

Commonwealth of Virginia  
Department of Human Resource Management

**Impact of the Aging Population**

**Background**

Code of Virginia Section 2.2-5510 (which expires July 1, 2008) requires agencies of the Commonwealth to prepare strategic plans. Item 4 of the section requires that an agency analyze "the impact that the aging of the population will have on its ability to deliver services and a description of how the agency is responding to these changes." It further requires that each agency report "to the Department for the Aging its progress in addressing the impact of the aging of the population, according to guidance established by the Secretary of Health and Human Resources." This report fulfills the latter requirement.

**Guidance and Responses**

Guidance received concerning this report directed that specific questions be answered. Those questions and the Response of the Department of Human Resource Management (DHRM) follow.

Question #1

To the extent such data is available, the number of persons who received services from the agency in the past fiscal year who fell into each of the following age ranges: 65-74; 75-84; and 85 and older. If the agency can provide data that compares such numbers to numbers of senior citizens served in the past, please do so. If the agency lacks specific information about the numbers of senior citizens it serves, but has other evidence indicating that it is serving more or fewer senior citizens than it has in the past, please describe the basis for that estimation.

Response

DHRM does not provide services directly to the citizens of the Commonwealth. At the end of fiscal year 2007, however, DHRM served 73,129 classified employees of whom approximately 2%, or 1501, were 65 years of age or older.

Question #2

Identify the agency services that are utilized by senior citizens 65 and older in significant numbers. Indicate whether the agency has the capacity at present to serve all interested seniors or whether the demand for certain services exceeds the agency's capacity. If so, does the agency maintain waiting lists for services?

Response

DHRM does not serve senior citizens per se. It serves the agencies of the Commonwealth and their employees by providing policy and programs through which agencies acquire the human resources they need to fulfill their missions. As noted above, some of these employees may be considered senior citizens by virtue of having reached age 65.

### Question #3

Identify current agency programs, specifically designed to serve seniors 65 and older, that fall into any of the following six categories: Health Care/Wellness; Education; Public Safety; Recreation; Financial Security (including Housing); and Transportation.

### Response

As noted, DHRM does not serve senior citizens per se. It does serve some persons aged 65 and older because they are employees of the Commonwealth, retirees from such employment, or dependents of such persons, through its policies and programs. Such programs include CommonwHealth, a wellness program, and the several health insurance programs that it provides, including the retiree health insurance program.

### Question #4

Identify the extent to which your agency provides "consumer-oriented" publications and websites online that are designed to be "senior-friendly." If the information you currently provide is not readily accessible to seniors, identify any steps your agency is taking to improve accessibility.

### Response

All DHRM publications are available through its web site and other sources and are intended for use by applicants, employees, agencies, and other users of DHRM services or interested parties. Some publications are necessarily technical, but those that are intended for popular use are formed with the intent of being readily accessible and comprehensible to those to whom they are directed.

### Question #5

Describe any other services or programs that the agency has implemented or plans to implement in the future to address the impact of the aging of Virginia's population.

### Response

DHRM is aware that its aging workforce suggests impending separations and the need to replace those persons. It is also aware of the desirability of retaining employees who are eligible for retirement. IT notes long time practices within Virginia's public service of

hiring employees who have retired. It notes, however, that these employment practices are predicated on the ability of the individual to serve the public, not on the person's age.