

# *Shift*

## Progress Report

**Nova Scotia's Action Plan  
for an Aging Population**

Content based primarily on  
lead department submissions  
from Spring 2018  
with some recent updates.

Additional updates will be reported.

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## Goal: **Value the social and economic contribution of older adults**

COMMITMENT/ACTIONS	LEAD	STATUS
<b>Value Older Adults as Entrepreneurs</b>		
Work with partner organizations involved in entrepreneurship education to promote entrepreneurship, including social entrepreneurship as an option for older adults	Seniors	<ul style="list-style-type: none"> <li>✓ Working with Acadia Centre for Business and Third Sector Enhancement on a 3-year program “Redefining Retirement” that helps participants find purpose, passion and opportunity as an older adult. Funding of \$30,000 per year. In 2018, sessions were held in St. Margaret’s Bay, Windsor/West Hants and Yarmouth County. Additional sessions being planned for 2019.</li> </ul>
Increase the participation of older adults in the Self-Employment Benefit Program, a program that helps people receiving Employment Insurance (EI) to start their own business.	LAE	<ul style="list-style-type: none"> <li>✓ Self-Employment Benefit (SEB) Program participation of adults aged 55 and over increased to 85 in 2017/18 from 73 in 2016/17. So far in 2018/19 participation in the program is 55 age 55+.</li> <li>✓ A social media ad was created to promote the program to this cohort, which featured a message of exploring the SEB program to ‘make your experience work for you’.</li> </ul>
Support the advancement of the social enterprise sector.	Business	<ul style="list-style-type: none"> <li>✓ In April 2017, the government’s social enterprise strategy Advancing Social Enterprise in Nova Scotia was released along side the sector’s complimentary strategy Nova Scotia Social Enterprise Sector Strategy.</li> <li>✓ Some actions that have been completed so far include the development of an online portal to assist social enterprises in accessing capacity building and other resources; a social enterprise sector survey that provides a better understanding of the sector; etc.</li> </ul>
<b>Value Older Adults in the Workplace</b>		
Lead the way in demonstrating how to be an age-friendly, inclusive, and intergenerational workplace that values its older workers.	PSC	<ul style="list-style-type: none"> <li>✓ Government developed Flex NS, a workplace modernization program which addresses where, when and how employees work. PSC is currently working with over 1000 employees in 17 business units. Flex offers employees flexible work arrangements including working from home, working at a provincial office hub in an office outside of Halifax and variable work hours while ensuring the business unit/department sustains or improves citizen/client service.</li> <li>✓ Developed “Generations in the Workplace”, a training program for all employees on the benefits of a multi-generational workplace.</li> </ul>

<p>Educate employers about the advantages of hiring and retaining older workers in all their diversity.</p>	<p>LAE</p>	<ul style="list-style-type: none"> <li>✓ Nova Scotia Works Centres across the province have 25 Employer Engagement Specialists (EESs) who work directly with employers on recruitment and retention issues, including the benefits of hiring and keeping older workers in the workforce.</li> <li>✓ LAE has 3 Business Workforce Consultants who work provincially on sectoral HR priorities, including the recruitment and retention of older workers in various industries. LAE's Sector Council program involves 13 key sectors in Nova Scotia who provide HR and workforce support to business, including encouragement and support to hire older workers.</li> </ul>
<p>Educate employers about age-friendly workplaces and emerging Human Resources practices that support all generations in the workplace.</p>	<p>LAE</p>	<ul style="list-style-type: none"> <li>✓ As referenced above, the transformed Nova Scotia Works Centres have 25 Employer Engagement Specialists who work with employers and sectors to educate them on the importance of working with all populations in the province, including older workers.</li> <li>✓ LAE has the Welcoming Workplaces online program for employers to understand and succeed in recruiting and retaining a diverse workforce. This tool is currently being reviewed to ensure that the information is current and reviewed with an age-friendly lens.</li> <li>✓ LAE frontline staff, inclusive of 8 Workplace Education and Training Coordinators, 3 Business Workforce Consultants, and 3 Job Bank Employer Service Representatives, all provide advice and guidance to employers, including encouragement and support to hire older workers.</li> </ul>
<p>Create an online, free training module for employers about the benefits of hiring and retaining older workers and creating an age-friendly workplace.</p>	<p>LAE</p>	<ul style="list-style-type: none"> <li>✓ LAE and Seniors have collaborated on the creation of an age-friendly workplaces series of modules for NS Skills Online. The series is FREE and includes information on the benefits to hiring older workers, and how to create inclusive, all-ages friendly work environments where older workers are valued and supported.</li> </ul>
<p>Provide training and professional development for career practitioners (advisors) employed through Nova Scotia Works Employment Services Centres, to help them work with older adults in all their diversity.</p>	<p>LAE</p>	<ul style="list-style-type: none"> <li>✓ The Nova Scotia Career Development Association (NSCDA) is currently working with the Acadia Entrepreneurship Centre to re-develop and deliver training for Career Practitioners for older worker clients.</li> <li>✓ A consultant was hired to outline a new training syllabus for Career Practitioners to better serve the older worker cohort. A detailed learning plan with online modules outlined has been developed and</li> </ul>

		<p>presented to the membership of the NSCDA for feedback. Several focus groups will be held in early 2019 to validate the proposed learning plan and the development of online curriculum will occur.</p> <p>✓ Acadia Entrepreneurship Centre presented “Older Adults and Entrepreneurship: Motivation, Barriers and Unexpected Opportunities” at the NSCDA’s annual conference in September with 60 attendees.</p>
<p>Research the barriers to employment for older workers, and how to address those barriers, from the perspectives of employers and job seekers.</p>	<p>LAE</p>	<p>✓ LAE and Seniors are currently engaged in a research collaboration with the Nova Scotia Centre on Aging on barriers to older worker employment. A literature review and a second phase of research engaging with employers and older adults about perception and attitudes in the workplace about older workers has been completed. The final results and findings are being presented to various government stakeholders in November 2018 for consideration in on-going program policy and development.</p> <p>✓ The Employer Engagement Specialists in partnership with LAE’s Corporate Policy &amp; Services Branch are currently collecting labour market information from employers and sectors to further inform the recruitment and retention of older workers.</p> <p>✓ The Centre for Employment Innovation at StFX is running the NOW (New Opportunities for Work) demonstration project – a two-year wage subsidy for under-represented workers, including older workers. A developmental evaluation will advance the research agenda, including research on older workers in Nova Scotia.</p>
<p>Help older workers who face challenges in re-entering the workplace, including those of age 65 or more who want to continue working.</p>	<p>LAE</p>	<p>✓ Nova Scotia Works Centres provide a common suite of services accessible to all Nova Scotians, including older workers. Centres located throughout the province help individuals to prepare for, obtain and maintain employment. Diversity and inclusion are embedded throughout services.</p> <p>✓ Older workers (aged 55 and over) participation in specific LAE programs:</p> <ul style="list-style-type: none"> <li>• START (90 in 2017/18); So far in 2018/19: 43</li> <li>• Job Creation Partnership (14 in 2017/18); So far in 2018/19: 8</li> <li>• Skills Development Program (47 in 2017/18); So far in 2018/19: 40</li> </ul>

<b>Value Unpaid Community and Volunteer Work</b>		
Build the capacity of community and not-for-profit organizations to involve older adults in all their diversity as community leaders, volunteers, and clients.	CCH	<ul style="list-style-type: none"> <li>✓ CCH's Communities, Sport and Recreation Division (CSR) leads an inter-departmental committee to coordinate government support for community and not-for-profit organizations. The committee is undertaking a scan of supports and services currently offered across government to support the sector.</li> <li>✓ CCH launched the Culture Innovation Fund which supports community capacity building.</li> </ul>
Build public awareness about the benefits of being active in the community, and how to get involved.	CCH	<ul style="list-style-type: none"> <li>✓ In 2017-18 CCH supported the roll out of Nova Scotia Connect.ca across NS including the development of a marketing plan. Nova Scotia Connect.ca is a web-based inventory of programs. Nova Scotia Connect.ca has an emphasis on recreation and encouraging physically active lifestyles. Older adults are a target group of regional promotional plans.</li> </ul>
Make it easier to connect people with organizations. Evaluate, improve and promote existing databases and other information sources that help connect people with volunteer organizations.	CCH	<ul style="list-style-type: none"> <li>✓ In November 2018, the Volunteer NS website was launched; a province-wide volunteer linking database: <a href="http://www.volunteersns.ca">www.volunteersns.ca</a>. This is a free and easy-to-use service connecting non-profit organizations and Nova Scotians who seek to volunteer.</li> </ul>
Sponsor three community pilots, plus an evaluation, to examine different ways of sustaining volunteer and unpaid community work.	CCH	<ul style="list-style-type: none"> <li>✓ CCH is leading a government committee on volunteerism and non-profits to better coordinate support to volunteer and not for profits. Work is also underway to create a Volunteer Advisory Committee made up of representatives spanning the non-profit sector. One of the 3 pilots currently underway is a volunteer matching website, <a href="http://VolunteerNS.ca">VolunteerNS.ca</a>.</li> </ul>
Work with partner organizations to promote mentorship opportunities for older adults.	Seniors	<ul style="list-style-type: none"> <li>✓ Currently partnering with Dalhousie University Continuing Education to pilot sessions in communities (e.g., New Glasgow, Sydney, Truro, Kentville). Mentoring Plus brings together retirees who want to share their skills, knowledge and networks with groups of unemployed young adults who need help determining a career path.</li> <li>✓ PSC is working to include more older adults as mentors and mentees in the government's mentorship program. The iNSpire Mentorship program was launched to several departments and networks in Fall 2017, it will become available to all employees in 2018. All ages and levels of employees are encouraged to participate in the program as either mentors or mentees.</li> </ul>

## Goal: **Promote Healthy, Active Living**

COMMITMENT/ACTIONS	LEAD	STATUS
<p><b>Promote an Inclusive and Supportive Population Health Approach Throughout Nova Scotia's Health System</b></p>		
<p>Create a comprehensive approach to improve the health of all Nova Scotians, as part of the development of a multi-year strategic plan for Nova Scotia's health system.</p>	DHW	<p>✓ The Department is strengthening existing and creating new collaborative care teams, enhancing service access and increasing community supports for Mental Health and Addiction services and investing in improving efficiency and effectiveness of orthopedic surgeries. DHW is also ensuring our health care infrastructure meets the needs of Nova Scotians today and into the future through the QEII redevelopment and is replacing our aging hospital information systems with a modern, high functioning, data driven, clinical information system.</p>
<p>Develop a provincial approach to evidence-based service delivery for mental health and addictions that includes older adults living with mental illness and addictions.</p>	DHW and NSHA	<p>✓ DHW has committed to the following actions to Mental Health and Addiction (MHA) services for Nova Scotians, including older adults: Expand Crisis Services: Improve the province's ability to respond to those in crisis by enhancing Mental Health Crisis Line to better meet demands; expanding coverage provided by MHA crisis teams who provide consultative services to emergency departments; and increasing capacity for urgent follow-up after being seen by a crisis team.</p> <p>✓ Increase Adult Community-based MHA supports: Increase access to community-based MHA care that are integrated with primary health services for adults by increasing the number of mental health clinicians in the community sector, based on assessed need.</p> <p>✓ Central Intake: Establish a provincial central intake for MHA services in Nova Scotia. We will establish provincial central intake for MHA services in Nova Scotia that will offer a single-entry point for access to MHA services. This will also facilitate enhanced consistency and integration of practices across the four management zones under NSHA and IWK.</p>
<p><b>Reduce the Impact of Poverty on Health</b></p>		
<p>Assess approaches to income security for all low-income Nova Scotians. This will include examining how income security programs</p>	DCS and F&TB	<p>F&amp;TB</p> <p>✓ Effective January 1, 2018, the non-refundable tax credits basic personal amount (BPA) and the</p>

and taxation can work together to provide better support particularly for single Nova Scotians struggling with the cost of living.

age amount have been increased. The BPA was increased up to \$3,000 for taxable incomes up to \$75,000. The Age amount for individuals over the age of 65 increased by \$1,465 (a 35.4% increase). Eligible individuals with taxable income under \$25,000 will receive the maximum benefits. For taxable income between \$25,000 and \$75,000 the benefits are reduced or phased out.

✓ Taxes will be reduced for more than 500,000 people by increasing the basic personal amount and more than 60,000 additional Nova Scotians will no longer pay provincial income tax.

DCS

✓ New Standard Household Rate (SHR) to be implemented in 2019/20 that combines shelter and personal allowance within Income Assistance and provides a rate based on household composition. In addition to increasing the amount of support received, this makes the system easier to understand and streamlines the delivery of support. New SHR based on detailed analysis of all the financial supports available to low-income Nova Scotians both within and outside the tax system. A new wage exemption structure was introduced in October. This means that those on Income Assistance who are working will have less of their IA reduced, providing increased financial security. This is the foundation on which other aspects of income security can be built.

Improve access to affordable, healthy foods for vulnerable older adults, through the pilot or expansion of food subsidy programs with other (e.g., mobile food markets, coupons for farmers' markets, departments, meals-on-wheels).

CCH

✓ CCH and DHW collaborated to administer funding to organizations across the province that help improve access to affordable, healthy foods, and support inter-generational food literacy for older Nova Scotians.  
 ✓ A collaborative investment (CCH, DHW & DCS/DOJ) of \$250,000 was provided to the Mobile Food Market (2017-18 and 2018-2019) to maintain the market's current locations in HRM, as well to explore options to expand services across HRM, across the Province, and seniors-locations. In September 2018, a market was launched at Northwood Senior Apartments. On October 5, 2018 the Mobile Food market received \$250,000 to expand.

Provide grants for inter-generational food literacy programs (e.g., community gardens, community kitchens) that help older adults share and develop food and nutrition skills and knowledge.

CCH

✓ An inter-generational food literacy grant program was developed in collaboration with DHW to provide funding to organizations across the province undertaking initiatives that help older and multi-generational groups share and develop food and nutrition skills, strategies and knowledge.



	CCH	<ul style="list-style-type: none"> <li>✓ In 2018, CCH supported 12 organizations with funding for projects related to food security and inter-generational food literacy programs. Additional support was provided to related programs through the Culture Innovation Fund.</li> </ul>
<p><b>Promote Physical Activity and Regular Exercise</b></p> <p>Expand the focus of the Municipal Physical Activity Leadership program to add older adults as a priority population, ensuring that the program is culturally competent and includes diverse adults.</p>	CCH	<ul style="list-style-type: none"> <li>✓ Citizen survey reports collected data about the needs of older adults to support targeted action at a community level. Enhanced MPAL agreements will encourage increased opportunities for the aging population to engage in physical activity to increase individual's health and quality of life.</li> </ul>
<p>Ensure that provincial physical activity and recreational strategies and initiatives include the needs and perspectives of middle-aged and older adults in all their diversity.</p>	CCH	<ul style="list-style-type: none"> <li>✓ The Shared Strategy for Advancing Recreation in Nova Scotia promotes and highlights the importance of participation of adults 45-65+ in any form of recreation to prepare them to be more physically active as they age.</li> <li>✓ In partnership with Recreation NS, CCH formed the Recreation Shared Strategy Inclusion and Access Task Team looking at policies and strategies to increase participation.</li> <li>✓ Let's Get Moving Nova Scotia, our action plan to increase physical activity, includes emphasis on activity types and actions that fit the needs of the aging population.</li> </ul>
<p>Develop a provincial approach to encourage physical activity at all ages, including diverse middle-aged and older adults, with a strong emphasis on walking.</p>	CCH	<ul style="list-style-type: none"> <li>✓ On November 8, 2018 CCH launched "Let's Get Moving Nova Scotia: an action plan for increasing physical activity." This is an all ages approach which includes emphasis on the aging population and content on reaching diverse communities.</li> </ul>
<p>Build the capacity of communities and the recreational and sport sectors to work with an aging population in all its diversity.</p>	CCH	<ul style="list-style-type: none"> <li>✓ Seniors have been identified as an important target group in the 2017 Physical Activity Practitioner Capacity Building Plan which aims to build knowledge and skill among physical activity practitioners.</li> <li>✓ In January 2018, an online survey of municipal recreation directors across NS was conducted to learn about municipal recreation programming and how the Shared Strategy for Advancing Recreation in Nova Scotia is impacting planning in communities. Several questions related to work supporting older adults.</li> <li>✓ HIGH FIVE for Older Adults is a framework for older adult recreation designed to encourage old-</li> </ul>

er adults to participate consistently in physical activity. In Fall 2018, CCH funded Recreation Nova Scotia to roll out HIGH FIVE for Older Adults across NS. Funding has supported six regional information sessions and two trainer workshops and multiple “Principles of Healthy Aging” workshops for recreation and sport front line leaders. We expect 35 Trainers and 500 front line leaders and program instructors will be trained.

## Goal: **Support Aging in Place, Connected to Community Life**

COMMITMENT/ACTIONS	LEAD	STATUS
<p><b>Support Community Transportation</b></p> <p>Establish a Ministerial Committee with a mandate to address community transportation in Nova Scotia. Designate Communities, Culture &amp; Heritage as the lead department.</p>	CCH	<p>✓ The Ministerial Committee was established in November 2017. Ministers provide direction on the advancement of the Action Plan for Community Transportation.</p>
<p>Deliver a community-based transportation strategy and solution for Nova Scotia.</p>	CCH	<p>✓ The Action Plan was developed and received funding (\$2.4M) in 2018-19. This initiative especially benefits rural Nova Scotians, older adults, those living in poverty, persons with disabilities and youth who currently lack access to trans</p> <p>✓ Improving access to community transportation supports Nova Scotians in all aspects of their lives – from accessing jobs, education and recreation opportunities to health care services. This strengthens our communities and our economy. In collaboration with community partners, several actions from the Community Transit Action Plan have been completed:</p> <p>✓ Creation of the Nova Scotia Community Transportation Network to provide advice to grow the number of community transportation providers and to help government develop policies.</p> <p>✓ Support to the development of an inter-city bus service from Bridgewater to Halifax connecting communities along the route.</p> <p>✓ Increased funding for the Community Transportation Assistance Program (CTAP) and the Accessible Transportation Assistance Program (ATAP) helping service providers better meet the increasing demand for community transportation.</p> <p>✓ Creation of the CBRM Transportation Lab to identify transportation needs and opportunities to meet those needs.</p>

<p>Work with the insurance sector to protect volunteer drivers from liability.</p>	<p>CCH, Seniors, F&amp;TB</p>	<ul style="list-style-type: none"> <li>✓ The Community Transportation Solutions Committee and Government Officials met with the Insurance Bureau of Canada and the Superintendent of Insurance in September 2017 to discuss the issue and possible solutions. Work still in progress.</li> </ul>
<p>Enhance the use of technology within the health system to decrease barriers for people who lack transportation to health services and programs (e.g., video conferencing).</p>	<p>DHW, NSHA, IWK</p>	<ul style="list-style-type: none"> <li>✓ Continued support of MyHealthNS, a free personal health information tool available to every resident of Nova Scotia. If your doctor is online and you have activated a connection on MyHealthNS, they can send secure electronic copies of your results and reports they have ordered for you. This can include lab tests, diagnostic imaging results, and some specialist reports.</li> </ul>
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<p><b>Support Appropriate, Affordable Housing</b></p>		
<p>Help more low-income Nova Scotians make repairs and adaptations to their homes, and increase maximum levels of assistance.</p>	<p>Housing NS</p>	<ul style="list-style-type: none"> <li>✓ Under federal/provincial funding agreements, Housing Nova Scotia (HNS) provides financial assistance to low-income homeowners to complete major health and safety related home repairs and/or home adaptations. There are currently two programs targeted to seniors at least 65 years of age. The Senior Citizens Assistance Program provides a grant of up to \$6,500 to seniors who would like to stay in their own home but cannot afford necessary repairs. The Home Adaptation for Seniors Independence Program provides a grant of up to \$3,500 for home adaptations that enables seniors with low incomes to live independently in their homes for longer periods of time. Common home adaptations include installing grab bars in bathroom, replacing bathtubs with walk-in showers and installing exterior ramps for egress.</li> <li>✓ In addition to the above programs, HNS offers home repair programs to low-income homeowners of any age to assist with home repair and renovations. Major home repairs include installing new roofs, windows and exterior doors; upgrading electrical and plumbing systems; or relocating a bathroom to the ground floor.</li> <li>✓ This translates into value and support for older adults by increasing likelihood that people can remain in their homes for longer in communities across NS.</li> </ul>
<p>Support the construction of affordable housing for seniors, with an investment from the Federal Social Infrastructure Fund.</p>	<p>Housing NS</p>	<ul style="list-style-type: none"> <li>✓ Under the federal Social Infrastructure Fund, \$4.27 million was committed in 2016-17 and an additional \$4.29 million was committed in 2017-18 for new construction or renovation of affordable</li> </ul>

		<p>housing units for seniors. Funding under the Social Infrastructure Fund helps improve access for seniors looking for a safe, affordable place to live, through the provision of forgivable loans to builders. In 2017-18, # new affordable were started or completed increasing the supply of affordable rental housing for seniors in NS.</p> <ul style="list-style-type: none"> <li>✓ As a result of the funding commitments made under the federal Social Infrastructure Fund, new affordable housing units are expected to be constructed in Mahone Bay, Amherst, Yarmouth, Wolfville, Greenwood and in the Sydney area over the next two years.</li> <li>✓ The Mahone Bay project is currently under construction and will provide 26 affordable housing units including three units that are barrier free. The project is being built to “visitable” accessible design standards with enhanced senior features, for example, all units will have walk-in showers in lieu of bathtubs.</li> </ul>
<p>Create additional rent supplement subsidies to reduce the waiting list for public housing.</p>	<p>Housing NS</p>	<ul style="list-style-type: none"> <li>✓ HNS has committed \$18.08 million of Federal/Provincial funding under the Social Infrastructure Fund over two years to help more families and seniors in need by improving access to safe, affordable rental housing near services and supports. The funds will provide rent subsidies for approximately 440 units in buildings owned by a private landlord, co-operative or non-profit housing provider and will provide subsidies over a 10-year period. In 2016-17, \$7.8 million was committed to create 222 rent supplements and in 2017-18, \$10.3 million was committed to create approximately 218 rent supplements.</li> <li>✓ Rent Supplements are used to provide affordable rental housing to low income families, seniors and individuals. A rental subsidy is paid to landlords or co-operative/non-profit housing operators based on a client’s household income. The subsidy helps to offset the cost of market rent and remove clients from core housing need. Prospective tenants are sourced from the current public housing waitlist.</li> </ul>
<p>Improve the quality of social housing for low-income households through an investment from the Deferred Federal Contribution Funds.</p>	<p>Housing NS</p>	<ul style="list-style-type: none"> <li>✓ HNS has invested in improvements to the condition of social housing for low-income households through an investment from the Deferred Federal Contribution Fund (DFC). The forecasted expenditure for 2017-18 is \$2.1 million.</li> </ul>

		<ul style="list-style-type: none"> <li>✓ Many of Housing Nova Scotia's public housing buildings house seniors (68% of units are in Senior buildings).</li> <li>✓ Internal improvements undertaken with DFC funds were aimed at heating upgrades, making properties more accessible, replacing structural components such as roofing and windows and upgrading sprinkler and fire alarm systems, and living area upgrades and improvements.</li> </ul>
<p>Increase funding to create and upgrade shelter and transitional housing spaces for victims of family violence.</p>	<p>Housing NS</p>	<ul style="list-style-type: none"> <li>✓ HNS is committed to partnering with not-for-profit organizations and the private sector to provide stable housing options for victims of family violence, some of whom are senior women. \$5.2 million was allocated to fund initiatives serving victims of family violence in 2016-17 and 2017-18. \$1.7 million of this was allocated in 2017-18.</li> <li>✓ Under the federal Social Infrastructure Fund, Housing Nova Scotia committed \$292,000 to Autumn House for the construction of new affordable second-stage housing units in Amherst.</li> <li>✓ Under the federal Social Infrastructure Fund, Housing Nova Scotia committed \$3 million for the replacement of Bryony House, a 24-bed shelter for women and children who are victims of domestic violence. This funding has been committed for the construction of a new building that can better meet the needs of families.</li> </ul>
<p>Review the Statement of Provincial Interest on Housing to determine if it adequately directs municipal planning and zoning to support a range of options that bridge the gap between independent living and long-term care.</p>	<p>Municipal Affairs, Housing NS, Seniors and DHW</p>	<ul style="list-style-type: none"> <li>✓ The Departments of Seniors and Municipal Affairs along with Housing NS met several times to better understand 'how' to appropriately investigate the question posed by this action.</li> <li>✓ Progress on tackling this question was limited, principally because it became more clearly recognized that the existing SPI regarding Housing was not written to give direction regarding independent living, long term care, or the needs of a specific demographic cohort, but rather to encourage municipalities to allow for affordable, rental, manufactured and special-needs housing.</li> <li>✓ Still, the Statement of Provincial Interest (SPI) regarding Housing, like the other SPI, is currently being investigated to see if it has achieved its original designed intent. A draft report on that work is expected in the near future.</li> </ul>

## Support Age-Friendly Community Planning

Establish a new Memorandum of Understanding (MOU) between the Union of Nova Scotia Municipalities (UNSM) and the province, supporting the development of age-friendly communities that foster aging in place in communities across Nova Scotia.

Seniors and Municipal Affairs

- ✓ MOU between the Province and the Nova Scotia Federation of Municipalities (formerly Union of Nova Scotia Municipalities) was established in June 2018.
- ✓ The Joint Nova Scotia Municipal Steering Committee on Aging is being established to advance a number of shared priorities under this MOU.

Work with the UNSM to develop a recognition program for municipalities that have taken active and ongoing steps to become age-friendly communities.

Seniors and Municipal Affairs

- ✓ A draft recognition program has been developed and will be finalized as part of the work of the Joint Nova Scotia Municipal Steering Committee.

Explore the development of a Statement of Provincial Interest on Healthy Built Environments that supports healthy, sustainable communities and addresses issues related to aging in place.

Municipal Affairs, Seniors, DHW

- ✓ Staff of the Departments of Seniors and Municipal Affairs, as well as the Department of Health, investigated and considered building on earlier work regarding a Statement of Provincial Interest (SPI) on Healthy Built Environments (HBE). In light of the scope of the healthy built environments concept, and practice elsewhere, a broad-based approach to a SPI-HBE seemed like the logical and appropriate approach to consider. However, this also entails the most effort and the involvement of other departments.
- ✓ Based on current priorities of the Department of Municipal Affairs with our municipal partners, it was determined that this wasn't an appropriate time to develop and institute such a broad-based SPI-HBE.
- ✓ Though a SPI-HBE is not considered at this point, it is recognized that Guidance material developed in relation to the 'age friendly community planning' commitment in SHIFT (below) is expected to provide land use planning guidance on this matter.

Align age-friendly community planning with the municipal planning process.

Seniors and Municipal Affairs

- ✓ Staff of the Departments of Seniors (DoS) and Municipal Affairs (DMA) have met on several occasions and are focusing initial efforts on the development of guidance material to assist municipalities in adopting planning policies that support aging in place.
- ✓ It is recognized that this municipal planning guidance material needs to be integrated with and follow along from Nova Scotia's broader AFC planning and recognition program (SHIFT action) efforts. This NS work is expected to draw extensively from international and national frameworks and programs regarding 'age-friendly communities'.

		<ul style="list-style-type: none"> <li>✓ DoS and DMA are currently in the process of developing a more precise project workplan and subsequently a Terms of Reference with the intent of engaging outside resources to assist in developing municipal planning guidance material.</li> <li>✓ Regarding the other two elements of this action, namely regional collaboration and working with individual municipalities it is understood that these are activities that follow once municipal guidance material is prepared.</li> </ul>
<p>Provide funding to communities for age-friendly planning through the Department of Seniors' Age-Friendly Communities program.</p>	<p>Seniors</p>	<ul style="list-style-type: none"> <li>✓ In the 2017-18 fiscal year, \$372,238.00 in funding was provided to communities across Nova Scotia to support their Age-friendly Communities efforts. The following 3 projects highlight a few of the Age-friendly Communities planning efforts that this funding supported:</li> <li>✓ Lunenburg County Taming the Octopus: Creating an Information-Friendly Region. This planning project involves creating an action plan that fosters optimal communication and collaboration amongst groups and agencies that support older adults and will develop strategies that ensure information reaches those who need and want to learn about resources and supports that could improve their lives. It will explore 1) how effectively the current array of services/supports is addressing the needs of older adults and 2) what information older adults want to access and how they want to access it.</li> <li>✓ Towards an Age-Friendly Queens County - Queens Care Society in partnership with the Region of Queens Municipality will explore key areas of an Age-friendly Community through consultation, identify any gaps and form a plan that strengthens Queens County's ability to support aging in place, connected to community life. This will involve consulting widely throughout the region, reviewing existing programs and services and making recommendations such that an Age-friendly approach becomes embedded in decision making processes.</li> <li>✓ CBRM Recreation Active Aging Community Strategy - CBRM Recreation Department will conduct community consultations to develop an Age-friendly Community implementation plan. Cape Breton Regional Municipality had identified through research and their Recreation Master Plan consultations that there is a notable incline in the older adult population. For this reason, the recreation department wishes to complete in depth community consulta-</li> </ul>

		<p>tion surveys to identify the recreation needs and barriers to participation in the older adult demographic.</p> <ul style="list-style-type: none"> <li>✓ \$159,137.48 has been provided to communities across Nova Scotia under the Age-Friendly Communities grant during the first half of the 2018-19 fiscal year.</li> </ul>
<p>Implement accessibility legislation that provides a framework for future standards that will benefit all Nova Scotians, including older adults and people with disabilities. These standards might address things such as customer service, information and communication, employment, the built environment, and transportation.</p>	<p>Justice</p>	<ul style="list-style-type: none"> <li>✓ The Accessibility Act was passed in April 2017 and proclaimed on September 18, 2017. Under the Accessibility Act, Nova Scotia has a goal to be accessible by 2030.</li> <li>✓ Work is underway to develop the strategy and implementation plan for how Nova Scotia will be accessible by 2030. To support development of this plan, multiple consultation activities are underway/planned. This includes focus group sessions (December 2017), an online survey (March/April 2018) and town hall style meetings (April/May 2018).</li> <li>✓ A partnership has been formed with the Nova Scotia Federation of Municipalities (NSFM), to develop a Municipal Accessibility Framework that can be adapted to suit different municipalities (one size does not fit-all because of the variation of municipalities). This framework will include an awareness/training program for local officials.</li> <li>✓ Development of the Government of Nova Scotia Accessibility Plan is underway. This work is being led by the Directorate, in collaboration with representatives from all Departments. The Government of Nova Scotia Accessibility Plan will address key priorities for the Government of NS including delivery of goods and services, information and communication, employment, built environment, transportation and education and awareness.</li> <li>✓ An accessible Nova Scotia means that all persons with disabilities (including older adults) can contribute to and be connected to their communities.</li> <li>✓ On February 8, 2018 the NSCC and the Rick Hansen Foundation announced a partnership to establish the Rick Hansen Foundation/CSA Accessible Building Certification Training Program in Nova Scotia. Nova Scotia is the second province to implement this program. Accessible public buildings and spaces will help to ensure that all Nova Scotians can participate in their communities.</li> <li>✓ The Directorate has developed a program titled “Read Ability”, targeted at children aged 3 to 6 whereby volunteers from the disability community read</li> </ul>



		children's books about disability and play games that make kids familiar with barriers disabled people face.
Enhance primary care for older adults by investing in programs that are community based and provided by collaborative teams.	DHW and NSHA	<ul style="list-style-type: none"> <li>✓ Significant investments in community based collaborative primary health care teams (3.6 M in 16/17 and 78M over next four years).</li> </ul>
Help older adults stay safe by expanding the Senior Safety Program to more communities in Nova Scotia.	Seniors and Justice	<ul style="list-style-type: none"> <li>✓ Two new communities, Victoria County and Colchester County, were funded in the 2017-18 fiscal year to develop Seniors' Safety Programs in their county, bringing the total number of Seniors' Safety Programs to 16 across the province.</li> </ul>
Create a new Continuing Care Strategy.	DHW and NSHA	<ul style="list-style-type: none"> <li>✓ The strategy work continues to evolve. DHW is improving workplace safety, enhancing caregiver benefits, and being responsive to changes in the industry.</li> <li>✓ DHW is looking at care in the community, home care, and long-term care, and how to meet the current and future needs of our aging population.</li> <li>✓ A draft action plan has been developed, but DHW is not waiting for a completed document to start to implement initiatives, such as implementing the International Resident Assessment Instrument into long term care facilities, and moving forward with initiatives to support Nova Scotians living with an acquired brain injury.</li> <li>✓ An expansion of the Caregiver Benefit Program was announced March 13, 2018. More Nova Scotians will receive support for providing care to adults living at home through the expansion of eligibility for the Caregiver Benefit Program. Until now the program has offered \$400 a month to those who provide unpaid care for 20 or more hours per week to an adult with very high care needs. The eligibility criteria is being expanded to include people who help care for those assessed as having high to very high care needs. By expanding the program it can ease the financial responsibility often associated with caregiving and allow more Nova Scotians to live in their homes for as long as possible.</li> <li>✓ On September 5, 2018, the Minister of Health and Wellness appointed an expert advisory panel to look at ways to improve the quality of long-term care in Nova Scotia. The work of the panel will include: identifying evidence-based solutions to improve quality of care in long-term care facilities; recommending appropriate staffing levels, staff comple-</li> </ul>

		ment, and skill mix for long-term care facilities; and advising on the recruitment and retention of long-term care staff. Recommendations are expected by November 30, 2018.
<b>Support Social Connections</b>		
Work with municipalities and other partners to increase access to culturally safe, convenient, and affordable facilities and recreational programs for older adults in all their diversity—including frail older adults, and especially people with low incomes.	CCH	<ul style="list-style-type: none"> <li>✓ Facility Access grant program guidelines include older adults as a priority population for funding support. Bridgewater, Chester, Lunenburg and Liverpool curling clubs provided free programs and equipment to older adults. At the Queens Place Emera Centre public skates and fitness classes and one-month fitness centre memberships were provided free to older adults.</li> </ul>
Encourage older adults and their organizations to participate in public policy development by creating workshops and public engagement sessions focused on healthy public policy and community resilience.	CCH	<ul style="list-style-type: none"> <li>✓ Collaboration with other government departments by leading a government committee on volunteerism and non-profits. Work is underway to create a Volunteer Advisory Committee. The committee’s workplan includes efforts to increase the opportunities for older adults to participate in public policy development.</li> </ul>
Invest in a community Internet/digital literacy training project for older adults, using provincial libraries as a hub.	CCH	<ul style="list-style-type: none"> <li>✓ Support to the Community Technology Network (former CAP Network) to undertake community Internet/digital literacy pilots for older adults across the province.</li> <li>✓ Investments from CCHC’s Diversity and Community Capacity Fund were leveraged to support four pilots in culturally diverse and traditionally marginalized communities.</li> </ul>
Help participants of the Disability Support Program, and their aging parents, to remain together in their homes by providing services such as snow shoveling and lawn maintenance.	DCS and DHW	<ul style="list-style-type: none"> <li>✓ This commitment was met, officially launched on November 7th at Corridor Community Options in Enfield. It was modified slightly to expand the potential service recipients from aging parents of DSP Participants to seniors in need of supports to remain in their homes. An added benefit is that all work would be undertaken by Adult Service Centre Participants and that these individuals would be paid at greater than minimum wage. Two projects developed under this initiative: <ul style="list-style-type: none"> <li>• The first, (\$20,000) was an opportunity for co-funding with Cooperators Group that was proposed by Lakecity Employment Services. This project would see an investment of \$20,000 from the Department matched by \$20,000 from Cooperators Group to provide</li> </ul> </li> </ul>

services to seniors in Northend Dartmouth. Planning and development have been completed and supports will be rolling out shortly.

- The second project (\$230,000 in the first year, with \$250,000 ongoing) is through the DirectionNS Council and involves nine Adult Service Centres. Outcomes for this project are in line with the first project meet the investment outcome of supporting seniors to stay in their homes and build community connections. Training budgets and ongoing costs have been identified and planning has been going on for several months. Home Services Nova Scotia was launched on November 7, 2018 specializing in delivering home services to older adults in 11 communities across Nova Scotia.

## Implementing The Plan

COMMITMENT/ACTIONS	LEAD	STATUS
<p><b>Base Decisions and Actions on Evidence</b></p> <p>As part of Nova Scotia's Culture Action Plan, ensure that government programs and services include the perspectives and needs of older adults and diverse communities.</p>	CCH	<p>✓ CCH is undertaking a review of funding programs that will provide information of who is currently served through our programs and where we need to make adjustments to ensure we are meeting the needs of all Nova Scotians. Programs and funding will better reflect the diversity of the province. Programs will better fit the needs of our diverse and aging population.</p>
<p>Train government employees in cultural competence.</p>	PSC, CCH and Seniors	<p>PSC</p> <p>✓ Cultural competence is included as both content and outcome of our training on Diversity and Inclusion and in our Diversity Certificate. We also provide department/business unit training. In the last year we have done group training with multiple department and business units.</p> <p>CCH</p> <p>✓ The Deputy Minister of CCH is the Champion of the Diversity Round table which is a provincial forum to foster cultural competence across government.</p> <p>✓ CCH is a signatory to the MOU for Treaty Education. CCH supports community-led opportunities for learning more about our shared history through our funding programs, such as the Mi'kmaq Cultural</p>

Activities Program and support for Mi'kmaq History Month.

✓ CCH delivers three training modules through the Public Service Commission's Learning and Development Calendar; these courses are available to all government employees, as individual courses or as electives for a Certificate in Diversity and Inclusion Development. The courses are as follows:

**1) African Nova Scotians: Historical and Contemporary Realities:** providing a better understanding and appreciation of the history, legacy and resilience of the African Nova Scotian community and strategies to increase positive engagement and collaboration with the community;

**2) Acadie at a Glance:** providing a better understanding and appreciation of the cultural identity and heritage of the Acadians and francophones of Nova Scotia; in addition, practical tools are also provided to help contribute to French-language services development and active offer of services in French.

**3) Introduction to Nova Scotia Gaels' Language, Culture and Identity:** providing a better understanding and appreciation for the Nova Scotia Gaels' language, culture and identity, and the work of the Gaelic community in Nova Scotia.

✓ Both Gaelic Affairs and Acadian Affairs and Francophonie provide language learning courses to government employees which increases awareness and access to both the Gaelic and French languages.

✓ CCH also supports and promotes African Heritage and Gaelic Nova Scotia Months and National Acadian Day.

Develop a population health profile to better understand health issues for diverse older adults (including social determinants of health, such as gender, education, income, marital status, differences in rural and urban living arrangement, mental well-being, physical activity, injury, and other measures).

DHW

✓ DHW is looking to develop broader population profiles and seniors will be an important segment of this work. Seniors profiles from other jurisdictions have been gathered and are being reviewed to inform the development of a framework to guide this work.

Strengthen the collection and analysis of information to support evidence-based decision making that reflects our diverse population (e.g., bigger sample sizes for socio-economic, labour market, and ethno-racial health data).

F&TB,  
LAE, DHW,  
DCS, CCH  
Seniors

F&TB

✓ As the official Focal Point for Statistics Canada in Nova Scotia, the Department of Finance has communicated with Statistics Canada that it places a priority on increasing details for demographic information. This representation included not only older adults, but youth as well. These representations were made at the Federal-Provincial-Territorial Consultative Council on Statistical Policy with Canada's Chief Statistician. This priority was restated at the Federal-Provincial-Territorial meetings on Social Statistics and on Labour Statistics.

✓ In the last year, Statistics Canada has released a number of studies that make reference to demographic characteristics in explaining labour market and income data.

LAE

✓ LAE (Corporate Policy & Services Branch) have taken steps to build collective knowledge of how older workers are participating in today's workplaces. This includes: 1) the development and dissemination of a research brief on the participation and employment of older workers in Nova Scotia's labour market; 2) expansion of the department's 2018 labour market household survey to include senior workers; and 3) provision of quantitative research support and advice to complement the research being undertaken by the Nova Scotia Centre on Aging as well as connections to the Canadian Longitudinal Study on Aging.

DCS

✓ DCS has expanded its use of data to support evidence-based decision making through monthly data snapshot reports, monthly outcomes reporting across program areas and ongoing engagement with program areas to provide data and analytical support. DCS has advanced its use of data beyond monthly descriptive reporting to also more complex analysis to support various budgeting, forecasting and transformation activities.

✓ A specific example is the use of detailed Statistics Canada Census 2015 data and DCS data to better understand the prevalence, depth, location and types of poverty across NS in support of the Blueprint to Reduce Poverty strategy development. This work included considerations of household

make-up, attachment to the labour market, socio economic and ethnicity data across the various locations of the province of NS.

#### CCH

✓ CCH is working with partners, federal and provincial to build stronger data collection and data sets.

#### Housing NS

✓ In 2017-18 HNS completed a current state analysis of its existing Information Technology and Information Management capabilities. In 2018-19, HNS will begin implementation of the recommendations from this analysis. This will be a multi-year initiative that will create an integrated information management structure to support evidence-based decision making.

#### DHW

✓ The MSI contract is currently being reviewed for renewal. The option to add an ethno-racial identifier throughout the health card renewal/application process is being explored.

#### Seniors

✓ Seniors partnered with the Nova Scotia Health Research Foundation to host an information session on May 4, 2018 for government partners on opportunities to collaborate and access data and research from the Canadian Longitudinal Study on Aging.

Establish a social innovation lab focused on aging that can study and develop ways to address complex issues associated with an aging population.

#### Seniors

✓ Planning and development work for the lab was completed. Two overarching design challenge questions were determined to be the based of the initial work of the lab. Participation in the lab was formulated a yearlong fellowship program. The call for applications to the fellowship program was launched. The first cohort of 24 fellows were selected from 80 applications.

✓ 24 fellows comprised of public servants, academics, private sector and passionate citizens formed 4 teams to address different impacts of an aging population; These teams are currently developing and testing prototypes to address the impacts of an aging population. Two are focused on intergenerational connections and two on aging-in-place.

✓ The second cohort of fellows has been selected.

Host a TEDx Aging Well conference.

Seniors

✓ Partnership established with the Nova Scotia Centre on Aging to host a TEDx Aging Well conference that took place on October 4, 2018. A number of community leaders explored how we're changing the way we think about aging as well as the opportunities and potential created by an aging population.

### Learn From Each Other

Launch a public education campaign that shows older adults in all their diversity, dispels myths and misconceptions about older age, and demonstrates the contributions of older adults to our province.

Seniors

✓ Video "Beyond the Number" created for television and social media, fall 2017. Developed a comprehensive "owned, earned, paid" media campaign. As part of this broader approach, a second video was developed called "Shift – Change Your Perception" that states we can shift attitudes about aging and focus on valuing and supporting the contributions of older adults.

## Other

COMMITMENT/ACTIONS	LEAD	STATUS
Silver Economy Summit	Seniors	✓ The Halifax Chamber of Commerce and the Department of Seniors co-hosted Nova Scotia's fourth Silver Economy Summit in March 2018. The theme AdvantAGE: Embrace the Boom explored the role of technology with an aging population, from the use of assistive technologies to help seniors, to the rising number of older Nova Scotians using technology to become entrepreneurs. Governments, businesses, inventors, caregivers, students and individuals gathered to discuss opportunities to think creatively about the value of technology.
Virtual Reality Program	Seniors and Northwoodcare Inc.	✓ With a grant from the Department of Seniors, Northwood launched the Virtual Reality Program for Older Nova Scotians on October 3, 2018. Using specialized equipment and developing videos (in 360 degrees), older Nova Scotians can now visit Nova Scotia landmarks from the comfort of the Northwood facility. This innovation supports the community in reaching a variety of health-related and quality of life outcomes while providing an opportunity for leisure.