

All Ages, All Stages NC

A Roadmap to Aging and Living Well

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All Ages, All Stages NC

A Roadmap for Aging and Living Well
NORTH CAROLINA'S MULTISECTOR PLAN FOR AGING



September 27, 2024

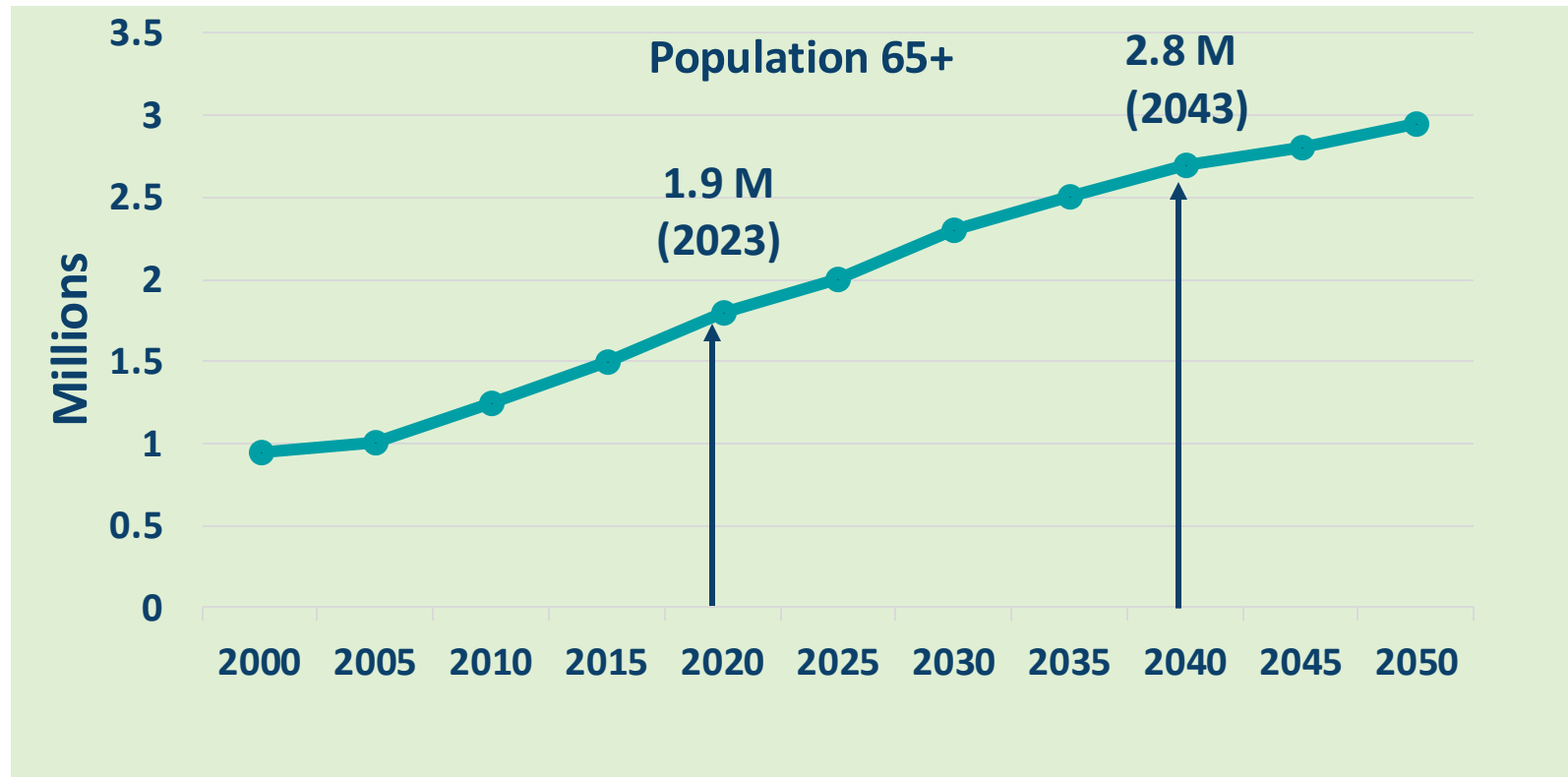
Agenda



- Projected population growth
- Detail the process of developing NC's Multisector Plan for Aging
- Discuss the key themes of the plan and the action steps that NC will focus for the first two years of implementation
- Discuss how to get involved

Find our plan at ncdhhs.nc.gov/imstillhere

NC is Aging



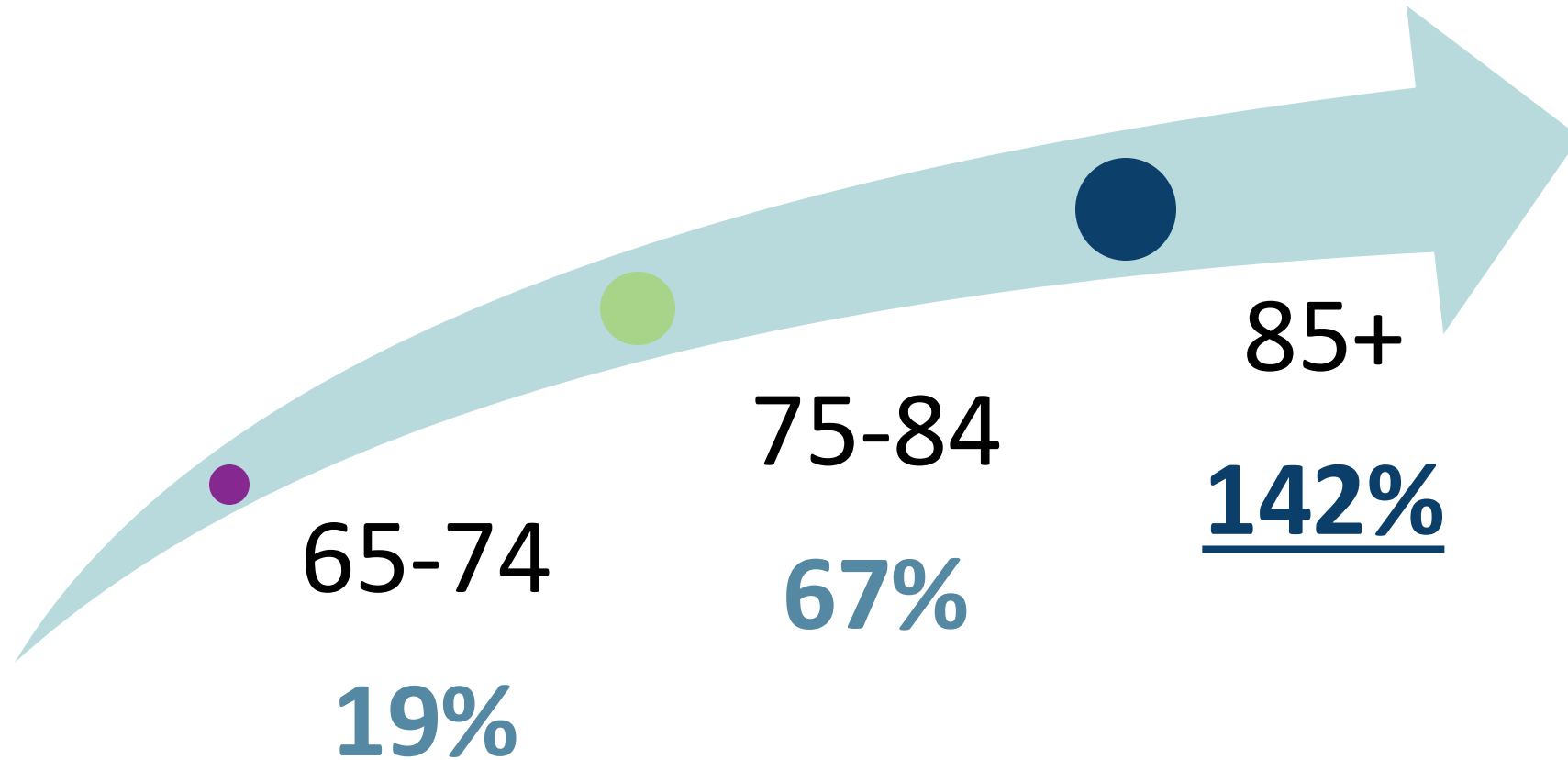
↑ 45%

9th in total population

9th 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

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

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.

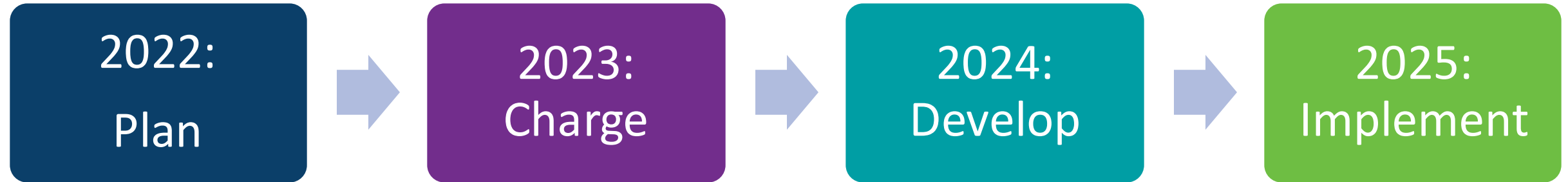
**Elevates
common goals**

**Reduces
duplication**

**Streamlines
efforts**

Strengthens rather than replaces!

Process of Developing NC's MPA



Plan:

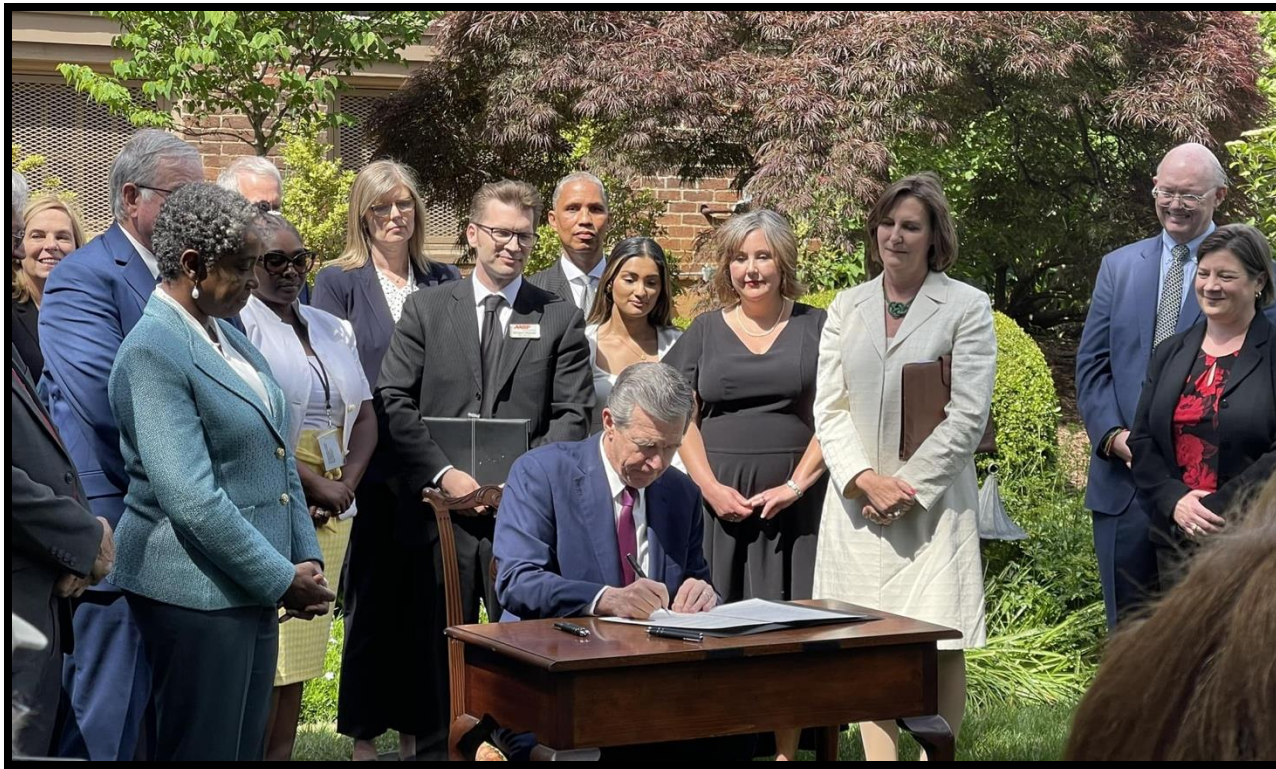
NC's Multisector Plan for Aging Journey

- 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.



AGE MY WAY NC

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

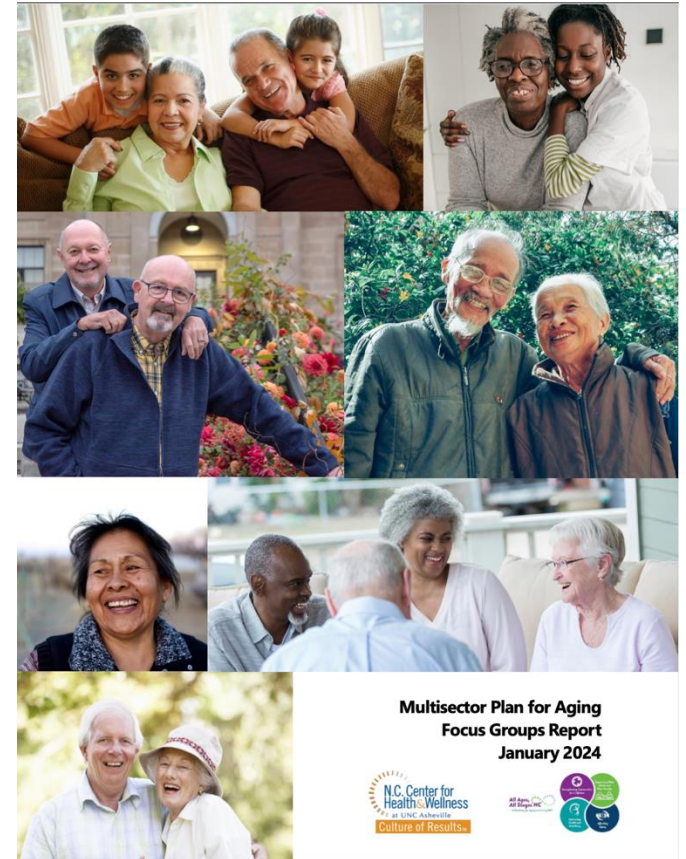


On May 3, 2023, Governor Cooper directed NC to build an age-friendly state through the following initiatives:

- 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

Development

- 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.



Development

- 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.



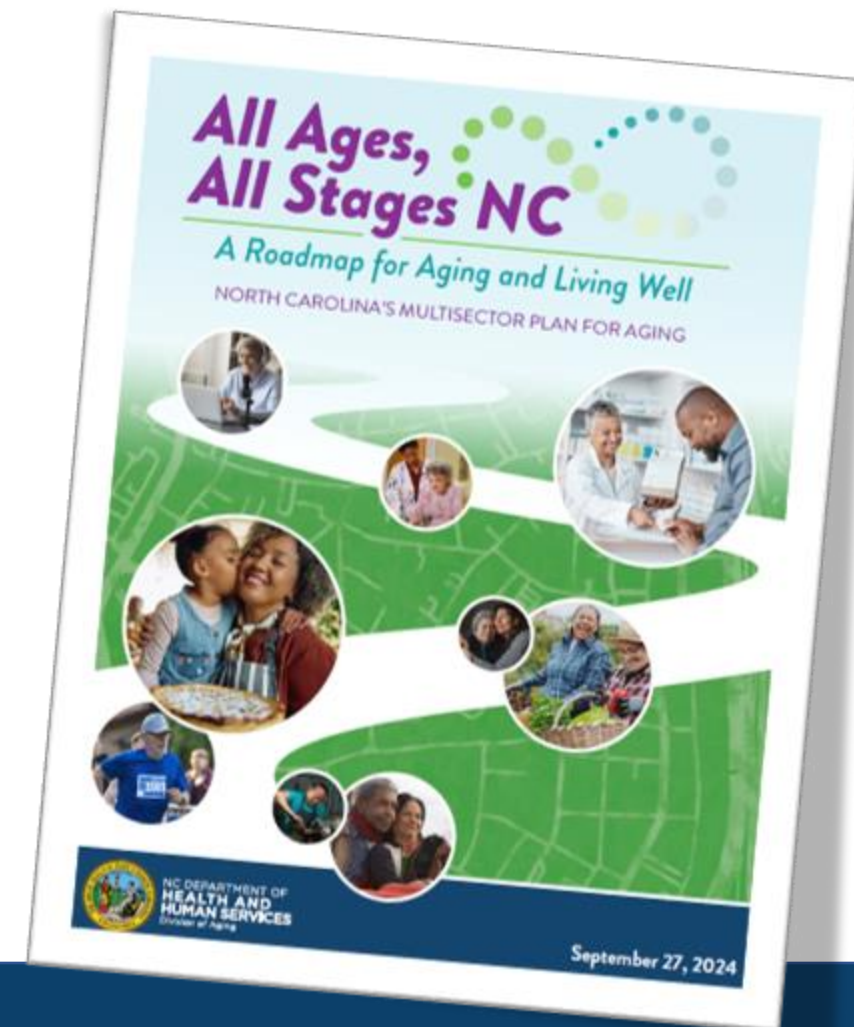
STAKEHOLDER ENGAGEMENT



NC DEPARTMENT OF
HEALTH AND
HUMAN SERVICES
Division of Aging



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

Strengthening Communities for a Lifetime

Housing

Adult Protective
Services

Age-Friendly
State and
Communities

Optimizing Health and Well Being

Long-Term
Services and
Supports

Workforce

Affording Aging

Potential of
Older Adults



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.



Supporting Older
Adults and
Their Families



Home and
Community-Based
Services



Family
Caregiver
Support

Home and Community-Based Services

- Increase funding for home- and community-based services.
- **Align NC policies with the Older Americans Act rules.**
- **Pursue data modernization.**





Why this matters:

There are 1,280,000 family caregivers in NC who provide 1.2 billion hours of unpaid care annually. This equates to \$16.5 billion of unpaid care.

Source: Valuing the Invaluable: 2023 Update.
AARP. March 2023.

Family Caregiver Support

- **Provide caregivers with more support**
- **Sustain funding for NC Caregiver Portal**
- **Strengthen family leave policies**
- **Support developing a state tax credit for caregivers**
- **Create a unified referral system with a “no wrong door” approach to provide tailored support to caregivers**



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.



Strengthening
Communities for
a Lifetime



Housing



Adult
Protective
Services



Age-Friendly
State and
Communities



Why this matters:

Over half of renters aged 50+ spend over 30% of their income on rent.

1 in 5 individuals experiencing homelessness is 55 or older;
46% are unsheltered

Source: Addressing Homelessness Among Older Adults: Final Report.
Office of Behavioral Health, Disability, and Aging Policy. Oct 2023.

Housing

- Increase funding for housing repairs and modifications
- Increase access to and sustainability of affordable housing
- Raise income eligibility for property tax relief programs
- Boost affordable housing development
- **Encourage adoption of universal design principles**
- Ensure evolving housing needs of aging individuals with disabilities
- **Advocate for a more coordinated approach to addressing housing challenges**

Adult Protective Services

- Pass statutory changes to address gaps in service delivery and update legal frameworks to improve the protection of vulnerable adults
- Advocate for state funding to ensure county departments of social services have the necessary resources to deliver effective APS, including emergency services.



Age-Friendly State and Communities



- **Foster culture of healthy living**
- **Address social isolation**
- **Increase digital equity**
- Promote model healthcare programs
- **Promote innovation in transportation**
- **Address barriers to overcoming food insecurity**
- Educate on fraud prevention and consumer protection
- **Assist age-friendly efforts**
- Reestablish legislative study commission on aging
- Enhance 211 and NCCARE360



Optimizing Health and Wellbeing

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



TOPIC AREA 3:

Optimizing Health and Wellbeing





Why this matters:

7 in 10 adults (65+) will need some form of long-term care in their lifetime.

Annual cost of

- Home Health Aid: \$64,064
- Assisted Living Facility: \$69,225
- Private Room in a Nursing Home: \$109,500

Source: Genworth 2023 Cost of Care

Long-Term Services and Supports

- **Increase awareness of long-term care costs and Medicare limitations**
- **Address challenges including the delivery and long-term financing to help achieve a continuum of community services and supports**

Workforce

- Ensure a skilled workforce for diverse aging field jobs
- **Address recommendations from the Investing in North Carolina's Caregiving Workforce report**
- Expand financial incentives for health care careers
- Expand consumer-directed options for caregiving to provide greater flexibility and personalization





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.

Affording Aging

Potential of Older Adults

Potential of Older Adults



- **Strengthen and expand volunteer engagement opportunities**
- **Expand appropriate employment opportunities**
- **Launch ageism education and advocacy campaigns**
- Reduce out-of-pocket Medicare costs for lower-income adults
- Explore free tuition benefits
- **Establish state-facilitated retirement savings programs**
- **Promote financial literacy and awareness of benefits/services**
- Implement pre-retirement planning programs in the public and private sectors



Year 1 Implementation Timeline

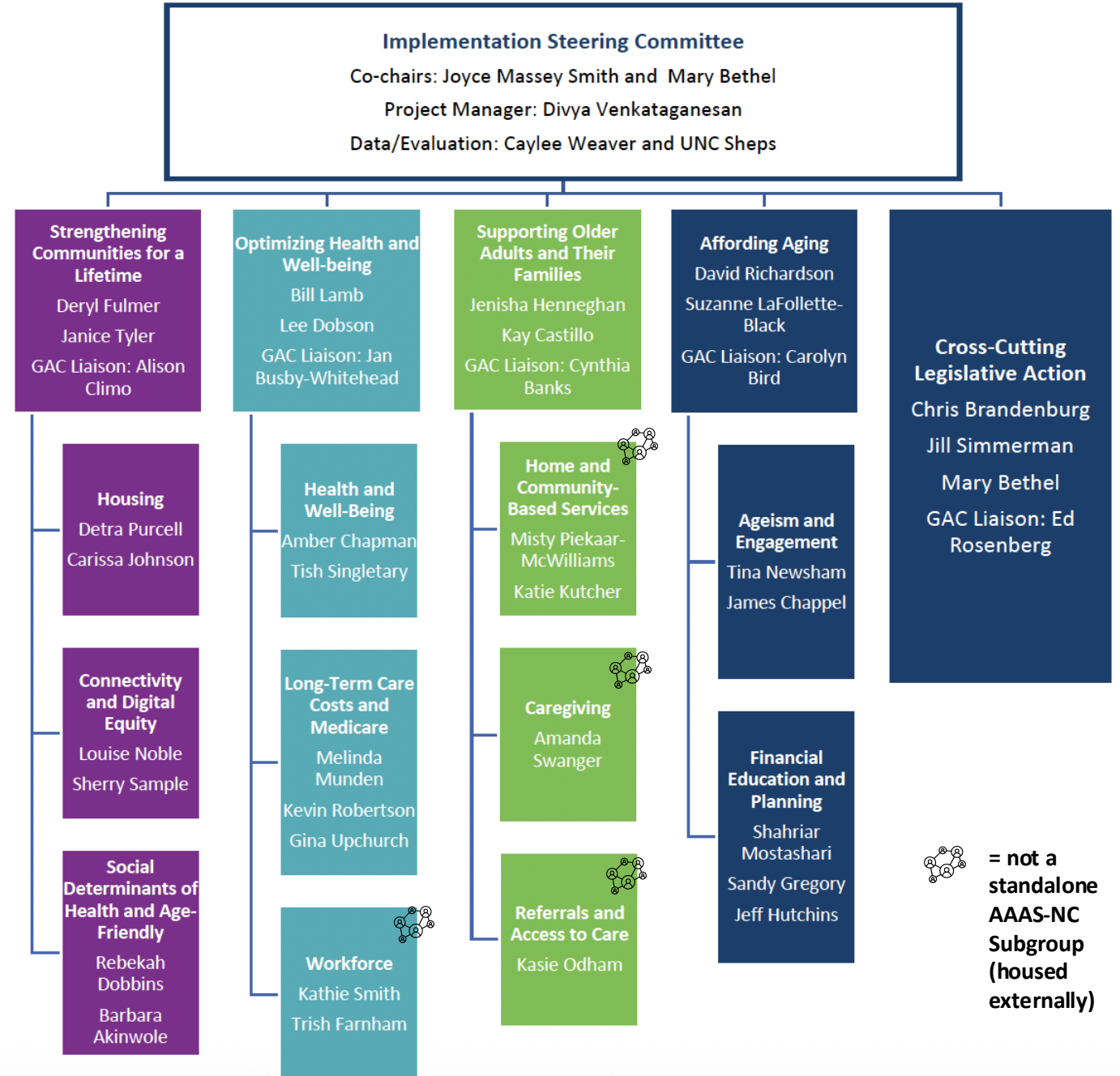


Timeline	Milestone/Activity
January-March 2025 (Pre-Planning)	<ul style="list-style-type: none"> • Workgroup Leads and GAC Liaisons Orientation • Onboarding Subgroup Leads • Data-driven Implementation Training
April 1, 10-3pm (Leadership Kickoff)	<ul style="list-style-type: none"> • Implementation Kickoff Meeting (In-person)
May - June 2025	<ul style="list-style-type: none"> • Subgroup Meetings Begin (Subgroup leads host 1-2 meetings)
July 2025 (Q1)	<ul style="list-style-type: none"> • Quarterly Workgroup Meeting (Kickoff) • Implementation Tracker and Data-Driven Implementation Consultations with UNC Sheps
October 2025 (Q2)	<ul style="list-style-type: none"> • Quarterly Workgroup Meeting (Progress Updates & Adjustments) • Feedback on Implementation Tracker/Data Dashboards
March 2026 (Q3)	<ul style="list-style-type: none"> • Quarterly Workgroup Meeting (Progress Updates & Adjustments) • Pre-Planning for Year 2
June/July 2026 (Q4)	<ul style="list-style-type: none"> • Quarterly Workgroup Meeting (End-of-Year Review & Launch of Y1 Implementation Tracker/Data Dashboards) • Kickoff Year 2
Ongoing: Subgroup Meetings as Needed (Work on Tasks & Maintain Momentum)	

Implementation Steering Committee

Joyce Massey-Smith		Mary Bethel	
Jill Simmerman	Rebecca Freeman		Divya Venkataganesan
Talley Wells	Emilia Ismael		Ed Rosenberg
Wrenia Bratts-Brown	Neal Shah		Bill Lamb
Mark Hensley	Sabrena Lea		Cynthia Banks
Karey Perez	Sarajane Melton		

Implementation Organizational Chart



Legislative Action Workgroup

Focus Areas



1. Pass **NC Work and Save** legislation to increase financial security for older North Carolinians.
2. Establish a **Study Commission on Aging** to study and recommend legislation addressing issues impacting older adults.
3. Pass legislation to increase eligibility for the **Homestead Property Tax Exemption** for older adults and persons with disabilities, and potentially raise the level of property exempted from taxes.
4. **Advocate for Medicaid funding** to maintain current eligibility and service levels for older adults and persons with disabilities.

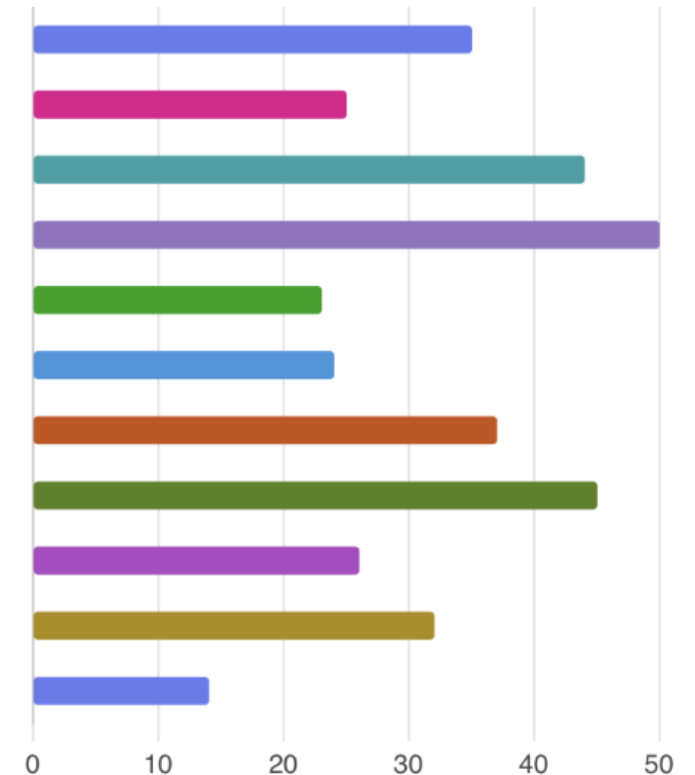
What's Coming in May/June 2025



Establishing
Implementation
Workgroups/Subgroups

Capitalizing on
Momentum &
Elevating Existing Aging
Efforts

● Housing: Advancing affordable, accessible, and age-friendly housing options, includin...	35
● Connectivity and Digital Literacy: Expanding broadband access, promoting digital...	25
● Social Determinants of Health and Age-Friendly: Advancing age-friendly...	44
● Health and Well-Being: Improving physical, mental, and emotional health for older...	50
● LTC Cost and Medicare: Strategies for making long-term care more affordable an...	23
● Workforce: Developing and retaining a skilled workforce to support aging-related...	24
● HCBS (Home and Community-Based Services): Expanding access to quality HCB...	37
● Caregiving: Supporting caregivers through policies and programs that alleviate...	45
● Referrals/Access to Services: Streamlining referral processes and improving access to...	26
● Ageism and Engagement: Combating ageism, fostering intergenerational...	32
● Financial Education and Planning: Enhancing financial literacy, promoting retirement...	14



NC's Data Dashboard Phase 1 – State, Regional & County Aging Profiles

North Carolina Aging Population Profile

Entire State

Navigate to ...

County Profile

Region Profile

People

People 65+

65+ as % of Total

10,705,403

1,876,555

18%

Demographic Dive by County

Dive into a specific demography metric using the selector on the right

Choose a demography metric from the list

Age 65+ Veterans (County %)

Population Growth

2022 Est. 2042 Proj. 2022 Est. 2042 Proj. Proj. Growth

Age 0-17 2,265,759 2,651,547 21% 20% 17%

Age 18-44 3,839,982 4,556,697 36% 34% 19%

Age 45-59 2,055,771 2,500,794 19% 19% 22%

Age 60-64 667,336 760,985 6% 6% 14%

Age 60+ 2,543,891 3,533,490 24% 27% 39%

Age 65+ 1,876,555 2,772,505 18% 21% 48%

Age 85+ 202,169 432,551 2% 3% 114%

Total 10,705,403 13,242,528

Projected Growth in Next 20 Years

Year 2022 2042

Age 60 to 64 0.7M 0.8M

Age 65 to 74 1.1M 1.4M

Age 75 to 84 0.6M 1.0M

65+ Projected Growth by Region

Area Agency on Aging 2022 Est. 2042 Proj.

A - Southwestern Commission 55,440 64,959

B - Land of Sky Regional Council 110,015 149,795

County Comparison

By Aging Region and County

County Color Legend

Buncombe

Transylvania

Map of North Carolina with Buncombe and Transylvania counties highlighted

County Selector

Area Agency on Aging, County (Long)

Search

☐ A - Southwestern Commission

☐ Cherokee County, North Carolina

☐ Clay County, North Carolina

☐ Graham County, North Carolina

☐ Haywood County, North Carolina

☐ Jackson County, North Carolina

☐ Macon County, North Carolina

☐ Swain County, North Carolina

☒ B - Land of Sky Regional Council

☒ Buncombe County, North Carolina

☐ Henderson County, North Carolina

☐ Madison County, North Carolina

☒ Transylvania County, North Carolina

☐ C - Foothills Regional Commission

☐ D - High Country COG

☐ E - Western Piedmont COG

☐ F - Centralina COG

☐ G - Piedmont Triad Regional Council

Age 65+ Race

Race NC % US %

White 78% 79%

Black or African American 17% 9%

American Indian and Alaska Native 1% 1%

Asian 2% 5%

Some Other Race 1% 3%

Two or More Races 2% 4%

Total 100% 100%

Age 65+ Ethnicity

NC % US %

Hispanic/Latino 2% 9%

White Non-Hispanic/Latino 77% 75%

Social and Economic Characteristics

Population Age 65 and Older NC %

0-99% Poverty 10'

0-199% Poverty 29'

Speaks English Less Than Very Well 2'

Veterans 16'

Living Alone 27'

Less Than Highschool Education 13'

Highschool Graduate (No College) 30'

Has a Disability 33'

In Labor Force 17'

Age 65+ (%) by County

40% 24% 34%

Buncombe Transylvania...

Age 85+ (%) by County

40% 3% 6%

Buncombe Transylvania...

Comparison of 65+ Population by County

Buncombe, Transylvania

County (Short)

Rurality Total Population 65+ Population % of Pop 65+ Selected Metric (County)

Buncombe Metro 271,790 56,572 21% 14.9

Transylvania Non-Metro 33,243 10,247 31% 21.5

Total Metro 305,033 66,819 22% 15.9

Population Growth County Comparison

Year

Age 0-17 Age 18-44 Age 45-59 Age 60-64 Age 60+ Age 65+ Age 85+ Ages All

2023

Buncombe 48,978 96,806 52,371 18,344 78,892 60,548 6,130 277,047

Transylvania 5,242 8,919 5,597 2,574 13,435 10,861 1,341 33,193

2043

Buncombe 47,112 107,389 74,643 22,526 107,628 85,102 14,892 336,772

Transylvania 5,050 8,777 6,538 2,066 13,935 11,869 2,987 34,300

Age 65+ Veterans (County %) by Aging Region

Click bar(s) to filter map and table

Age 65+ Veterans (County %) by County

Higher Value Lower Value

Map of North Carolina with Buncombe and Transylvania counties highlighted

map to filter the table and by county

Selected Counties NC US

16.4 16.4 15.4

: (County %) by County

rea Agency on Aging Selected Metric # of People 65+ 65+ % of Total Pop

- Piedmont Triad Regional Council 16.4 29,084 20%

- Western Piedmont COG 14.6 7,430 23%

- High Country COG 15.7 3,079 26%

- Centralina COG 18.3 4,339 19%

- High Country COG 16.1 7,112 28%

- High Country COG 14.2 4,007 25%

- Mid-East Commission 18.4 10,927 26%

- Mid-East Commission 11.1 4,253 20%

- Lumber River COG 16.9 6,801 19%

16.4 1,747,359 19%

Phase 2 – Coming in 2025/2026

In future phases, new **metrics/dashboards** and an **implementation tracker** will be added that align with the four goals and eight priorities of All Ages, All Stages NC.

Supporting Older Adults and Their Families

Home and
Community-Based
Services

Family Caregiver
Support

Strengthening Communities for a Lifetime

Housing

Adult Protective
Services

Age-Friendly State
and Communities

Optimizing Health and Well Being

Long-Term
Services and
Supports

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Affording Aging

Potential of Older
Adults



Implement: We Need Your Engagement for Success



Sign Up for the
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Share All Ages,
All Stages NC
Information

Talk to Key
Decision Makers
about All Ages,
All Stages NC

Join an
Implementation
Workgroup



All Ages, All Stages NC



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