



One Minneapolis

All people, regardless of circumstance, have opportunities for success at every stage of life

What strategies are working?

PROGRAMS THAT EXPOSE YOUNG PEOPLE TO THE WORLD OF WORK, CAREER OPPORTUNITIES AND ADULT ROLE MODELS.

- The Urban Scholars and STEP-UP programs are exposing young people to career opportunities.
- Mentorships are connecting the generations while helping young people experience the world of work.
- School resource officers are making personal connections with students. Officers are solving problems earlier because they're in the schools each day. That helps bring down youth arrest levels.
- Minneapolis is leading the state in ensuring that all kids have a plan to move forward after high school.
- The Minneapolis Public Schools' Career & College Centers are a great resource about career options.
- The Youth Coordinating Board and the Youth Congress offer tremendous opportunities for young people to interact with elected officials and learn to actively participate in government.
- Involving University of Minnesota students in the Police Athletic League (PAL) has been really well received. The college students are gaining valuable experience, and the PAL kids are getting help with their homework. PAL kids are seeing that people care about them.
- Full Cycle, a nonprofit bicycle shop that employs young people, is the type of program that kids are thirsty for. It serves kids' needs for connections.

YOUTH INVOLVEMENT PROGRAMS ARE ENRICHING OUR WORKPLACE AND INFORMING OUR SERVICES.

- City staff have the benefit of seeing the growth of the young people participating in the Urban Scholars and STEP-UP programs. It's refreshing to have these young people around.
- School resource officers have had the opportunity to see young people grow and mature. It's rewarding for officers to see they have made a difference in a child's life.
- The Minneapolis Youth Cabinet is identifying the needs of young people and helping City departments view youth policy needs on an enterprise-wide basis.
- Thanks to youth involvement programs, departments are looking at issues through the eyes of young people. Momentum continues to build as departments work to support youth initiatives.
- There are many programs aimed at young people. We have laid a strong foundation.
- There is consensus about the importance of early childhood education.

WE BENEFIT FROM STRONG SERVICES AND PLANS.

- Public transportation in the urban core is strong. Public transportation works well for seniors and youths.
- People are benefitting from pedestrian improvements.
- The Minneapolis for a Lifetime Strategic Plan is goal-focused. The plan calls for us to implement policies and services that will allow for independent and meaningful living in our community as people age.
- Departments are starting to add an "aging" lens to their work and decision-making.
- The policy change regarding accessory dwelling units is helping both young adults and seniors.
- Historically, the City Council has strongly supported the work around the Minneapolis for a Lifetime Strategic Plan.

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What strategies are not working?

WE AREN'T PAYING ENOUGH ATTENTION TO THE DIVERSITY OF NEEDS AND SKILLS WITHIN THE SENIOR POPULATION.

- We lump seniors together and don't recognize that there are several generations within the category of seniors. Seniors have diverse interests and needs, and we aren't recognizing the full continuum of their needs and interests.
- We have linguistically isolated populations of seniors who don't have social networks.
- We aren't paying enough attention to the needs of refugee and immigrant senior populations.
- Many seniors are raising young children, and we aren't recognizing their needs.
- Our plans aren't addressing how to capture the huge brain drain that is occurring as large numbers of people retire.
- There's too much focus on millennials, and not enough messaging about Minneapolis as a great city for seniors.

SOME PROGRAMS AND SERVICES FOR SENIORS ARE INSUFFICIENT OR DIFFICULT TO ACCESS.

- The University of Minnesota's Lifelong Learning Institute isn't very diverse.
- Health care and prescription management services are inadequate.
- The application process for transportation services such as Metro Mobility is arduous. Cumbersome processes present barriers to seniors seeking services.
- Seniors don't know how to tap into services such as Uber, a mobile phone-based car service.
- We don't help seniors learn to use technology to stay connected.
- Many homes in Minneapolis weren't built with accessibility in mind and don't meet the needs of an aging population.

WE AREN'T COLLABORATING OR SHARING INFORMATION.

- Community partners are not being valued as much as they should be. We aren't coordinating efforts among agencies and systems. We aren't addressing issues from multiple perspectives.
- We don't do a good job of sharing information about existing services. For example, approximately 58 percent of the people who are eligible for tax relief aren't taking advantage of the program.
- When we pigeonhole projects and services, we end up duplicating services and taking conflicting action.
- We aren't getting much information out of the senior policy work group.
- The Neighborhood and Community Relations Department might not be the most appropriate location for the Council for Aging.
- Because of data privacy laws, entities can't share information about young people. Data privacy restrictions block our efforts to have focused, coordinated interventions.
- The City, school district and County aren't collaborating to help kids who are on probation.
- It's not clear whether we are measuring the impacts of our efforts.

SOME PROGRAMS AND SERVICES FOR YOUNG PEOPLE ARE INSUFFICIENT.

- We don't have ways to connect with homeless kids and kids who are affected by gangs.
- We aren't doing enough to help kids who are on probation graduate from school and acquire the skills they need to continue their educations or enter trades.

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- We aren't paying enough attention to key transition points in kids' lives. Kindergarten, sixth grade and ninth grade are critical stages for kids' future success, and we fail to help kids make these transitions.
- We aren't doing enough to connect with kids who came here from other states and countries. They have entirely different sets of challenges.
- There's a real disconnect between school district policymakers who want to eliminate school resource officers and the educators working in school buildings who see the day-to-day benefits of having officers in the schools. Additionally, some communities don't trust police officers and are uncomfortable with their presence in schools.

Working in partnership, what strategies could we pursue?

CONTINUE IMPLEMENTING AND IMPROVING EXISTING PROGRAMS.

- Continue to implement the Minneapolis for a Lifetime strategic plan. Don't create a new plan; implement what we have already outlined. Ask neighborhoods to be more involved in implementation.
- Periodically report on our progress on implementing the Minneapolis for a Lifetime strategic plan.
- Collaborate with community partners and service providers to achieve our goals for youths and seniors.
- Incorporate disability-related services into existing programs.
- Make sure the City Council fills all the slots on the Council for Aging.
- Do more to inform seniors about existing programs so they take full advantage of available services.
- Expand the Police Athletic League (PAL) to create more participation opportunities for kids.
- Expand Urban Scholars and STEP-UP to allow more young people to participate.
- Continue efforts to promote public service as a career option.

EMULATE SUCCESSES IN OTHER COMMUNITIES.

- Learn how other jurisdictions work on behalf of youths and seniors.
- Learn what other communities are doing to support people with dementia and incorporate appropriate strategies here.

RETAIN PROGRAMS THAT CONNECT POLICE AND FIREFIGHTERS WITH YOUTHS.

- Keep school resource officers in our schools. Measure the results and share that data with school district policymakers to convince them of the benefits of this program. Do more to build trust with residents about the value of this program.
- Continue to offer recreational and academic programs that enable police officers and firefighters to build personal connections with young people.
- Bring firefighters and emergency medical personnel into high schools to showcase public service careers.

ENHANCE EFFORTS TO PROTECT RESIDENTS' HOME SAFETY.

- Create opportunities for firefighters and emergency medical technicians to visit seniors' homes to check on safety. We can test smoke detectors, check blood pressure and look for hazards that can result in a life-threatening fall. These actions can help reduce hospital re-admissions.

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- Improve outcomes by ensuring Regulatory Services is part of the team working on residential health and safety. Because Regulatory Services staff may observe a problem during a routine inspection, they should be an integral part of a team that involves Police, Fire, Health and County staff. Earlier notice of health or safety concerns could head off a problem — such as hoarding — before it becomes a crisis.

SHARE INFORMATION AND BOOST COLLABORATION AND INVOLVEMENT.

- Share information with nonprofit and community organizations to enable us to collaborate on efforts to make the city livable. At the same time, accept that we may have different approaches.
- Create ways for the City, school district and County to collaborate to help kids who are on probation continue their education and learn job skills.
- Create messages about what a great city Minneapolis is for seniors.

SEEK NEW APPROACHES.

- Develop additional housing options that can accommodate seniors.
- Create programs where intergenerational relationships between seniors and young people can naturally emerge. Seniors and young people can help one another.
- Teach seniors how to use technology to stay connected. Help seniors take full advantage of transportation options, including new services such as Uber.
- Pay attention to the refugee and immigrant populations when communicating with seniors.
- Craft business opportunities to ensure we capture retirees' knowledge and experience.
- Help kids successfully manage key school transitions, especially into kindergarten, middle school and high school.
- Initiate conversations with the recently elected City Council to orient them about the Minneapolis for a Lifetime strategic plan.
- Explore the implications of assigning every newborn an identification code that's not related to a Social Security number. Government, schools and social service providers need a way to share information about children who need help. A coordinated system could help us avoid missing crucial information.

This conversation had representatives from City Coordinator's office, City Council office, Fire Department, Health Department, Police Department, Achieve Minneapolis, American Indian Center, Metropolitan Area Agency on Aging and Pillsbury United Communities.