

**New York City Department for the Aging
Annual Report of the Advisory Council
Local Law 122 Report 2025**

In compliance with Local Law 122 of 2020, the following is the annual report of the New York City Department for the Aging Advisory Council activities outlined during its meetings for 2025.

**NYC AGING ADVISORY COUNCIL MEETING
Thursday, July 31st, 2025
11:00 a.m. – 12:00 p.m.**

Attendance: Isabel Ching, William Dionne, Lewis Goldstein, Jeremy Kaplan, Evelyn Laureano, Blondell Lighty, Maria Luna, Claudette Macey, Katherine Martinez, Rabbi Moshe Wiener, Lorraine Cortés-Vázquez, Daneen Ausby, Jose Mercado, Eric Rivera, Meghan Shineman, Beyoncé Thomas-Reynoso, Jennine Ventura

Introductions & Welcome Remarks – *Isabel Ching, Chairperson*

Chairperson Ching called the meeting to order at 11:10 a.m. and moved to approve the minutes. Bill Dionne seconded the motion.

Commissioner's Report – *Lorraine Cortés-Vázquez, Commissioner*

The Commissioner encouraged Advisory Council members to participate in the NYC Department of Youth & Community Development's Community Needs Assessment to ensure older adult services are reflected in local needs. There have been several days of heat activation and the Commissioner thanked Advisory Council members for opening cooling centers, which have been well attended. NYC Aging also participated in recent conferences, such as the Generations United conference and the Longevity Docs Summit. In addition, City & State held its first Aging Summit and the Commissioner underscored the importance of leveraging those communication channels so that legislators, the corporate sector and others view older adults as a place of influence and not frailty. Talent Is Timeless is also underway with regional competitions taking place.

FY 2026 Adopted Budget Overview – *Jose Mercado, Chief Financial Officer*

Jose Mercado presented an overview of the FY 2026 Adopted Budget. The \$605 million budget replaces all stimulus funds, restores older adult center reductions, increases the home-delivered meal rate, maintains the case management program, and provides additional funding for the indirect cost rate. Concerns for the fiscal year include the unknown federal budget landscape, state impact due to federal reductions and city impact. The NYC Aging budget has largely increased since 2000, with significant growth since 2019.

The State of Older New Yorkers – *Meghan Shineman, Senior Director, Research and Development*

Meghan Shineman presented on the State of Older New Yorkers report, which was released last week. The Older Adults Needs Assessment conducted from May through September 2024 had 8,600 responses and sampled a diverse portion of older adults and caregivers of all ages. Preliminary results show that nearly 20 percent of survey respondents were unfamiliar with NYC Aging services. Nearly 56 percent of respondents were caregivers. More than 40 of caregivers

older than 60 did not self-identify as caregivers. Caregivers assist with a wide variety of tasks, including home care. There is a unique burden on caregivers under the age of 60, as more than 55 percent of younger caregivers spend at least 15 hours per week providing care. More than 40 percent of older adults report having trouble paying at least one regular bill, which necessitates the need for financial security. Approximately 30 percent of older adults do not have access to affordable, healthy food in their communities. Lastly, more than 25 percent of older adults reported that they do not have stable, reliable housing. Advisory Council members are urged to view the report to initiate discussions with stakeholders, agencies and community partners.

The meeting was adjourned at 12:01 p.m.

NYC AGING ADVISORY COUNCIL MEETING

Friday, October 31st, 2025

11:00 a.m. – 12:00 p.m.

Attendance: Isabel Ching, William Dionne, Saeeda Dunston, Lewis Goldstein, Jeremy Kaplan, Tahir Kukiqi, Evelyn Laureano, Maria Luna, Claudette Macey, Katherine Martinez, Beth Shapiro, Susan Stamler, Rabbi Moshe Wiener, Lorraine Cortés-Vázquez, Daneen Ausby, Sandy March, Shanique Richardson, Eric Rivera, Phia Teller, Jennine Ventura

Introductions & Welcome Remarks – *Isabel Ching, Chairperson*

Chairperson Ching called the meeting to order at 11:05 a.m. William Dionne moved to approve the minutes, and Claudette Macey seconded the motion.

Commissioner's Report – *Lorraine Cortés-Vázquez, Commissioner*

The Commissioner highlighted the Talent Is Timeless finale, as well as the Mayor's forthcoming announcement regarding food insecurity. She also announced the upcoming *Ageism Stops with You* media campaign. The campaign has an intergenerational focus, using print ads and video advertisements to make a powerful point that ageism can erase possibilities and accomplishments. The ads name ageism and call it out, urging New Yorkers to see achievement, not stereotypes, and to speak out against ageism whenever they encounter it. In addition, the Commissioner referenced ensuring fair share funding from New York State for a transportation initiative, which proposed to view New York City as one county.

Annual Plan Summary – *Sandy March, Deputy Director, Planning & Performance Management*

Sandy March presented an overview of the NYC Aging Annual Plan Summary. She discussed the key components of the plan, which includes the demographic profile of older New Yorkers, four-year plan strategic goals, needs assessment summary, programmatic overview, and projected resources and expenditures. Notably, New York City has had some gains in life expectancy since the decline resulting from the Covid pandemic. The Commissioner underscored that the older adult population is surpassing expected projections and expected to exceed 2030 population forecasts, making age-inclusive and age-focused policy, planning and advocacy even more imperative. The agency also experienced the largest budget growth since 2019 – an increase of more than \$200 million.

The meeting was adjourned at 12:02 p.m.

NYC AGING ADVISORY COUNCIL MEETING

Thursday, December 18th, 2025

11:00 a.m. – 12:00 p.m.

Attendance: Isabel Ching, Saeeda Dunston, Jeremy Kaplan, Evelyn Laureano, Maria Luna, Claudette Macey, Katherine Martinez, Beth Shapiro, Susan Stamler, Rabbi Moshe Weiner, Lorraine Cortés-Vázquez, Eric Rivera, Thandekile Shange, Phia Teller, Jennine Ventura

Welcome Remarks – Isabel Ching, Chairperson

Chairperson Ching called the meeting to order at 11:03 a.m. Katherine Martinez moved to approve the minutes with an amendment to strike the word “agenda” from the heading. Susan Stamler seconded the motion.

Commissioner’s Report – Lorraine Cortés-Vázquez, Commissioner

Commissioner Cortés-Vázquez discussed the recent infusions of funding for NYC Aging priorities, including for caregiver programs, new vehicles for transportation and an anti-ageism media campaign. Last month, NYC Aging held a press conference in collaboration with the NYC Department of Youth and Community Development (DYCD), the NYC Department of Citywide Administrative Services (DCAS) and the NYC Department of Education (NYC Public Schools) to announce the *Ageism Stops with You* campaign, as well as highlight long-standing interagency partnerships to combat ageism through workforce development, education and intergenerational programming. The Cabinet for Older New Yorkers has been a catalyst for interagency collaborations, especially with DYCD and NYC Public Schools, and has also led to a new initiative with the NYC Department of Cultural Affairs (DCLA) to issue the Age-Inclusive NYC Arts & Culture Creative Aging Best Practices guide. Juilliard Extension, a champion for creative aging, is a contributor to the guide, in addition to partnering for Talent Is Timeless. The Commissioner referenced the caregiver survey issued to the NYC government workforce, which nearly 15,700 respondents completed. Priority areas to focus on include workforce, caregiving, transportation, and salary parity in human services, especially for the aging services labor force.

Age-Inclusive NYC Arts & Culture: Best Practices for Creative Aging – Thandekile Shange, Senior Operations & Projects Liaison, Office of Interagency Collaboration & Innovation

Thandekile Shange presented on the Age-Inclusive NYC Arts & Culture Best Practices guidebook, which was a collaboration between NYC Aging and DCLA. In an arts and culture capital like New York City, a powerful way to cultivate a more age-inclusive city is through creative aging. Evidence-based research supports the positive impact of professionally conducted community-based cultural programs on older adults, including higher overall rating of physical health; fewer doctor visits, less medication use and fewer instances of falls; better morale, less loneliness and increased activity; and associated reduction of risk factors driving the need for long-term care.

The guidebook promotes creative aging best practices across arts and culture by highlighting age-inclusive programming championed by cultural organizations citywide. Thirteen cultural organizations representing every borough and creative art form contributed to the best practices guide, in addition to an introduction by Juilliard Extension. The guidebook covers creative aging impact and research; best practices such as addressing an age-inclusive community need, ensuring accessibility and adapting to the evolving needs of the community, and supporting sustainability; and a call to action for more cultural organizations to have an older adult focus.

The launch event was on October 30th, featuring an interactive dance performance by Dances for a Variable Population, which contributed to the guidebook, and a panel with leadership from other organizations providing creative aging best practices – the Bronx Documentary Center, ¡Oye! Group from Brooklyn, and the Queens Museum. The guidebook is available online and physical copies are forthcoming.

NYC Government Workforce Caregiver Survey – Jennine Ventura, Assistant Commissioner, Office of Interagency Collaboration & Innovation

Jennine Ventura discussed the findings from the caregiver survey issued to the NYC government workforce, with support from DCAS and the Office of Labor Relations. The survey had about 15,700 respondents, representing 4.5 percent of NYC government personnel. The majority of respondents, 92 percent, provide care to an immediate family member, and 14 percent care for both a minor and an older adult aged 60 or older. The top caregiving responsibility identified is emotional support, selected by more than 70 percent of respondents. Other caregiving tasks identified by the majority of respondents include shopping, providing help during emergencies, household chores, scheduling appointments, meal preparation, and transportation. More than half of respondents spend at least 15 hours or more caregiving per week and about a third provide care for 30 hours or more per week, essentially working two full-time jobs. Majority of respondents, more than 60 percent, have had to adjust their work hours, take leave or shift roles due to caregiving responsibilities. Respondents identified remote work, flexible hours and paid caregiving leave as the support that would be most helpful. High levels of caregiver strain were reported, with more than 90 percent experiencing emotional strain, followed by about 60 percent identifying financial strain or physical strain. Despite the stress, most respondents said that caregiving fills them with a sense of purpose or find it rewarding or satisfying. Nearly 80 percent of respondents were women, and more than 60 percent were between the ages of 40 and 59. Respondents were also racially diverse, with more than 30 percent identifying as Black, 30 percent white, more than 20 percent Latino, and about 20 percent Asian or other races. Most respondents were not aware of caregiver resources and NYC Aging sent information to those who requested more information and provided contact information.

The meeting was adjourned at 11:58 a.m.

Older Adult Workforce Development Report

The NYC Department for the Aging (NYC Aging) supports older New Yorkers through a suite of workforce programs designed to help unemployed or underemployed adults age 55 and older secure meaningful volunteer placements and employment opportunities that recognize and utilize their skills, experience, and knowledge. Our current programs include the Older Adult Employment Program (SCSEP), Silver Stars, and the Foster Grandparent Program.

As New York City's population of older adults continues to grow, the demand for employment later in life is increasing. NYC Aging remains committed to expanding employment opportunities for older adults and strengthening investments in our existing programs and partnerships. Our goal is to mitigate financial insecurity through workforce initiatives that prepare employers for changing age demographics and promote age-inclusive hiring and retention.

To accomplish these goals, NYC Aging is pursuing options which strengthen age-inclusive workforce development initiatives, including annual hiring halls, onsite employer engagement activities and the development of employer education and outreach programs that emphasize the value of retaining current older workers and hiring experienced talent.

These efforts should also support employer recruitment of older adults in high-growth sectors such as health care, technology and human services.

Older Adult Employment Programs

The older adult employment programs offered by NYC Aging are intended to help supplement the financial needs of older adults through meaningful work. In addition to supporting financial security through employment, these programs combat social isolation faced by older adults, build their skills both in workplace environments and with technology, provide an avenue for connection to other social services, and reinforce the importance of a multigenerational workplace. NYC Aging currently operates older adult employment programs. Two of our programs are funded through federal grants, and our other programs connect older adults to employment opportunities at NYC government agencies or local non-profit organizations to support their operations.

- **Senior Community Service Employment Program (SCSEP):** The SCSEP program is for New Yorkers aged 55 and older who are currently unemployed and have a household income at or below 125% of the federal poverty level, who are looking to learn new employable skills and are committed to actively seeking employment. NYC Aging is a sub-grantee for federal funding for this program and is at service capacity in some boroughs.
- **Silver Corps:** Funded by AmeriCorps Seniors, the Silver Corps pilot program was sunseted on December 31, 2025. Silver Corps serves older New Yorkers age 55 and older. Participants who are at or below 400% of the Federal Poverty Level are eligible to receive a stipend and travel allowance. The program offerings include credentialing, job readiness training, support in securing employment, and much more. Ageism in the workplace is detrimental to our society, and this program came about following the impacts of job loss during the pandemic. Programs like Silver Corps work to address the displacement of older workers.
- **Silver Stars:** NYC Aging contracts with ReServe, Inc. to match retirees age 50 and older who seek part-time work with NYC government agencies. Retirees come from an array of professional backgrounds, including social work, law, marketing, human resources, health care, education, retail, finance, and trade. Silver Stars help businesses meet their business

needs and support organizational growth by sharing their knowledge and experience with newer workers through mentorship and coaching.

Employer Engagement

On March 20, 2025, NYC Aging hosted the first-ever Talent Connect Hiring Hall, a landmark event designed to elevate older adult workforce priorities and strengthen employer engagement citywide. The event drew over 500 registrants, demonstrating significant public interest and positioning the agency as a leading voice in advancing employment opportunities for older adults in New York. The Hiring Hall generated heightened agency recognition around age-inclusive workforce strategies and mobilized a broad coalition of elected officials, employers, and community stakeholders committed to promoting an age inclusive city. Additionally, NYC Aging facilitated multiple on-site direct hire events, connecting program participants with city agencies, non-profit organizations and private sector employers actively recruiting to fill vacancies. These targeted hiring opportunities further reinforce the agency's commitment to improving access to sector specific employment pathways.

Cabinet for Older New Yorkers

As mentioned in last year's report, in addition to our direct work to support the employment needs of older adults, NYC Aging also partners with other agencies through the Cabinet for Older New Yorkers (Cabinet) to further support the needs of older adults. Through the Cabinet, the 23 member agencies facilitate coordination and efficiency across departments, leverage resources, and shape current and future services to better serve the broad and varied needs of older adults as they age-in-place. Cabinet members cover multiple facets of City services and resources, including public safety, housing, transportation, health, and social services. Collectively, these city agencies will work together to eliminate silos and create joint action and innovation to ensure that New York is a city for all ages. As part of the Cabinet, City agencies will collaborate in eliminating age-related barriers and inequities in services and develop cross-agency solutions to address challenges facing older New Yorkers.

NYC Commission on Human Rights Collaborations

Since the Cabinet was launched, NYC Aging has partnered with other Cabinet member agencies to address older adult workforce needs. NYC Aging and CCHR implemented an initiative to educate older workers about age discrimination and their rights in the workplace. CCHR trains new cohorts of SCSEP and Silver Corps participants returning to the workforce on the NYC Human Rights Law and Age Discrimination in Employment. The training highlights the intersectionality of age discrimination, protected classes, disparate treatment, disparate impact, and retaliation. The trainings are conducted in both English and Spanish.

NYC Department of Consumer & Worker Protection Collaborations

DCWP now offers a reskilling and training opportunity in tax preparation for older workers. SCSEP and Silver Corps participants learn and build skills as tax preparers and provide services through the NYC Free Tax Prep program. NYC Free Tax Prep helps New Yorkers meet the full potential of their refunds, including valuable tax credits like the enhanced New York City Earned Income Tax Credit, at no cost to them. The DCWP training provides opportunities for older workers to find meaningful employment and build a career network, while expanding access to this impactful service.

Interagency Talent and Workforce Development Cabinet

In August 2022, Mayor Adams signed Executive Order 22, establishing a new citywide vision for workforce development and creating the Mayor's Office for Talent and Workforce Development (NYC Talent). The order also created a Mayoral Taskforce of business, labor, nonprofit, and philanthropic leaders to recommend citywide goals, assess public investments, and improve employment outcomes for all New Yorkers, including older workers. NYC Aging and NYC Talent will continue to work closely to strengthen employer engagement and expand job opportunities that center the needs of older adults.

Looking Toward the Future

NYC Aging has a unique opportunity to lead with equity-centered strategies, develop structured recruitment pipelines and establish targeted, sustainable training programs that prepare older adults for high-growth, in-demand sectors such as health care, technology and human services. In the future NYC Aging looks to hold a large-scale Talent Connect Hiring Hall annually and convene employer engagement events.

We remain committed to further cultivating the necessary support that older adults need. While these programs have seen successful outcomes in training older adults and placing them in long-term permanent employment, we are still combatting the effects of the pandemic and the continual presence of ageism in the workforce. Some of those opportunities for future development include:

- **Combating ageism in the workplace** by educating older adults, employers, and the public about the widespread nature of age-related discrimination. This includes actively calling out ageism and highlighting its negative impact in the workplace.
- **Deepening interagency collaboration** with the American Job Center network and NYC Small Business Services by developing a streamlined referral process that enhances coordination and improves access to employment services for older adults.
- **Engaging workforce leaders, boards, and industry associations** to reinforce their commitment to including older adults in their talent pipelines by emphasizing the unique value, experience, and stability they bring to organizations.
- **Expanding sector-specific training programs** that prepare older adults for in-demand, high-growth industries and connect them to jobs that offer wages supporting aging in place—advancing both economic mobility and an age-inclusive city.
- **Soliciting funding from diverse sources** to support program growth, expand service capacity, and meet the increased demand for workforce resources among older New Yorkers.