



AGENDA

1. WHAT IS INTERGENERATIONAL HOUSING?
2. CASE STUDIES – EXISTING INTERGENERATIONAL HOUSING COMMUNITIES
3. HOW THE INTERGENERATIONAL HOUSING MODEL COULD BE THE ANSWER
4. NEXT STEPS TO CONTINUING/ FURTHERING THE DISCUSSION



**INTERGENERATIONAL HOUSING – A PROMISING STRATEGY TO ADDRESS THE
WORKFORCE CHALLENGE**



1. ARCHITECTURAL DESIGNER AT JLA ARCHITECTS, MADISON, WI
 - JLA ARCHITECTS, MADISON (& MILWAUKEE)
 - LEED GREEN ASSOCIATE (*SUSTAINABILITY*)
 - PASSIONATE ABOUT THE FUTURE OF SENIOR DESIGN
2. ORIGINALLY FROM PHILADELPHIA, PENNSYLVANIA
 - (*GO BIRDS!!!*)
3. UNDERGRADUATE STUDIES - ROGER WILLIAMS UNIVERSITY
 - OPPORTUNITY TO LEARN FROM JOHN ZEISEL, PHD

MASTERS STUDIES AT TEMPLE UNIVERSITY

 - 'UNDERSTANDING THE END USER'S EXPERIENCE'



1.) WHO AM I? 2) WHERE AM I FROM? 3.) WHEN/WHY I BECAME INTERESTED



WHAT IS INTERGENERATIONAL HOUSING?



- ❖ Definition of 'Intergenerational':
 - *of, relating to, or for individuals in different generations or age*
- ❖ Intergenerational Housing:
 - *a housing or community typology that is designed to provide a lifestyle complete with recreational, educational and social activities and opportunities amongst individuals of different generations or ages.*



WHAT IS INTERGENERATIONAL HOUSING?

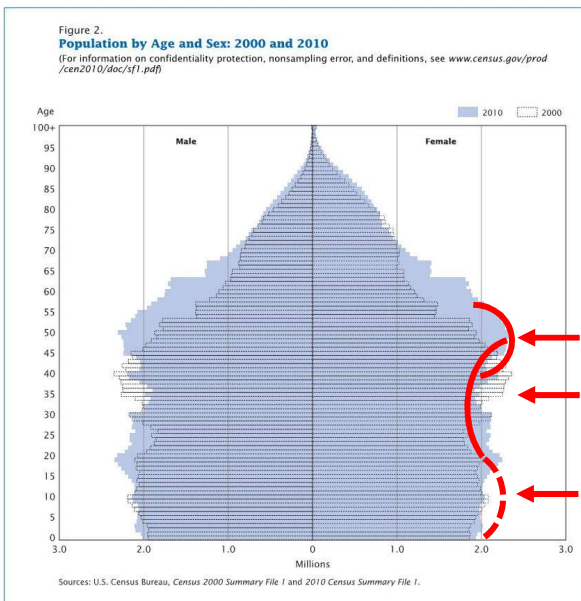


- Gen Z, iGen, Centennials: Born 1996 or later (Ages 00 – 21)
- Millenials or Gen Y: Born 1977 to 1995 (Ages 22 – 40)
- Generation X: Born 1965 to 1976 (Ages 41 – 52)
- Baby Boomers: Born 1946 to 1964 (Ages 53 – 71)
- Traditionalists/ Silent Generation: Born 1945 and prior (Ages 72 +)



GENERATIONAL BREAKDOWN



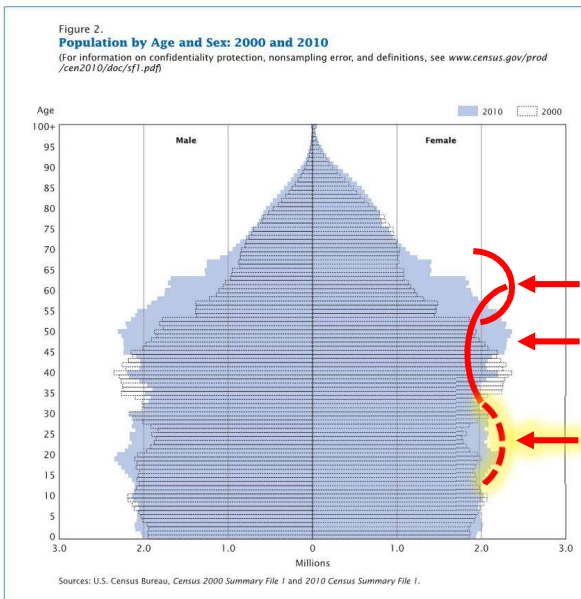


Baby Boomers: 2010

GenX and Millennials: 2010

*Millennials and iGen: 2010
(target group)*

U.S. CENSUS STATISTICS



US Census Bureau Information as of July 1, 2017 – Wisconsin

- April 2010: 5,686,986
- July 2017: 5,795,483
 - +108,497 increase; 1.9% increase
- Persons 65 years and over, April 2010: 779,117 (13.7%)
- Persons 65 years and over, July 2017: 933,072 (16.1%)
 - +153,955 increase; 2.4% increase

Baby Boomers: 2020

GenX and Millennials: 2020

*Millennials and iGen: 2020
(target group)*

- Persons 85 years and over, April 2010: 95,625
- Persons 85 years and over, July 2017: 118,505
 - +22,880 increase; 23.9% increase

U.S. CENSUS STATISTICS



- ❖ “Millennials are on cusp of overtaking the baby boomers as the largest, living population group”

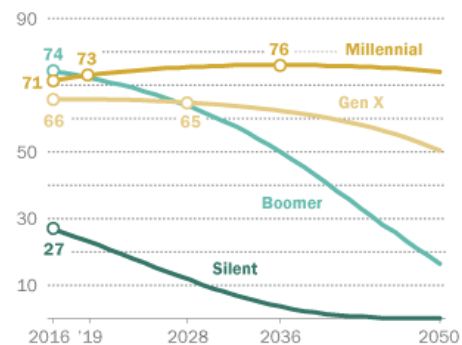
- Richard Fry, PEW Research Center

- ❖ In 2019 the population of millennials will be at or surpassing baby boomers

- ❖ 2028 Gen-X will finally catch up to Baby boomers, as the Baby Boomer population begins to decrease overall

Projected population by generation

In millions



Note: Millennials refer to the population ages 20 to 35 as of 2016.

Source: Pew Research Center tabulations of U.S. Census Bureau population projections released December 2014 and 2016 population estimates.

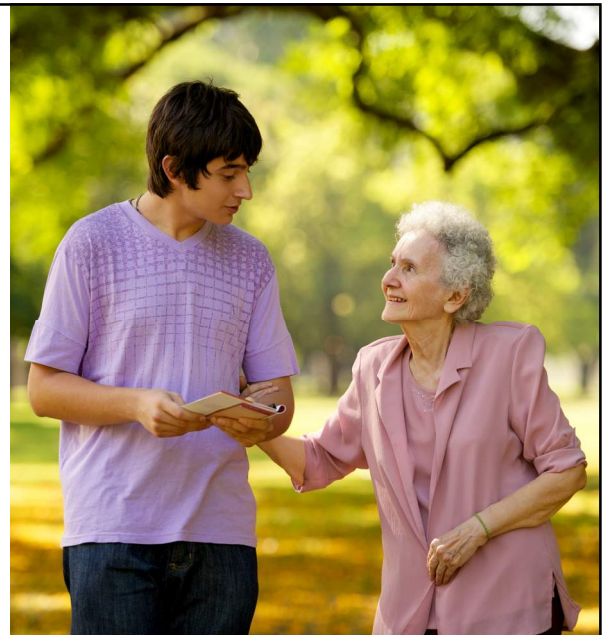
PEW RESEARCH CENTER

U.S. CENSUS STATISTICS



MODELS OF INTERGENERATIONAL HOUSING (EXISTING **AND** HYPOTHETICAL CONCEPTS)

1. Seniors and College Students/ Younger Adults
2. Seniors and Families
3. Seniors and anyone eligible for Affordable Housing
4. Daycare/ Senior center concept



MODELS OF INTERGENERATIONAL HOUSING



CASE STUDIES

- HUMANITAS – DEVENTER, NETHERLANDS
- MEHRGENERATIONENHAUS – PATTENSEN, GERMANY
- JUDSON MANOR – CLEVELAND, OHIO
- H.O.M.E. – CHICAGO, ILLINOIS
 - Nathalie Salmon House
 - Pat Crowley House
- ST ANN CENTER FOR INTERGENERATIONAL CARE
 - Milwaukee, WI



CAN INTERGENERATIONAL HOUSING BE THE ANSWER TO THE WORKFORCE SHORTAGE IN WISCONSIN?



CASE STUDY #1 – HUMANITAS – DEVENTER, NETHERLANDS



- ❖ HUMANITAS IS THE MAIN SOCIAL SERVICES AND COMMUNITY BUILDING ORGANIZATION OF THE NETHERLANDS – FOUNDED MAY 1945
- ❖ TODAY, 80 CHAPTERS DIVIDED OVER THE 5 DISTRICTS OF THE NETHERLANDS
- ❖ SUPPORTS MORE THAN 65,000 PEOPLE IN NEED OF ASSISTANCE
- ❖ CURRENT **STAFF** OF ONLY **300 PEOPLE**
 - ❖ 24,000 VOLUNTEERS, AND/OR BUDDY PROGRAM PARTICIPANTS



CASE STUDY #1 – HUMANITAS – DEVENTER, NETHERLANDS



- ❖ BUDDY PROGRAM STARTED IN 2012 WHEN LOCAL UNIVERSITY STUDENT OTTO SELBACH REACHED OUT TO FACILITY DIRECTOR GEA SIJPKES
- ❖ SELBACH AND SIJPKES CREATE AN INTERNAL, RENT-FREE, “GOOD NEIGHBOR SERVICES” PROGRAM
 - INITIAL AIM OF PROGRAM WAS TO ‘WARD OFF THE NEGATIVE EFFECTS OF AGING’
- ❖ IN EXCHANGE FOR RENT-FREE LIVING, STUDENTS HAVE TO PARTICIPATE IN AT LEAST 30 HOURS PER MONTH OF ‘**GOOD NEIGHBOR**’ SERVICES



CASE STUDY #1 – HUMANITAS – DEVENTER, NETHERLANDS



❖ IRONIC TIMING OF SELBACH'S REQUEST (2012)

- At the time, student housing in and around Amsterdam was short almost 9,000 student rooms.
- Dutch government had decided to stop funding continuing care costs for citizens over the age of 80 who weren't in 'dire need.'
 - Fewer people could afford these types of communities
 - Fewer people began seeking these communities
- How could Humanitas develop a unique selling point, under these circumstances which wouldn't increase costs and potentially could decrease their operational costs?

Students & Young Adults



CASE STUDY #1 – HUMANITAS – DEVENTER, NETHERLANDS



- ❖ “The students bring the outside world in, there is a lot of warmth in the contact.”
 – Gea Sijpkens, director of Humanitas – Deventer

- ❖ Along with ‘good neighbor’ requirements, they teach residents skills like email, social media, Skyping, etc.
- ❖ When students come ‘home’ from class, parties, nights out on the town, they relay their experiences to the residents; keeping them connected to the outside world.



CASE STUDY #1 – HUMANITAS – DEVENTER, NETHERLANDS





CASE STUDY #2 – MEHRGENERATIONENHAUS – PATTENSEN, GERMANY



❖ MEHRGENERATIONENHAUS literally means multi-generational house, in the German language.

❖ 2012 release of the [Zukunft Quartier – Lebensräume zum Älterwerden; Neue Wohnformen im Alter – Finanzierungsmöglichkeiten innovativ gestalten.](#)

Habitats for the Aging – Future District; New Forms of Living at an Old Age

❖ Report suggested that intergenerational housing could reduce the cost of care for the 65+ population by 30-50% per head, based on needs of the resident and mutually beneficial services which could be provided.



CASE STUDY #2 – MEHRGENERATIONENHAUS – PATTENSEN, GERMANY



- ❖ Pattensen, Germany, a town of roughly 13,000 people, became one of the first towns to create one of these “homes” - featuring both a pre-school and kindergarten along with a social center and a few residences for the elderly.
- ❖ 500 of these centers have since been established across Germany
- ❖ Each location was budgeted 40,000 euros per year of local government funding (\$49,630 US dollars)
 - Local taxes were raised a fraction of a percent to allow this to happen
 - Additional costs offset – Daycare services, technology courses



CASE STUDY #2 – MEHRGENERATIONENHAUS – PATTENSEN, GERMANY



- ❖ Seniors volunteer:
 - Read books to school children
 - ‘Rent-a-Nanny’ services for local parents
 - Talk with school children/ young adults about experiences
- ❖ Young Adults volunteer:
 - Show seniors how to use computers and mobile phones
 - Speak with seniors on social outings, events in the neighborhood
- ❖ Children are a great strength of the community:
 - More at ease with Alzheimer’s patients
 - Give the seniors something to look forward to



CASE STUDY #2 – MEHRGENERATIONENHAUS – PATTENSEN, GERMANY





CASE STUDY #3 – JUDSON MANOR – CLEVELAND, OHIO



- ❖ 2010 – partnership with Cleveland Institute of Music
- ❖ In exchange for free living accommodations, the students provide various performances at all three of Judson's communities in Cleveland.

INSTANT SUCCESS!

- ❖ 2012 – Program welcomed the Cleveland Institute of Art & Ursuline College to participate



CASE STUDY #3 – JUDSON MANOR – CLEVELAND, OHIO



❖ Judson now offers an 'Artists-in-Residence' program, in which students are given free housing in exchange for teaching art to the residents for at least five hours per week.

❖ The artists not only teach the residents various Art techniques, but also in recent years have planned and escorted residents on numerous field trips to art centers throughout Cleveland.

❖ *Many students pick up secondary work at the Manor*



CASE STUDY #3 – JUDSON MANOR – CLEVELAND, OHIO



CASE STUDY #4 – H.O.M.E. – HOUSING OPPORTUNITIES & MAINTENANCE FOR THE ELDERLY



❖ H.O.M.E. helps low-income seniors in Chicago maintain their independence by providing the following services:

- Home upkeep and repair
- A shopping bus service
- A moving assistance program
- Three affordable apartment buildings where seniors can live comfortably in an intergenerational environment:

“Good Life Senior Residencies”



WHAT IS H.O.M.E.



Good Life Senior Residencies

- ❖ Intergenerational, family-like settings
- ❖ Shared, communal living spaces
 - Seniors, young adults, families
- ❖ Full-time coordinator, oversees operations
- ❖ Live-In Resident assistants:
 - Housekeeping, resident laundry, prepare meals and social activities



WHAT IS H.O.M.E.



- ❖ Opened in 1983 in the Edgewater neighborhood of Chicago, IL. – nonprofit organization
- ❖ Home charges seniors 80 percent of their income to pay for rent, food and toiletries
- ❖ Residents' rent covers 56% of the house's operational costs.
- ❖ Grant from the Chicago Low Income Housing Trust Fund covers an additional 5% of the house's costs.



CASE STUDY #4 – PAT CROWLEY HOUSE – CHICAGO, ILLINOIS



- ❖ The capacity of the Pat Crowley House location is 12 senior citizens and 4 resident assistants.
- ❖ Resident assistants have consisted of:
 - undergraduate students
 - Graduate students
 - Young professionals
 - ALL of various backgrounds.
- ❖ RA selection includes home visits, background checks, credit checks and contact with a primary care physician.



CASE STUDY #4 – PAT CROWLEY HOUSE – CHICAGO, ILLINOIS



- ❖ Opened in 1994 in the Roger's Park neighborhood, Chicago, IL.
- ❖ 54-unit, 5 story building, fully handicapped
- ❖ 42 Senior residents, 6 resident assistants, four families of 4
- ❖ 1st floor – kitchen, community room, fitness area, garden room and library
- ❖ Floors 2-4; 28 private apartments for seniors
- ❖ 5th floor features the 'Good Life Senior Residences'



CASE STUDY #4 – NATHALIE SALMON HOUSE – CHICAGO, ILLINOIS



CASE STUDY #5 – ST ANN CENTER FOR INTERGENERATIONAL CARE – MILWAUKEE, WI



- ❖ Sister Edna Lonergan (founder) started in 1983, operating an Adult Day Care in the basement of the health center of the Sisters of St Francis of Assisi
- ❖ 1996 – Benevolent Touch program begins – “The use of positive, gentle, nurturing touch ensures the recipient that they are in a safe and caring environment.”
- ❖ St Ann’s Opens Stein campus in 1999
 - Adult Day Care
 - Child Day Care
 - Under the same roof



CASE STUDY #5 – ST ANN CENTER FOR INTERGENERATIONAL CARE – MILWAUKEE, WI



STEIN CAMPUS

- ❖ An average of 155 adults + 138 children spend each day at St Ann’s Stein campus, while another 100+ are daily users of the various community services internally

BUCYRUS CAMPUS (still in progress)

- ❖ Currently an average of 78 adults + 93 children spend each day at St Ann’s Bucyrus campus, while another 100+ are daily users of the various community services internally
- ❖ When complete:
 - 230 children/day capacity
 - 300 adults/day capacity
 - 100+ additional users of internal services



CASE STUDY #5 – ST ANN CENTER FOR INTERGENERATIONAL CARE – MILWAUKEE, WI



Adult Services

Personalized Day Programs
 Specialized Alzheimer's care units
 Overnight Respite Care
 Daily exercise routines
 Afternoon engagement with children

Child Services

Personalized Day Care Programs
 Before and After-school programs
 Summer camp offerings
 Afternoon engagement with the seniors



CASE STUDY #5 – ST ANN CENTER FOR INTERGENERATIONAL CARE – MILWAUKEE, WI

**Community Services**

Ageless Beauty Salon
 Aquatic Center
 Art & Ceramics Studio
 Medical Clinic
 Music Therapy
 Outpatient Therapy
 Counseling & Support Groups
 Massage & Wellness
 Java Bar & Café
 Gift Shops – (*Sister Edna Jewelry*)

All services open to the public!!



CASE STUDY #5 – ST ANN CENTER FOR INTERGENERATIONAL CARE – MILWAUKEE, WI



❖ Since its opening – Sister Edna Endeavors:

- Addresses **United Nations** (2002)
 - *159 countries represented*
 - 2002 – 600 million seniors
 - 2052 – 2 billion seniors
- Addresses Intergenerational Concepts and Methods in **China** (2005)
- Panelist at the Fourth International Conference of the Consortium for Intergenerational Programs in **Singapore** (2010)

INTERNATIONAL CONVERSATION SINCE 2002



CASE STUDY #5 – ST ANN CENTER FOR INTERGENERATIONAL CARE – MILWAUKEE, WI



3. HOW AN INTERGENERATIONAL HOUSING MODEL WOULD BENEFIT THE U.S.

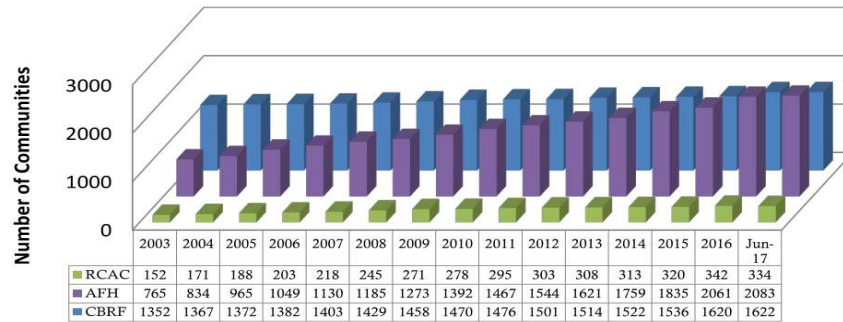


Wisconsin Department of Health Services



Assisted Living Facilities

Trend in Number of Facilities



June 2017:
4,039
Facilities

P-01726 (08/2017)

Promoting Regulatory Compliance

Division of Quality Assurance 17

*ALL GRAPHS AND STATISTICS ARE FROM THE STATE OF ASSISTED LIVING, MID-YEAR 2017 FOR THE STATE OF WISCONSIN, AS PRESENTED BY ALFRED JOHNSON – DIRECTOR OF THE BUREAU OF ASSISTED LIVING.

TARGETED SENIOR LIVING TYPOLOGIES – STATISTICS FROM WISCONSIN DHS/DQA

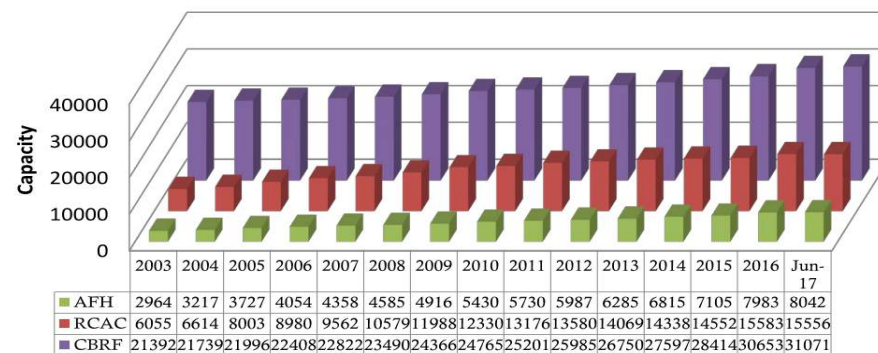


Wisconsin Department of Health Services



Assisted Living Capacity

Trend in Assisted Living Capacity



June 2017:
54,669
residents

P-01726 (08/2017)

Promoting Regulatory Compliance

Division of Quality Assurance 18

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TARGETED SENIOR LIVING TYPOLOGIES – STATISTICS FROM WISCONSIN DHS/DQA



U.S. CENSUS STATISTICS

June 2017:
Persons 65 years+
933,072

June 2030:
Persons 65 years+
1,424,320

ASSISTED LIVING CAPACITY (STATEWIDE)

June 2017:
54,669 capacity
(5.9%)

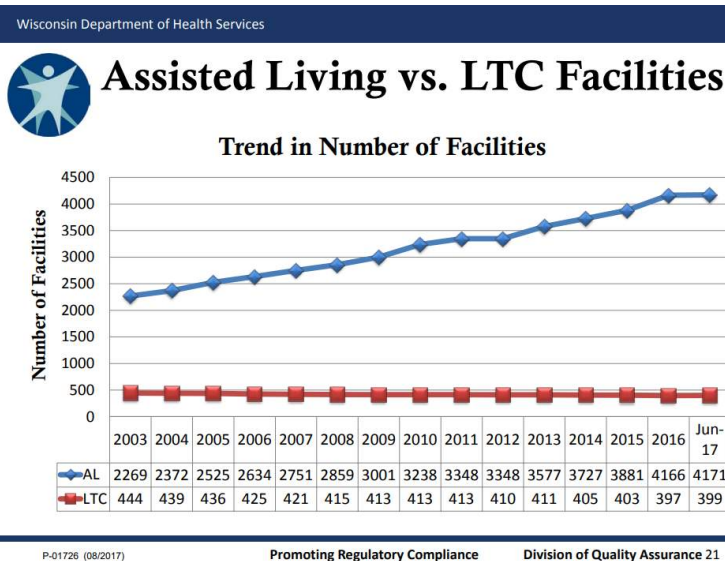
June 2030:
84,035 capacity
(5.9%)

June 2004:
31,570 capacity
(73% increase to 17)

+29,366 new beds
54% increase
(2,259/yr)

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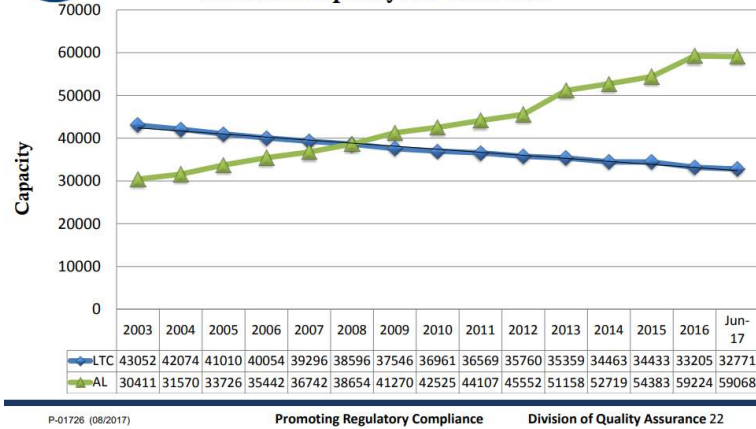


Wisconsin Department of Health Services



Assisted Living vs. LTC Capacity

Trend in Capacity for Residents

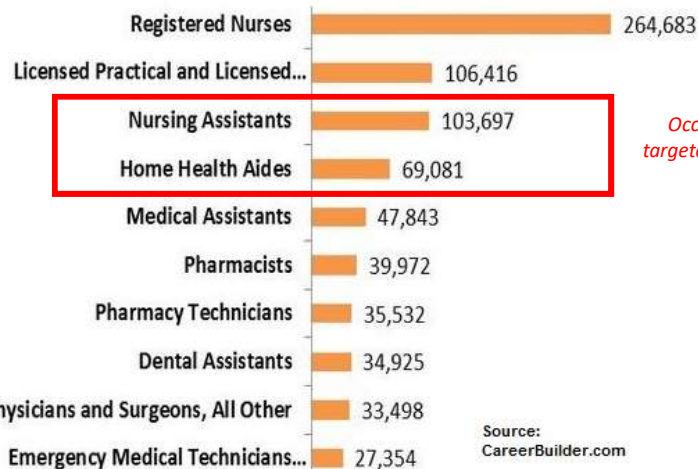


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TARGETED SENIOR LIVING TYPOLOGIES – STATISTICS FROM WISCONSIN DHS/DQA



Top 10 Health Care Occupations With Worker Shortages (2013-2018)



Occupation shortages to be targeted by the Intergenerational Housing model

WORKFORCE CRISIS – NATIONAL STATISTICS



- ❖ CURRENTLY AN AGING WORKFORCE/ BABY BOOMERS STARTING TO LEAVE THE WORKFORCE
- ❖ 2016 – CAREGIVER VACANCY OF 14.5%
- ❖ 2018 – CAREGIVER VACANCY OF 19%
- ❖ 48% OF FACILITIES ARE FACING A CARGIVER VACANCY OF 20% OR HIGHER
- ❖ 2016 – 11,500 CAREGIVER VACANCIES
- ❖ 2018 – 16,900 CAREGIVER VACANCIES (47% INCREASE)

STATISTICS FROM THE 2018 WORKFORCE STUDY REPORT



CURRENT WORKFORCE STATISTICS OF IMPORTANCE TO NOTE – FOR WISCONSIN



HOUSING A place to live

FOOD A bite to eat

CHILDCARE A service

THREE OF THE BIGGEST FINANCIAL STRESSORS PEOPLE WORRY ABOUT (NOT MONEY)?



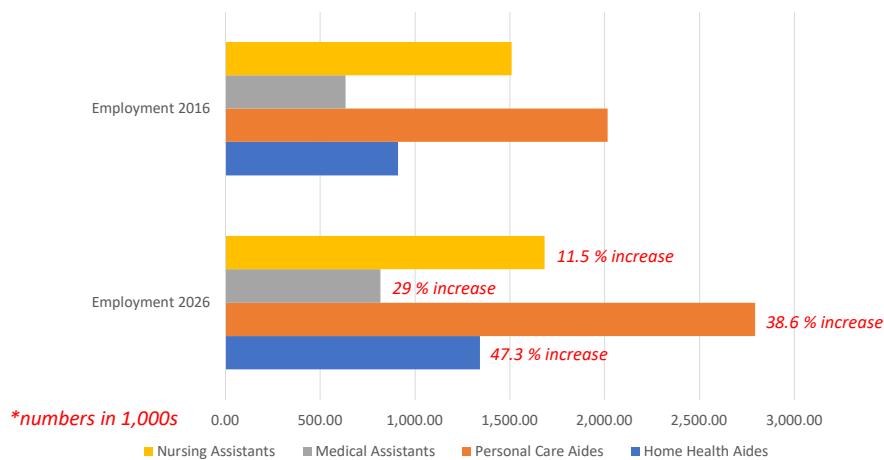
❖ Report done by the City of Madison Housing Strategy committee prior to their most recent Affordable Housing Initiative

- A household must earn \$35,000 annually in order to afford median monthly rents while allocating **30 percent of income to housing costs** (based on current market rates) to qualify for affordable housing
- **50 percent of income to housing costs means that you/your family is 'housing-cost burdened'**
- 2017 DMI State of the Downtown (Madison)
 - City of Madison:
 - Avg Rent 1 BR: \$954/ mo.
 - Avg Rent 2 BR: \$1,181/ mo.
 - Avg Rent 1 BR: \$11,448/ yr.
 - Avg Rent 2 BR: \$14,172/ yr.

AFFORDABLE HOUSING CRISIS – MADISON, WI



TOP 4 – HIGHEST ANTICIPATED OCCUPATIONAL GROWTHS OF THE NEXT DECADE



Median Annual Wage 2016 \$26,590 \$31,540 \$21,920 \$22,600

*STATISTICS OF CHART CREATED FROM MOST RECENT U.S. BUREAU OF LABOR STATISTICS NUMBERS ON FUTURE ANTICIPATED OCCUPATIONAL GROWTHS, NATIONWIDE (OF ALL INDUSTRIES)

WORKFORCE CRISIS - STATISTICS



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 - City of Madison:
 - Avg Rent 1 BR: \$954/ mo. • Avg Rent 1 BR: \$11,448/ yr.
 - Avg Rent 2 BR: \$1,181/ mo. • Avg Rent 2 BR: \$14,172/ yr. (\$7,086/ yr.)
 - Median annual wage (gross):

	1BR / 2BR	Share the 2BR
• Nursing Assistant - \$26,590/ yr	(43%/ 53%)	(27%)
• Medical Assistant - \$31,540/ yr	(36%/ 45%)	(23%)
• Personal Care Aide - \$21,920/ yr	(52%/ 65%)	(32%)
• Home Health Aide - \$22,600/ yr	(51%/ 63%)	(31%)

AFFORDABLE HOUSING CRISIS – MADISON, WI



- ❖ Report done by the City of Madison Housing Strategy committee prior to their most recent Affordable Housing Initiative
 - The report did not include the 9 tracts around the UW-Madison campus
 - STUDENTS
 - 12,000 households
 - Approximately 10,700 (89%) are renters
 - Approximately 8,000 (75%) make less than 30% of AMI
 - Approximately 6,500 (61%) are housing-cost burdened renters making less than 50% of AMI
 - Most likely students...

AFFORDABLE HOUSING CRISIS – MADISON, WI



❖ University of Wisconsin – Madison

- 43,338 students
 - 31,170 Undergraduate students
 - 2,115 students currently in Medical School
 - 1,361 undergraduates
 - Nursing, Public Health, etc.
 - Approximately 800-1000 students 'undecided' each year



UW – MADISON STUDENT BODY



❖ University of Wisconsin – Madison

- 43,338 students
 - 31,170 Undergraduate students
 - 2,115 students currently in Medical School
 - 1,361 undergraduates
 - Nursing, Public Health, etc.
 - Approximately 800-1000 students 'undecided' each year



UW – MADISON STUDENT BODY



"Hypothetical" University of Wisconsin - Madison Student Pool

- 2,115 students currently in Medical School
 - Approximately 800-1000 students 'undecided' each year
 - Approximately 6,500 renters (of surrounding 9 tracts of UW-Madison campus) are 'housing-cost burdened' renters
- 9,615 potential students who could be a target for the Intergenerational housing model opportunity**
- INTRODUCING THEM TO SOMETHING THEY MAY NOT HAVE PREVIOUSLY CONSIDERED...**

UW – MADISON STUDENT BODY



❖ US Department of Agriculture report

- To feed a family of four (weekly):
 - "Thrifty food plan" - \$146/ wk
 - "Low-cost food plan" - \$191/ wk
 - "Moderate-cost plan" - \$239/ wk
 - "Liberal plan" - \$289/ wk
- *Costs to feed one person:*
 - "Thrifty food plan" - \$36.50/ wk
 - "Low-cost food plan" - \$47.75/wk
 - "Moderate-cost plan" - \$59.75/wk
 - "Liberal plan" - \$72.75/wk

- \$1,898/ year
- \$2,483/ year
- \$3,107/ year
- \$3,757/ year

Majority of people

Average Food Costs - Wisconsin



- Serve meals and help patients eat
- Clean and sanitize patient areas
- Change bed sheets and restock rooms with necessary supplies
- Answer patient calls
- Examine patients for bruises, blood in urine or other injuries/wounds
- Bathe and dress patients
- Take vital signs
- Turn or reposition patients who are bedridden
- Collect information about conditions and treatment plans from caregivers, nurses and doctors
- Provide and empty bedpans
- Lift patients into beds, wheelchairs, exam tables, etc.



NURSING ASSISTANT JOB DESCRIPTION



- Serve meals and help patients eat
- Clean and sanitize patient areas
- Change bed sheets and restock rooms with necessary supplies
- Answer patient calls
- Examine patients for bruises, blood in urine or other injuries/wounds
- Bathe and dress patients
- Take vital signs
- Turn or reposition patients who are bedridden
- Collect information about conditions and treatment plans from caregivers, nurses and doctors
- Provide and empty bedpans
- Lift patients into beds, wheelchairs, exam tables, etc.



WHAT TASKS COULD BE DONE BY STUDENTS.



- Serve meals and help patients eat
- Clean and sanitize patient areas
- Change bed sheets and restock rooms with necessary supplies
- Answer patient calls
- Examine patients for bruises, blood in urine or other injuries/wounds
- Watch Television/Sports
- Eat meals together
- Teach seniors how to use technology
- Schedule/Plan Group Outings
- Exchange Stories
- Listen/ Offer company when ill
- Celebrate Birthday Parties



WHAT TASKS COULD/WOULD BE ADDED BY STUDENTS.



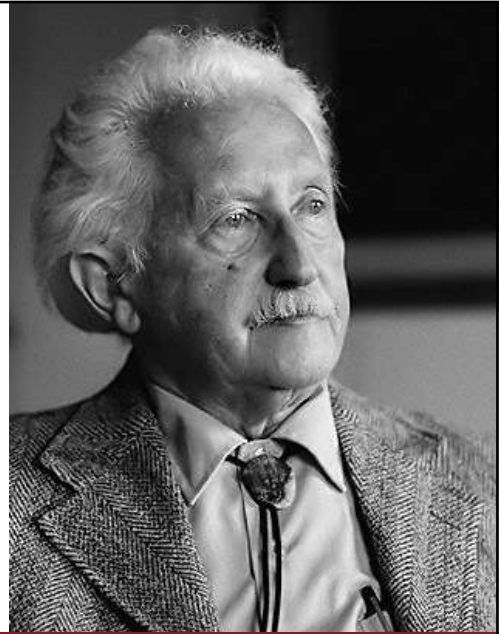
- ❖ A report by the National Academy of Sciences of the United States of America reported that social isolation and loneliness are associated with increased mortality and mental decline.
- ❖ “Even the residents who never want to smile just light up around the kids. They bring so much joy.” – *Tricia Mullen, H.O.M.E.*
- ❖ “Developing connections with a younger generation can help older adults feel a greater sense of fulfillment.” – *ERIK ERIKSON*



PROVEN HEALTH BENEFITS TO SENIORS



1. Provide an opportunity for both to learn new skills
2. Give the child and the older adult a sense of purpose
3. Help to alleviate fears children may have of the elderly
4. Help children to understand and later accept their own aging
5. Invigorate and energize older adults



ERIKSON'S 10 MUTUAL BENEFITS FOR SENIORS AND YOUTH



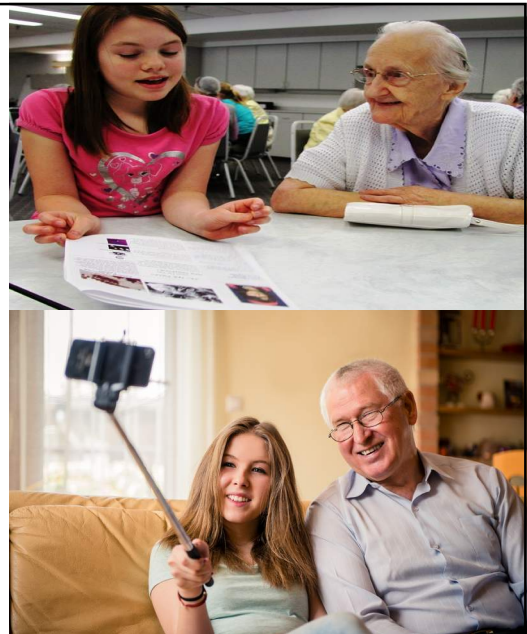
6. Help reduce the likelihood of depression in the elderly.
7. Reduce the isolation of older adults.
8. Fill a void for children who do not have grandparents.
9. Help keep family stories and history alive.
10. Help broaden social circles should a youth introduce technology into the life of a senior.



ERIKSON'S 10 MUTUAL BENEFITS FOR SENIORS AND YOUTH



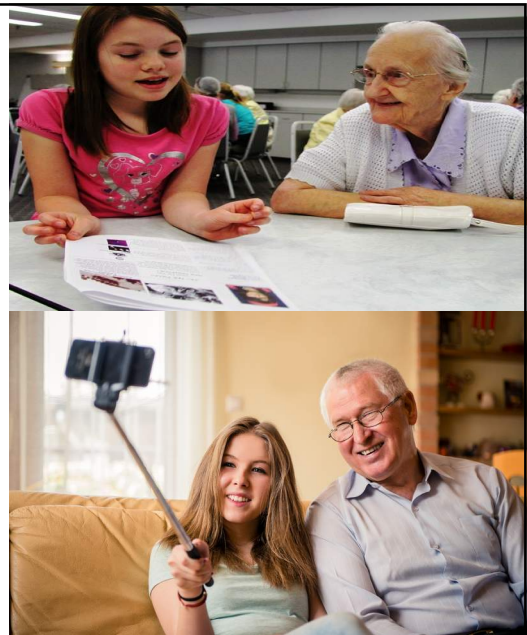
- ❖ Students provided free or reduced-rate room and board in exchange for “Good Neighbor” services.
- ❖ Current skilled caregivers could be provided the same opportunity as an addition to their existing wages (remain on-call/ Live/Work)
- ❖ OTHER TANGIBLE OFFERINGS
 - Eat with residents
 - Laundry services provided
 - On-campus fitness facilities



HOW COULD IT WORK? - IDEAS



- ❖ Affordable Housing Tax Credits
 - *\$1,000,000 unclaimed in Madison 2017*
- ❖ University Funding/ Assistance
 - *Research grant money*
- ❖ Wisconsin's Workforce Development Committee
- ❖ Licensure – only license currently occupied beds (additional as needed)
- ❖ Include market rate Independent Living apartments as part of every community
- ❖ Internal Services provided to outside community? - DAYCARE



HOW COULD THIS WORK FINANCIALLY? - IDEAS



❖ In 2014, the Boston Globe did a Lifestyle study on nationwide Daycare Costs (for children)

❖ State of Wisconsin costs:

- Infant child - \$9,939 /yr (22nd in the US)
- 4 yrs old - \$8,413 /yr (15th in the US)
- School-Age - \$7,893 /yr (**4th IN THE US**)

❖ State of Wisconsin costs (monthly):

- Infant child - \$828 /mo (22nd in the US)
- 4 yrs old - \$701 /mo (15th in the US)
- School-Age - \$658 /mo (**4th IN THE US**)

❖ **PROFIT FROM DAY CARE USED TO OFFSET COSTS**



AVERAGE DAYCARE COSTS – WISCONSIN (OUTSIDE-OF-THE-BOX INCOME)



❖ Next Steps:

- Future round table discussions
- Internal strategic discussions
- Discussions with local governments and DHS/DQA
- Continual updates on research and any decision-making statewide

❖ **TODAY'S STEP:**

- Provide Email For Follow-up Survey
- Provide Email for Future Updates
- Provide Email for Future Gatherings



NEXT STEPS TO CONTINUING/ FURTHERING THE DISCUSSION?





***INTERGENERATIONAL HOUSING:
A PROMISING STRATEGY TO ADDRESS THE
WORKFORCE CHALLENGE***

JOSEPH C GALLAGHER, ASSOCIATE AIA, LEED GREEN ASSOCIATE
JLA ARCHITECTS + PLANNERS
2418 Crossroads Drive - Suite 2300
Madison, Wisconsin 53718

direct 608.442.3860
general 608.241.9500
cell 215.666.2392

Email jgallagher@jla-ap.com

QUESTIONS?

 **JLA**
ARCHITECTS