All Ages, All Stages NC
A Roadmap to Aging and Living Well

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NC DHHS- Division of Aging and Adult Services
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NC’s Aging Population: Trends, Challenges and Opportunities
Activity: Fact or Fiction

• By 2030, 1 in every 4 Americans will be over 65.
• Women are more to take on caregiving roles (about 60% in US).
• Baby boomers represent the smallest generation in history due to declining birth rates during their time.
• Ageism is the systematic stereotyping and discrimination against people based on their age.
• Research shows physicians are less willing to treat suicidal older persons compared to younger patients, and believe suicidal ideation among older adults is normal.
• Older adults are less likely to adapt to new technologies and digital innovations.
NC is Aging

• U.S. Census Bureau, American Community Survey 2020, one-year experimental data estimates. Table XK20014: Population by Age. 2020 ACS 1-Year Experimental Data Tables [www.census.gov](http://www.census.gov)
1 in 6 are 65+
2028

1 in 5 will be 65+

https://www.ncdhhs.gov/media/14887/open
Migration 60+

44,660 in 2020
National Rankings

9th in total population

8th in population 65+
Profile of Aging in NC

Counties with more people ages 60+ than 0-17

2020: 85 Counties

2040: 90 Counties

https://www.osbm.nc.gov/facts-figures/population-demographics
Projected Population Growth

- 65-74: 25%
- 75-84: 88%
- 85+: 116%

https://www.ncdhhs.gov/media/14887/open
### Social and Economic Characteristics, 65+ (2020)

<table>
<thead>
<tr>
<th>Characteristic</th>
<th>NC</th>
<th>US</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lives alone</td>
<td>27%</td>
<td>26%</td>
</tr>
<tr>
<td>Is a veteran</td>
<td>18%</td>
<td>17%</td>
</tr>
<tr>
<td>Speaks English less than “very well”</td>
<td>2%</td>
<td>9%</td>
</tr>
<tr>
<td>Has a disability</td>
<td>35%</td>
<td>34%</td>
</tr>
<tr>
<td>Has less than high school education</td>
<td>15%</td>
<td>15%</td>
</tr>
<tr>
<td>Has high school, GED/alternative education</td>
<td>30%</td>
<td>32%</td>
</tr>
<tr>
<td>In labor force</td>
<td>17%</td>
<td>18%</td>
</tr>
<tr>
<td>Income is below poverty level</td>
<td>9%</td>
<td>9%</td>
</tr>
<tr>
<td>Income is 100% - 199% of poverty level</td>
<td>22%</td>
<td>18%</td>
</tr>
</tbody>
</table>

https://www.ncdhhs.gov/media/14887/open
Disability Status, 65+

Presence of Disability

<table>
<thead>
<tr>
<th>Presence of Disability</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ambulatory</td>
<td>21%</td>
</tr>
<tr>
<td>Hearing</td>
<td>14%</td>
</tr>
<tr>
<td>Independent living</td>
<td>13%</td>
</tr>
<tr>
<td>Cognitive</td>
<td>8%</td>
</tr>
<tr>
<td>Self-care</td>
<td>7%</td>
</tr>
<tr>
<td>Vision</td>
<td>6%</td>
</tr>
</tbody>
</table>

NC Caregivers*, All Ages (2021)

358,000
Number of caregivers

517 Million
Total hours of unpaid care

$7.3 Billion
Total value of unpaid care

Developing a Multisector Plan for Aging
Learning Collaborative Opportunity

DHHS Division of Health Benefits (DHB-Medicaid) + DHHS Division of Aging and Adult Services = MPA to Address Health and Well-Being for All Ages and Abilities
Cohort One

- Colorado
- Illinois
- Indiana
- Minnesota
- North Carolina
- North Dakota
- Oregon
- South Carolina
- Tennessee
- Vermont
Cohort 2

- Connecticut
- Iowa
- Maryland
- Massachusetts
- Missouri
- Nevada
- New Hampshire
- Pennsylvania
- Utah
- Washington
Activity: State of Your State

Which stage of development is your state currently at in creating an MPA?

respond at PollEv.com/divyav710
Definition of Multisector Plan for Aging

A cross-sector, state-led strategic planning resource that can help states transform the infrastructure and coordination of services for their rapidly aging population, as well as people with disabilities.
What Does a Multisector Plan for Aging Do?

- Transforms infrastructure
- Improves coordination of services
- Provides framework to plan for 10+ years
- Enables governor/state leaders to communicate vision and priorities
- Guides policy, public/private funding toward living with dignity
- Reflects extensive input from community
Equity is Baked Into the Process

- Racial
- Linguistic Background
- Gender Identity
- Disability Status
- Ethnic
- Rural Areas
- Sexual Orientation
Activity: Perceptions of Aging

What is the first word that comes to your mind when you think of aging?

respond at PollEv.com/divyav710
Stakeholders with Interest In Improving the Aging Experience

- Consumers
- Family Caregivers
- Aging and Disability Advocates
- Direct-Care Workers
- Health Care Providers
- Trusted Community Leaders
- Private Industry
Builds Upon On Existing Age and Disability Related Initiatives

Elevates common goals  
Reduces duplication  
Streamlines efforts

*Strengthens rather than replaces!*
Existing Initiatives

- Age-Friendly Initiative
- Medicaid Reform
- Health Equity
- Strong and Inclusive Workforce
- Healthy Aging Task Force
- APS Improvement
- Other Cabinet Initiatives
- State Plan on Aging
- Dementia-Friendly Initiative
- Olmstead Plan

MPA
Getting Started

GOAL 1
SECURE STATEWIDE EXECUTIVE LEADERSHIP AND CROSS-AGENCY ENGAGEMENT

GOAL 2
ENGAGE STATE LEGISLATORS TO CREATE LASTING CHANGE

https://www.chcs.org/resource/getting-started-with-a-master-plan-for-aging/
Getting Started

- **Recruit Champions**
  Dedicated to Advancing MPA

- **Identify and Align Common Goals Across Stakeholders**

- **Collaborate with and Build Upon Existing Initiatives**

- **Leverage Public and Private Resources to Make Case**

- **Engage State Agencies Serving Older Adults and People with Disabilities**

- **Communicate Strategically to Gain Broad Support**

- **Leverage Data to Identify Unmet Needs and Metrics for Success**

- **Identify Events To Highlight Need for MPA**

https://www.chcs.org/resource/getting-started-with-a-master-plan-for-aging/
Three Core Tenets

Promote transparency and inclusion at all stages
• Public-facing, accessible meetings
• Meetings understandable for all
• Communications plan

Embed equity into all stages
• Efforts ground in data
• Equity workgroup
• Feedback and expertise

Incorporate principle of person-centered planning
• Holistic thinking
• Meeting older adults’ needs state responsibility

https://www.chcs.org/resource/developing-a-master-plan-for-aging/
Nine Best Practices

- Skilled Leader
- Skilled Team
- Existing Planning
- Relevant Input
- Coalition of Stakeholders
- Executive and Legislative Support
- Stakeholder Advisory Committee
- Leverage Data
- Quick Wins and Aspirational Goals

https://www.chcs.org/resource/developing-a-master-plan-for-aging/
Age-Friendly Designation
A livable community is one that is safe and secure, has affordable and appropriate housing and transportation options, and offers supportive community features and services. Once in place, those resources enhance personal independence; allow residents to age in place; and foster residents’ engagement in the community’s civic, economic, and social life.
Domains of Livability

- Outdoor Spaces
- Buildings
- Transportation
- Communication
- Information
- Civic Participation
- Employment
- Respect
- Social Inclusion
- Health
- Community Supports
- Social Participation
- Housing
Developing an Age-Friendly State

- **Year 1**: Assessment and Planning
- **Years 2-4**: Implementation and Annual Updates
- **Year 5**: Full Evaluation
- **Years 5+**: Continuous Improvement

**Enrollment**
<table>
<thead>
<tr>
<th>State/Territory</th>
<th>Lead</th>
<th>Date Enrolled</th>
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<tbody>
<tr>
<td>NY</td>
<td>Governor’s Office, Health, Aging, State</td>
<td>8/2017</td>
</tr>
<tr>
<td>MA</td>
<td>Executive Office/Elder Affairs</td>
<td>1/2018</td>
</tr>
<tr>
<td>CO</td>
<td>Local Affairs</td>
<td>8/2018</td>
</tr>
<tr>
<td>FL</td>
<td>Elder Affairs</td>
<td>4/2019</td>
</tr>
<tr>
<td>USVI</td>
<td>Governor’s Office: Initiative of First Lady</td>
<td>4/2019</td>
</tr>
<tr>
<td>MI</td>
<td>Health and Human Services: Aging &amp; Adult Services</td>
<td>10/2019</td>
</tr>
<tr>
<td>ME</td>
<td>Health and Human Services: Aging and Disability Services</td>
<td>10/2019</td>
</tr>
<tr>
<td>CA</td>
<td>California Master Plan on Aging</td>
<td>3/2021</td>
</tr>
<tr>
<td>NJ</td>
<td>Human Services: Division of Aging</td>
<td>4/2021</td>
</tr>
<tr>
<td>MN</td>
<td>Human Services</td>
<td>1/2022</td>
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</table>
NC’s MPA Initiative
# Original Steering Committee

<table>
<thead>
<tr>
<th>Joyce Massey-Smith</th>
<th>Wrenia Bratts-Brown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mary Bethel</td>
<td>Mary Penny Kelley</td>
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<tr>
<td>Rebecca Freeman</td>
<td>Lisa Riegel</td>
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<tr>
<td>Divya Venkataganesan</td>
<td>Heather Burkhardt</td>
</tr>
<tr>
<td>Sabrena Lea</td>
<td>Ed Rosenberg</td>
</tr>
</tbody>
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Key Milestones

May 2
Executive Order
Signed Declaring
NC Age-Friendly
State and
Formalizing MPA
Initiative

June 5
Hosted MPA
Kickoff Meeting

August
Finalized Steering
Committee

May
Planned MPA
Kickoff; Secured
Logo, Finalized
Domains/Goals

June
Consulted with
Kathy Greenlee
for APS Statutory
Changes
Branding NC’s MPA

All Ages, All Stages NC
A Roadmap to Aging and Living Well
Activity: Setting Priorities

- Health
- Financial Security
- Companionship
- Community Infrastructure
- Safety and Security
- Caregiving
Domains

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

- Housing, Homelessness, and Universal Design
- Transportation and Accessibility
- Community Safety and Protection
- Social Connection and Inclusion
- Food Security and Nutrition
- Environmental Sustainability
- Other Focus Areas
North Carolinians will have access to person-centered services and support that optimize their life-expectancy and health quality.
Domains

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.

- Service Options and Payment Models
- Adaptive and Assistive Technology
- Caregiver Support
- Addressing Needs of Persons with Dementia
- Expansion of Public & Private Resources
- Support for Persons with Special Challenges
Domains

North Carolinians will have the means to effectively strategies for their later stages of life, ensuring sufficient and sustainable financial provisions, fostering avenues for personal growth and advancement, and actively contributing their knowledge and expertise to the betterment of their communities.
Executive Order 280
Executive Order 280: NC’s Commitment to Building an Age Friendly State

https://governor.nc.gov/executive-order-no-280/open
DHHS shall implement planning process with working groups to develop Multisector Plan for Aging

- Shall be led by Division of Aging and Adult Services and Division of Health Benefits
- Report shall be submitted to Governor no later than one year from date of EO
Protection of Vulnerable Adults

DHHS shall collaborate with the Governor's Advisory Council on Aging and other stakeholders to make recommendations to improve protection of vulnerable adults from maltreatment.
DHHS shall collaborate with the Governor's Advisory Council on Aging to convene a summit to study and make recommendations regarding nutrition services available to older adults statewide and improvements needed to reduce food insecurity, which helps prevent further declines in health conditions among people who are aging;
The North Carolina Department of Information Technology (DIT) shall improve communication and outreach to the state's aging and older adult population as part of its continuing work to expand broadband access to ninety-eight percent (98%) of all North Carolina communities.
Caregiving Workforce Strategic Leadership Group

DHHS and North Carolina Department of Commerce shall convene a Caregiving Workforce Strategic Leadership group with representatives from across education, workforce, and economic development.

- Will develop and implement recommendations to better recruit and retain workers in behavioral health, direct care, and nursing.
Other Directives

Improving Access to Outdoor Spaces for Older Adults

• The North Carolina Department of Natural and Cultural Resources (DNCR) shall improve and promote outdoor spaces and buildings for use by older adults.

Transportation for Older Adults

• The North Carolina Department of Transportation (DOT) shall build upon its success in offering public transportation coverage across the state by implementing additional projects that improve the coverage, quality, reliability, and convenience of public transportation.
Additional Cabinet Agency Work

Cabinet agencies directed to cooperate in implementation of EO

Not exhaustive of all state cabinet agency age-friendly planning efforts and programs and additional priorities will be identified by development of Multisector Plan for Aging
Establishing Governance, Engaging Stakeholders, and Soliciting Public Input
# Current Steering Committee

<table>
<thead>
<tr>
<th>Joyce Massey-Smith</th>
<th>Mary Penny Kelley</th>
<th>Emilia Ismael</th>
</tr>
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<tbody>
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<td>Mark Ezzell</td>
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<tr>
<td>Rebecca Freeman</td>
<td>Heather Burkhardt*</td>
<td>Mona Azarbayjani</td>
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<tr>
<td>Divya Venkataganesan</td>
<td>Ed Rosenberg</td>
<td>Neal Shah</td>
</tr>
<tr>
<td>Sabrena Lea</td>
<td>Angie Sardina</td>
<td>Sarajane Melton</td>
</tr>
<tr>
<td>Wrenia Bratts-Brown</td>
<td>Cynthia Banks</td>
<td>Bill Lamb</td>
</tr>
</tbody>
</table>

*Until September 1*
Stakeholder Engagement and Input

- Stakeholder Workgroups
- Focus groups
- Public information campaign
- Blogs
Additional Approaches

- Give Time for Public Comment
- Record/Transcribe Meetings
- Solicit Recommendations
- Host Roundtables with Elected Officials
- Conduct Private Sector Forums
Synthesizing Input Into Plan

- Stakeholder Workgroups
- Steering Committee
- Lead Convener (DAAS/DHB)
- Cabinet Agency Workgroup
- Multi-sector Plan for Aging
Timeline and Next Steps
Next Steps 2023

**July**
Initiate Stakeholder Engagement and Public Information Campaign

**August to December**
Convene Stakeholder Workgroups to Develop Recommendations

**September 7**
First stakeholder workgroup meeting, Bill Ross Conference Center

**December**
Steering Committee Receive Workgroup Recommendations; Begin Drafting MPA
Next Steps 2024

January 2024
Share Recommendations and Draft with Cabinet Representatives

February 2024
Share Draft and Cabinet Input with Governor’s Advisory Council on Aging, Submit Preliminary Budget Requests

March 2024
Share Back to Workgroups; Finalizes MPA

April 2024
Establish 2-Year Outcome Metrics and Finalize Data Dashboard

May 2024
Submit Report to Governor
And Beyond...

Create “Living” Document

- Update every two years to reflect new goals and accomplishments
- Publish yearly progress reports
- Continue soliciting feedback and public input

Implement Locally
Multisector Plans for Aging Benefit Us All

All Ages, All Stages NC
A Roadmap to Aging and Living Well
Questions?

Rebecca Freeman
Divya Venkataganesan