

CCOA

Colorado Commission on Aging

ANNUAL REPORT

SEPTEMBER 1, 2023

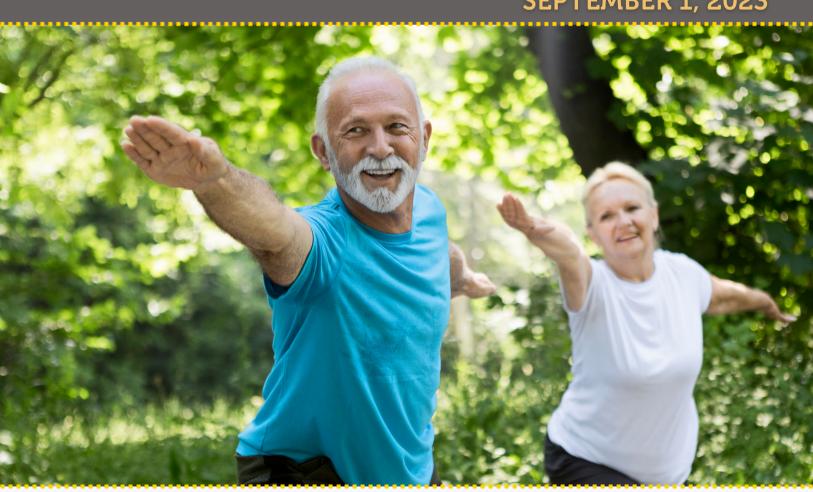




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Letter from the Chair

The 2022-2023 Colorado Commission on Aging (CCOA) year was a transitional and exciting one. This past year focused on strong collaboration between the past Colorado Department of Human Services and the Strategic Action Planning Group on Aging (SAPGA). Much of the end of 2022 saw these groups and many other stakeholders working on the transition of SAPGA and its sun-setting in November of 2022, and the evolution and change in members and direction for the Colorado Commission on Aging.

This work culminated in the updating and revising of the Older Coloradans Act (HB22-1035), coming from priorities of both SAPGA and CCOA. This included reorganizing the Commission on Aging and increasing its membership, and creating the Lifelong Colorado Initiative within the state department's state office on aging to coordinate strategies and implementation of the plan. This work presents an opportunity for Colorado and all Coloradans to be creative and innovative while examining the challenges and opportunities of aging in Colorado. A Colorado for all.

The CCOA and SAPGA held an all-day conference on June 16, 2022, titled, "The Future of Aging in Colorado." This event highlighted the work of SAPGA, introducing a Colorado Plan for Lifelong Aging, the SCAN Foundation and its work about multisector plans in California and nationally, and both the Colorado State Demographer and AARP-Colorado offered new tools for Age-Friendly communities to utilize as they begin this work. Lastly, it discussed the significance of the 2022 modernization of the Older Coloradans Act. Though the first of its nature, this conference set the stage for Colorado to continue to strive for creativity and innovation on how the full Aging Network supports older Coloradans, their families and care partners.

In the last year, the CCOA focused on continuing its collaboration with state agencies and organizations that serve older adults and capturing the interests, needs and feedback from older adults across the state. Particular focus was on topics related to workforce development, public policy/advocacy and Age-Friendly communities. Collaboration, community engagement, and education continue to be essential elements of the work that the CCOA aims to achieve. Without the numerous stakeholders from around the state, the CCOA could not fulfill its mission to inform and advise decision makers and advocate for the quality of life of all older adults in Colorado.

We are grateful for the staff at CDHS and particularly all the members of SAPGA and the past Colorado Commission on Aging. We are here together due to the dedication of so many.



Chad Federwitz, MA Chair, 2022-2023

Colorado Commissioners

Adam Dempsey

Denver

Program host/producer/on-air talent, Bonneville International Media

Congressional District 1

Term Expiration: Sept. 1, 2024

Lynne Thompson

Center

Saguache County Commissioner

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Term Expiration: Sept. 1, 2024

Kathleen Cerullo-Smith

Colorado Springs

Retired, Military Pay Chief, Department of Defense; Advocate

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Karen Brown

Arvada

Workforce Committee Chair & Executive Committee CEO, iAging

Congressional District 7

Term Expiration: Sept. 1, 2024

Jodi Waterhouse

Denver

Vice Chair & Executive Committee
Director, Outreach - The Multidisciplinary
Center on Aging, University of Colorado
Anschutz Medical Campus

Higher Education

Term Expiration: Sept. 1, 2025

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Boulder

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Term Expiration: Sept. 1, 2025

James Kuemmerle

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Dr. Jacqueline Stiff

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Director, Region 3B - Boulder County
Area Agency on Aging

Area Agency on Aging Director

Term Expiration: Sept. 1, 2025

Colorado Commissioners

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Workforce Committee Co-chair

President, Aponi Partners, Inc.

Workforce

Term Expiration: Sept. 1, 2024

Kimberly Bryant

Colorado Springs

Nursing Home Administrator, Falcon Heights

Long Term Care Setting

Term Expiration: Sept. 1, 2024

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Senior Director of Programs, Alzheimer's Association - Colorado Chapter

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Term Expiration: Sept. 1, 2025

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Carbondale

Chair & Executive Committee

Manager, Pitkin County Senior Services

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Term Expiration: Sept. 1, 2025

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Age-Friendly Communities Chair & Executive Committee

Principal, Livable Places Consulting

Transportation

Term Expiration: Sept. 1, 2025

Diana Delgado

Dacono

Age-Friendly Communities Co-chair

President & CEO, Eaton Senior Communities

Housing

Term Expiration: Sept. 1, 2025

Gina Brown

Golden

Public Policy Committee Chair & Executive Committee

Grants Manager, Disability Law Colorado

Public Policy and Elder Rights

Term Expiration: Sept. 1, 2024

Rep. Mary Young

Greeley

Public Policy committee chair

House District 50

Colorado House of Representatives

When No Longer Serving (WNLS)

Sen. Joann Ginal

Fort Collins

Senate District 14

Colorado Senate

When No Longer Serving (WNLS)

Colorado Department of Human Services Support Staff for the CCOA

Adrian Cowan

Program Assistant

Kara Harvey

Director of the Division of Aging and Adult Services

Background

Colorado Commission on Aging

Commonly referred to as CCOA, the Colorado Commission on Aging was established by statute in 1963, pursuant and funded by the Older Americans Act. The CCOA is tasked with coordinating and guiding the implementation of the Strategic Action Plan on Aging, developed pursuant to section 24-32-3406, and other strategies the commission may identify that support older Coloradans. These strategies and coordinating efforts are reported yearly in an annual report.

Sunset of the Strategic Action Planning Group on Aging

The Strategic Action Planning Group on Aging (SAPGA, or the Planning Group) was created pursuant to HB 15-1033 as a multi-disciplinary, private and public sector stakeholder's group charged with providing the governor and Colorado General Assembly with comprehensive data on and specific recommendations regarding public and private options for addressing Colorado's aging demographic shift. Specific areas for study and recommendations include the economy, workforce and business, and market-based products and services to support older adults; state and local budgets and fiscal policies; Medicaid and other safety-net programs; family caregiving, long-term care and support services; the impacts of potential federal entitlement reforms on Colorado; and transportation services and infrastructure.

During its existence, SAPGA has examined the issues listed above, in addition to other critical concerns relating to the state's ability to adequately support older adults, address ageism and ensure that our state is age friendly. In addition to the broad, multidisciplinary policy scope undertaken by SAPGA, the Planning Group also began, starting in January 2021 and continuing through to its sunset in June 2022, examining disparities among the older adult population as they relate to race, ethnicity, gender and geographic region. The goal of this ongoing effort was to formally recognize the need for equity in aging in Colorado and ensure that the state's aging plan accounts for historical and systemic discrimination that uniquely challenges older adults who identify as female, belong to a racial or ethnic minority group, or live in rural Colorado. Many of the issues and topics identified by SAPGA in their annual reports have carried over to the new members of the CCOA. The dedication and active engagement of SAGPA since its inception are key values that CCOA will continue.







Modernization of the Older Coloradans Act

The Colorado Commission on Aging and the Strategic Action Planning Group on Aging provided ongoing input into the rewrite of the Older Coloradans Act (OCA) that passed through the legislature and was signed into law in 2022.

The rewrite and modernization of the OCA (HB22-1035) was a crucial step toward realizing the vision of Lifelong Colorado. The existing law governing aging policy was last amended in the mid-1960s. Updating the goals, infrastructure and vision for the work of the state, as well as evolving the CCOA, was much needed. CCOA can now serve as a vehicle to the state promoting stakeholder collaboration for aging policy.

Additionally, the new law supports the bridging of government agencies and departments that are connected or have overlapping programs supporting older adults.

A new Technical Assistance Committee (TAC) was created in the legislation and is composed of the various state departments. Meetings of the TAC will enhance the communication and cross-pollination of ideas, work, and policy developments to better serve aging Coloradans now and in the future. There have been several informal meetings of the TAC in past years. It is expected that in 2023 and beyond, there will be quarterly meetings of the TAC with the ability of CCOA members and other stakeholders to participate and/or listen in.

The newly formed Technical Advisory Committee will include, but not be limited to the:

- Department of Human ServicesDepartment of Higher Education
- Department of Labor & EmploymentDepartment of Local Affairs
- Department of Health Care & Financing Department of Transportation
 - Department of Health & Public Environment

Another critical element of the Modernization of the OCA was the formalization of Lifelong Colorado, an initiative started during the Hickenlooper administration and broadened in 2021 with Governor Polis and Lt. Governor Primavera's signature and endorsement of the Lifelong Colorado Plan – Livable Communities for All Coloradans. The plan is now being implemented in part through the development of a statewide data dashboard, which includes identifying key measures in the eight elements of Age-Friendly communities:





Modernization of the Older Coloradans Act



Aging does not occur immediately and outcomes in later life are dependent upon experiences across the lifespan. Private, non-profit, and governmental organizations provide a number of services and resources which can be overwhelming to understand and access. Lifelong Colorado is a framework that seeks to connect resources and services in an intentional and coordinating manner. To that end, Lifelong Colorado represents the dynamic work to coordinate across local, regional, and state levels for older Coloradans.

The Modernization of the Older Coloradans Act also includes the requirement that the TAC, in concert with the commission and CDHS, collect and make publicly available on the state Department's website, data sets and metrics specific to the strategies developed by SAPGA, the CCOA and Lifelong Colorado. The Lifelong Colorado Dashboard is a collaborative effort between CDHS and the Governor's Office to present state and local level data on aging and caregiver populations, domains of liveability, and health outcomes in a public dashboard. The goal is to have data that can be tracked over time and meet data needs for CCOA, state departments, Area Agencies on Aging (AAA) and other aging stakeholders. The effort has been inspired by similar work in other states, for example the California Master Plan for Aging Dashboard and the Healthy Aging Data Reports for the Northeastern states. Data on an initial set of indicators include:



These data points have been collected, and the goal is to have a draft dashboard ready for review by CCOA by the end of 2023. Additional data and indicators will be added on an ongoing basis.

Throughout the Modernization of the OCA, CCOA has been given the responsibility to implement the recommendations of the SAPGA 2021-2022 Lifelong Colorado Plan for Aging (formerly the strategic action plan on aging) along with new recommendations created by the newly appointed CCOA.

Call to the Public Sub-Committees

The commission welcomes the public to participate at the monthly commission meeting or at one of the subcommittee meetings. Please <u>sign up</u> to be on a commission subcommittee or to be added to the email list. If you have an interest in serving on the commission, please apply <u>here</u>.

Age-Friendly Communities

Purpose: To collaborate and implement strategies at the state and local level based on the policy recommendations of the Colorado Plan for Lifelong Aging, the Strategic Action Plan on Aging 2021-2022 report, the Aging Framework, and ensuring alignment across the various age-friendly initiatives, such as public health, health systems, and universities to support older adults, their families, and our communities in Colorado.

Meetings: Held virtually, fourth Friday of each month, 9-10 a.m.

Public Policy & Advocacy

Purpose: To advocate and educate about legislation and regulations about programs and services that directly impact older Coloradans. The subcommittee works to develop and forward a pathway through policy and advocacy to healthy aging for all Coloradans.

Meetings: Held virtually, second Monday of each month, 9-10 a.m.

Workforce Development

Purpose: To increase access to direct care workers supporting older adults and improve opportunities for older adults who need or want to work past traditional retirement age.

Meetings: Held virtually, fourth Wednesday of each month, 10-11 a.m.

FY 2022-23 CCOA Subcommittees

Age-Friendly Communities

The eight domains of livability as identified in the Lifelong Colorado Plan Liveable Communities for All Coloradans and outlined above served as the focus
areas for the age-friendly communities work in 2023. The group of 25+
stakeholders from various age-friendly groups around the state chose three
priority areas:



Affordable & accessible housing

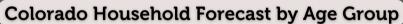


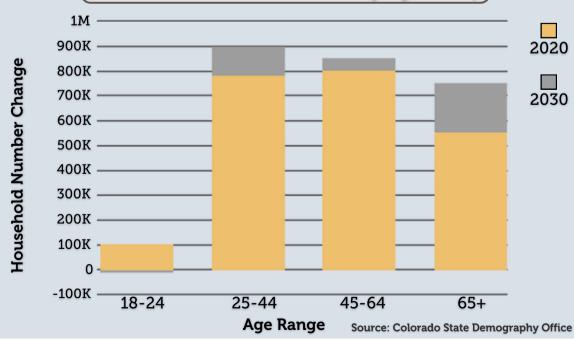
Fostering statewide funding support for local, age-friendly initiatives



Addressing the digital equity divide for older adults lacking access to high-speed internet, devices & training

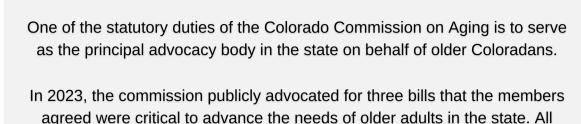
- Worked with the Department of Local Affairs' Division of Housing to develop and distribute a summary of Colorado older adult housing needs, which showed that from 2020-2030, older adults will be the largest population needing housing and also advocated for legislative amendments to SB 23-213 to focus housing policies more on the accessible & affordable needs of older adults.
- >> Convened multiple stakeholders to develop recommendations for a possible statewide competitive grant program for age-friendly work in local communities.
- Partnered with the Workforce Development Committee, AARP's Senior Planet and other technology organizations to discuss upcoming digital equity and literacy funding opportunities through the federal government for Colorado to expand access.







Public Policy/ Advocacy



SB 23-031

Improve Health Care Access for Older Coloradans

three of these bills were signed into law:

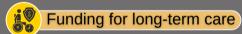
SB 23-064
Continue Office of Public Guardianship

HB 23-1228
Nursing Facility Reimbursement Rate Setting

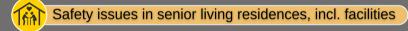
The Colorado Commission on Aging also supported amendments to SB 23-213 on <u>Land Use</u>.

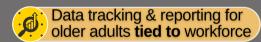
Members of the public policy and advocacy subcommittee have identified the following issues to follow in 2024:

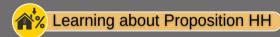


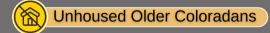


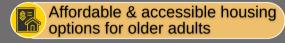




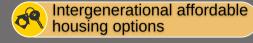


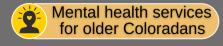


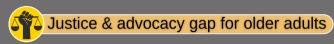












Workforce Development

In 2023, the Workforce Development Committee hosted meetings focused on several state initiatives that directly impact older adults & the labor force:





Digital Equity Initiative



Opportunity Now Grants



Apprenticeships

Economic Contribution by Year

■Unpaid Paid

2022) \$13.4B

\$14.1B

~\$27.5B

2018

\$8.6B

\$12B

~\$20.6B

(2010)

\$7.5B

\$6.1B

~\$13.7B

Dollars of unpaid & paid economic contribution

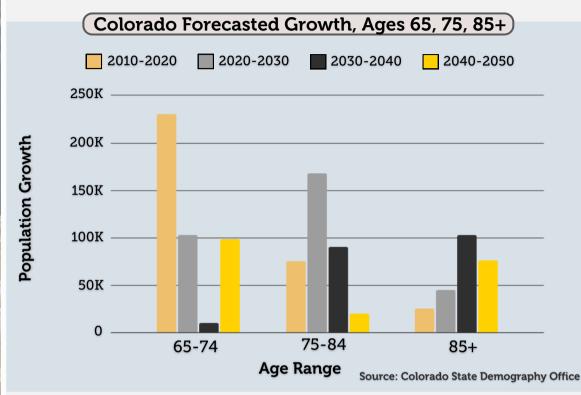
Source: 2022 statewide Community Assessment Survey for Older Adults





Direct Care Workforce

With an increasing 65+ population, many older adults will need some direct care support either at home or within communal-living environments. With declining birth rates and challenges attracting people to direct care positions, looking for ways to improve supply is critical.



The <u>Direct Care Workforce Collaborative</u> (DCWC) is a state initiated & volunteer driven body with a mission to work collaboratively with stakeholders to identify & move forward strategies to support the recruitment & retention of Colorado's direct care workforce. The DCWC provided an overview of the work they are doing through the committees focused on Compensation and Benefits, Training & Career Advancement, & Value & Awareness. The CCOA Workforce Committee, along with the CCOA, have chosen to support the work of the DCWC, participate in DCWC meetings & help with legislative efforts that may come out of the work of the DCWC.

The Colorado Department of Public Health and Environment (CDPHE), with DCWC input, invested significant American Rescue Plan Act (ARPA) dollars into testing different pilots & models to improve recruitment, expand training, track direct care workforce data, expand career development opportunities for direct care workers, & more. Within the next two years, results will be available on the efficacy of the pilots; those that were effective could be proposed to legislators for future expansion.

Additionally, the Workforce Committee worked in collaboration with the DCWC & with Representative Mary Young and Senator Joann Ginal (Representative for District 50 - Weld County and Senator for District 14 - Larimer County) to read the Governor Proclamation on the Direct Care Worker Recognition Week before the Senate & House of Representatives. The Governor's office declared the week of April 2-8 as the official week to recognize the more than 60,000 direct care workers in Colorado serving more than 70,000 older adults who receive long-term services and supports in their homes, host homes, group homes, assisted living residences & nursing homes.



Digital Equity, Literacy & Inclusion

This and the next two categories are initiatives that might help older adults secure and/or retain work by expanding skill sets, connecting them with employers. As a result of much longer lives, many older adults are choosing to work longer in many different capacities from gig to full-time work.

The state created a <u>Digital Equity</u>, <u>Literacy</u>, and <u>Inclusion Initiative</u> (DELII) housed within the Office of the Future of Work. Its focus is on providing digital literacy and access to the internet because it is considered a "super social determinant of health" (economic sustainability, health care system, community and social context, food, education, neighborhood, and physical environment).

There are eight priority target populations that the DELII is focused on including the older adults and aging individuals. DELII collaborated with the Workforce Committee seeking input on the challenges and barriers older adults face in accessing and being trained to use technology. Additional information was shared about the Digital Navigator program (SB22-140) where numerous organizations supporting older adults learned how they could apply for state funding to support enhanced digital services for older adult populations and connected populations.

The research the DELII is currently doing on the eight priority populations will be used to create a state plan which will be submitted in late 2023. If the state plan is approved, the state expects to receive around \$20 million (spread over four years+) to fund access and training targeting the eight populations, including aging adults.

In Colorado, Changing the Narrative did a survey of the 50+ population, many who were seeking work. Of those seeking work, there was interest in more technology training (44%), better access to technology (33%), and enhanced data literacy training (28%). Changing the Narrative reference here.

Technology Training (44%)

People who indicated the highest interest:

- > >\$25K & <\$50K annual income (57%)
- > <\$25K annual income (54%)

Access to Technology (33%)

People who indicated the highest interest:

- Black or African American (54%)
- \$25K annual income (45%)

Data Literacy Training (28%)

People who indicated the highest interest:

- \$25K annual income (38%)
- >\$25K & <\$50K annual income (37%)
- > Rural (33%)





Today, children are taught early in their education how to use technology. As they age and continue their education, that expertise continues to grow. Older adults who are learning technology for the first time or working to catch up may need additional support to improve skills. Ideally, digital native is wording that can one day be applied to all ages.







Apprenticeships

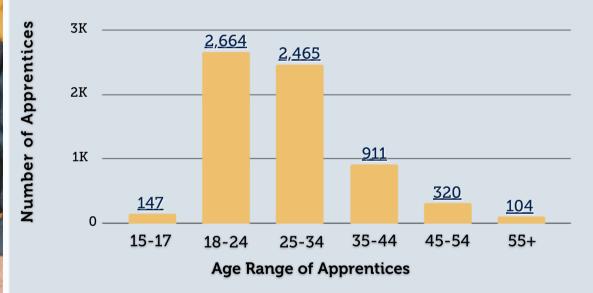
Based on a survey done by Changing the Narrative, about ½ of older adults are interested in changing careers with another 39% willing to consider a career change. When specifically asked if they were interested in apprenticeships or internships, 37% responded yes with higher interest by African Americans (52%) and older adults making \$25,000 or less annually (44%).

One of the challenges in changing careers is learning new skills - and continuing to make enough money to pay the rent and ongoing living expenses. Most apprenticeships offer on-the-job training with compensation.

While the numbers of older adults currently serving in apprenticeships is low, opportunities exist to increase the outreach to that target audience and potentially engage more older adults in apprenticeships.

Age of Apprentices in Colorado

Last Updated: March 2023



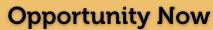
Source: The Office of the Future of Work, Apprenticeship Colorado

The Workforce Committee shared information on places to do outreach and recruitment of older adults for apprenticeships as well as survey information about what older adults are interested in.

The Colorado Apprenticeship Agency is housed within the Office of the Future of Work. With the state becoming a formalized Apprenticeship Agency on July 1, its scope of work and responsibilities expand with a focus on Registered Apprenticeships. The state, many employers, and job seekers welcome this opportunity to secure work and potentially change careers under a work for pay model. Older adults have an opportunity to capitalize on the effort to grow apprenticeships if they are made aware of how to learn more and apply for apprenticeships.







The <u>Opportunity Now Colorado</u> program was created as the result of passage of HB22-1350 with a focus to "fund new and proven programs that connect Coloradans to in-demand, high-skill, high wage occupations." There are different tiers of grants varying in size from \$50,000 to more than \$1 million dollars.

Because the grant funding focuses on high demand occupations, that includes opportunities to enhance the supply of direct care workers as well as provide opportunities for older adults seeking work to tap into areas with significant job growth. Both items are focal points for the Workforce Committee.

The purpose of hosting a meeting on this topic was to connect organizations supporting older adults as well as partners interested in training and growing the workforce including older adults to the grant funding criteria and guidelines. At least six organizations submitted grants specifically focused on employing older adults; none have yet received a grant though were encouraged to reapply in the second round of applications mid-2023.











2023 Recommendations

Implementation of a Lifelong Colorado Plan for Aging

With some of the remaining SAPGA funding, a new position has been created within the Colorado Department of Human Services (CDHS) in 2023 – **Senior Specialist on Aging**. The person selected for this position will play a key role in working with the CCOA and further developing the SAPGA Plan into a full-fledged Lifelong Colorado Plan for Aging.

Under the Modernization of the Older Coloradans Act, the CCOA is charged with implementing and building on the framework of the Strategic Action Plan on Aging, or Multisector Plan for Aging, which has evolved into the Lifelong Colorado Plan for Aging. To review the 2022 SAPGA Report, please visit the Colorado Commission on Aging website.



A Multisector Plan for Aging is a blueprint that:

- Includes planning for 10 or more years
- Is often led by a governor with other executive and legislative leaders
- Is developed to guide the restructuring of state & local policy, programs, & funding toward aging well in the community.



A successful multisector plan connects the public, private and independent sectors in renovating systems-based solutions that touch all major areas of the aging life experience (e.g., health, human services housing, transportation, consumer affairs, employment, income security). It brings visibility to population aging priorities using data and stakeholder input, establishing measurable outcomes to address those priorities while acknowledging infrastructure differences (i.e., provider availability, transportation, internet, and cell service) across urban and rural localities. At its best, a Multisector plan is iterative, to be reviewed and updated over time (The SCAN Foundation, October 21, 2021).

The Multisector Plan houses a comprehensive list of recommendations that establish a framework for Lifelong Colorado Plan for Aging whose development involved participation by five different Colorado state departments and support of the Governor and/or Lieutenant Governor through two administrations, and engagement from a broad range of stakeholders from 2015-2022.

The Multisector Plan recommendations cover the following topics:



Colorado's first Future of Aging conference was held on June 16, 2022, in Colorado Springs. This conference brought people from all over the state, both in person and virtual, to build on the past work done in Colorado's aging space as well as plan for the future of aging in Colorado.

Please visit the website to see the Conference Program:

bit.ly/Future-of-Aging.

The CCOA will host the next
Future of Aging in Colorado
Conference in June 2024. One of
the major themes will be the
Lifelong Colorado Plan for Aging,
which the CCOA is tasked with
implementing. This next
conference will continue to focus
on energizing and engaging
stakeholders, individuals,
nonprofits and businesses
interested in aging issues and
encouraging them to stay involved
in all topics related to aging in
Colorado.



Future of Aging conference

-2022 -

Annually, the CCOA holds an event that recognizes and honors those older Coloradans who are 100 years of age or older. All honorees are presented with a certificate and a Declaration from the governor acknowledging them. During the COVID-19 pandemic, in person celebrations were placed on hold, but the CCOA was able to honor Centenarians virtually. The CCOA looks forward to celebrating Centenarians around the state in Colorado Springs in September 2023.



Centenarian Celebration



The Allen Buckingham Award is named for Allen M. A. Buckingham, who served on the Colorado Commission on Aging between 1986 to 1998 and held other key positions in his career. The Allen Buckingham Senior Legacy Award is given annually to an individual who has made a noteworthy contribution to the older adults community of Colorado. Allen promoted the needs of older Coloradans by helping to ensure that they live in dignity, have freedom of choice and realize full and active participation in society. The spirit of his service is celebrated by the recognition of this award. During the pandemic the CCOA recognized all direct care workers and volunteers across the state of Colorado who worked tirelessly with older adults in facilities and homes while putting their own



health at risk. 2024 will see the

return of this meaningful award

Acknowledgements

This work to create a better, brighter, Colorado for all, could not have been accomplished without the dedication and commitment of the citizens of Colorado, previous members of the Strategic Action Planning Group on Aging (SAPGA), the Colorado Commission on Aging (CCOA), state department partners, champion legislators, and the Governor's office. We would like to thank these people:

- Jody Barker CCOA
- Jane Barnes CCOA & SAPGA
- Erin Berge CCOA
- Representative Mary Bradfield HB22-1035
 House Co-Prime Sponsor
- Steve Child SAPGA
- Jim Collins CCOA
- Diana Conner Reed SAPGA
- David Corder-Green SAPGA
- Adrian Cowan, CDHS CCOA
- Myles Crane CCOA
- Claire Cruse SAPGA
- Senator Jessie Danielson CCOA
- Ron DeVries CCOA
- Sarah Elliott SAPGA
- John Emerson SAPGA
- Chad Federwitz CCOA
- Senator Joann Ginal HB22-1035 Senate Co-Prime Sponsor
- Hayley Gleason, HCPF SAPGA
- Kara Harvey, CDHS CCOA & SAPGA
- Debra Herrera CCOA
- Jarett Hughes Governor's Office
- Christian Itin SAPGA
- Christina Johnson CCOA

- Andrea Kuwik SAPGA
- Ed Leary SAPGA
- Gail Meehan SAPGA
- Muriel Jean Nofles SAPGA
- David Norman SAPGA
- Peg Nugent CCOA
- Lauren O'Connell CCOA
- Kelly Osthoff SAPGA
- Governor Jared Polis
- Lt. Governor Dianne Primavera
- Senator Bob Rankin HB22-1035 Senate
 Co-Prime Sponsor
- Connie Ring CCOA
- Jayla Sanchez-Warren SAPGA
- Karen Stewart SAPGA
- Jacqueline Stiff CCOA
- Paulette St. James CCOA
- Anthony Tapia SAPGA
- Senator Nancy Todd CCOA
- Tara Trujillo, CDPHE SAPGA
- Sean Wood CCOA
- Aisha Young SAPGA
- Representative Mary Young HB22-1035
 Co-Prime Sponsor
- John Zabawa SAPGA

CCOA's Updated Website

We're excited to announce that the CCOA has updated its website. The new site is designed to be more user-friendly and engaging, as well as visually appealing. Now it's easier to find out when the next meeting is, get engaged in the issues important to the CCOA, and browse information about legislation that the commission is working on. We've also got resources and information about annual reports, CCOA subcommittees, the Allen Buckingham awards and more. Check it out today at cdhs.colorado.gov/ccoa.





Scan with Smart Phone Camera to Access CCOA's website