



Technical Assistance and Training Needs Assessment Evaluation Environmental Scan of the Nutrition and Aging Training Landscape

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Introduction

Meals on Wheels America and the National Resource Center on Nutrition and Aging (NRCNA) contracted with Kauffman and Associates, Inc., (KAI) to conduct a technical assistance and training needs assessment evaluation. The focus of the evaluation is on the business drivers and training and technical assistance needs of senior nutrition programs. As part of this evaluation, KAI conducted an environmental scan to assess and summarize the training landscape and key business drivers of the nutrition and aging landscape. The environmental scan:

- identifies and summarizes key business drivers of nutrition and aging services identified in the literature;
- presents training opportunity areas for nutrition and aging service program providers;
- recognizes training gaps; and
- provides an inventory of current training opportunities.

Combined, these elements inform training strategy recommendations on where to focus training investments to fill gaps in knowledge and technical expertise.

Methodology

To assess the key business drivers, training opportunities, and gaps, KAI reviewed documents provided by NRCNA and conducted a thorough review of gray and peer-reviewed, published literature. Peer reviewed, published literature was obtained through the database, EBSCOhost. Gray literature was obtained through targeted Google searches of government agency and nonprofit organizations' websites. NRCNA's repository of articles, white papers, and toolkits provided a useful source of gray literature. Additionally, to inform the scan and inventory of information on training, KAI reviewed data from evaluation forms from 5 NRCNA events (in-person and virtual), 11 2019 webinars, 9 2020 webinars, and feedback provided by NRCNA's social network (NRCNAengage) members on trainings they attend.

For the inventory of training opportunities, KAI researched the organizations and the trainings they offer, as listed by the NRCNAengage members in the training feedback form. This research led to searches of federal and state agencies, including the U.S. Department of Agriculture and ACL, and a review of NRNCA's training materials and those offered by other national organizations, such as the National Association of Nutrition and Aging Services Programs (NANASP).

Background

The aging population in America is growing and includes increasingly significant diversity. In the United States, the number of adults aged 65 years or older is projected to nearly double from 52 million in 2018 to 95 million in 2060, increasing from 16% of the population to 23% (Population Reference Bureau, 2020). The aging population, once homogenous, is now increasingly diverse in racial ethnic backgrounds, disabilities, sexual orientations, and economic resources. For example, the population of older, non-Hispanic White adult population is projected to decrease from 77% to 55% between 2018 and 2060 (Population Reference Bureau, 2020). This boom in the aging population happens at a time when health

delivery and long-term services and supports (LTSS) are trending toward aging-in-place options to ensure that elder Americans are provided options for independent or assisted living in home- or community-based settings. The systems designed to support the aging population must adjust to meet the demands of this diverse and growing population and track and leverage the dynamic changes in public policy on aging in place, health finance reforms, and service delivery opportunities.

Food Insecurity

Access to healthy food for older adults¹ is emerging as an increasingly important component of overall health and successful aging in place. However, food security is a serious concern. A 2018 report of household food security in the United States found that 11.1% (14.3 million) of all households, 7.5% of households with an older adult, and 8.9% of older adults living alone were food insecure at some point during 2018 (U.S. Department of Agriculture Economic Research Services, 2019).

Impacts from COVID-19

The impact of the COVID-19 pandemic must be considered, as the need for senior nutrition assistance in this time of crisis has grown exponentially. Given the increases in unemployment and poverty associated with COVID-19, Feeding America estimates that the number of food-insecure individuals could increase from 9.9 million to 17.1 million (Feeding America, 2020). Feeding America also estimates that existing barriers to food access among older adults, including mobility and transportation challenges, will increase. Services have had to rapidly shift to procure and deliver food to more older adults who are home-bound due to states' shelter-in-place orders. The viability and growth of senior nutrition programs is more important than ever.

Nutrition Services

Nutrition services are funded by the federal government through the Older Americans Act (OAA) Nutrition Program administered by the Administration for Community Living (ACL). The ACL's Administration on Aging (AoA) provides grants to states to help support nutrition services for older adults throughout the country.

Nutrition services authorized under Title III-C of the Older Americans Act (OAA) are designed to promote the general health and well-being of older individuals. The services are intended to:

- reduce hunger, food insecurity and malnutrition;
- promote socialization; and
- delay the onset of adverse health conditions.

These services include home-delivered meals and congregate meals served in group settings, such as senior centers. Through these services, approximately 5,000 providers serve 900,000 meals a day (ACL, 2020). In addition, the programs provide a range of other services like nutrition screening, assessment, education, and counseling. Nutrition services through these programs are designed to link to other supportive home- and community-based services (HCBS), such as homemaker and home-health aide, transportation, physical activity and chronic disease self-management, home repair and modification,

¹ For this document, *older adult* refers to a person age 65 and older.

and falls prevention programs and services. Congregate meal programs also promote social engagement and health education.

Business Drivers for Senior Nutrition Programs

Programs are challenged with balancing regulatory requirements of federal programs with innovative business solutions to meet the nutrition needs of the aging U.S. population. A review of the literature found specific business drivers that impact nutrition programs, requiring them to modernize. Key drivers include the need to:

- diversify funding and find more cost-effective solutions to sustain programming;
- compete with private industry by improving food variety, flavor, and quality;
- develop new business models based on consumer input, community assessments, and strategic business plans.

Sustainability

With the growing aging population, demand for nutrition programs has increased, but federal funding has declined. An analysis by the Congressional Research Services on OAA Nutrition Program data found total funding decreased over a 23-year period when adjusting for inflation, from \$25 per consumer to \$12 (Colello, 2014). In a 2015 article, Lloyd and Wellman described how OAA Nutrition Programs are funded only partially by federal expenditures. In 2014, 56% of congregate and 70% of home-delivered meal expenditures were funded from other public (state, city, and county) and private sources (participant contributions, fundraising, and grants).

A study of the Nutrition Services Programs' (NSP) meal costs conducted by Mathematica found that the cost of purchased nonlabor resources (food or payments to meal provision subcontractors or vendors) accounted for about half of the average cost of a meal, followed by paid labor, volunteer labor, and donated nonlabor resources (Ziegler, Redel, Rosenberg, and Carlson, 2015). The results of this study and those of the previous analysis of NSP meal costs suggest that the cost of food is increasing faster than inflation (Ponza et al., 1996). Several articles note the high cost of certain foods as a limiting factor in food and menu variety (Shanks, Haack, Tarabochia, Bates, and Chistenson, 2017; Juckett, 2017). Findings from the Mathematica study showed it costs more on average to provide a home-delivered meal than a congregate meal, and it costs less on average to produce meals at a central kitchen for large programs. Nutrition programs must be supplemented with funding from other sources, such as from other public sources, donations, and grants or by charging nominal fees for meals, to keep up with the increasing cost of food.

Health Care Reform

The change in the health care landscape also affects how nutrition services are being delivered. Under the Patient Protection and Affordable Care Act of 2010, health care reform adopted the Triple Aim of Health Care framework: decreased cost, improved quality of care, and improved health outcomes (Institute for Health Care Improvements, 2020). As a result, new payment models based on the quality of health outcomes provide opportunities for interdisciplinary teams of health care providers to work together and for health systems to work in new ways.

Healthy eating is a cornerstone to reducing risks and preventing chronic disease and related injuries that threaten the overall health and independence of seniors, including chronic conditions such as, hypertension, heart disease, heart failure, diabetes, obesity, certain cancers, and osteoporosis. The Academy of Nutrition and Dietetics and the Society for Nutrition Education and Behavior (2019) describe how federal, state, and private resources can be leveraged to create a network of services and supports to improve the health and independence of seniors as they age. Opportunities exist for providers to partner to improve the array of services and supports aging Americans need to remain independent and healthy. The Academy of Nutrition and Dietetics and the Society for Nutrition Education and Behavior (2019) identified major recommendations for the network of community food and nutrition programs across the federal, state, tribal, and local government sectors, including: (1) improve evidence-based outcomes, (2) improve target programming, (3) communicate and coordinate across partners, and (4) advocate for increased funding (Academy of Nutrition and Dietetics, 2019).

Akobundu and Netterville (2015) describe how the Aging Network is well positioned to meet the Triple Aim. The Aging Network is the nation's largest network of state units on aging, Area Agencies on Aging, tribal organizations, and HCBS. Their purpose is to help older adults maintain their independence and remain in their own homes and communities as long as possible. Akobundu and Netterville (2015) suggest the Aging Network's provision of person-centered, comprehensive, home- and community-based long-term care can work effectively with the health care system to meet the Triple Aim.

Competition

Access and availability of food has changed over the years, creating a more competitive environment in which nutrition programs must compete. Some studies found that people were not aware of the nutrition programs in their communities and that more visibility via advertising was needed (NRCNA, 2020a). In addition to poor visibility, these programs must compete with soup and salad bars in supermarkets, take-out and fast-food options, and home-delivered food kits, to name a few. Commercial vendors produce meals that meet OAA requirements and compete with senior nutrition programs on price and quality (Lloyd, 2019; Netterville, 2019).

Nutrition programs face negative perceptions that affect their number of participants. A common stereotype is that these programs are for the old and poor, so the Baby Boomer population does not want to be associated with them. For example, focus group participants in a study in Montana identified senior center meals for the old and poor (Shanks, Haack, Tarabochia, Bates, and Chistenson, 2017). Potential participants also described congregate meals sites as "sterile" and "a place with bad food and where old people go" (Hoerr, Francis, Margrett, Peterson, and Franke, 2016, pg. 116). As a result, congregate meal programs (CMPs) have experienced declining participation, despite an increase in the aging population.

Consumers want more menu choices, a congregate meal experience that is similar to a restaurant, and more flexibility in their eating schedules. Food quality is also important in attracting nutrition program participants. A diverse aging population requires diverse food options that reflect specialized diets, such as vegetarian, vegan, and culturally appropriate foods.

Social Enterprise

To remain competitive, the literature calls for nutrition programs to develop more innovative business models (Lloyd, 2019; Netterville, 2019). A social enterprise (or entrepreneurship) is defined as an organization that applies commercial strategies to maximize improvements in its financial, social, and environmental well-being. State Area Agencies on Aging (AAA) are engaging in several social entrepreneurship models. These models range from a food truck pilot in Wisconsin, working with a caterer to improve food quality in Florida, coffee shops and cafes in Wyoming, and chef-led cooking demonstrations in Iowa (NRCNA, 2020a).

Netterville (2019) describes innovative nutrition business models that diversify funding while meeting the needs of their consumers. For example, a commercial food operation where the senior nutrition program produces bulk food products, such as salsa, and distributes them to grocery stores and restaurants. Meals on Wheels in Portland, OR, has a neighborhood restaurant where multi-generational diners can eat and socialize together. LifeCare Alliance in Columbus, OH, provides catering services for events, such as weddings and parties. Another approach is to promote a CMP program as “an avenue for education (e.g., lunch and learns)” (Hoerr et al., 2016, pg. 121).

Future research should focus on CMP marketing efforts, including renaming the program, continuing education programming, and adding intergenerational holistic wellness programming (Hoerr et al., 2016, pg. 121). New business models require highly developed business acumen among nutrition program leaders. Netterville (2019) describes a list of six strategies for implementing successful business models:

- develop a strategic business plan,
- identify assets,
- identify service packages for products,
- develop marketing and sales strategies,
- improve communication and negotiation skills, and
- know the program’s capacity to implement a continuous quality improvement program.

Training Opportunities

Training opportunities relevant to the aging and nutrition services emerged from the literature, current resources available from NRCNA and other aging and nutrition service providers, and evaluations of NRCNA’s previous webinars and events. The training opportunity areas presented in this scan are:

- partnerships and integration between community-based organizations and health care entities,
- social determinants of health,
- innovations for sustainability in billing and payments,
- innovations in the delivery of congregate and home-delivered meals, and
- malnutrition among older adults.

Partnerships and Integration between Community-Based Organizations and Health Care Entities

Improving the business acumen of community-based aging and disability organizations (CBOs) through partnerships and integration with health care entities has been an area of increased focus and training for several years. The ACL launched the Business Acumen Initiative in 2012 to provide grant funding and convene learning collaboratives, host webinars, and provide other resources on topics through 2016. In 2016, ACL partnered with The John A. Hartford Foundation, SCAN Foundation, and the National Association of Area Agencies on Aging (n4a) to establish the Aging and Disability Business Institute. The institute provides training opportunities and materials focused on partnerships with health care entities, including a readiness assessment tool, webinars, and articles available on their website.

Partnerships with health care entities is also an area of focus for NRCNA trainings, which NRCNA webinar and event attendees have responded to positively. Attendees of three NRCNA in-person events (2018 and 2019 pre-conference and the 2019 convenings) noted that partnerships and collaborations were important concepts learned and “hot topics” for future learning events. For example, based on data provided by NRCNA from their 2018 pre-conference, 26 attendees (out of 107 responses) listed partnerships or collaborations with health care entities as one of the top three concepts they learned from the pre-conference. Given the growing interest in partnerships as a way to achieve the Triple Aim, NRCNA might continue to focus on and develop training materials for this area.

Social Determinants of Health

The literature highlights the importance of social determinants of health (SDOH) and suggests a growing interest in programs and policies that address SDOH for older adults (McCarron et al., 2020; Lloyd and Curley, 2019). SDOH has been a hot topic in public health and health care for several years and is an area of focus for trainings for senior nutrition program providers. Additionally, as the impacts of COVID-19 intensify, so will health disparities and the importance of addressing the SDOH (Szabo and Recht, 2020). Several organizations, including NRCNA and the NANASP, have current training materials, including webinars and white papers, on the topic. For example, a search of “social determinants of health” of NRCNA’s website resources yields approximately 16 items (including articles, toolkits, and webinar slides) on the topic.

Innovations for Sustainability in Billing and Payments

Based on NRCNA webinar attendance, innovations in billing and payment for senior nutrition programs is an area of interest. A 2020 NRCNA webinar with high attendance (521) covered the topic. The webinar explained how Medicare reimbursement for medical nutrition therapy for older adults is a sustainable funding source for senior nutrition programs with registered dietitians. Webinar attendees indicated that they were interested in learning more about this topic and billing and payment issues. Of the 61 webinar attendees who responded to a question on topics for future webinars, 31 cited medical nutrition therapy, reimbursement, or billing.

Innovations in the Delivery of Congregate and Home-delivered Meals

NRCNA and the NANASP appear to be leading the charge in trainings and resources related to improving the congregate meals program (NRCNA, 2020b). Despite the health benefits for older adults, the congregate meals program has seen a decline in enrollment and negative perception by potential participants (Hoerr et al, 2016). NRCNA and NANASP have developed robust resources to improve and rebrand the program. The two organizations have also hosted a 2019 convening and developed two white papers and three briefs on the topic (NRCNA, 2020b).

Home-delivered meals is also an area of potential immense growth and opportunity for innovation and training. It has been an area of focus for recent NRCNA webinars and other resources materials, including toolkits. Home-delivered meals is a topic of major focus for Meals on Wheels America, and one that they have presented on at their national and state conferences. With the major impact of COVID-19 on older adults, the need for home-delivered meals is likely to increase greatly (Graham, 2020). It is also an area where programs are already displaying incredible innovation. For example, Mathematica highlighted creative avenues being used to deliver meals to older adults in Nevada, like drive-through distribution sites and the use of city buses to deliver meals (Mabli, 2020).

Malnutrition among Older Adults

Adult malnutrition is a topic with significant resources and training opportunities. Several national organizations host trainings, resources, and awareness events on malnutrition. Abbott Nutrition Health Institute offers six free, online trainings for dietitians, case managers, and nurses on adult malnutrition. Additionally, the National Council on Aging hosts a Community Malnutrition Resource Hub on their website. The American Society for Parenteral and Enteral Nutrition hosts the annual Malnutrition Awareness Week in October. While the effort focuses on malnutrition broadly, it includes materials such as infographics and patient stories focused on older adults. The volume of trainings is backed by the literature, which identifies malnutrition as a serious problem that impacts up to 50% of older adults and contributes to over \$50 billion in annual costs (Snider et al., 2014; Kaiser et al., 2010; Izawa, 2006).

Gaps in Training

The following gaps in training emerged from the literature and the inventory of programs:

- meeting the needs of an increasingly diverse patient population,
- tailoring training for specific state and regional needs, and
- providing training on needs assessments.

Meeting the Needs of an Increasingly Diverse Patient Population

The literature suggests a need for trainings among health professionals and community-based providers to better serve the increasing racially and ethnically diverse aging population in the United States (McCarron et al., 2020; Lloyd and Curley, 2019). In a 2011 paper summarizing the results from 15 key informant interviews with community-based service providers, providers described concerns about deficient culturally appropriate approaches to working with older adults with dementia (McCarron et al.,

2020). Interview participants also expressed a need for training on working with LGBTQ patients² and more health professionals who speak multiple languages and are familiar with diverse cultures.

A 2019 paper conducted on behalf of NRCNA that examines the training needs of OAA Title VI nutrition and aging program professionals suggests creating and implementing a standardized national tribal nutrition training program to better serve tribal elders (Lloyd and Curley, 2019). This need is based on the complex interplay of health disparities that impacts nutrition for tribal elders, including historic trauma, limited access to quality nutrition in remote and rural tribal communities, and a growing emphasis on traditional foods and food sovereignty.

In addition to the literature, the inventory of training materials revealed gaps on meeting the nutrition needs of diverse older adults through traditional foods. While there are resources on traditional foods, including reports and recipes on the NRCNA site and more general resources, such as those from the North American Traditional Indigenous Food Systems (2020), there is a gap in traditional foods training for senior nutrition providers. This gap is specific to Native traditional foods and foods of other ethnic and racial minorities, such as Latinx and Asian. A search of national organizations' websites, including the National Asian Pacific Center on Aging, Hispanic Aging Network, and Diverse Elders Coalition, did not yield training opportunities or materials on nutrition.

Tailoring Training for Specific Regional and Local Needs

The scan of available trainings and the training inventory revealed that information on trainings at the regional and local levels is disparate and difficult to find. The websites of regional and local organizations are often not up to date in comparison to larger, national organizations. These issues likely stem from limited funding and staffing. However, because the scan and inventory relied on web searches, information exchanged via word of mouth or through social media was not included.

Training on Needs Assessments

Based on the literature and the inventory of programs, needs assessments are inconsistent for senior nutrition programs. The 2015 evaluation of the OOA Title III-C Nutrition Services Program (NSP) suggested that senior nutrition programs are conducting needs assessments, but not consistently (Mabli et al. 2015). Based on the evaluation results, 20% of state units on aging (SUAs) reported completion of a statewide community needs assessment in the previous 5 years of the study, while 60% conducted at least one local community needs assessment during that time. For AAAs and local service providers (LSPs), the study found that approximately 76 to 86% reassess service needs for congregate and home-delivered meal program participants at least once a year. However, nearly 20% did not have a policy that defines how frequently they should reassess the program participants' needs (Mabli et al., 2015).

A search of the term "needs assessment" on NRCNA's website yielded resources including toolkits, webinar slides, and articles from several years ago. A search of other aging and nutrition organizations

² SAGECare, a national organization focused on LGBTQ aging issues, provides comprehensive training for service providers on culturally appropriate approaches to working with older, LGBTQ adults.

did not yield information on current trainings and resources. It does not appear that there is current training on the topic specifically for senior nutrition program providers.

Available and Preferred Training Format and Modalities

The inventory of training opportunities indicates that in-person conferences are an important component of training for senior nutrition providers. The search for current training opportunities yielded 39 in-person events, which are largely annual conferences. Due to COVID-19, these in-person conferences are being canceled or moved to virtual formats.

Findings in the literature and feedback from NRCNA event attendees indicate that they value the networking and connections facilitated by in-person events. For example, a scoping review of preferred modalities for delivering continuing education to the public health workforce reported networking and the opportunity to discuss training materials as a commonly cited enabler for engaging with training content (Archer, Berry, Bajwa, Kalda, and Di Ruggier, 2020). Based on evaluation data from NRNCA's March 2019 in-person convening, attendees also valued the networking aspects of the event; 11 out of 20 post-event survey respondents noted networking or meeting other professions in the nutrition and aging services field as a value of the event. As the safety of in-person events evolves with COVID-19, so will the need for innovative approaches to engender networking over a virtual platform.

Training Inventory

The training inventory serves as a snapshot of the current landscape of training opportunities. Due to the COVID-19 pandemic, website information on trainings is being updated rapidly as organizations cancel in-person events and develop educational content and webinars related to COVID-19. Therefore, this information will need regular updating to remain current.

The inventory yielded limited results on training opportunities offered at the regional and local levels. As described, in the "Gaps in Training" above, websites for regional and local programs (including AAAs and LSPs) do not appear to be updated as frequently as those of national and state organizations. While the inventory search at the regional and local level includes limitations, the literature does provide some clarity on the scope of trainings in relation to the OAA Title III-C NSP. A 2015 evaluation of this program, which included a survey of SUAs, AAAs, and LSPs, revealed that SUAs provide significant trainings to AAAs and LSPs. The evaluation reported the following data related to training:

- 60% of SUAs held trainings (in the previous 2 years of the survey) on the NSP and related topics;
- About 60% of SUAs provided training on nutrition quality, food safety, and food service to AAAs or LSPs; and
- 96% of all AAAs and LSPs require their service personnel to have food safety and sanitation training.

Overall, the inventory includes the following information:

- 76 training or resource opportunities for senior aging and nutrition providers,
- 24 opportunities offered by national organizations,

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- 41 opportunities offered by state organizations,
- 9 opportunities offered by regional organizations,
- 2 opportunities offered by local organizations,
- 37 online options, and
- 39 in-person options.

Inventory of Training Opportunities

Host Organization	Training Opportunity	Level (regional, state, national)	Mode (online, webinar, in-person)	Frequency	Topics	Webpage
The National Resource Center on Nutrition & Aging	Resources for senior nutrition programs	National	Online (recorded webinars, briefs and reports, toolkits)	Ongoing	Wide variety of topics, including: <ul style="list-style-type: none"> • food safety • business acumen • congregate and home-delivered meals • emergency preparedness • social determinants of health (SDOH) • evidence-informed, innovative, and promising practices for nutrition programs 	https://nutritionandaging.org/resources-tools/
National Association of Nutrition and Aging Services Programs	Annual Training Conference	National	In-person	Annual	Wide variety of nutrition and aging topics, including: <ul style="list-style-type: none"> • SDOH • business acumen • innovative practices • Medicare and Medicaid • programs for specific groups, like people with diabetes or who are hard of hearing 	https://www.nanasp.org/NANASP2020Conference
American Society on Aging	Online gerontology courses	National	Online and in-person courses	Dates from	Courses include: <ul style="list-style-type: none"> • Advanced Concepts in an Aging Society 	https://www.asaging.org/online-gerontology-courses

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Host Organization	Training Opportunity	Level (regional, state, national)	Mode (online, webinar, in-person)	Frequency	Topics	Webpage
				spring–fall 2020	<ul style="list-style-type: none"> • Elder Mistreatment: Understanding Abuse and Neglect • Elder Mistreatment: Prevention of Abuse and Neglect • Managing Health and Chronic Conditions in Older Adults • Fundamentals of Gerontology 	
Meals on Wheels America	American Annual Conference and Expo	National	In-person	Annual	Topics include: <ul style="list-style-type: none"> • health care partnership • marketing • leadership 	https://www.mealsonwheelsamerica.org/2020-meals-on-wheels-annual-conference-and-expo
Aging and Disability Business Institute	Training materials and resources to help community-based aging and disability organizations (CBOs) engage the	National	Online (articles, PowerPoint presentations, webinars, previous in-person events)	Ongoing	Topics cover business acumen for CBOs	https://www.aginganddisabilitybusinessinstitute.org/

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	health care system					
Aging and Disability Business Institute	2020 Learning Collaborative (Medicare Advantage Learning Collaborative (MALC))	National	Online (courses and webinars)	Ongoing	Topics cover business acumen for CBOs	MALC https://www.ncoa.org/center-for-healthy-aging/cdsme-resource-center/sharing-best-practices/community-integrated-health-care/learning-collaboratives/2020-learning-collaborative-medicare-advantage/
Aging and Disability Business Institute	2020 Learning Collaborative (Networks Operations Learning)	National	Online (courses and webinars)	Ongoing	Topics cover business acumen for CBOs	NetOps LC https://www.aginganddisabilitybusinessinstitute.org/wp-content/uploads/2019/12/NetOps-Charter-121819.pdf

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	Collaborative (NetOps LC)					
National Association of Area Agencies on Aging	Annual Conference and Tradeshow	National	In-person	Annual	Topics cover aging	https://www.n4aconference.org/
Academy of Nutrition and Dietetics	Food & Nutrition Conference & Expo	National	In-person	Annual	Topics cover general nutrition and dietetics	https://eatrightfnce.org/
American Society for Nutrition	Nutrition Live Online 2020	National	Online	Annual	Topics cover general nutrition and dietetics	https://meeting.nutrition.org/
American Society for Nutrition (ASN)	Continuing education opportunities	National	Online (webinars)	Ongoing	Topics cover a wide variety of nutrition and dietetics	https://nutrition.org/meetings/continuing-education/
American Society for Nutrition	ASN Live	National	Online (recorded presentations)	Ongoing	Topics cover a wide variety of nutrition and dietetics	http://ondemand.nutrition.org/

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Host Organization	Training Opportunity	Level (regional, state, national)	Mode (online, webinar, in-person)	Frequency	Topics	Webpage
			from 2019 conference)			
National Council on Aging	Community Malnutrition Resource Hub	National	Online (reports, infographics, fact sheets, recorded webinars, videos, and articles)	Ongoing	Resources on malnutrition in older adults for CBOs	https://www.ncoa.org/center-for-healthy-aging/resourcehub/
Food Research & Action Center	Hunger Among Older Adults Resource Hub	National	Online	Ongoing	Topics include: <ul style="list-style-type: none"> • SNAP for older adults • various federal nutrition assistance programs for older adults 	https://frac.org/hunger-poverty-america/senior-hunger
Food Research & Action Center	Resource library	National	Online	Ongoing	Topics cover older adults and food access, and content includes: <ul style="list-style-type: none"> • reports • charts • guides • fact sheets • interactive tools 	https://frac.org/research/resource-library

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National Indian Council on Aging	American Indian Elders Conference	National	In-person	Bi-annual	Topics include information on aging specific to American Indian elders	https://www.nicoa.org/biennial-conference/
National PACE Association	Certification programs for food assistance and trainings on food and nutrition programs	National	Online	Ongoing	Topics include: <ul style="list-style-type: none"> • food assistance • nutrition education 	https://www.eventbrite.com/o/hunger-free-texans-4668755107
National PACE Association	2020 Summer Conference	National	In-person	Annual	Topics include: <ul style="list-style-type: none"> • PACE programs • aging in place 	https://www.npaonline.org/education/conferences/meetings/2020-npa-summer-conference
Feeding America	Screen & Intervene: Addressing Food Insecurity	National	Online	Ongoing	Topics cover food safety for staff (program director, food service management staff, food service workers, drivers, clients)	https://hungerandhealth.feedingamerica.org/resource/free-online-course-help-health-care-

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	Among Older Adults					providers-address-senior-hunger/
U.S. Foods	Food Fanatics Live Events	National	In-person	Annual	Topics cover: <ul style="list-style-type: none"> trends in the food scene best business practices 	https://www.usfoods.com/great-food/food-fanatics/events.html
AARP and the Food Research & Action Center	Screen & Intervene: Addressing Food Insecurity Among Older Adults	National	Online	Ongoing	Topics cover food insecurity among older adults	https://press.aarp.org/2018-02-05-Free-Online-Course-to-Help-Health-Care-Providers-Address-Senior-Hunger
Abbot Nutrition Health Institute	Adult malnutrition certification courses	National	Online courses	Available online at any time	Topics include: <ul style="list-style-type: none"> adult malnutrition improving patient outcomes oral nutrition supplements malnutrition screening assessments diagnosis 	https://anhi.org/education/course-catalog/B6EEB173D2A7407D894EAD6E0F5ABBB2

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Environmental Scan of the Nutrition and Aging Training Landscape

Host Organization	Training Opportunity	Level (regional, state, national)	Mode (online, webinar, in-person)	Frequency	Topics	Webpage
American Society for Parenteral and Enteral Nutrition	Malnutrition Awareness Week	National	Online	Annual	Topics cover malnutrition	http://www.nutritioncare.org/maw/
SAGECare	Staff development training	National	In-person, live webinar, or digital training platform	Renew training every 3 years	Topics cover LGBTQ aging issues for service providers	https://sageusa.care/our-services/coaching-training/
Missouri Association of Area Agencies on Aging	2020 Annual Summit	State	In-person	Annual	Topics cover aging and health	http://www.ma4web.org/summit
Greater Wisconsin Agency on Aging Resources	Nutrition education and activities	State	Online	ongoing	Topics cover older adults and food access, and content includes: <ul style="list-style-type: none"> • reports • charts • guides • fact sheets • interactive tools 	https://gwaar.org/nutrition-education-and-activities
Texas Association of Regional	Aging in Texas Conference	State	In-person (postponed due to COVID-19)	Annual	Topics cover: <ul style="list-style-type: none"> • congregate meal program • Medicare 	https://txregionalcouncil.org/regional-programs/health-and-human-

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Environmental Scan of the Nutrition and Aging Training Landscape

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Councils (TARC)					<ul style="list-style-type: none"> elder abuse community partnerships 	services/aging-in-texas-conference/
Virginia Association of Area Agencies on Aging	Virginia Governor's Conference on Aging	State	In-person (rescheduled due to COVID-19)	Annual	3 main topics: <ul style="list-style-type: none"> culture change safety and financial security livable communities 	https://vgcoa.com/
North Carolina Association on Aging	North Carolina State Aging Conference	State	In-person	Annual	Topics include: <ul style="list-style-type: none"> engaging communities dementia food insecurity Medicare funding technology cultural competency advocacy leadership training programmatic training 	https://ncoa.us/conference-training-awards
North Carolina Association on Aging	Aging Boot Camp	State	In-Person	Bi-annual	Topics cover: <ul style="list-style-type: none"> programmatic training Medicare training 	https://ncoa.us/conference-training-awards

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 Environmental Scan of the Nutrition and Aging Training Landscape

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Vermont Association of Area Agencies on Aging	Training Programs	State	Webinars, on demand webinars, in-person trainings, on-demand [video] trainings	On-going	Topics include: <ul style="list-style-type: none"> • nutrition • Medicaid/Medicare • mental health • programmatic support • social security • elder abuse • veteran’s benefits • Alzheimer’s and dementia 	https://www.vermont4a.org/training-program
Vermont Association of Area Agencies on Aging	V4A Conference: Reframing Aging	State	Online	Annual	Topics still being decided	https://www.vermont4a.org/2020-annual-conference
Florida Council on Aging	Florida Conference on Aging	State	In-person	Annual	Topics include: <ul style="list-style-type: none"> • technology • occupational therapy • mental health • funding • cultural competency • adult protection 	https://fcoa.org/Conference
Colorado Association of Area Agencies on Aging (C4A)	NSLP USDA Foods Training	State	Online	Ongoing	Topics include: <ul style="list-style-type: none"> • behavioral health workforce development • USDA and Web Based Supply Chain Management (WBSCM) training 	https://www.colorado.gov/pacific/cdhs/training-7

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Maryland Association of Senior Centers	Training Programs	State	Online	Ongoing	Topics cover: <ul style="list-style-type: none"> • programmatic support • business acumen • fundraising 	https://marylandseniorcenters.com/training-materials/
Alaska Department of Health and Social Services Senior and Disabilities Services	Senior and Disabilities Services Training Class	State	In-person, online, and Webinars	Ongoing (for online/webinars) Selective dates (for in-person trainings)	Topics include: <ul style="list-style-type: none"> • technology • HCBS • personal care services 	http://dhss.alaska.gov/dsds/Pages/ops/senior-disabilities-servicetraining.aspx
Department of Elder Affairs - State of Florida	Department of Elder Affairs Training	State	In-person	Selective	Topics include: <ul style="list-style-type: none"> • Alzheimer's disease • assisted living facilities • comprehensive assessment training 	http://elderaffairs.state.fl.us/doea/training.php
Indiana's Family and Social Services Administration	Case Manager training	State	Online	Ongoing	Topics cover case manager training	https://www.in.gov/fssa/da/4934.htm
Kentucky Senior Living Association	KSLA's Conference and Exhibition	State	In-person	Annual	Topics include: <ul style="list-style-type: none"> • resident service directors • food service personnel • marketing • personal care home personnel 	https://kentuckyseniorliving.org/education/

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Environmental Scan of the Nutrition and Aging Training Landscape

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					<ul style="list-style-type: none"> • emergency preparedness • survey preparedness 	
Louisiana Aging Network Association	Annual Conference	State	In-person	Annual	Topics include: <ul style="list-style-type: none"> • Medicare • ageism • opiate misuse 	http://www.louisiana-aging.org/conference/
Maine Council on Aging	Maine Wisdom Summit	State	In-person	Annual	Training to address social determinants of health	http://mainecouncilonaging.org/the-maine-summit-on-aging/
Massachusetts Councils on Aging	Small and Rural Virtual Conference	State	Online	Annual	Topics include: <ul style="list-style-type: none"> • mental health • relationship building • transportation • healthcare 	https://mcoaonline.com/training/small-and-rural-virtual-conference/
Massachusetts Councils on Aging	2020 Conference	State	Online (for 2020)	Annual	Topics still being decided	https://mcoaonline.com/2020-conference/
Massachusetts Councils on Aging	Online Trainings	State	Online	Ongoing	Topics include: <ul style="list-style-type: none"> • organizing support groups • organizing virtual games and activities • political finance 	https://mcoaonline.com/training/online-trainings/
Minnesota Department	The Minnesota Age and	State	In-person	Annual or biennial	Topics include: <ul style="list-style-type: none"> • promoting best practices • DHS programs 	https://mn.gov/dhs/partners-and-

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of Human Services	Disabilities Odyssey Conference				<ul style="list-style-type: none"> networking 	providers/training-conferences/aging/
Minnesota Department of Human Services	Video Conference Training	State	Online	Ongoing	Topics include: <ul style="list-style-type: none"> aging training announcements troubleshooting 	https://mn.gov/dhs/partners-and-providers/training-conferences/aging/
Leading Age Minnesota	Connect Conference	State	In-person	Annual	Topics include: <ul style="list-style-type: none"> mental health programmatic support working with families and communities technology legal laws 	https://www.leadinagemn.org/education-events/midsummer-senior-living-conference/
Leading Age Minnesota	On demand webinars	State	Online	Ongoing	Topics include: <ul style="list-style-type: none"> covid-19 adult day care care centers assisted living HCBS behavioral health 	https://www.leadinagemn.org/education-events/web-based-and-distance-learning/
Just Us Health	Training	State	Online (for 2020 due to COVID-19)	Ongoing (for 2020 due to COVID-19)	Topics include a focus on the LGBTQ aging and people living with HIV	https://www.iustushealth.org/training

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Mississippi Department of Human Services	2020 Aging and Adult Services Conference	State	In-person	Annual	An opportunity to network with other agencies and businesses that work with the aging population	https://www.mdhs.ms.gov/adults-seniors/aas-conference/
Generations - Counseling and Care Management	Professional Education and Training	State	In-person	Selective	Topics include: <ul style="list-style-type: none"> • the impact of aging on the family • differential diagnosis in the assessment of senior adults • understanding cultural differences • understanding resistance in working with senior adults • ethical dilemmas • depression and suicide 	https://generations-llc.com/services/professional-education-and-training/
Association on Aging in New York	Professional Online Training Courses	State	Online	Ongoing (but must register)	Topics include: <ul style="list-style-type: none"> • aging • assessing • networks • care management • care transitions 	https://www.agingny.org/cm-training.html
New York State	Office of Aging	State	Online	Ongoing (but must register)	Topics include: <ul style="list-style-type: none"> • caregiver • dementia • Alzheimer's disease • case management • elder abuse • healthy aging • program management • systems 	https://aging.ny.gov/training

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Host Organization	Training Opportunity	Level (regional, state, national)	Mode (online, webinar, in-person)	Frequency	Topics	Webpage
Ohio Association of Area Agencies on Aging	Trainings for providers	State	In-person	Selective dates from march - December 2020	Topics include: <ul style="list-style-type: none"> aging programs demographics aging network funding 	http://ohioaging.org/education/aging-in-ohio/
Ohio Association of Area Agencies on Aging	o4a Annual Conference for aging and disability networks	State	In-person	Annual	Topics include: <ul style="list-style-type: none"> advocacy Medicaid 	http://ohioaging.org/education/conference/conference-archives/
Leading Age Ohio Ohio Health Care Association	Core of Knowledge	State	In-person	Annual	Administration training	https://www.leadingageohio.org/aws/LAO/pt/sp/core
Eldercare Professionals of Ohio LLC *		State	In-person	N/a	Topics included assisting professionals in the field of aging	https://www.eldercareofohio.com/about/
Oregon Care Partners	Care Professionals	State	Online	Ongoing and dates from May-Dec. 2020	Topics include: <ul style="list-style-type: none"> person-centered care Alzheimer's disease and dementia care elder abuse prevention trauma informed care 	https://oregoncarepartners.com/classes/care-professionals/

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Host Organization	Training Opportunity	Level (regional, state, national)	Mode (online, webinar, in-person)	Frequency	Topics	Webpage
Rhode Island Elder Info	Professional Trainings	State	Online (webinars)	Daily events	Topics covered trainings for professionals	https://rielderinfo.com/events/category/professionals/
The University of Rhode Island	Rhode Island Geriatric Education Center	State	Online	Ongoing	Trainings include: <ul style="list-style-type: none"> • geriatric • opioid use • Alzheimer's disease 	https://web.uri.edu/rigec/programs/
Rhode Island Assisted Living Association	Annual Conference	State	In-person	Annual	Trainings include: <ul style="list-style-type: none"> • leadership development • innovations in care • networking 	https://www.riala.org/annual-and-networking-events
South Carolina Department on Aging	Training	State	Online	Ongoing	Topic focused on organizational training	https://aging.sc.gov/about/staff-and-partners/training
Wisconsin Department of Health Services	Division of Public Health, Bureau of aging and Disability Resource Center	State	In-person	(Trainings from Nov.-Dec.)	Trainings for professionals	https://www.dhs.wisconsin.gov/aging/trainingcalendar.pdf
University of Wyoming	Educational and training opportunities	State	Online	Ongoing	Topics cover training for the aging population	http://www.uwyo.edu/wycoa/educational_and_training_o

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 Environmental Scan of the Nutrition and Aging Training Landscape

Host Organization	Training Opportunity	Level (regional, state, national)	Mode (online, webinar, in-person)	Frequency	Topics	Webpage
						opportunities/carecord_certificate.html
The Department for Aging and Rehabilitative Services The Virginia Association of Area Agencies on Aging	Virginia Governor's Conference on Aging: Connect. Collaborate. Contribute: Communities for the Future	State	In-person (rescheduled due to COVID-19)	Annual	3 main topics: <ul style="list-style-type: none"> • culture change • safety and financial security • livable communities 	https://vgcoa.com/
Southeastern Association of area agencies on aging (SE4A)	SE4A 2020 Our Vision for Aging	Regional	In-person	Annual	Topics include: <ul style="list-style-type: none"> • managed care • care transitions • chronic disease self-management • caregiving • innovations • technology • health and wellness • Medicare • civic engagement • livable communities • nutrition/malnutrition medication 	http://www.se4a.org/

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Environmental Scan of the Nutrition and Aging Training Landscape

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					<ul style="list-style-type: none"> • management evidence-based • programs patient navigation • caregiver supports and services 	
Agency on Aging of South Central Connecticut	TEARS (Timely Elder Abuse Resource Services) Annual Elder Abuse Summit	Regional - south central Connecticut	In-person	Annual	Topics cover elder abuse	https://www.aoascc.org/news-and-events/tears/
Agency on Aging of South Central Connecticut	Annual Breakfast Meeting	Regional - south central Connecticut	In-person	Annual	Topics change on a yearly basis	https://www.aoascc.org/news-and-events/annual-meeting/
Lifetime Arts	Training for Organizations, North Country, NY state Creative Aging Initiative	Regional	In-person (postponed due to COVID-19)	Annual	Topics include: <ul style="list-style-type: none"> • creating aging best practices • adult learning • participation/experience in a demo class • developing community partnerships and community interests • internal and external needs and assets assessments 	https://www.lifetimearts.org/event/training-for-organizations-north-country-ny-state-creative-aging-initiative/

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Environmental Scan of the Nutrition and Aging Training Landscape

Host Organization	Training Opportunity	Level (regional, state, national)	Mode (online, webinar, in-person)	Frequency	Topics	Webpage
					<ul style="list-style-type: none"> identifying, engaging and working with a teaching artist recruiting participants documentation and evaluation approaches promotion and communications strategies for sustainability 	
Area Agency on Aging - Ohio District 5	Trainings for providers	Regional	In-person	Dates from Aug.-Oct. 2020	Seminars for professionals working with the aging population	https://www.aaa5ohio.org/education/trainings/
Centralina	Aging in Action	Regional - Charlotte area in North Carolina	In-person	Selective	Topics cover training for professionals in the aging network	https://centralinaaging.org/educational-opportunities/training-for-aging-service-professionals/
East Tennessee Human Resource Agency	Area Agency on Aging and Disability Educational Series	Regional - east Tennessee	In-person	3rd Thursday of every month	Topics cover training professionals in the aging network	https://www.ethra.org/programs/46/area-agency-on-aging-and-disability-educational-series/
Central West Virginia Aging Services	Workshops	Regional - central west Virginia	In-person	N/A	Previous trainings included: <ul style="list-style-type: none"> self-care hospice 	http://centralwvaging.org/training/

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 Environmental Scan of the Nutrition and Aging Training Landscape

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Philadelphia Corporation for Aging	Professional Development	Local	In-person	Trainings from Jan. to Dec. 2020	Topics cover training for professionals in the aging network	https://www.pccares.org/professionals/professional-development/
University of Pittsburgh	The aging Institute - Education and Training Resources	Local	In-person	Selective	Topics cover trainings for professionals	https://www.upmc.com/services/aginginstitute/education-and-training/for-professionals

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