Minnesota Gerontological Society
2014 Conference

Recruiting, Retaining, and Retraining - Preparing the Workforce for an Aging Society

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Friday, April 25, 2014

Earle Brown Heritage Center
Brooklyn Center, Minnesota
**Welcome to the 2014 MGS Conference!**

**MGS Mission**
To bridge the gap in Minnesota between research and practice in the field of aging, with special emphasis on developing and supporting tomorrow's leaders.

The Minnesota Gerontological Society (MGS), established in 1976, is an eclectic group of social service professionals, housing experts, health care providers, research scientists, policy analysts, program administrators, educators, students, retirees, consultants, attorneys, and others. Our common interest is aging.

As a volunteer organization, MGS relies heavily on the personal commitment of many individuals and partner organizations who believe in the MGS mission of bridging practice, research and teaching in the field of aging, toward better and more supports for successful aging of all Minnesotans.

Join or renew your MGS membership to take advantage of the following MGS programs and activities throughout the year:

- **Networking** with other aging professionals through the online MGS Membership Directory
- **Webinars** on topics important to serving seniors and supporting healthy and successful aging
- **Gerontology** news and events in Minnesota listed on the new MGS website
- **Advance** information and discount to MGS Members about programs and opportunities
- **Resources** for students, practitioners and academic professionals ex. Love of Car DVD and Discussion Guide
- **Gerontology Educators Network**
- **Awards and Scholarships**

Join one or more of the MGS working committees, meet interesting colleagues from a variety of disciplines, and be part of advancing the understanding of the links between research and practice. Send an email indicating your interest in volunteering on a committee or the MGS board to info@mngero.org.

**Board of Directors of Minnesota Gerontological Society**
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Lori Vrolson, Central Minnesota Council on Aging, **MGS Secretary**
Jessie Waks, Bluestone Physician Services, **MGS Conference Chair**
MGS Conference Awards and Events

Dutch Kastenbaum Outstanding Gerontologist Award
The Minnesota Gerontological Society established the Outstanding Gerontologist Award in 1984 to recognize individuals who have contributed to the lives of older persons throughout Minnesota. In 1998 the award was renamed the Dutch Kastenbaum Award to honor Abraham “Dutch” Kastenbaum, a champion in beginning service programs for older people. Contributions can be made to the field of aging through practice, research, or academics.

Gerald Bloedow Scholarships
In 1994, MGS established the Bloedow Scholarship fund to honor the lifelong contributions of Gerald Bloedow to the field of aging and to provide financial assistance to undergraduate and graduate students to further their education in gerontology. Gerald Bloedow was Director of the Minnesota Board on Aging from 1966 until 1994. Prior to this he directed many community organization projects for the Governor’s Citizen Council on Aging. Gerald was a founding member of MGS in 1976.

Elva Walker Spillane Scholarship Campaign
At this year’s conference the MGS Board is memorializing the life and work of Elva Walker Spillane by creating a scholarship fund in her honor. Elva dedicated her life to service and advocacy in the field of aging services. She was a founding member and former President of MGS, founding member and served eight years on the Minnesota Board on Aging, volunteered her leadership on the Boards of the National Council on Aging and AARP, and tirelessly supported many more local, state and national organizations. All attendees are encouraged to contribute to this worthy fund. This scholarship will support students specializing in gerontology or a related field of study.

Executive Reception
Everyone is invited to attend the reception from 4:00 – 5:00 PM in the Exhibit Hall. All participants will receive one free beverage ticket compliments of reception sponsor St. Croix Hospice. This is your opportunity to meet the exhibitors and to network with your peers and gerontology professionals from across Minnesota. An IPad will be given away, at 4:30 PM but you must be present to win.

Thank you 2014 Conference Committee Members
Chair: Jessie Waks, Bluestone Physician Services
Heather Davila, Center on Aging, University of Minnesota
Charissa Eaton, Winona State University (Poster Session)
Nathan Grove, St. Croix Hospice (Sponsors and Exhibitors)
Nan Just, Metropolitan Area Agency on Aging
LaRhae Knatterud, Aging Services, DHS
Laura Magnuson, Presbyterian Homes and Services
Sue Meyers, Retired
Jenni Smith, Experience Works (formerly Green Thumb)
Jim Tift, Tubman Elder Care and Rights Center (Bloedow Scholarship Awards)

Tom Hyder, MGS Executive Director
Lyn Schroeder, MGS Administrator
BOURESTOM KEYNOTE LECTURE

The New Context of Later Life: Rethinking the Education, Work, Leisure Paradigm
Jacquelyn B. James, Ph.D., Director of Research, Sloan Center on Aging & Work, Research Professor, Lynch School of Education, Boston College

Changes to the pillars of retirement income that include Social Security, private pensions, and savings, along with potential cutbacks in Medicare and Medicaid eligibility and coverage, all point to the inevitability of changes in the retirement landscape of the future. Indeed, older Americans are already responding to these changes by working later in life – and, in fact, have been for more than two decades. Among employed Americans who are age 50 and older, 47% say that it is very likely that they will be involved in some work during retirement and another 35% say it is somewhat likely. What are the implications for these changes for employers? For their employees? How are leading edge employers responding? What might be an entirely new model for the future?

SESSIONS

TECHNOLOGY RESOURCES
The Growth of Cutting Edge Technology-Enabled Care in Aging Services (A1)
Kathy Messerli, Healthsense Care Alliance

With the coming ‘age wave’ and a looming caregiver shortage, new models of care will need to be implemented to promote aging in place. This session will include an overview of technology-enabled care, current and emerging technology tools for caregiving and optimizing the use of technology to manage geriatric conditions.

Retraining Aging Workers: What Works? (A2)
LaRhae Knatterud, MAPA, Director, Aging Transformation, Minnesota Department of Human Services
Jeralyn Jargo, Vice President of Continuing Education and Customized Training, Century College

One of the biggest issues in the labor force today is the skills gap, that is, the gap between the skills that employers say they need in the workers they hire and the actual skills of the workers looking for employment. This session will describe the myths and realities about aging workers and their abilities to learn new skills, and highlight the elements of successful retraining models for aging workers.

ACROSS GENERATIONS
Understanding Generational Differences in the Workforce (B1)
Jim Tift, M.A., Tubman Elder Care and Rights Center

Knowing which generational context a person comes from is important in working with and managing others in the workforce. This workshop will describe each of the four generations in the workforce, their values, and explore how they interact with co-workers.

Maximizing Productivity in Older Workers (B2)
Jyothi Gupta, PhD, OTR/L, FAOTA, St. Catherine University

The aging workforce is an issue of concern in most industrialized nations. Older workers wish to remain employed longer and employers need experienced and skilled workers. This session will illustrate the use of the person-environment-occupation model to optimize the fit between older workers and their occupation to enhance productivity and retention.

Working for Love or Money? Update on Boomers as (Gasp!) Aging Workers (B3)
LaRhae Knatterud, MAPA, Director, Aging Transformation DHS
Mary Olsen Baker, MSG, MPA, Planner, Aging and Adult Services, and MN CHOICES Team, DHS

As Minnesota’s population ages, so does the state’s workforce. The boomers are now all over 50 and represent the largest group of “aging workers” ever. This session will take a look at the trends and issues that complicate this transition for boomers and the role that their unique characteristics and attitudes are playing to help them survive.
RECRUITMENT AND RETENTION

Time and Place Management for Older Workers: Secret Sauce or Spoiler (C1)
Jacquelyn B. James, Ph.D., Director of Research, Sloan Center on Aging & Work, Boston College
Participants will be invited to discuss the challenges inherent in the implementation of workplace flexibility initiatives, especially supervisors as roadblocks. They will be invited to identify “positive deviants” in their organizations – those leaders who go against the organizational grain to make flexibility work without compromising business goals. Research, using a randomized controlled trial, showing the success of one new and innovative approach developed in collaboration with a major healthcare system will be presented so that findings can be discussed for their implications.

Health Support Specialist: Elevating the Caregiving Career (C2)
Adam Suomala, Vice President of Membership and Strategic Affiliations, Aging Services of Minnesota
The Health Support Specialist (HSS) Registered Apprenticeship program is quickly becoming the new standard of excellence – redefining how leading communities are preparing their workforce to serve older adults. This session will discuss HSS and an understanding that the deep culture transformation we seek in older adult services starts with investments in a highly-trained and supported direct care workforce.

Are We Ready for the Age Wave? Workforce Issues (C3)
Heather Davila, MPA, University of Minnesota
Nan Just, MPH, Metropolitan Area Agency on Aging
Jessie Waks, Nurse Practitioner, Bluestone Physician Services
The number of Minnesotans over 65 will double by 2035 to 1.4 million. Aging brings a number of high service needs in many sectors, including in healthcare. In this session, we will discuss key issues facing our healthcare workforce as a result of the aging population, present findings of a survey of MGS members related to workforce needs, and describe several initiatives to retool the existing workforce, educate incoming professionals, and more effectively connect consumers and professionals to community resources with the aim of improving individual and system outcomes.

CARING FOR THE CAREGIVER

Caring for the Caregiver (D1)
John Brose, Ph.D., LP, Associated Clinic of Psychology
This session will give participants three strategies to improve self-care, allow them to be able to identify two warning signs of caregiver fatigue/burnout and teach them it is okay to say no and how to say no.

Talking About End of Life and Hospice Care (D2)
Kris Linner, M.Div, Chaplain/Bereavement Consultant, St. Croix Hospice
Starting a conversation about end of life and hospice care can be difficult. Keeping in mind some key elements such as setting the stage, discovering what the patient and family understand about the disease and learning the patient’s hopes and goals, can make the conversation flow easier. This session will focus on practical tips on addressing end of life and hospice care.

CaregivingNOW: Building an Online Gathering Place for Caregivers (D3)
Kirsten Johnson, Community Leadership Manager, Amherst H. Wilder Foundation
Tania Jones, On-Line Community Manager, Greater Twin Cities United Way
Caregivers are savvy users of online resources, but where do they go online to connect with other caregivers? Increasing evidence shows the value of peer support to caregivers. CaregivingNOW was created to provide a true community space - an online gathering place - where caregivers can go for humor, connection, information and friendship. This session will explore the community need, collaborative process, and caregiver-led discussion structure used to create a thriving online community.
Small Posters:
1. Effect on Quality of Life in Family Caregivers for People with Alzheimer’s Disease during Caregiving Role
Supriya Sarkar and Donald Ebel, PhD, Minnesota State University, Mankato

2. The Validation Method
Dianne Knettel, MS, RN, CVT, Volunteers of America
Betsy Horsch, CTRS, CVT, and Jessica Harstad, CVT, St. Benedict’s Senior Community

3. Ethnographic Study to Capture Aging Experience of Bhutanese Older Adults in the Twin Cities
Parmananda Khatiwoda, MSW, PhD Student and Wendy Haight, PhD, University of Minnesota, School of Social Work

4. Interdisciplinary Approach to Co-Teaching a Course on Advance Care Planning: Gerontologists, Nurses and Students Oh My!
Phyllis A Greenberg, MPA, PhD and Patricia J Bresser, PhD, RN, St. Cloud State University

5. The Education of Older Adults with Chronic Health Issues
Jackie Blauert, BSW Student, Winona State University, Social Work Department

Large Posters:
1. Hospital Discharge Planners Working with Older Adults in Minnesota
Charissa Eaton, MSW, PhD, Winona State University, Social Work Department

2. Volunteering as an Occupation in African-American Women in a Rural Community
Kayla Clafton, SPT, Melissa Danielson, SPT, Samual Vukov, SPT and Jyothi Gupta, PhD, St. Catherine University

3. Gender Differences in the Relationship between Older Adults’ Arrangements and Psychological Well-being
Carrie Henning-Smith, MPH, MSW, University of Minnesota, School of Public Health

4. A Gerontology Course Using the Lens of Catholic Social Teaching
Kathleen Dudley MSN, RN, CHPN and Mary Moberg, MS, RN, CNE, St. Catherine University

5. Mentoring Service-Learners in Dementia Care
Emma Peterson, BA, MS Student and Rona Karasik, PhD, St. Cloud State University

Sanjay Sarkar, MS, MPT, PhD Candidate and Paula Ludewig, PhD, University of Minnesota

7. Treating Sarcopenia: Does Resistance Training Need to Include a Power Component?
Katie R Fandrey, BS, DPT Student, Ted G. Graber, LaDora V. Thompson, PhD
University of Minnesota Medical School: Program in Rehabilitation Science

8. Giving Learning a Hand: Assessing Experiential Activities for the Gerontological Classroom
Rona J Karasik, PhD, Phyllis A. Greenberg, PhD, Hannah Nordell, BS, MS Student, Emma Peterson, BS, MS Student
St. Cloud State University

9. Aging and Exercise: The Nature of the Aging Process
Eric Haaland, PhD Student, M.Ed., B.S., Daniel Veith, M.S., B.A.Sc, and Fang Yu, PhD, RN, GNP
University of Minnesota, School of Nursing

10. Fall Prevention by Implementation of a Post-Fall Assessment Tool in an Assisted Living Facility
Carina M Lindberg, BSN, RN, DNP Student, and Kristine M.C. Talley, PhD, RN, GNP-BC
University of Minnesota, School of Nursing
Exhibitors

Aging Services of Minnesota
agingservicesmn.org

Allina Health Home Care Services
allinahealth.org

Always Best Care Senior Services
abc-seniors.com

Arthur’s Residential Care
arthursresidentialcare.com

ArtSage
artsagemn.org

Bethel University
gs.bethel.edu/admissions

Bluestone Physician Services
bluestonemd.com

Care Providers of Minnesota
careproviders.org

College of St. Scholastica
css.edu

Ecumen Prairie Lodge
prairielodge.org

Elite Business Systems, LLC
elite-business-systems.com

Empty the Nest
emptythenest.net

Epilepsy Foundation of Minnesota
efmn.org

Episcopal Homes of Minnesota
ehomesmn.org

Genworth Long Term Care Insurance
Genworth.com/LongTermCareInsurance

Handi Medical Supply
handimedical.com

Interim Healthcare
interimhealthcare.com

Joyful, Inc.
lifestyleledger.com

Lutheran Social Service of Minnesota
lssmn.org

Minnesota Assoc. of Area Agencies on Aging
mn4a.org

Minnesota Gerontological Society
mngero.org

Neptune Society
neptunesociety.com

Rochester Clinic, PLC
rochesterclinic.com

Senior LinkAge Line
MinnesotaHelp.info

St. Cloud State Univ. – Gerontology Program
stcloudstate.edu/gerontology

St. Croix Hospice
stcroixhospice.com

State Services for the Blind
MNSSB.org

The Waters of Edina
TheWatersofEdina.com

Training to Serve
trainingtoserve.org

UCare
ucare.org

White Pine and Gracewood Senior Living
wpseniorliving.com
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- Planning for your long-term care needs
- Remaining independent in your community
- Arranging for in-home services
- Getting help from state agencies
- Becoming involved in your community
- Fighting fraud
- Understanding Medicare and what to do when you become eligible

Find more resources at

www.MinnesotaHelp.info

Navigating Minnesota's Land of Over 10,000 Helping Agencies