

Executive Committee

Jeff Baker
Chair

Colleen Whitlow
Vice Chair

Richard Kondo
Secretary

Jeslin Shahrezaei
Treasurer

Steve Conklin
Immediate Past Chair

Douglas W. Rex
Executive Director



Agenda
Board Work Session
Wednesday, February 4, 2026
4:00 p.m. – 5:30 p.m.
Video/Web Conference
Denver, CO

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1. Call to order
2. Public Comment
Up to 15 minutes is allocated now for public comment and each speaker will be limited to 3 minutes. If there are additional requests from the public to address the Board, time will be allocated at the end of the meeting for public comment but shall be limited to an additional 15 minutes. The chair requests that there be no public comment on issues for which a prior public hearing has been held before this Board.
3. Summary of the October 10, 2025, Board Work Session
(Attachment A)
4. Status of the Power Ahead Colorado Program
(Attachment B) Robert Spotts, Manager, Power Ahead Colorado
5. Area Agency on Aging Update
(Attachment C) Jayla Sanchez-Warren, Director, Area Agency on Aging
6. Adjourn

ATTACH A

Board Work Session Summary

Wednesday, October 1, 2025

Meeting held via Zoom

Members/Alternates Present

Colleen Whitlow, Chair	Town of Mead
Jeff Baker	Arapahoe County
Adam Paul	City and County of Denver
Andy Kerr	Jefferson County
Sharon Davis	City of Arvada
Nicole Speer	City of Boulder
Deborah Mulvey	City of Castle Pines
Tim Dietz	Town of Castle Rock
Tammy Maurer	City of Centennial
Steve Douglas	City of Commerce City
Steve Conklin	City of Edgewater
Emily Baer	Town of Erie
Raymond Byrd	Town of Firestone
Chuck Harmon	Town of Idaho Springs
Brian Wong	City of Lafayette
Jeslin Shahrezaei	City of Lakewood
Marissa Harmon	City of Lone Tree
Alecia Brown	City of Lone Tree
Joan Peck	City of Longmont
Judi Kern	City of Louisville
Kathleen Bailey	Town of Mountain View
Laura Dennis	Town of Mountain View
Richard Kondo	City of Northglenn
John Diak	Town of Parker
Justin Martinez	City of Thornton
Sarah Nurmela	City of Westminster
Bud Starker	City of Wheat Ridge
Rachel Hultin	City of Wheat Ridge

Others Present: Douglas W. Rex, Executive Director, Melinda Stevens, Executive Assistant, DRCOG; Josh Sender, Adams County; Mac Callison, Aurora; Kent Moorman, Thornton; Carol Quinn, Camille Ziccardi, Darren Allison, Karsh Hagan; Rachel Meier, Lotus; and DRCOG staff.

Chair Whitlow called the meeting to order at 4:00 p.m.

Public Comment

There was no public comment.

DRCOG Comprehensive Climate Action

Max Monk provided an overview of the plan to the Directors. The Comprehensive Climate Action Plan (CCAP) is a major milestone in the Denver region's climate planning, funded through a \$1 million Climate Pollution Reduction Grant awarded to DRCOG. It builds directly on the earlier Priority Climate Action Plan, expanding its scope to address emissions across all major greenhouse gas sectors, including electricity, transportation, buildings, industry, agriculture and natural lands, and waste, and incorporating a region-specific greenhouse gas inventory. The CCAP is structured to set both long-term and near-term emissions reduction

Board Work Session Summary

October 1, 2025

Page 2 of 3

goals (including alignment with Colorado's targets such as 65 % reduction by 2035 and net-zero by 2050), analyze mitigation strategies for each sector, evaluate workforce and economic impacts, and identify potential funding to support implementation. Robust public and stakeholder engagement with local governments, equity-focused groups, and the public has been integrated throughout the planning process, ensuring the plan prioritizes benefits for vulnerable communities and aligns with regional needs. The draft CCAP reflects extensive technical work and consultation and is expected to be adopted by the DRCOG Board in November 2025.

The plan emphasizes voluntary, interconnected strategies that DRCOG is uniquely positioned to advance in partnership with its 59 member jurisdictions. Core existing measures from the Priority Climate Action Plan (such as building decarbonization, energy advising, rebates and incentives, and regional transportation expansions) remain foundational, with new priorities added under the broader CCAP framework, including advance transportation demand management, clean transportation infrastructure support, and comprehensive regional waste planning. DRCOG's role is described as a central convener and coordinator that will facilitate collaboration, support policy alignment, track progress, and ensure equitable distribution of resources and benefits. The CCAP also includes supporting analyses on workforce needs, co-pollutant reductions, and benefits to marginalized communities, positioning the region to pursue implementation funding and accelerate climate action beyond planning toward tangible reductions and resilience.

Decarbonize DRCOG Branding

Chris Selk introduced Carol Quinn, Camille Ziccardi, and Darren Allison of Karsh Hagan to present the branding of this program to the Directors. The Decarbonize DRCOG Branding initiative outlines the process DRCOG used to develop a compelling brand identity for its regional decarbonization program. In 2025, DRCOG contracted marketing firm Karsh Hagan and sub-consultants to lead a structured branding process that included market research, one-on-one stakeholder interviews, a communications advisory council, and an online focus group of 180 homeowners across the region. This research sought to understand how best to communicate complex topics like energy efficiency and electrification in a way that resonates with diverse audiences, particularly homeowners, without relying on technical jargon. Based on these insights, the project team and DRCOG staff selected the program name Power Ahead Colorado along with a logo and color palette consistent with DRCOG's visual identity. The brand will undergo further refinement and be launched more widely in January 2026.

The branding strategy centers on creating recognition, trust, and emotional connection around the region's decarbonization goals. The research highlighted that homeowners care most about comfort, health, safety, and future savings (especially when considering upgrades like heat pumps) so messaging emphasizes achievable benefits rather than technical language. DRCOG staff evaluated 75+ name options and narrowed them through testing, with Power Ahead Colorado emerging as the favorite: roughly three-quarters of the 180 homeowners surveyed found it meaningful and appealing. The initiative now moves into deeper creative development and campaign planning, aiming to use the new brand to engage communities and support uptake of decarbonization programs and resources across the Denver region.

Adjournment

The meeting adjourned at 5:27 p.m.

ATTACH B

Board Work Session

Meeting date: February 4, 2026

Agenda Item #: 4

Status of the Power Ahead Colorado Program

Agenda item type: Discussion

Summary

Status update on the Power Ahead Colorado Program.

Background

In August 2024, DRCOG received a \$199.7 million Climate Pollution Reduction Grant (CPRG) from the U.S. Environmental Protection Agency to develop and implement a regional Building Decarbonization Program through October 2029. The four initiatives that comprise the program, building policy, marketing and communications, incentives, and advising and workforce have made meaningful progress in advancing the program's goals.

Building Policy Collaborative

The \$39 million Building Policy Collaborative helps DRCOG jurisdictions adopt advanced building energy codes and performance standards. The first funding round awarded \$25.95 million to 27 jurisdictions for staffing, training, permitting upgrades, community engagement, and technical assistance. Round two of funding is slated for summer 2026. The New Buildings Institute was selected as the research vendor in Q4 2025 and will develop a regional building and energy inventory, policy modeling, and an electrification and grid-readiness assessment.

Marketing and communications

On January 13, the first iteration of the Power Ahead Colorado website launched, along with the Colorado Contractor Hub, and provides information on heat pumps and testimonials from community members. Concurrently, advertisements across digital media began and will showcase the program across radio, tv, social media and more. Community engagement is in early stages with stakeholder mapping and creation of community engagement plans with community based organization work kicking off in summer 2026.

Incentives/advising

VEIC was chosen to design and administer the \$59.6 million incentives and advising program, and is currently developing detailed measure designs and conducting stakeholder engagement to support the launch of broad residential and commercial incentives by spring 2026. The Income Eligible Program, which will provide comprehensive home upgrades to 1,600 households is currently in contract negotiations with elected vendor Energy Outreach Colorado and a policy for defining eligibility criteria will come to the committees and Board later in 2026 for approval. The innovation grants program, designed to test and scale new approaches to business, service access, or program design, completed procurement in Q3 2025 with VEIC selected to administer the \$6 million program; DRCOG is currently working with VEIC on detailed program design and stakeholder engagement, and expect to bring the policy for how incentives will be distributed to the DRCOG Board for approval by Q2 2026.



Workforce

The Colorado Contractor Hub is now live, providing training reimbursements, license verification, and customer lead access. Furthermore, the five Green Workforce Hubs will launch in Q2 of 2026, offering three Career Pathway Tracks: Building Performance/Energy Efficiency, HVAC/Mechanical Systems, and Electrical/Renewable Energy. For the Growth Access Programs, contracts are under negotiations for the three selected vendors with Q3 2026 as the expected launch date.

DRCOG staff continue to work diligently with regional partners, local government staff and its vendors to further guide and implement the Power Ahead Colorado Program.

Action by others

None.

Previous discussion/action

None

Recommendation

None.

Attachments

Staff presentation.

For more information

If you need additional information, please contact Douglas W. Rex, Executive Director, at 303-480-6701; or Robert Spotts, Power Ahead Colorado Manager, at 720-272-9476 or rspotts@drcog.org.





**POWER
AHEAD
COLORADO**

A Program of **DRCOG**

Status of the Power Ahead Colorado Program

DRCOG Board Work Session- February 4, 2026





Power Ahead Colorado

- Funded by a \$200m grant through the U.S. Environmental Protection Agency.
- Implementation through October 2029.
- Overseen and advised by a Technical Committee and Oversight Committee, composed of DRCOG Board Members, local government staff, and special interests.

Our mission and vision

Power Ahead Colorado provides home and building owners with a trusted path to healthier, safer comfort, through rightsized heat pumps, expert advising, vetted installers and rebate support.

We are powering better homes, stronger communities and quality jobs for Colorado's clean, healthy future.



Our team



Robert Spotts
Manager, Power Ahead
Colorado



Sharon Day
Manager, Administration
& Finance

Building Policy



Greg Miao
Program
Manager



Clay McCombe
Program
Manager



**Crystal
Egelkamp**
Senior Program
Specialist



**Devon
Reifsneider**
Senior Program
Specialist



**Energy Advising, Rebates,
& Low-income Programs**

Mac Prather
Program
Manager



**Fernando
Briones**
Senior Program
Specialist



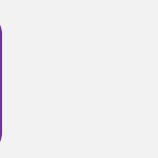
**Luke
Charbonneau**
Senior Program
Specialist



**Communications &
Community Engagement**



Chris Selk
Program
Manager



Andy Birkey
Senior Program
Specialist



Emily Loker
Senior Program
Specialist

**Workforce & Industry
Development**



**Climate Pollution
Reduction Planning**



Maddy Nesbit
Senior Planner



**Administration and
Finance**



Katie Maxted
Contracts Lead



Kenia Flores
Compliance Lead

Vacant
Contracts and
Compliance
Specialist

Vacant
Contracts and
Compliance
Specialist



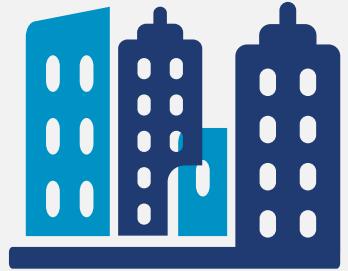
Our partners

- Building Decarbonization Network
 - DRCOG
 - Local government staff
 - Xcel Energy
 - Colorado Energy Office
 - Rewiring America
 - Collective Clean Energy Fund



Building Policy

Building Policy Collaborative (BPC): Benefits & Resources



Regional
Decarbonization
Roadmap



Collaboration
and Peer Learning



Model Policy
Options



Regional
Engagement



Research
Support

Building Policy Collaborative updates

- Kicked off in May 2025.
 - 3 Steering Committee meetings.
 - 3 Full Building Policy Collaborative meetings.
 - 16 cohort meetings.
 - Policy working groups start in February.
 - Region building roadmap drafted.
- An average of over 30 participating jurisdictions.

Policy Working Groups: Topics

Policy Development

Commercial and
Multifamily
Benchmarking to
Building
Performance
Standards

Residential
Transparency and
“Step-Up” Policy
Options

Policy Adoption & Implementation

Energy Code
Adoption and
Implementation
Support

Friendly reminder, if you received a subaward we ask that you commit to participating in a policy working group.

Policy Working Groups Timeline

Engagement to Date

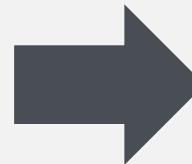
- Completed Engagement Plan.
- Built out industry contact list.
- Connector calls with key industry contacts to confirm how, when, where, and who to engage.
- Planning industry sessions to identify opportunities, challenges, partnerships, including:
 - Colorado Real Estate Alliance presentation.
 - Building Jobs for Colorado presentation.



Engagement Feedback Loops

Phase 1 Feb-May

- Discuss opportunities and challenges.
- Surface implementation realities, costs, workforce, and friction points.
- Input informs early policy concepts and assumptions.



Feedback to BPC & policy working groups

Phase 2 Oct-Dec

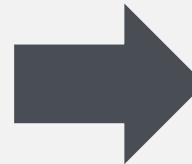
- Community partners assess equity, affordability, and lived impacts.
- Industry tests draft policies for practicality.
- Input identifies needed refinements and supports.



Integrated feedback to refine policies & messaging

Phase 3 Apr-June

- Policies reflect feasibility and community priorities.
- Lessons inform implementation guidance and adoption strategies.



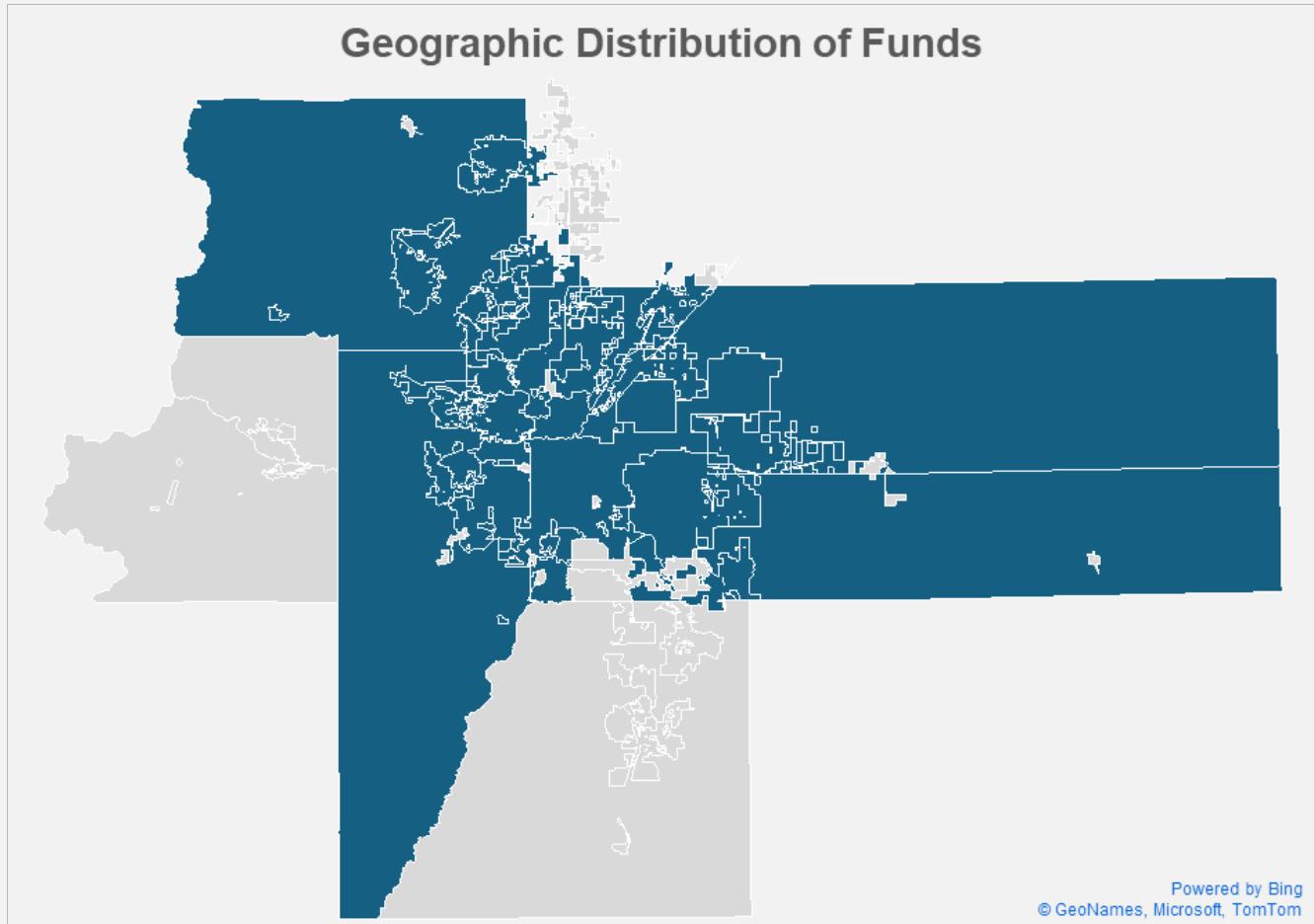
Ongoing learning feeds future engagement and adjustments



BPC Subaward Updates

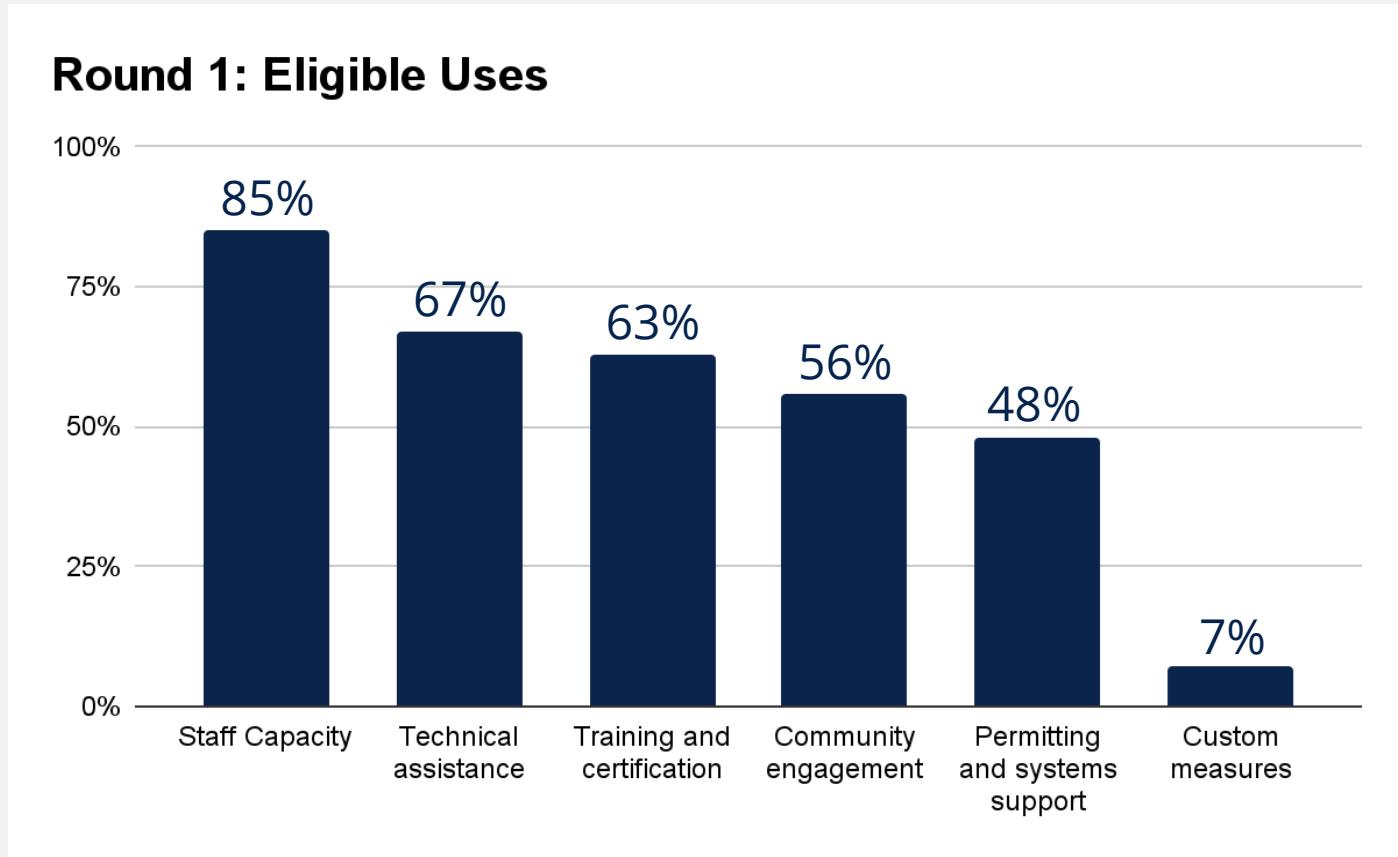
Round 1: Results

- 27 jurisdictions were awarded
 - 42% of DRCOG jurisdictions.
 - Representing 85% of the population in the DRCOG region.
- Obligated \$26 million of \$34.8 million available
 - ~75% of total funds.
- Most applicants were over \$300,000
- Partnerships:
 - Northglenn & Superior – energy code support
 - Englewood & Sheridan – shared full-time employee



Round 1: Eligible Uses

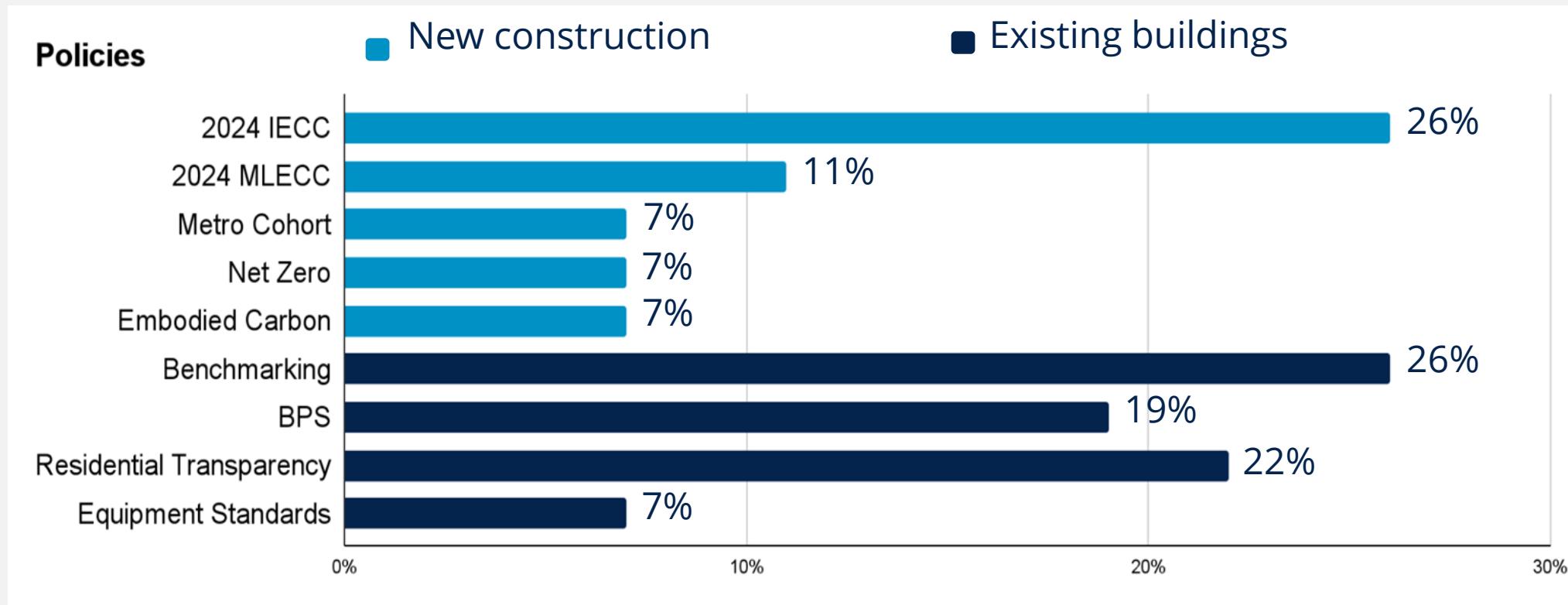
- **Staffing:** including internal FTE or external support via contractor.
- **Training/Certification:** training to upskill current staff or train new FTE both on codes and performance policies.
- **Technical assistance:** Sustainability and Comprehensive Plan updates.
- **Permitting system updates:** for energy code compliance, or benchmarking/BPS software support.
- **Community engagement** around new policies.



Round 1: Policies

59% of jurisdictions working on energy codes (i.e., **new construction policies**)

74% of jurisdictions working on **existing building policies**.



Community Projects

Staff Capacity

Adams County
Arapahoe County
Arvada
Aurora
Boulder
Boulder County
Brighton
Broomfield
Commerce City
Denver
Englewood
Erie
Golden
Jefferson County
Lafayette
Lakewood
Longmont
Louisville
Northglenn
Sheridan
Superior
Thornton
Westminster

Training and Certification

Adams County
Arapahoe County
Arvada
Aurora
Boulder
Boulder County
Commerce City
Englewood
Erie
Golden
Louisville
Nederland
Northglenn
Sheridan
Superior
Thornton
Wheat Ridge

Permitting and Systems Support

Adams County
Arapahoe County
Arvada
Boulder
Boulder County
Commerce City
Englewood
Erie
Golden
Jefferson County
Lafayette
Northglenn
Superior
Thornton

Technical Assistance

Adams County
Arapahoe County
Aurora
Boulder
Boulder County
Brighton
Broomfield
Commerce City
Englewood
Erie
Lafayette
Littleton
Louisville
Northglenn
Sheridan
Superior
Thornton
Wheat Ridge

Community Engagement

Adams County
Arapahoe County
Arvada
Boulder
Boulder County
Broomfield
Commerce City
Englewood
Golden
Littleton
Louisville
Northglenn
Sheridan
Thornton
Wheat Ridge

Custom Measures

Adams County
Arapahoe County

Workforce

Adams County

Subaward Round 2 update

- ~\$8.5 million competitive subaward process incentivizing new participation and additional need.
- Most awards likely in the range of \$100-\$500k.
- Anticipated launch 4/1/2026.
- Full policy for discussion at March 4 Board workshop

Research

Project Overview

- RFP released October 2025; vendor selected December 2025
- Selected vendor: New Buildings Institute, with Colorado Health Institute and Touchstone IQ
- Contract value: \$600k
- Scope: regional building and energy inventory, policy modeling, electrification and grid readiness assessment, cost-effectiveness analysis, and community impact evaluation

Timeline

- Feb–Mar 2026: Contract executed
- Feb–Apr 2026: Vendor onboarding
- Summer–Fall 2026: Preliminary analysis for policy working groups

Upcoming board and committee items

- Building Policy Roadmap
- Round 2 Jurisdictional Support Policy



The advertisement features a dark blue header with the "POWER AHEAD COLORADO" logo, which includes a yellow circular icon with a stylized "P" shape. The main image shows a woman in a yellow and orange striped sweater adjusting a smart thermostat on a wall. A glowing blue circle highlights the thermostat, and a beam of light projects from it, illuminating a family sitting on a couch in a living room. The text "It Heats. It Cools. It's a Heat Pump!" is displayed in a large, dark blue font on the right, with a "FIND OUT MORE" button below it.

POWER
AHEAD
COLORADO

It Heats. It Cools.
It's a Heat Pump!

FIND OUT MORE



Communications and Marketing

Website

- Contract with ImageX Media for two website launches:
 - PowerAheadColorado.org
 - MVP on January 13
 - Phase 1 in Spring 2026.
- Website and ad campaign uses illustrations from Firestone, CO artist, Brian Miller.
- Contains link to Colorado Contractor Hub, information on heat pumps and testimonials from community members.



[For Contractors](#) [English](#) [Text size: A A A](#)[About](#) [Find a Contractor](#) [Why Heat Pumps?](#) [Explore Green Careers](#) [FAQs](#) [Community Stories](#)

Heat pumps in Colorado

Think of it as your home or business' new best friend. It's an all-season comfort system that heats, cools, and even saves energy. Perfect for Colorado's "sunny one day, snowy the next" weather, a heat pump is designed for a cozier, cleaner future. Here's the scoop on everything you need to know.

[Heat Pumps 101](#)

Who we are



Communications

- Contract with Karsh Hagan.
- Completed first phase of market research and branding.
- Advertising campaign launched January 26, 2026.

Our campaign goals

Maximize adoption of heat pumps

Target homeowners with universal messaging.

Improve quality of life in vulnerable communities

Conduct community engagement/outreach to find 1,600 homes to retrofit.

Fill workplace pipelines

Create demand for workplace training programs.

Increase contractor participation

Create demand for heat pumps and fill the Contractor Navigation hub pipeline.

Our audience's mindset



The Value Seeker

Stability and affordability



The Quality of Life Seeker

Health, comfort, and safety



The Opportunist

Quality for a deal: "Smart deal"



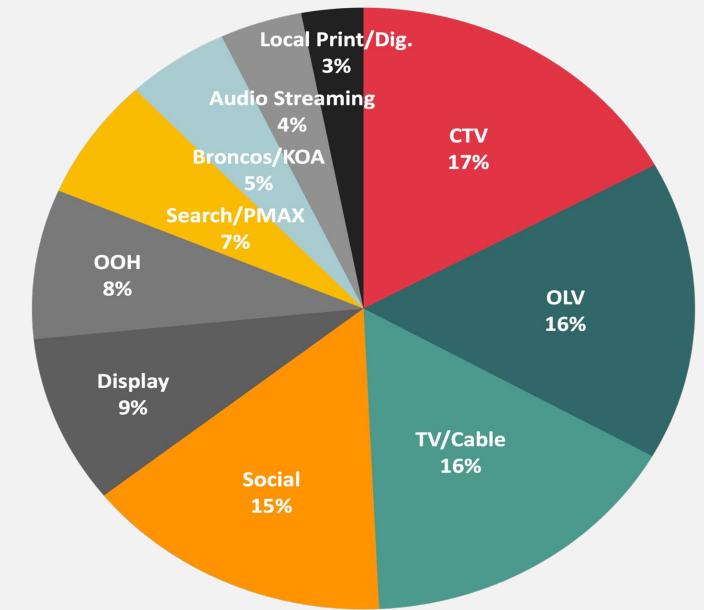
The Technologist

Performance, control, innovation

**"Eco-conscious innovators" were more motivated by other factors in decision making, such as cost and comfort.

Paid media approach

- Budget of approximately \$2 million per year.
- Digital media began in January 2026.
- Broadcast begins during the Winter Olympics in February 2026.
- Billboards throughout the region in March 2026.



AWARENESS

Media Impressions

LINEAR TV



CTV



PODCAST, AUDIO STREAMING



OOH



CONSIDERATION

Engagement & Education

OLV



HIGH IMPACT DISPLAY



PAID SOCIAL



EBLASTS



TOTAL
ESTIMATED
IMPRESSIONS

234MM

CONVERSATIONS

Request for Information

STANDARD DISPLAY



META FILL FORM

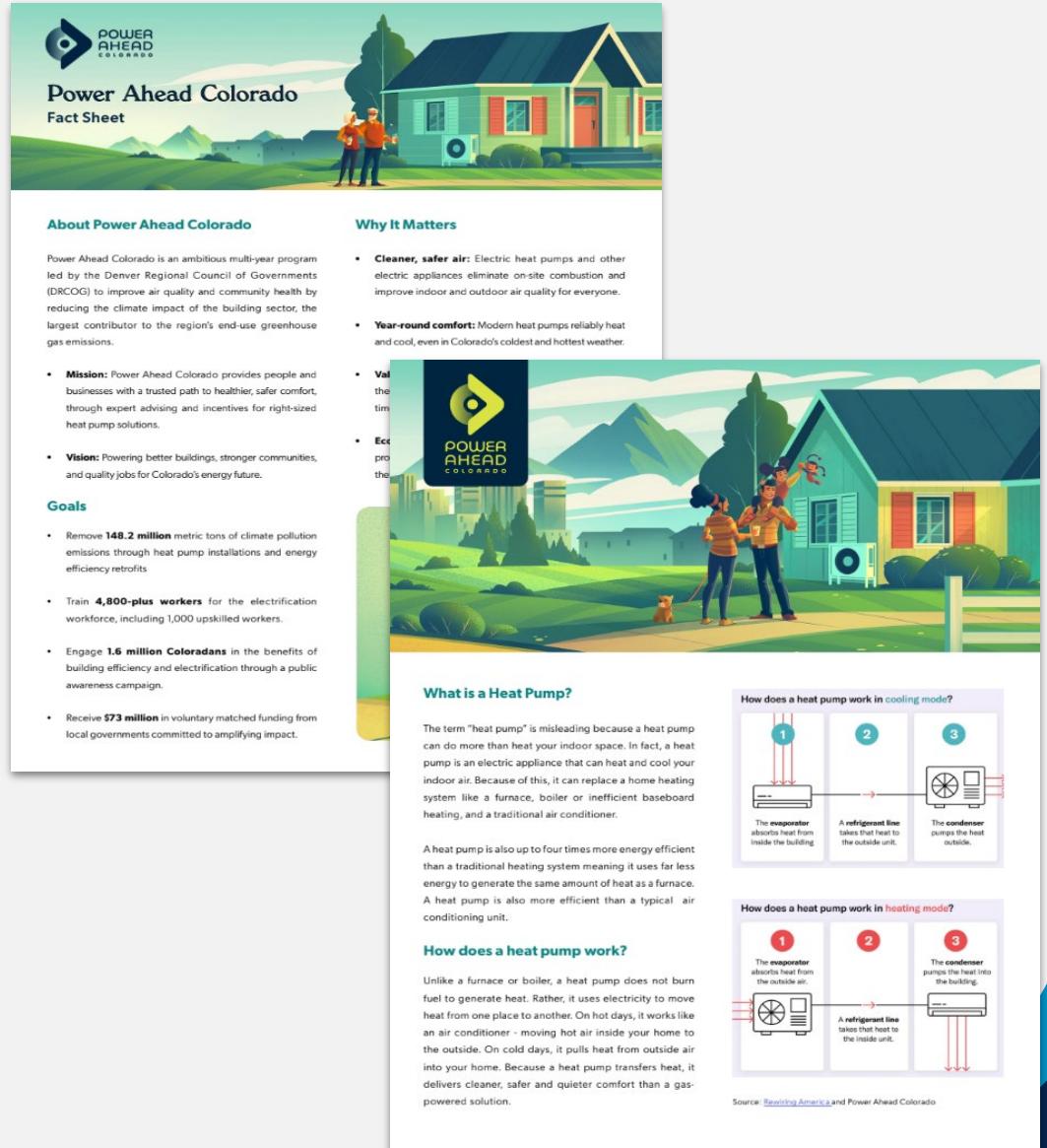


27



Earned media approach

- Press release distributed to regional, local and industry media.
- Targeted pitching to ~10 outlets.
- Media kit materials distributed and available to all.
 - Press release
 - Program fact sheet
 - Program FAQs
 - Heat Pump 101
 - Testimonials available for interviews
 - Brand assets
- Key external milestones, such as Colorado Home and Garden Show and Earth Day



The graphic is a two-page spread for the 'Power Ahead Colorado Fact Sheet'. The left page features a green and blue color scheme with a house and people in the background. It includes sections for 'About Power Ahead Colorado', 'Why It Matters', and 'Goals'. The right page features a blue and green color scheme with a house and people in the background. It includes a section for 'What is a Heat Pump?' and diagrams for 'How does a heat pump work in cooling mode?' and 'How does a heat pump work in heating mode?'. The source is cited as 'Rewiring America and Power Ahead Colorado'.

Power Ahead Colorado Fact Sheet

About Power Ahead Colorado

Power Ahead Colorado is an ambitious multi-year program led by the Denver Regional Council of Governments (DRCOG) to improve air quality and community health by reducing the climate impact of the building sector, the largest contributor to the region's end-use greenhouse gas emissions.

Mission: Power Ahead Colorado provides people and businesses with a trusted path to healthier, safer comfort, through expert advising and incentives for right-sized heat pump solutions.

Vision: Powering better buildings, stronger communities, and quality jobs for Colorado's energy future.

Goals

- Remove **148.2 million** metric tons of climate pollution emissions through heat pump installations and energy efficiency retrofits.
- Train **4,800-plus workers** for the electrification workforce, including 1,000 upskilled workers.
- Engage **1.6 million Coloradans** in the benefits of building efficiency and electrification through a public awareness campaign.
- Receive **\$73 million** in voluntary matched funding from local governments committed to amplifying impact.

Why It Matters

- Cleaner, safer air:** Electric heat pumps and other electric appliances eliminate on-site combustion and improve indoor and outdoor air quality for everyone.
- Year-round comfort:** Modern heat pumps reliably heat and cool, even in Colorado's coldest and hottest weather.
- Value:** The time is right for heat pump installations.
- Economic opportunity:** The program will create jobs and opportunities for Coloradans.

What is a Heat Pump?

The term "heat pump" is misleading because a heat pump can do more than heat your indoor space. In fact, a heat pump is an electric appliance that can heat and cool your indoor air. Because of this, it can replace a home heating system like a furnace, boiler or inefficient baseboard heating, and a traditional air conditioner.

A heat pump is also up to four times more energy efficient than a traditional heating system meaning it uses far less energy to generate the same amount of heat as a furnace. A heat pump is also more efficient than a typical air conditioning unit.

How does a heat pump work in cooling mode?

1. The evaporator absorbs heat from inside the building.
2. A refrigerant line takes that heat to the outside unit.
3. The condenser pumps the heat outside.

How does a heat pump work in heating mode?

1. The evaporator absorbs heat from the outside air.
2. A refrigerant line takes that heat to the inside unit.
3. The condenser pumps the heat into the building.

Source: Rewiring America and Power Ahead Colorado

Community Engagement

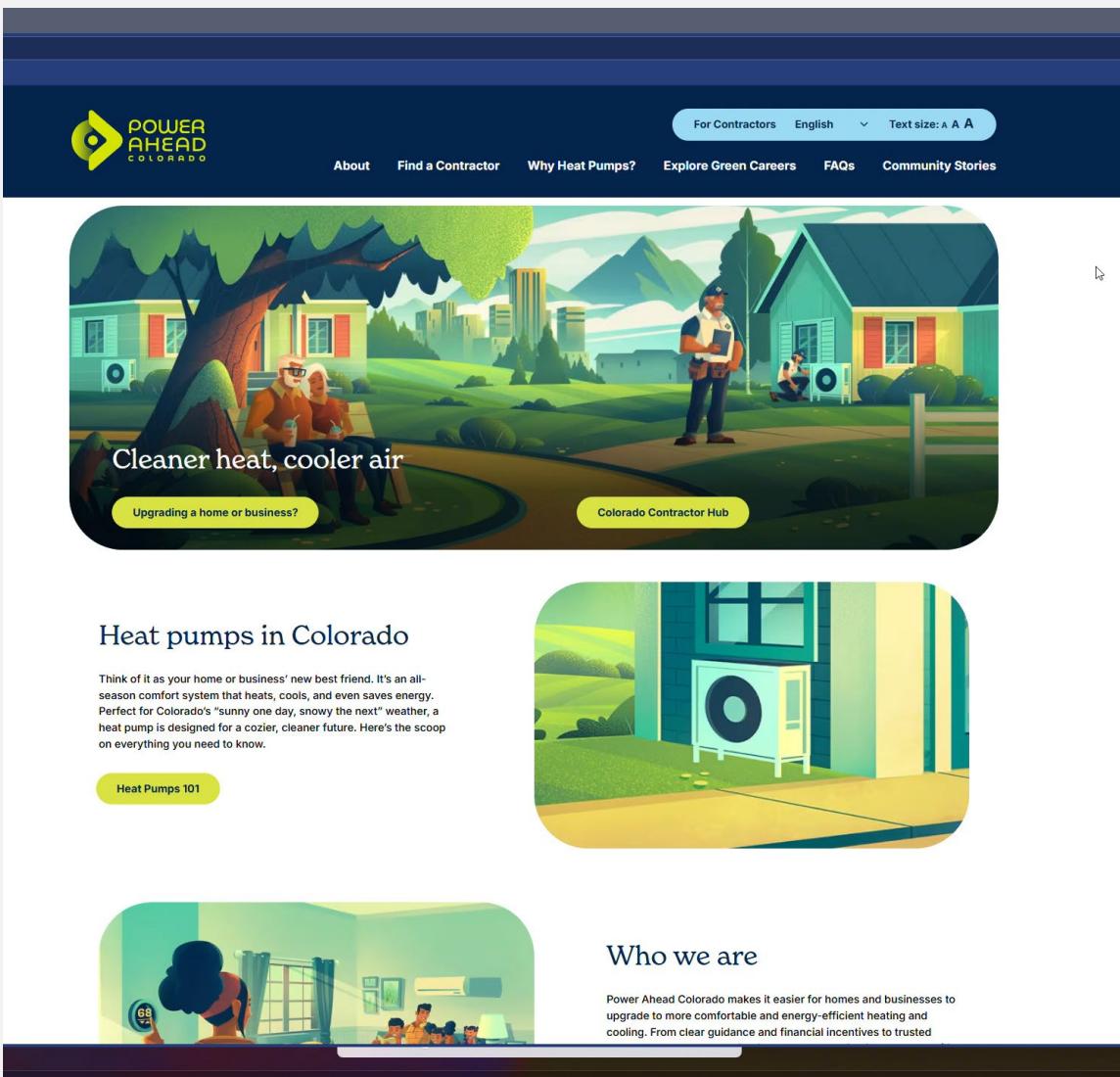
- Contract with Kearns & West.
- Currently creating community engagement plans and conducting stakeholder mapping.
- Grant framework for CBOs established by Summer 2026, allowing organizations to apply for \$2.2M in pass-through funds to assist with public involvement.



A photograph of a man wearing a baseball cap and a black t-shirt, working on a large white air conditioning unit. The unit has a blue and red logo with the word "GREE" on it. The background is a brick building.

Workforce and Industry Development

'Find A Contractor' Tool



The screenshot displays the homepage of the Power Ahead Colorado website. The header features the 'POWER AHEAD COLORADO' logo, a language selector for 'English', and a text size adjustment menu. The main navigation includes links for 'About', 'Find a Contractor', 'Why Heat Pumps?', 'Explore Green Careers', 'FAQs', and 'Community Stories'. The central visual is a colorful, stylized illustration of a neighborhood with houses, trees, and a city skyline in the background. Text on the illustration reads 'Cleaner heat, cooler air'. Below the illustration are two buttons: 'Upgrading a home or business?' and 'Colorado Contractor Hub'. The 'Heat pumps in Colorado' section features a sub-section titled 'Heat Pumps 101' with a descriptive paragraph and a 'Heat Pumps 101' button. To the right is an illustration of a house with a heat pump unit. The 'Who we are' section includes a small image of a family in a home setting and a descriptive paragraph about Power Ahead Colorado's mission.

POWER AHEAD COLORADO

About Find a Contractor Why Heat Pumps? Explore Green Careers FAQs Community Stories

For Contractors English Text size: A A A

Cleaner heat, cooler air

Upgrading a home or business? Colorado Contractor Hub

Heat pumps in Colorado

Heat Pumps 101

Who we are

Power Ahead Colorado makes it easier for homes and businesses to upgrade to more comfortable and energy-efficient heating and cooling. From clear guidance and financial incentives to trusted

Colorado Contractor Hub



Sign in | Colorado Contractor Hub

https://colorado-contractor-hub-git-develop-bdc-projects.vercel.app/account/login

DRCOG PACO EWN HVAC License GWF Hubs Dell Other favorites

COLORADO CONTRACTOR HUB

Sign in to your pro account

Check your inbox

A link has been sent to
clay@coloradocontractorhub.org

Click the link in your email, or enter the 6-digit code below:

• • • • • •

Simply click on the link we've sent you to continue. If you can't find our email, it could be in your spam folder, or you can [click here](#) to try sending it again.

Don't have a pro account? [Sign up here](#)

33

Green Workforce Hubs

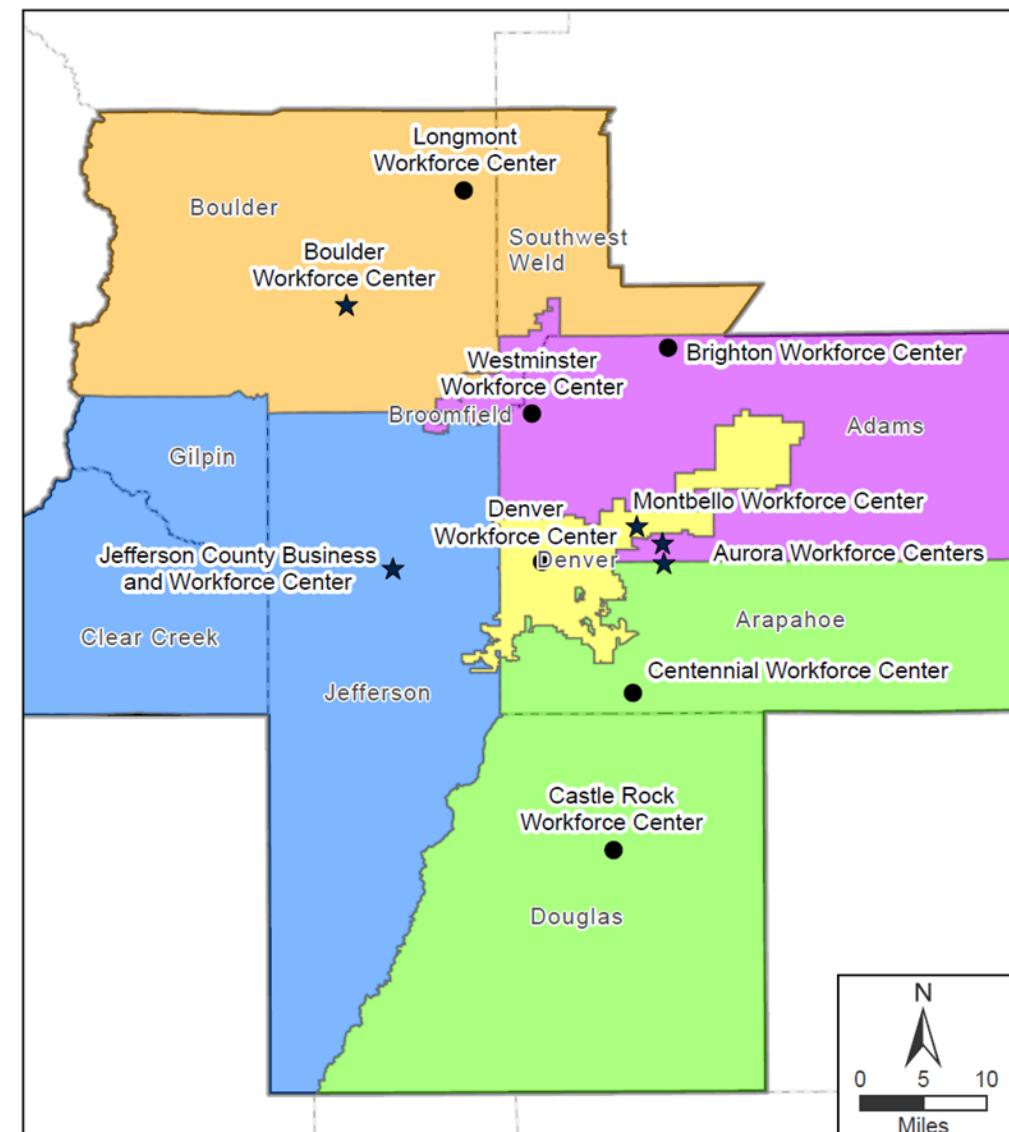
- Each Hub will be allocated \$1M over four years.
- 3,800 new workers registered by 2029.
- Wraparound services provided as needed.
- Participants will choose one of five Career Pathway Tracks



Why Chase the Future When You Can Install It?

GROW YOUR CAREER

Green Workforce Hub Zones



Adams County Workforce Center

Arapahoe/Douglas Works!

Boulder County Workforce Center

Denver Workforce Development

Jefferson County Business and Workforce Center

Green Workforce Hubs

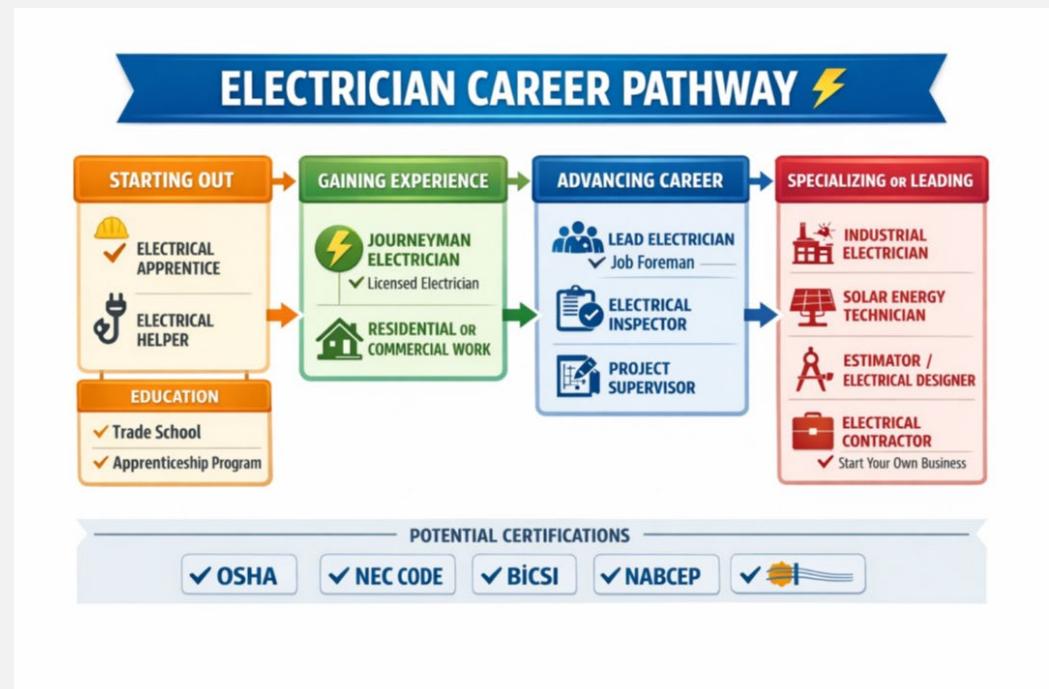
Partner Workforce Centers

County boundaries

DRCOG boundary

Career Pathway Tracks

- Building Performance & Energy Efficiency.
- HVAC & Mechanical Systems:
 - HVAC.
 - Sheet Metal.
 - Plumbers, Pipefitters, Steamfitters.
- Electrical & Renewable Energy.

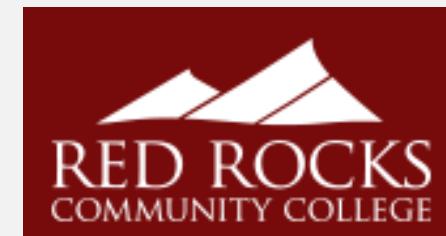


Heat Pump Training (GAPs) – Justice Impacted

- 94% of Breakthrough graduates remain free after their release.
- Saved the state of Colorado and its taxpayers over \$24M in recidivism reduction.
- 92% employment rate of enrolled participants post-release.



Heat Pump Training (GAPs) – Multilingual



Heat Pump Training (GAPs) – Young Adults



A man with a beard and safety glasses is looking up at a whiteboard. The whiteboard has a diagram of a wind turbine. A large blue diagonal bar covers the bottom right corner of the image.

Incentives, Advising and Innovation

Incentives (\$40 million)

Fast payments with transparency.
Predictable and consistent.
Focus on regional impact.

Advising (\$17 million)

"No-wrong-door" approach.
Trusted, neutral advisors.
A sales tool for contractors.

Activities	2025	2026	2027	2028	2029
Procurement					
Design					
Implementation					



Provide energy advising support for:

- 11,000+ single family homes.
- 22,750+ multifamily homes (units).
- 5,800 commercial buildings.

Provide incentives for equipment in:

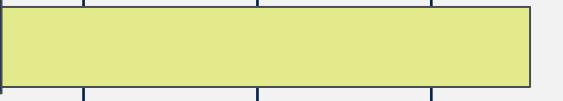
- 10,000 single family homes.
- 16,000 multifamily units.
- 4.15 million square feet of commercial space.

Innovation Grants (\$6 million)

Track 1: Reducing Market Friction & Soft Costs

Track 2: Technical and Grid Optimization

Track 3: Community-Driven Design, Accessibility and Health

Activities	2025	2026	2027	2028	2029
Procurement					
Design					
Implementation					



Approximately 20 awards completed in three rounds.

Final priorities in development:

- Grants succeed in generating lessons learned and policy outcomes
- Grants are accessible and represent the region
- Program has top-tier customer service

Income Qualified (\$47 million)

No-cost home upgrades for homeowners and affordable housing .

Prioritizing households with multiple vulnerabilities
Financial accessibility and safeguards
Accountability and Data Management.

Activities	2025	2026	2027	2028	2029
Procurement					
Design					
Shovel Ready Projects					
Implementation					



ENERGY OUTREACH COLORADO

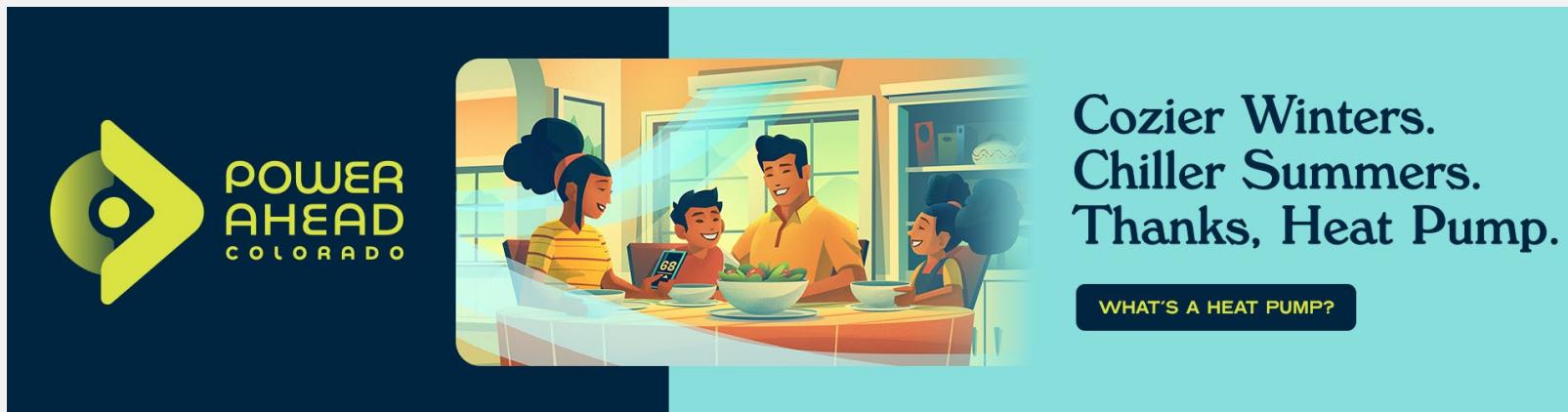
- Serve 1,600+ low-income households by 2030.
- Reduce emissions by at least 12,204 metric tons CO₂e at <\$506.62/ton.
- Improve health, housing stability, and economic resilience through upgrades and workforce development.
- Develop scalable models for replication in other jurisdictions.

Upcoming board and committee items

- Innovation program grant policy.
- Initial incentive policies and recommendations.
- Summary of income-eligible ‘shovel-ready’ projects.

And later...

- Policies and priorities for income-eligible program implementation.



The advertisement features the Power Ahead Colorado logo on the left. In the center, a family of four is shown in a kitchen, smiling and eating a meal together. The text on the right reads: "Cozier Winters. Chiller Summers. Thanks, Heat Pump." Below this, a button says "WHAT'S A HEAT PUMP?".



What's next

How we transform the HVAC market



The value of Power Ahead Colorado

Scale

Alignment

Trust

Cleaner Heat.
Cooler Air.
That's a Heat Pump!



[FIND OUT MORE](#)

Cleaner Heat.
Cooler Air.
That's a Heat Pump!



FIND OUT MORE

Thank you!

If you need digital accessibility assistance, submit a request at drcog.org/access or call 303-455-1000. Please expect a response within 72 hours (three business days).

ATTACH C

Board of Directors

Meeting date: February 4, 2026

Agenda Item #: 5

Area Agency on Aging Update

Agenda item type: Discussion

Summary

Staff will provide a strategic briefing on the Area Agency on Aging (AAA), including an overview of service statistics, the impacts of recent funding reductions, and future goals for the program

Background

The Denver Regional Council of Governments (DRCOG) serves as the federally designated Area Agency on Aging for the metropolitan region, covering Adams, Arapahoe, Broomfield, Clear Creek, Denver, Douglas, Gilpin, and Jefferson counties. As the AAA, DRCOG is responsible for administering the requirements of the Older Americans Act, including:

- Funding and providing community-based services that support older adults in living independently.
- Planning for current and emerging needs of older adults and their family caregivers.
- Advocating for older adults and their caregivers at the local, state, and federal levels.

Action by others

None

Previous discussion/action

None

Recommendation

None

Attachment(s)

Staff presentation

For more information

If you need additional information, please contact Douglas W. Rex, Executive Director, at (303) 480-6701 or drex@drcog.org; or Jayla Sanchez-Warren, Director, Area Agency on Aging, at (720) 589-7727 or jswarren@drcog.org





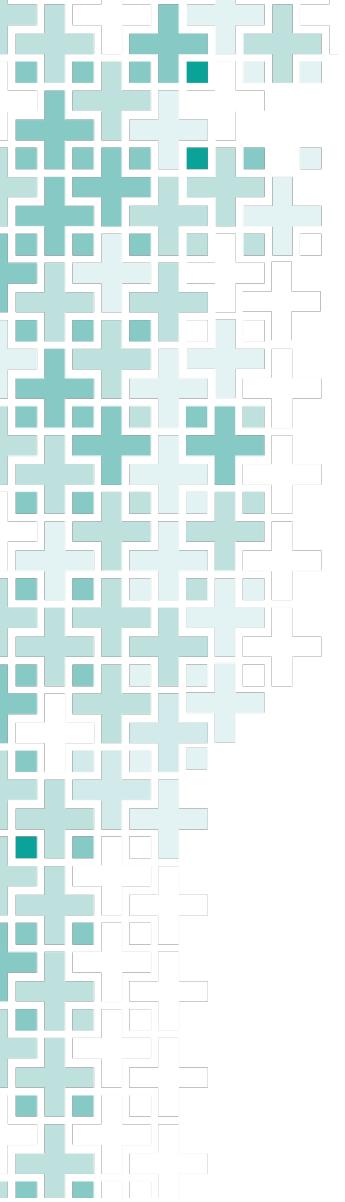
AAA Update

February 4, 2026

AAA Director Jayla Sanchez-Warren

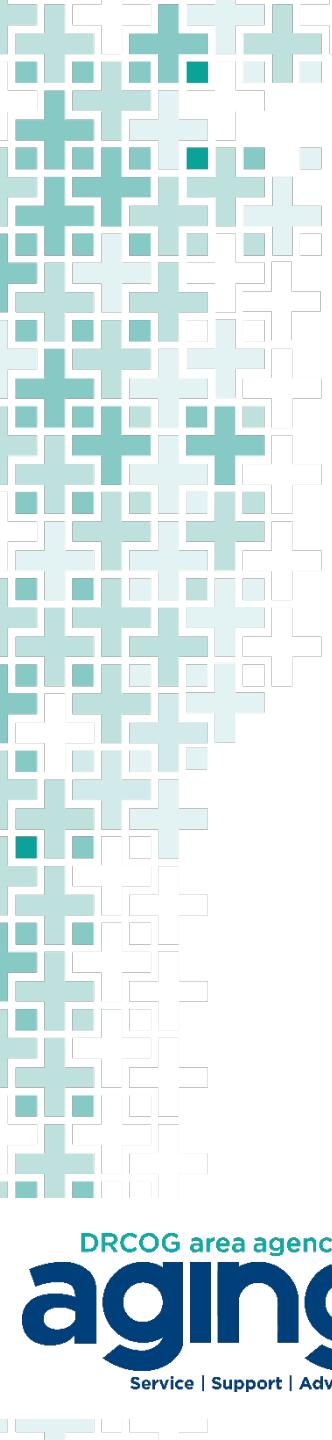
Agenda

- AAA Overview
- Current status – where we are now
 - FY2025 performance statistics
 - Challenges
- Changes and Innovation
- Shifting focus to meet critical needs – where we are going
 - Review most in need and profile of our average client



Mandated AAA Services

- Transportation
- Nutrition services
- Ombudsman
- Legal assistance
- Evidence-based disease health promotion
- Family caregiver support
- Advocacy and education
- In-Home personal service
- Chore services
- Case management
- Information and assistance
- Respite services



Area Agency on Aging – Internal programs

AAA has 60 skilled staff

- Information and assistance
- Options counseling
- Case management
- Ombudsman program
- State Health Insurance program
- Community transitions
- Veterans Directed Care
- Denver Health Navigation
- Network of Care
- Administration
- AAA business and contract management

DRCOG contractors and partners



AGING
RESOURCES
of Douglas County

ALZHEIMER'S
ASSOCIATION
Colorado Chapter

ARAPAHOE COUNTY

Benefits
in Action



CITY AND COUNTY OF BROOMFIELD
COLORADO
BROOMFIELD
Colorado

BRI
Brothers Redevelopment, Inc.
Housing • Home Modification & Repair • Housing Counseling

CATHOLIC
CHARITIES
ARCHDIOCESE OF DENVER

COLORADO
LEGAL SERVICES

Colorado
Visiting Nurse
Association

Denver Inner
City Parish

DENVER
THE MILE HIGH CITY

DC
DOUGLAS
COUNTY
COLORADO

Jewish
Family
Service

Lakewood
Full of Possibilities.



DRCOG area agency on
aging+
Service | Support | Advocacy

Seniors Resource Center

SENIOR
SUPPORT
SERVICES

Southwest Improvement Council
Est. 1998
SWIC
Enriching Life for Older Adults

Via
Mobility for Life

Volunteers
of America®
COLORADO

Client Profile

- Average age 74.4
- More likely to be female
- More likely to be living with others
- More likely to be low income
- Living in an urban area
- Not a veteran
- More likely to be a member of a minority population
- Receives an average of 60 units of AAA service per year





Current Status

DRCOG AAA Service Funds

Funding source	FY2023	FY2024	FY2025
Older American's Act (OAA)	\$8,040,890	\$8,751,798	\$9,188,913
OAA Carryover	\$5,129,638	\$908,528	\$238,815
State Funding for Senior Services	\$9,417,937	\$9,514,332	\$9,662,904
Homestead	\$1,162,843	\$386,796	\$0
Consolidated Appropriations Act	\$21,507	\$0	\$0
Vaccine Fund	\$298,867		\$0
AARP	\$2,909,136	\$5,028,228	\$305,885
Total	\$26,980,818	\$24,589,683	\$19,396,517
Budget Change	2%	-9%	-21%

DRCOG AAA Services Provided FY2025

Service	FY2025 units
Home delivered meals	126,222
Congregate meals	458,731
Transportation	163,006
Case Management	4,324
Chore	13,160
Homemaker	32,446
Personal Care	5,359
Caregiver	25,667
Counseling	4,492
Education	10,249
Health Promotion	3,324
Legal Assistance	8,650
Home Modification	10,440
Screening	1,675
Ombudsman Service	10,729
Navigation	328
Total	878,802



DRCOG area agency on
aging+
Service | Support | Advocacy

Nutrition Services (FY2023-2025)

- Congregate Meals

Fiscal Year	Meals	Clients	Meals per Client
2023	129,000	3,118	41
2024	127,610	3,794	33
2025	126,222	3,602	35

- Home Delivered Meals

Fiscal Year	Meals	Clients	Meals per Client
2023	615,878	2,870	214
2024	627,086	2,555	245
2025	458,731	2,749	167

Waitlist: 264 average wait time is 63 days

DRCOG Choice Services Transportation

Trip Type	FY2023	FY2024	FY2025
Bus tickets	610	1,073	0
Bus passes	0	0	1,450
Trips	4,134	7,813	11,983
Uber trips	14,425	37,397	46,617
Total	19,196	46,283	60,050

Contracted Transportation Services

Bus tickets/Passes

Fiscal Year	Rides	Clients	Units per Client
2023	52,020	366	142
2024	53,296	520	102
2025	33,030	377	88

Assisted Transportation

Fiscal Year	Rides	Clients	Rides per Client
2023	95,909	3,401	28
2024	83,954	2,557	33
2025	69,926	2,160	32

Key Insights

- Over all services dropped by over 30,000 rides from FY 2023 to FY2025
- Fewer clients were served from 2023 to 2025
 - 38% decrease in those receiving bus tickets and passes
 - 36% fewer people served with assisted transportation service

Comparisons of service units over time

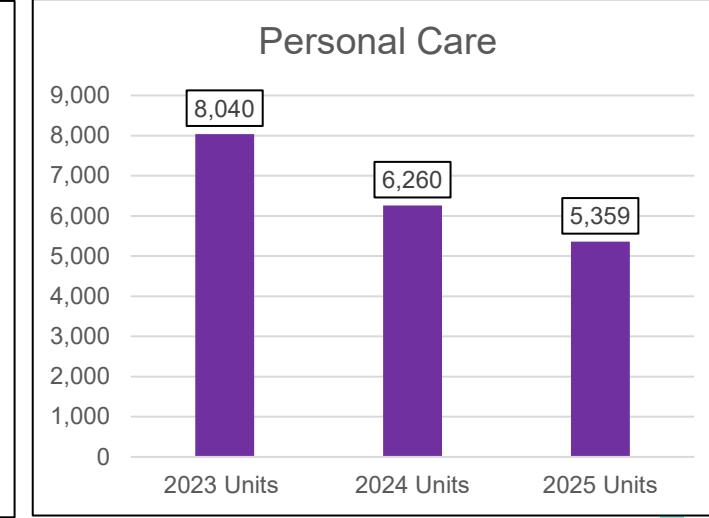
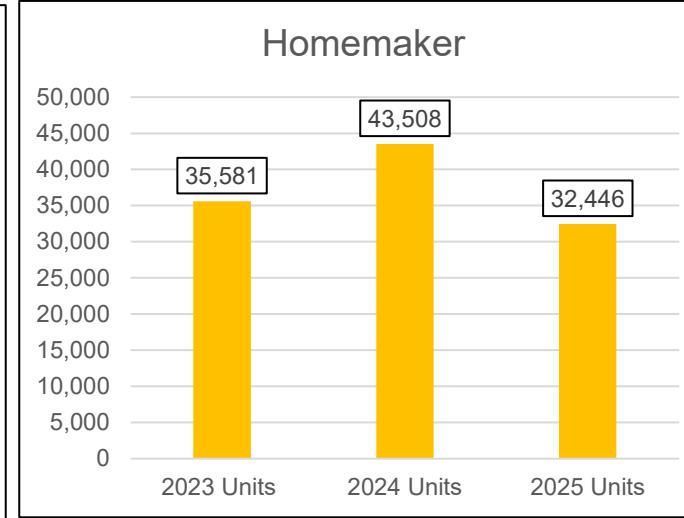
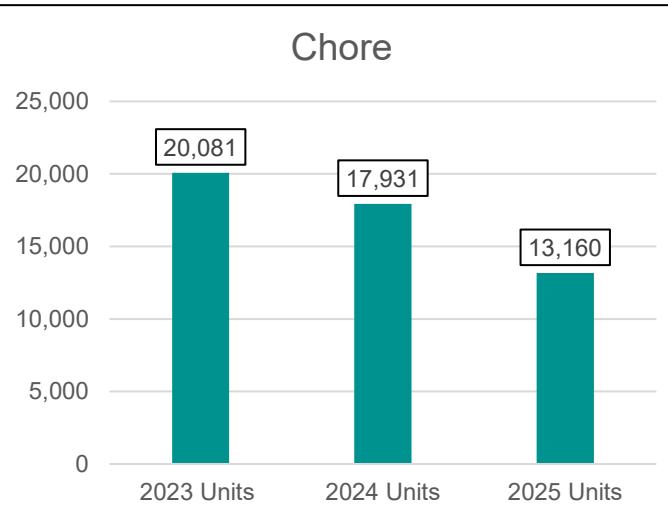
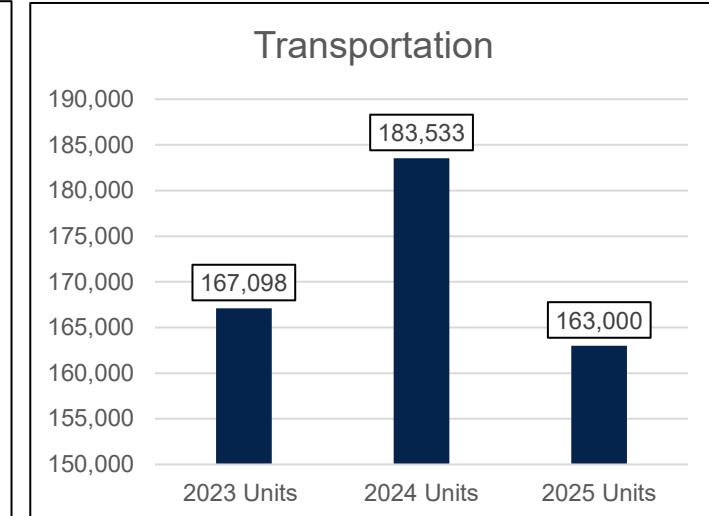
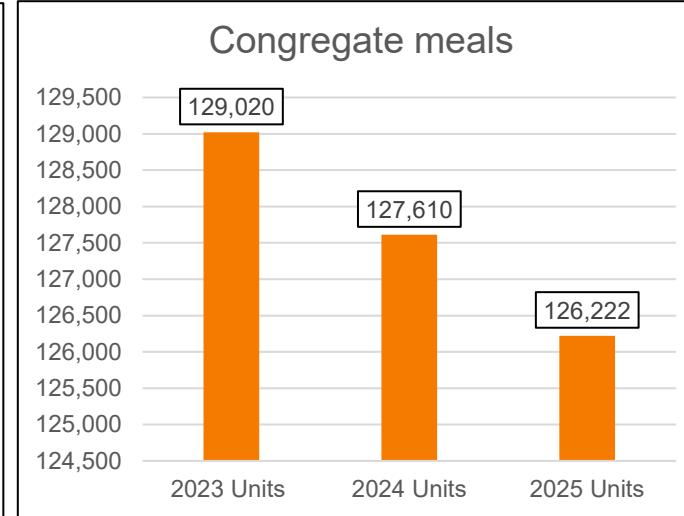
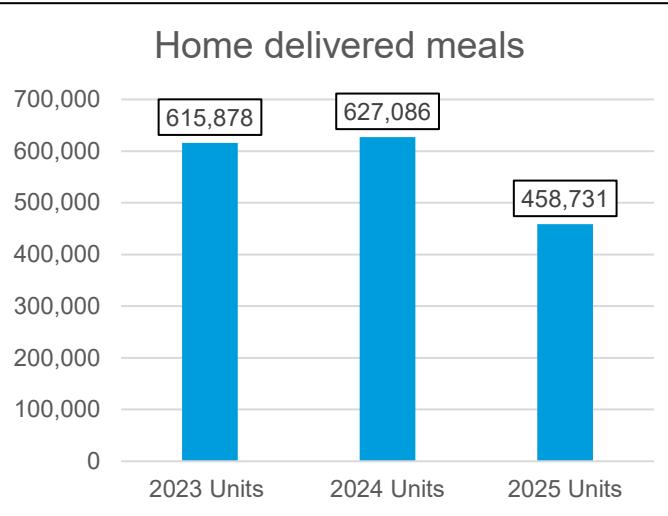
Service	FY2023 units	FY2024 units	FYI 2025 units
Counseling	16,193	14,518	4,453
Education	107,602	148,529	10,248
Disease prevention/Health promotion	1,815	2,336	3,324
Legal Assistance	10,182	10,105	8,650
Material Aid	10,472	14,988	10,444
Screening	20,713	22,347	1,675
Case Management	14,112	14,125	4,324

Grandparent Services

Service	FY2023 units	FY2024 units	FY2025 units
Grandparent caregiver respite	834	1,211	1,045
Grandparent caregiver training	1,376	697	42
Grandparent caregiver support	642	675	329
Grandparent support groups	539	528	728
Grandparent information and assistance	2,846	2,817	2,606



AAA funding cuts have real impact





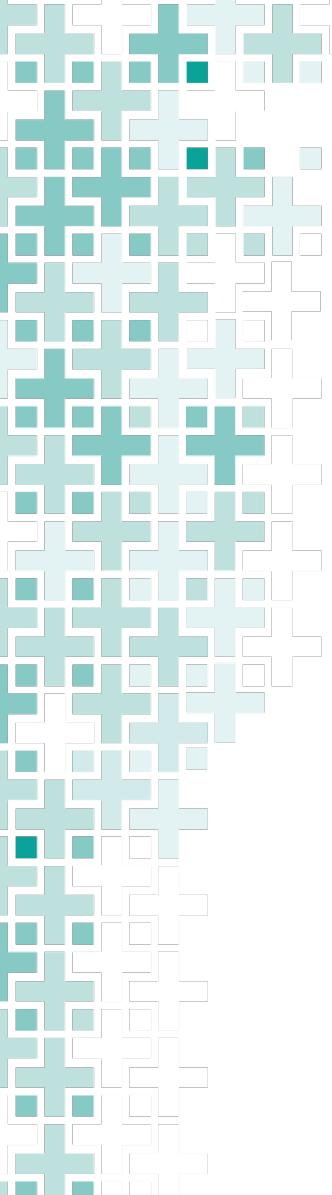
Necessary Changes and Innovations



DRCOG area agency on

aging+

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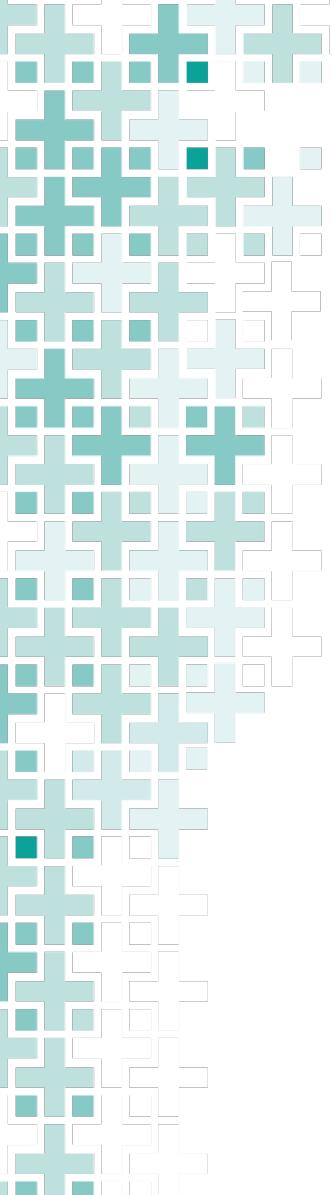
Internal Changes

Funding Cut Changes

- Reduced funding to contracted providers
- Reduced funding for internal operations
- Eliminated 10 internal positions
- Stopped funding 12 contractor partners
 - Loss of transportation call center

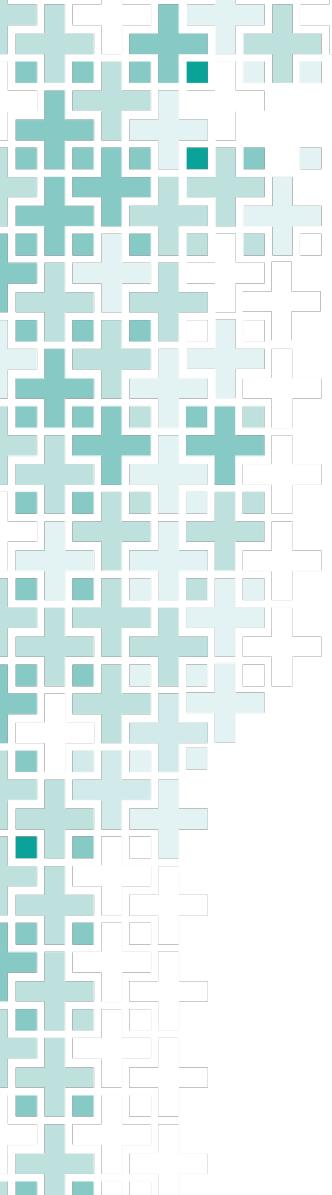
Response to Changes

- Received New Grants
- Cross-training staff and new types of positions
- Implemented new transportation service
- New transportation call center in Jan 2026
- New partnerships
- Internal caregiver program with a new focus
- Ride Alliance
- Commitment to improving data interoperability, and data driven decisions



Challenging times for older adults in need

- **Medicaid**
 - In Colorado's Medicaid unwind 776,200 Coloradoans lost Medicaid.
 - Federal cuts shift significant financial responsibility to states.
 - This could impact Colorado's aging population ability to access service.
- **Medicare**
 - Medicare Advantage plans are reducing coverage some are discontinuing service.
 - Medigap plans are increasing premiums, scaling back or exiting some markets.



Challenging times for older adults in need - continued

- **Department of Human Services**
 - \$4.1million cuts last year in Office of Aging and Disability Services Impacting Area Agencies on Aging services and disability services.
- **Department of Local Affairs (DOLA)**
 - Senior Homestead Exemption in question for 2026.
- **Old Age Pension Cash Fund**
 - Has declined from \$92.9 million in FY 2021-2022 to \$78.9 million in 2024-2025 reducing the per month maximum grant to \$1,005 per month

Source: Colorado Fiscal Institute, "The Cost of Aging in Colorado," 2025.

People are waiting for AAA Service

Service	Number waiting for service	Average wait time
Home Delivered Meals	264	63 days
Transportation	783	304 days
Chore services	450	69 days
Homemaker	190	288 days
Personal Care	12	88 days
Total	1,699	





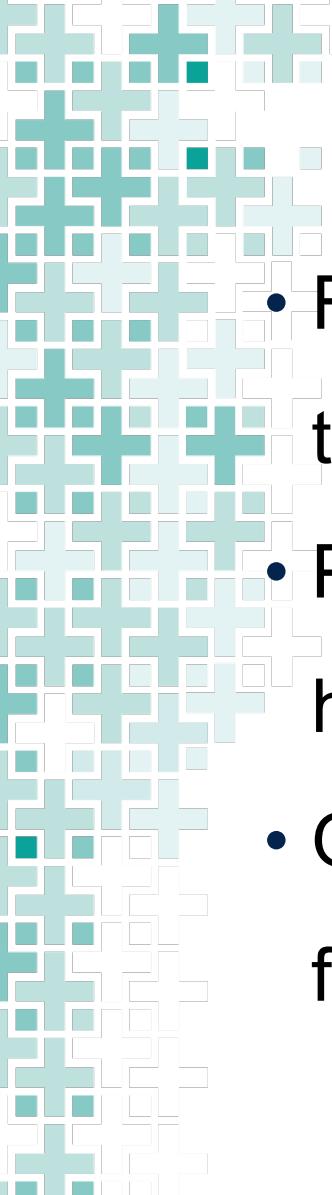
Shifting Priorities – Back to the Basics



Understand what older adults say they need

- Information and assistance
- Transportation
- Nutrition
- Financial assistance
- In home-services
- Chore service
- Caregiver service
- Housing to suit needs
- Benefits counseling
- Protection from scams, fraud abuse and crime.





AAA focus

- Focus on quality service for those most in need.
- Partner with health care and health payors.
- Offer services that support family caregivers.
- Data collection and data-based decisions.
- Educate and advocate.
- Support age-friendly initiatives in the region.
- Understand local non-traditional resources.



Thank You

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720-375-1738