

**Vermont’s Planning for Population Aging:
Recent State Efforts and Recommendation for a Master Plan**

The State of Vermont has taken action to both embrace and plan for its aging population. Vermont has developed multiple reports and legislation with key ingredients that could be woven into a Master Plan for Aging. The state is very close to having a full Master Plan for Aging. Building off this strong base, Vermont can take planning to the next level by: 1) prioritizing aging across departments; 2) linking existing strategies and measurement frameworks from the administration and legislature; and 3) maximizing visibility of its work to plan for an aging population.

Vermont’s Strengths for Master Plan Development

1. Leadership: Legislature and governor focused on population outcomes with some prioritization of aging.
2. Person-oriented values: State leadership is working to prioritize outcomes that focus on people’s quality of life, instead of program stability alone.
3. Data-driven priorities and accountability: Outcome dashboards are transparent and provide longitudinal data, sources, and methodologies for replication.

Vermont’s Opportunities for Improvement

1. Visible and cohesive platform for all strategy and framing elements: Existing state documents on aging contain a large variation of elements, and are difficult to find across multiple state websites.
2. Comprehensive planning and accountability across departments: Existing outcomes specific to aging do not fully represent the interdependence of basic human needs (e.g., health, financial well-being, self-worth, environment, and community), and interconnected department planning is not readily evident.
3. Further stakeholder engagement to identify issues, solutions, and paths forward: While health care is clearly addressed in a number of planning tools, other priorities identified by aging Vermonters (e.g., financial security) are not.

Recommendation: <i>Craft a highly visible, public facing platform that incorporates and communicates vision, goals, strategies, and outcomes to support aging well in Vermont.</i>	
Why? <ul style="list-style-type: none"> • Brings visibility to population aging priorities • Interconnects goals and outcome measures of the various strategy and reporting documents • Provides roadmap to legislature, administration, and staff to guide future planning, budgeting, and oversight • Calls for public, private, and philanthropic leaders to collectively engage in aging priorities 	How? <ul style="list-style-type: none"> • Legislature/governor call for a Master Plan for Aging process and platform • Message plan using Vermonter-friendly language that speaks to the people • Use Older Vermonters Act Working Group principles as an anchor • Expand stakeholder engagement • Make planning for population aging a part of Vermont’s culture, infused across all departments • Help older Vermonters see themselves in the state’s broader strategic plan by including impact on older adults in general population goals (e.g., housing employment, transportation)

Appendix: Documents Reviewed for Elements of a Master Plan for Aging

Table 1: Vermont State Reports						
Title	Leadership	Rational Priorities	Comprehensive	Stakeholder Involvement	Accountability	Person-Oriented Values
State Plan on Aging, 2019-2022	<p>Department of Disabilities, Aging and Independent Living (DAIL) submits report to federal Administration for Community Living (ACL)</p> <p>Required of all states for <i>Older Americans Act</i> (OAA) funding</p> <p>Connects goals to the governor's / legislature's broader priorities and outcomes</p>	<p>Goals & objectives influenced by the ACL focus areas, research & program data, & stakeholder input</p> <p>Goals focus on key areas with need for improvement & where progress is possible</p>	A framework focused solely on programs funded by the OAA	<p>Statewide needs assessment of older adults that includes:</p> <ul style="list-style-type: none"> • Survey of service providers & older adults • In-depth interviews • Focus groups <p>Governor's Commission on Alzheimer's Disease & Related Disorders surveyed family caregivers</p>	Includes outcome measures for core OAA services that are part of a larger state outcomes strategy, reported to the administration and legislature annually.	<p>DAIL mission statement and core principles included in the plan are person-oriented.</p> <p>"Reframing Aging" framework shapes communications</p> <p>Talks about the growing aging population as from the view point of opportunity</p>
Department of Disabilities, Aging, and Independent Living Scorecard	Outcomes and indicators identified both by the legislature in Act 186 and by the department	Indicators are data-driven	<p>Indicators focus on health & LTSS, & incorporate measures from the State Plan on Aging</p> <p>Some indicators list partnerships with other state agencies / private sector</p>	Unclear – outcomes & indicators are selected by the legislature & administration	<p>Annual reporting by agencies & departments owning the indicators</p> <p>Longitudinal tracking of data & dashboards are publicly available</p>	<p>Outcomes are focused on the person versus programs</p> <p>Some indicators measure what is important to people, but others are program driven & focused</p>
DAIL Mission Statement and Core Principles	DAIL's mission is visible on the website. The core principles, while listed in the State Plan on Aging, are difficult to locate.					Core principles are person-oriented

Table 1 (continued): Vermont State Reports

Title	Leadership	Rational Priorities	Comprehensive	Stakeholder Involvement	Accountability	Person-Oriented Values
State of Vermont Outcomes Report	Legislature established core outcomes and indicators in Act 186 Departments identified additional indicators	Indicators are data driven	Aging indicators focus on health and LTSS Aging indicators are not included across outcomes	Unclear – outcomes and indicators are selected by the legislature & administration	Annual reporting Longitudinal data Data publicly posted	Outcomes are focused on the person versus programs
Older Vermonters Act Working Group Recommendations	Called for by the legislature. Legislator and administration presence on the work group	Population data used to inform priorities	The framework and associated recommendations address financial security; health and wellness; social connection; housing, transportation, and community; and family caregivers	Work group consists of broad stakeholder membership, including older adults and family caregivers	Recommendations delivered November 25, 2019	Principles and recommendations are person-oriented
State Strategic Plan 2018-2023 (FY2019-FY2023)	Governor’s executive order called for a statewide strategic plan built around 3 priorities: <ul style="list-style-type: none"> • Economic growth • Vermont is affordable for families & businesses • Protecting vulnerable Vermonters 	Departments identified strategic goals to move the state forward on specific breakthrough indicators	Every department is responsible for their goals. It is not readily apparent how aging issues are addressed in goals across departments	Administrative activity	Five-year plan with annual updates and reporting publicly available dashboards annually	Governor messaged using population data. Key outcomes are Vermonters experience

Table 2: Vermont Legislation

Act 186: Outcomes Bill (2014)	Requires the administration to report to the General Assembly on the State’s progress in reaching the population-level outcomes for each area of Vermont’s quality of life outcomes annually by July 30 th . One outcome specifically addresses older adults: “Vermont’s elders and people with disabilities and people with mental conditions live with dignity and independence in settings they prefer”
Act 172 (2018)	Created a working group to develop recommendations for an Older Vermonters Act to align state level work with the federal Older Americans Act. Recommendations due to the legislative committees by December 1, 2019.
H.611 (2020)	Proposes to establish an Older Vermonters Act that describes a system of services, supports, and protections for Vermont residents 60 years of age or older.

Table 3: Other State’s Master Plan for Aging Efforts

California	Together We EngAge: Master Plan for Aging	https://www.engageca.org/
Colorado	2018 Strategic Action Plan for Aging	https://www.colorado.gov/pacific/agingstrategy/strategic-action-plan-aging-colorado
Minnesota	MN 2030 Looking Forward	https://mn.gov/dhs/mn2030/
Washington	Aging and Long-Term Services and Support Administration: Strategic Plan 2019-2021	https://www.dshs.wa.gov/sites/default/files/AL TSA/about/AL TSA%20Strategic%20Plan%202019-21.pdf