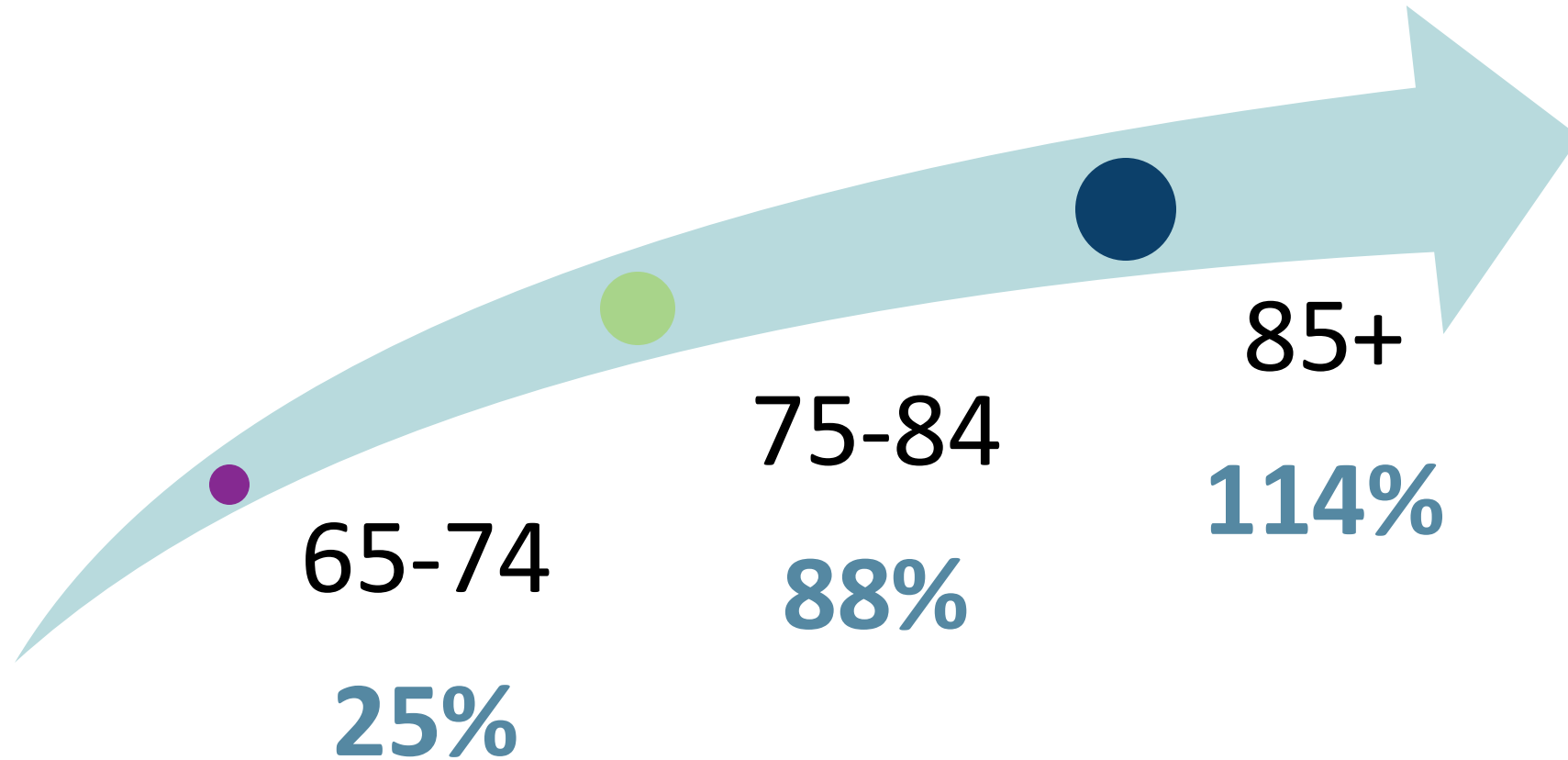
# 2025



**1 in 5 will be 65+**

Source: NC Office of State Budget and Management, Standard Population Estimates, Vintage 2022; Population Projections, Vintage 2023, [www.osbm.nc.gov/facts-figures/population-demographics](http://www.osbm.nc.gov/facts-figures/population-demographics)

# Projected Growth: Next 20 Years



Source: NC Office of State Budget and Management, Standard Population Estimates, Vintage 2022; Population Projections, Vintage 2023, [www.osbm.nc.gov/facts-figures/population-demographics](http://www.osbm.nc.gov/facts-figures/population-demographics)

# NC Caregivers, All Ages (2021)



**1,280,000**  
Number of  
caregivers

**1.19 Billion**  
Total hours of  
unpaid care

**\$16.5 Billion**  
Total value of  
unpaid care

# Multisector Plan for Aging



A **cross-sector, state-led strategic planning resource** that can help states transform infrastructure and coordination of services for their rapidly aging population, and people with disabilities.

**Elevates  
common goals**

**Reduces  
duplication**

**Streamlines  
efforts**

***Strengthens rather than replaces!***

# NC's Multisector Plan for Aging Journey

- In 2022, NC joined a **learning collaborative** with 10 other states on multisector plans for aging.
- **Age My Way initiative** conducted 3000+ surveys of older North Carolinians to understand their needs and what would be needed for **North Carolina to become age-friendly** for our community and hosted a summit to discuss the results.







# Executive Order 280: NC's Commitment to Building an Age Friendly State

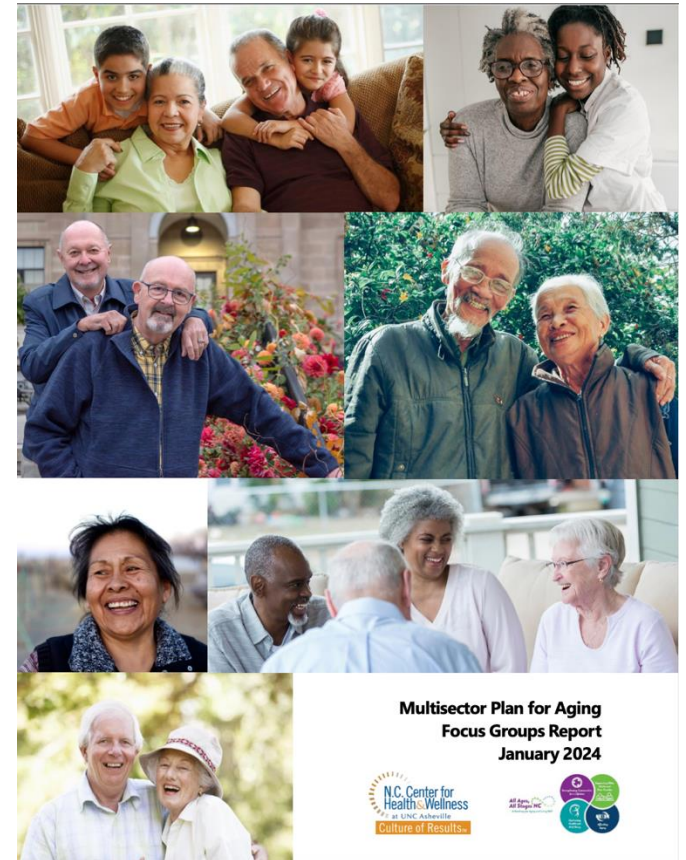


**On May 3, 2023, Governor Cooper directed NC to build an age-friendly state through the following initiatives:**

- Multisector Plan for Aging
- Protection of Vulnerable Adults
- Summit on Nutrition Services for Older Adults
- Broadband Access and Digital Literacy Services
- Caregiving Workforce Strategic Leadership Group

# NC's Multisector Plan for Aging Journey

- June 2023 – Launched the All Ages, All Stages NC planning process at a large kick off event. Established a steering committee, workgroups, and stakeholder members.
- Fall 2023 – Conducted targeted focus groups to include the voice of underrepresented groups.
- Fall and Winter 2023 – Convened workgroups. 200+ stakeholders developed objectives and recommendations.





# NC's Multisector Plan for Aging Journey

- Spring 2024 – Reconvened the entire stakeholder community and sought public input to refine objectives and recommendations.
- Spring 2024 – Launched paid media campaign (I'm Still Here).
- May 2024 – Produced Governor's Progress Report.
- Summer 2024 – Prioritized recommendations to focus on the first two-years of implementation and worked across the Cabinet Agencies to increase buy in.



**"I'm still here."**

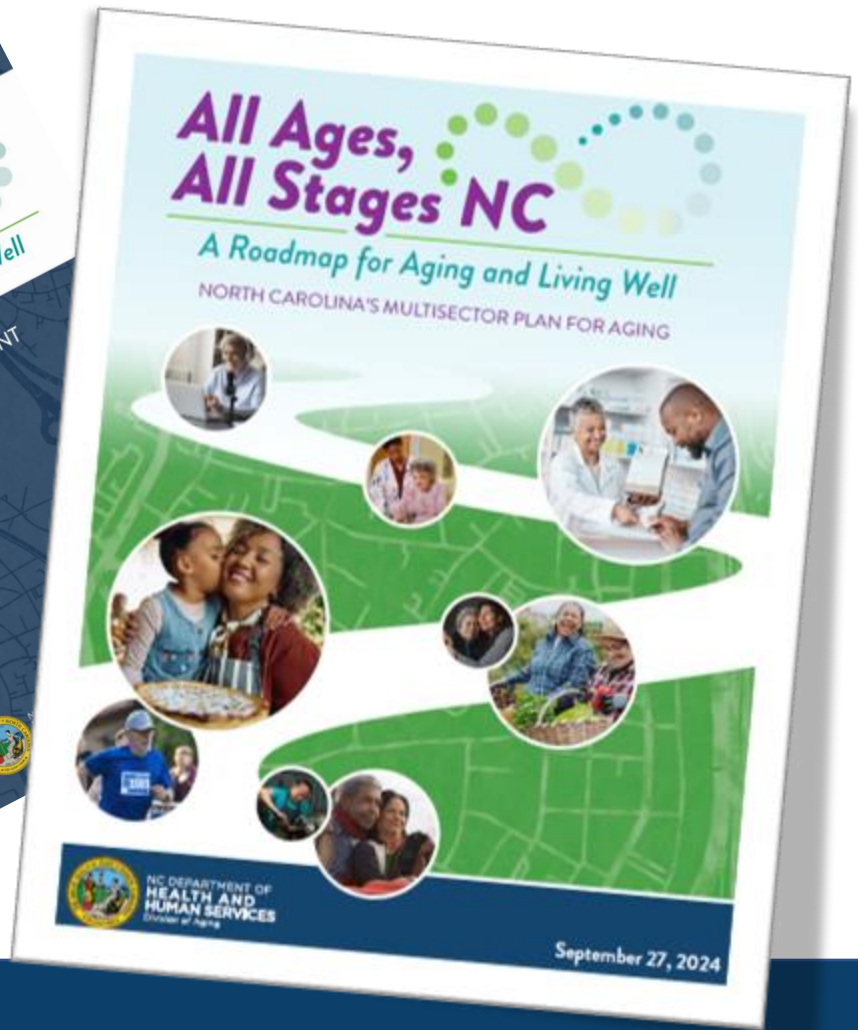
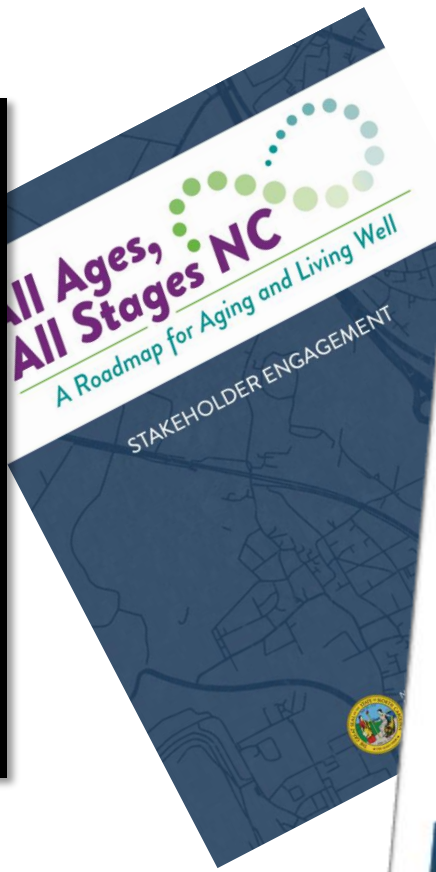
Yes you are. And you still have plenty to contribute.

That's why North Carolina needs your input on the work we're doing to ensure the state meets the needs of people of all ages and stages.

Share your thoughts at [ncdhhs.gov/imstillhere](https://ncdhhs.gov/imstillhere)



# September 2024 Unveiled the All Ages, All Stages NC Plan



# Current Priorities



## Supporting Older Adults and Their Families

Home and Community-Based Services

Family Caregiver Support

## Optimizing Health and Well Being

Long-Term Services and Supports

Workforce

## Strengthening Communities for a Lifetime

Housing

Adult Protective Services

Age-Friendly State and Communities

## Affording Aging

Potential of Older Adults



# Implementation Structure



5 Workgroups  
*(2-3 Workgroup Leads, +  
GAC Liaison)*

Data/Evaluation Support  
*(DA Planning Section +  
UNC Sheps)*

11 Subgroups (\*4 Existing  
Subgroups)  
*(2 Subgroup Leads:  
State Gov. Representative +  
Community Partner)*

8 Priorities & 41  
Recommendations  
*(5-14 per workgroup,  
categorized as immediate  
vs. longer-term effort)*

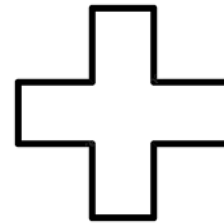
\* GAC liaison to be added to the workgroup leadership team in an advisory capacity

# Implementation Timeline



Timeline	Milestone/Activity
January – Early February 2025	<ul style="list-style-type: none"> <li>- Workgroup Orientation</li> <li>- Onboard GAC liaison to workgroup leadership team</li> <li>- Subgroup Lead Confirmation / Subgroup Orientation(s)</li> </ul>
Late-February 2025 or Early March (Q1)	<ul style="list-style-type: none"> <li>- Kickoff of Implementation (In-person Summit)</li> </ul>
March-May 2025	<ul style="list-style-type: none"> <li>- Subgroup Meetings Begin (Subgroup leads host 1-2 meetings)</li> </ul>
June 2025 (Q2)	<ul style="list-style-type: none"> <li>- Quarterly Workgroup Meeting (Progress Updates &amp; Adjustments)</li> </ul>
September 2025 (Q3)	<ul style="list-style-type: none"> <li>- Quarterly Workgroup Meeting (Review &amp; Realign Objectives; Implementation Tracker Consultation with UNC Sheps)</li> </ul>
December 2025 (Q4)	<ul style="list-style-type: none"> <li>- Quarterly Workgroup Meeting (End-of-Year Review &amp; Launch of Y1 Implementation Tracker/Data Dashboards)</li> </ul>
Ongoing	<ul style="list-style-type: none"> <li>- Subgroup Meetings as Needed (Work on Tasks &amp; Maintain Momentum)</li> </ul>

# Overview of 5 Workgroups







TOPIC AREA 1:

## Supporting Older Adults and Their Families

# Supporting Older Adults and Their Families

North Carolinians will have access to services and resources that will enable them to stay in their homes and communities as they age and will support their families in their efforts to provide care when needed.

**Priorities**: HCBS and Caregiving

**Workgroup Leads**: Kay Castillo and Jenisha Henneghan

**GAC Liaison**: Cynthia Banks

# 3 Subgroups and 7 Recommendations

## **1. Subgroup 1: Home and Community-Based Services\***

1. Align NC policies with OAA rules.
2. Pursue data modernization (ARMS replacement).

## **2. Subgroup 2: Caregiving\***

1. Provide comprehensive support for family caregivers.
2. Expand consumer-directed caregiving options.
3. Sustain the NC Caregiving Portal.

## **3. Subgroup 3: Referrals and Access to Care\***

1. Create a unified referral system (“No Wrong Door”).
2. Enhance NC211 and NCCARE360.

\*=Existing Initiatives/Workgroups already exist (Division of Aging OAA Final Rule Governance Team; Caregiving Collaborative (open to public); NWD Governance Team)



TOPIC AREA 3:

## Optimizing Health and Wellbeing

# Optimizing Health and Wellbeing

North Carolinians will have access to person-centered services and supports that will optimize their life-expectancy and health quality.

Priorities: LTSS and Workforce

Workgroup Leads: Bill Lamb and Lee Dobson

GAC Liaison: Jan Busby-Whitehead

# 3 Subgroups and 6 Recommendations

## 1. Subgroup 1: Health and Well-Being

1. Foster a culture of healthy living through community programs.
2. Promote best practices in health care delivery.

## 2. Subgroup 2: Long-Term Care Costs and Medicare

1. Increase awareness of long-term care costs and Medicare limitations.

## 3. Subgroup 3: Workforce\*

1. Develop targeted recruitment campaigns, partnerships with educational institutions, and enhance trainings to ensure a skilled workforce for aging-related jobs.
2. Address recommendations from the Investing in North Carolina's Caregiving Workforce report
3. Expand financial incentives for health care careers.

\*=Workgroups already exist (Center for Workforce for Health)





TOPIC AREA 2:

## Strengthening Communities for a Lifetime

# Strengthening Communities for a Lifetime

**North Carolinians will live in communities, neighborhoods, and homes that support thriving at all stages and ages.**

**Priorities: Housing, APS, Age-Friendly**

**Workgroup Leads: Deryl Davis Fulmer and  
Janice Tyler**

**GAC Liaison: Dan Mosca**

# 3 Subgroups and 9 Recommendations

## 1. Subgroup 1: Housing

1. Increase access to and sustainability of affordable housing.
2. Encourage adoption of universal design principles.
3. Ensure evolving housing needs of aging individuals with disabilities

## 2. Subgroup 2: Digital Equity

1. Reduce social isolation and improve connectivity.
2. Enhance digital equity for older adults.

## 3. Subgroup 3: Social Determinants of Health (SDOH) / Age-Friendly

1. Promote innovative transportation options.
2. Address food insecurity barriers.
3. Increase training on fraud, scams, and consumer protection to reduce the risk of exploitation.
4. Support Age-Friendly community designations.



TOPIC AREA 4:

## Affording Aging

# Affording Aging

North Carolinians will have the means to effectively plan for their later stages of life, including ensuring sufficient and sustainable financial provisions, fostering avenues for personal growth and for the betterment of their communities.

**Priorities:** Potential of Older Adults

**Workgroup Leads:** David Richardson and Suzanne Black

**GAC Liaison:** Carolyn Bird

# 2 Subgroups and 5 Recommendations

## 1. Subgroup 1: Ageism and Engagement

1. Strengthen and expand volunteer engagement opportunities
2. Expand appropriate employment opportunities for older workers
3. Launch ageism education and advocacy campaigns to promote positive attitudes towards aging

## 2. Subgroup 2: Financial Education and Planning

1. Increase financial education and literacy
2. Implement pre-retirement planning programs in the public and private sectors



“North Carolina’s Multisector Plan for Aging is our **community’s roadmap**, uniting diverse **sectors** and **voices** to build a state where every person, at **every age**, is supported, valued, and empowered to thrive.

It is a shared commitment to **embracing aging** as a **powerful journey** that enriches individuals, families, and communities alike, strengthening our bonds and uplifting us all, **at every stage of life**”



# Legislative Action

**Priorities**: Cross-Cutting

**Workgroup Leads**: Mary Bethel, Chris Brandenburg, and Jill Simmerman

# 14 Recommendations

- **3 HCBS**
  1. **Increase funding** for home- and community-based services for older adults.
  2. **Strengthen family leave policies** to support caregivers and employee retention.
  3. **Develop a tax credit** for caregivers to provide financial relief.
- **4 Housing**
  1. **Fund housing repairs** for low-income older adults to stay in their homes.
  2. **Raise income eligibility** for property tax relief.
  3. **Boost affordable housing** through tax credits and low-interest loans.
  4. **Advocate for coordinated housing solutions** (availability, affordability, accessibility).
- **2 APS**
  1. **Update laws** to improve adult protection and service delivery.
  2. **Advocate for funding** for effective adult protective services.

# 14 Recommendations

- **1 Aging Advocacy Group**
  1. **Create a Legislative Study Commission on Aging.**
- **1 AARP-related**
  1. **Establish retirement savings programs.**
- **3 Legislative Opportunities Gaining Traction**
  1. **Address service delivery and financing challenges** (year two effort).
  2. **Reduce out-of-pocket Medicare costs** for lower-income older adults (year two).
  3. **Reinstate free tuition** for older adults at public institutions (year two).

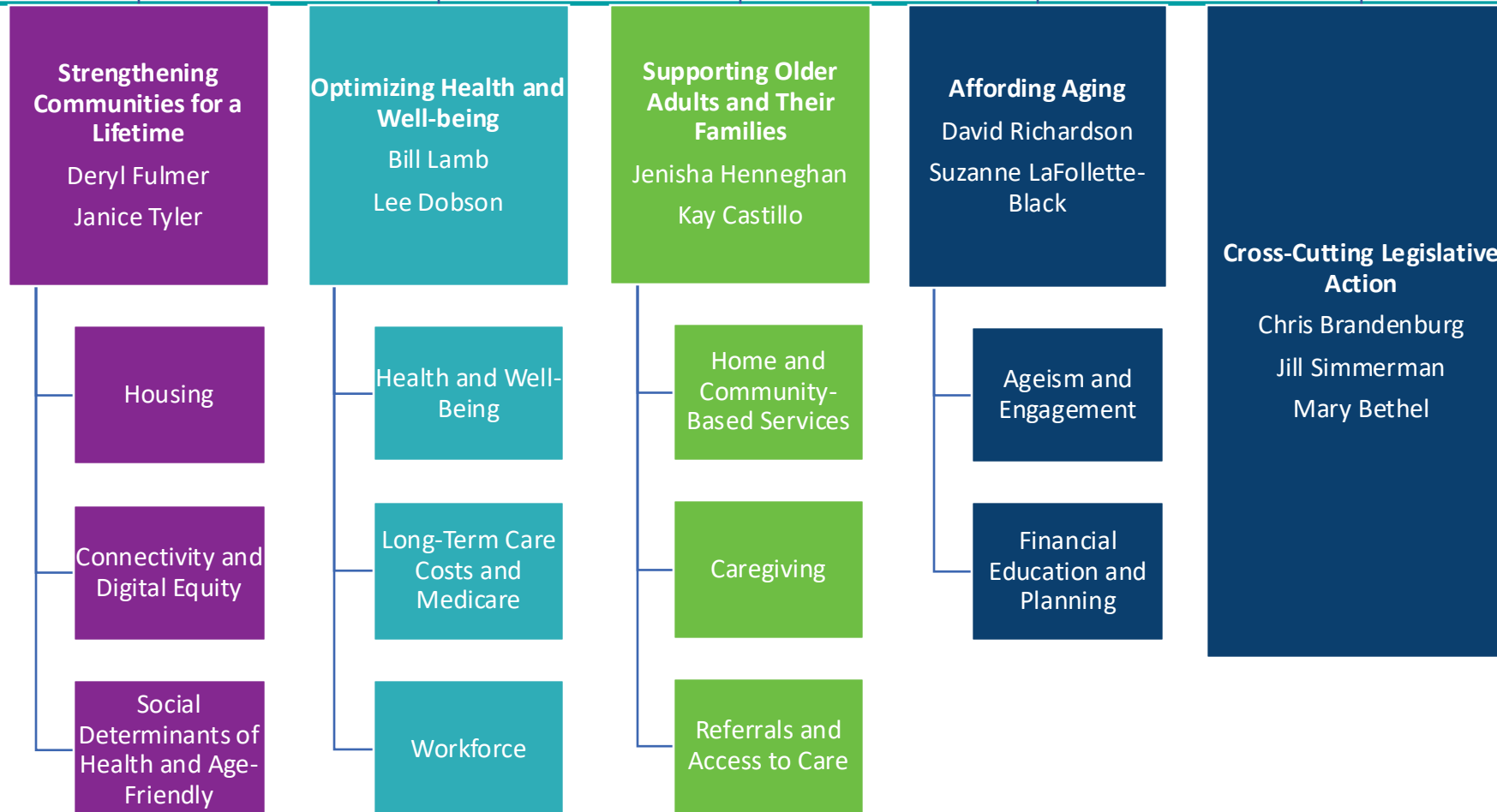


### Implementation Steering Committee

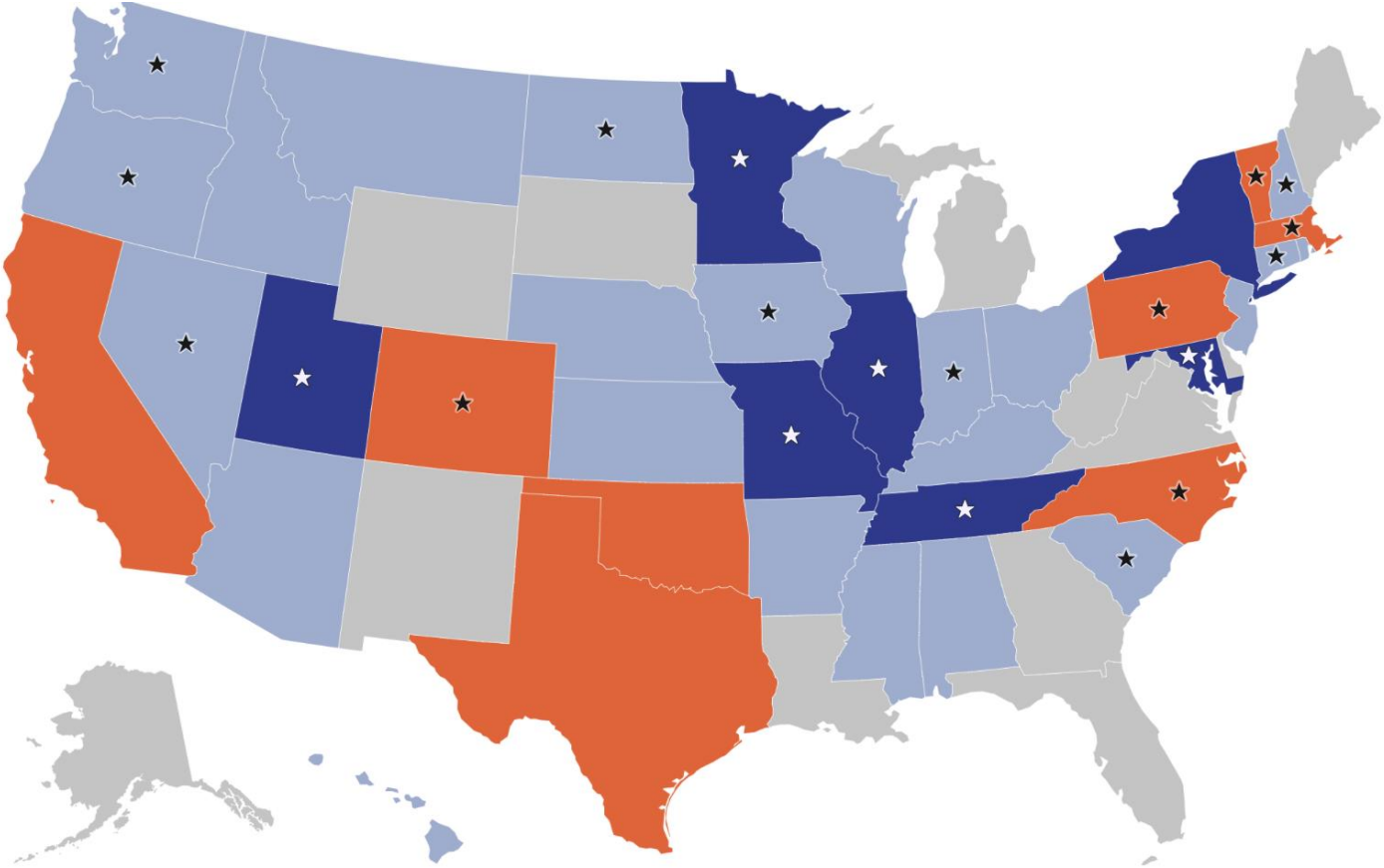
Co-chairs: Joyce Massey Smith/Jill Simmerman and Mary Bethel

Project Manager: Divya Venkataganesan

Data/Evaluation: Caylee Weaver and UNC Sheps



# MPA Activity Across States

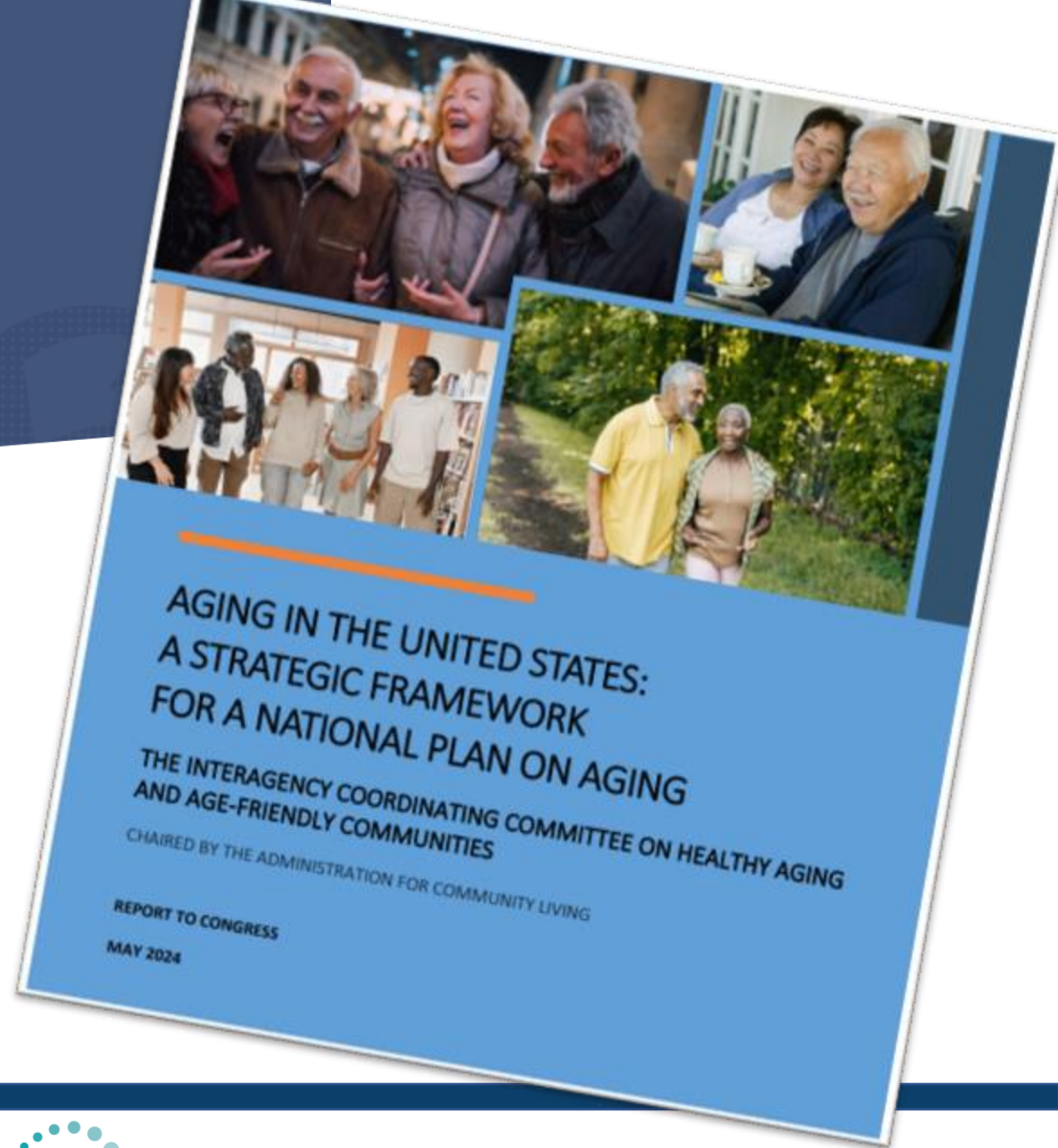


- Interested or Actively Planning
- Legislation/Executive Order
- Implementing or Refreshing an MPA
- ★ MPA Learning Collaborative Participant
- Not Actively Engaged



Every state needs a **Multisector Plan for Aging (MPA)** to ensure that all Americans have access to coordinated care and support services that enable them to age with health, dignity and connection.

# National Plan on Aging



# Ways to Get Involved



[Click here to share your thoughts about aging in NC.](#)

Sign Up for the All Ages,  
All Stages NC Newsletter



Join an  
Implementation  
Workgroup/Subgroup



Talk to Your  
Representatives about  
All Ages, All Stages, NC

# All Ages, All Stages NC

