

CAN Community Council Meeting – Notes

Monday, October 21, 2019

Austin City Hall, 301 W 2nd St., Room 2152

Present: Ara Merjanian, Hunter Ellinger, Jenny Jensen, Kathleen Galvin, Kirsha Haverlah, Myneeka Holloway, Nora Comstock

Staff Present: Raul Alvarez, Carlos Soto, Jelina Tunstill

Guests Present: Amy Price, Ann-Fant Saez (Pam), Allison Grant

Call to order and announcements: Nora called the meeting to order at 6:12 pm followed by introductions.

Approval of minutes of September 16, 2019: The minutes need a re-vote since a quorum was not present during this meeting.

Discussion and Possible Action - Recruitment: Nora explained the 2020 Community Council nominees and what they could bring to the Community Council. She explained that they are looking for people who are a part of a partner organization, receive services from a partner organization, or a community member that is interested in the topics we choose. The Nomination Committee will review the nominees/ applicants and come back next month with recommendations.

CAN Executive Director Report: Raul explained that there has been differing opinions of CAN, what we do, and whether or not we are action oriented. Since we have the dashboard, we are perceived as a data organization. Over 80% of what we do is mobilization and engagement. Raul mentioned the possibility of creating a Community Leadership Training which would address how to mobilize on a grassroots level around an issue. CAN has the Dashboard Steering Committee that informs the dashboard. They are reliable consistent and have a defined purpose. The Community Council could play a similar role as the DSC for Community Leadership.

The issue advisory for the Deliberative Dialogue on Preventing Mass Shootings was included in the packet. We discussed having the November 18 Community Council meeting as the dialogue. It is only a month away and it hasn't been promoted heavily. If there is something else that needs to happen during the November meeting, the deliberative dialogue can be pushed back. Nora suggested using November to discuss plans for the Community Council's upcoming year. Hunter expressed that he doesn't believe the Community Council is the best venue for this deliberative dialogue. He believes that serious outreach will need to take place and it would be beneficial to have co-sponsors for it

Last, CAN's Regional Summit will be this Friday in San Marcos on workforce needs. It is free and there will be lunch provided.

CAN Community Council Chair Report: Nora stated that the CAN CC chair report would be emailed out. It has links to the presentations from the October and September Board meetings.

Presentations – Barriers to Employment: Presenters covered barriers to employment for opportunity youth and seniors.

Amy Price, United Way: The navigation center includes 211 and health care navigation. 10 years ago they started screening for mental health needs. They take mental health calls for Bluebonnet Trails. A lot of the metro 211's are changing the way they connect to people. They are changing to more online platforms that can be used by case managers. 211 has 40 frontline staff and take 390,000 calls per year. All staff have a college degree and 3 years experience in social service delivery. They all have to take a 100-day course before they ever answer a phone. They receive the most calls for housing assistance and prescription assistance. They started screening for other things besides the immediate acute need identified by the call. There are 4 full time staff to update and maintain the online database. They receive calls from Kyle, Buda, Pflugerville (2nd top zip), but services that we refer too are still centrally located, which creates access issues. They have had to start paying more attention to travel. Community Information Exchange based on the San Diego model. It provides a more proactive assessment that doesn't just wait for someone to call to have to meet their needs. It's purpose is to redefine social service access through cross-sector collaboration. They also have MSDF Expanded Navigation which provides a closed loop referral system that allows providers to track clients and the services they receive. They provide information in 5 domains food, transportation, out of school time, college success, and opportunity youth. Last year they did a pilot with Lyft and 211 to provide rides for people that have workforce and healthcare related needs. They are continuing to provide rides through Lyft. They only can give 2 rides per person total for food needs. They apply for grants from the Transportation Empowerment Fund that's made up of Capital Metro and ACF dollars. It funds creative transportation solutions pilots. One thing they've been exploring is instead of getting people to services they could be getting services to people. Working with UT School of Health and HEB that would leverage HEBs food delivery to families that live in food deserts.

Ann-Fant Saez, ACC: There are barriers for the 50 + demographic. There are programs nationwide that use the back to work 50+ grant to help people that are 50+ and address systemic ageist hiring practices. ACC is one of the top performing community colleges and has served 1000 participants with 80% being women. The labor workforce is at 40% people that are 50+ years old 3 years earlier than predicted. In 2017 the gallop poll found that 74% of Americans planned to work past 65. There are many reasons why people are working longer. We have longer lifespans, high cost of healthcare, high divorce rates, stagnant salaries etc. Women are overwhelmingly the caretakers in the family. They can experience long work gaps, lack or lose digital skills, and women face more discrimination than men during hiring. 66% of part-time workers are in their prime working years 24-40 years old. Austin's population continues to grow, but the 55+ population grew 80% from 2000 to 2010. Austin has the fastest growing 55+ population in the nation and the second largest 65+ population. The unemployment rate does not include anyone looking for work for more than 4 weeks. 25.2% of 55+ jobseekers are long term unemployed. While the unemployment rate is 2.6%, it is much higher for older workers. Through the program they look at the top 4 barriers for older workers:

ageist hiring practices and extended job search periods, digital job search skills gap, technology skills gap and the time and expense required to gain computer/ software skills, and disruptive technologies requiring re-careering and the time/ expense needed to gain new occupational skills sets. When addressing employer bias, age is not included in most equity and inclusion programs. It is included in only 8% of corporate diversity and inclusion policies. Stereotypes about older workers include that older workers are more expensive, lack of motivation, lower retention, take more sick days, inflexible, and they are less willing to learn. These stereotypes are false, older workers are highly engaged, higher retention, punctual, they have integrity, they pay attention to detail, they have strong written and verbal skills, etc. To help with the digital job search skills they learn how to create targeted resumes, and keywords, teach how to interview, and LinkedIn profiles. Austin is #8 in high tech cities and 1 of 3 cities that requires advanced digital skills. They expect you to be fluid in CRM Adobe Suite Data Analytics. The senior workforce development institute gives digital skills for today's jobs free for anyone in the community, strategies for the job seeking community.

Adjournment: Nora adjourned the meeting 8:07 pm.