



National Governors Association

Policy Academy on Civic Engagement

State Workforce Development Council

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Policy Academy Purpose

Develop Strategies To Address Idaho's Aging Workforce

- ★ Increase number of employed older individuals.
- ★ Access to employment services and training.
- ★ Increase volunteerism of older individuals.



Idaho Aging Workforce Statistics

- ★ 39.8 years of age = median age of Idaho's workforce overall.
- ★ 47 years of age = average age of State of Idaho employees.
- ★ Increases in mature workers
 - Seeking jobs.
 - Applying for unemployment benefits.

Older Idahoans and the Financial Crisis

- 1. 32% increase in mature workers seeking jobs in Idaho in one year.**
 - 25,202--October 2007 through September 2008.
 - 19,139-- October 2006 through September 2007.
- 2. 42% increase in mature workers applying for unemployment insurance.**
 - 12,253--October 1, 2007-September 30, 2008.
 - 8,610--October 1, 2006 to September 30, 2007.

The Academy's Year-Long Process

Four Key Components

- ☑ Academy Orientation and initial planning session.
- ☑ Idaho's Core Team met with NGA staff, leading experts and five other states to develop Idaho's plan.
- ★ The Core Team forms work groups around each major goal.
- ★ Plan implementation
- ★ Technical assistance and follow-up.

Idaho Core Team

- ★ Tammy Perkins, Office of Governor Otter
- ★ Con Paulos, State Workforce Council
- ★ Roger Madsen, Department of Labor
- ★ Dave Whaley, Idaho AFL-CIO
- ★ Donald Drum, PERSI
- ★ Jim Wordelman, AARP Idaho
- ★ Kelly Houston, Governors Commission on Service and Volunteerism
- ★ Kim Toryanski, Idaho Commission on Aging



Goal #1: Create greater employment opportunities by connecting employers and mature adults.

Strategies

- ★ Develop and implement a Mature Worker Job Fair Model.
- ★ Assess effectiveness and modify for replication in other Idaho regions.
- ★ Increase the number of mature adults using labor services.

Goal #2: Encourage employers in Idaho to adopt best employment practices to empower the aging workforce.

Strategies

- ★ Identify best practices currently in place within Idaho's private, non-profit and state government sectors.
- ★ Research other promising workplace practices to retain and recruit productive mature workers.
- ★ Convey best practices to Idaho employers and the general public.

Goal #3: Increase statewide enrollment of mature adults in post-secondary education courses and lifelong learning opportunities.

Strategies

- ★ Assess the career needs and educational interests of mature adults.
- ★ Increase awareness of educational opportunities.
- ★ Increase enrollment in post-secondary courses and web-based online classes.

Goal #4: Increase the number of service and volunteer opportunities for older Idahoans.

Strategies

- ★ Develop and implement a volunteer management training curriculum.
- ★ Increase awareness of the benefits of volunteering.
- ★ Increase the number of service opportunities for mature adults.
- ★ Counsel workers at the point of retirement on civic engagement opportunities.

Consistent with Workforce Council Goals

- ★ Increase the size and skills of the Idaho workforce.**
- ★ Optimize participation of the untapped labor pool.**
- ★ Encourage workplace flexibility.**
- ★ Identify and disseminate strategies that retain mature workers and increase their technology skills.**
- ★ Provide opportunities for life-long skill development for Idaho's current and transitional workforce.**

Conclusion



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