

THE GLOBAL
AGEING
NETWORK®

2024

Global Ageing Network
Annual Report



From the Global Ageing Network Executive Director, Katie Smith Sloan

Our vision is a world which respects the dignity and worth of all older people, regardless of circumstance. We believe that every individual deserves the right to quality services, support, and care. In 2024, the Global Ageing Network accelerated the opportunities for learning, sharing, and taking global action around our common vision.

The dramatic demographic shifts across the globe are profoundly impacting social care, older people, families, and communities. No one country has all the answers and no one approach addresses all the challenges. It is, therefore, critically important that we amplify a global conversation to advance solutions. Our success demands that we work together.

Through individual providers, governments, and global bodies, we reinforce this vision as we work to make the world a better place to grow old. In partnership with our members, we combine our collective voices to turn our vision into a reality. The dozens of virtual roundtables, webinars, a leadership series, and conference participation in 2024 provided opportunities to address the issues that are most urgent in our sector. I am grateful for your participation with the dynamic and essential Global Ageing Network.

Katie Smith Sloan
Global Ageing Network, Executive Director

Message from Vic Rayner, Chair, Global Ageing Network

It has been my pleasure to serve as the Chair for the Global Ageing Network. It has been a very busy year for me, traveling to various parts of the world to attend conferences and to learn about the innovative activities that are happening among aged care communities. One thing is clear to me ... our work is far from over. There is a lot of work we must do, as aged care providers and advocates, to ensure that our residents and older persons garner the attention from our respective government officials and representatives that they deserve. Toward that end, the Global Ageing Network will continue to work with the United Nations Open-Ended Working Group on Ageing to achieve a Convention for the rights of older persons.

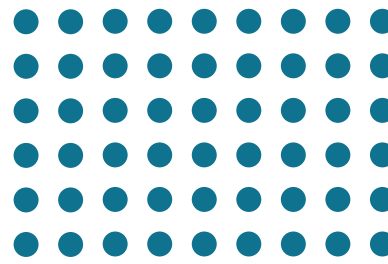
I am excited about the year ahead, when our Global Ageing Network members will join together for an incredible joint conference with LeadingAge from November 2-5, all happening in one of the most dynamic cities in the world, Boston, Massachusetts. The conference will provide a great opportunity to connect with experts not just from across the nation, but from all over the world. Together, we'll explore the latest care models and get hands-on with innovations designed to improve the lives of older adults.

Thank you all for your continued support of the Global Ageing Network.

Sincerely,

Vic Rayner
Chair, Global Ageing Network





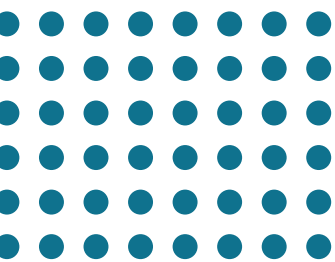
WHO WE ARE

“The world’s only network of ageing service providers”

The Global Ageing Network comprises leaders in ageing services, housing, research, technology, and design. We bring together experts from around the world, lead education initiatives, and provide a platform for innovative ideas in ageing services to be explored. We pave the way to identify and implement best practices in aged care so that older people everywhere can live healthier, stronger, more independent lives.

MISSION

To connect and support care and service providers worldwide to enhance quality of life for older people. Our mission is advanced through education, leadership, collaboration, and research. Our members include professionals and organizations in ageing services, governments, volunteer organizations, businesses, academics, researchers, and architects that specialize in design for ageing.



2024 HIGHLIGHTS

Global Ageing Network Leadership Program (September 2024–February 2025)

The Global Ageing Network launched its Leadership Program this year. This program is designed to connect with leaders in the field of ageing and empower them to make a positive impact on the lives of older adults around the world. Twenty-four participants joined for the inaugural five-part global series focused on building their role as leaders and exposing them to some of the challenges of global ageing. The 2025 Leadership Program will begin in April 2025 and is limited to members of the Global Ageing Network.

Foreign-Born Worker Survey

The Global Ageing Network is actively working to help gather data from foreign-born workers worldwide who are working in ageing services. Hearing directly from these individuals will help inform solutions to widespread workforce shortages and challenges. The [survey](#) is brief, anonymous, and available in many languages.

The Global Ageing Network + Social Impact Partners: Global Brain Health and Longevity Initiative (April 2024)

[The Global Ageing Network](#) announced a collaborative partnership with [Social Impact Partners \(SIP\)](#), a global multisectoral and multigenerational consortium focused on combating dementia by embracing brain health and healthy aging.

The Global Ageing Network participated in SIP’s Brain Health Innovation Olympics as part of its growing partnership. “At the Global Ageing Network, we understand the critical importance of addressing brain health and fostering innovative solutions to improve the lives of older adults,” said Katie Smith Sloan, executive director of the Global Ageing Network. “That’s why we are proud to be part of this initiative led by Social Impact Partners, which brings together a diverse array of stakeholders united to advance brain health.”



2024 Global Rally (April 2024)

The Association for the Aged (TAFTA), a Global Ageing Network member, participated in the 2024 Global Rally. The Global Rally served as a key part of the Age With Rights campaign (#AgeWithRights), initiated by the Global Alliance for the Rights of Older



People (GAROP). The campaign provided an opportunity for people worldwide who support the protection and promotion of older people's human rights to call on governments to act and support the drafting of the United Nations (UN) Convention on the rights of older people. Many Global Ageing Network members signed the petition urging governments to start drafting the convention.

World Health Organization Long-Term Care Workgroup (June 2024)

As a key element of the [UN Decade of Healthy Ageing](#), the World Health Organization (WHO) has convened a Global Network on Long-Term Care in which the Global Ageing Network is a member.

Katie Smith Sloan, along with many other leaders from across the world, joined the WHO Network to review and comment on the proposed Global Action Plan "[Theory of Change](#)" to begin mapping priorities for further exploration. The potential priorities to be considered include workforce, financing, standards and guidance, innovation, and social protection.



World Health Organization

Board Member Appointed to Represent South Africa in Expert Working Group

Andrew Kavala, Executive Director of Malawi Network of Older Persons' Organization, was appointed by the African Commission on Human and Peoples' Rights (ACHPR) to the Expert Working Group on the Rights of Older Persons and Persons with Disabilities in Africa to represent the southern African region. Kavala is a member of the Global Ageing Network Board of Directors.



GLOBAL AGEING MEMBERS SHARE THEIR EXPERTISE AT INTERNATIONAL CONFERENCES

It is good to be back in person at conferences! Global Ageing Network members were busy attending and presenting at various conferences around the world.

Global Perspectives on Foreign-Born Workers Panel (April 2024, LeadingAge Leadership Summit, Washington, DC)

U.S. and Canadian colleagues explored recruitment, training, and retention strategies employers use to attract foreign-born professional caregivers at the 2024 LeadingAge Leadership Summit. The discussion included high-level perspectives on the ethics of these strategies, including the impact of worker migration on immigrants' countries of origin. Panelists asked participants to envision how provider organizations worldwide might come together to address global workforce challenges, while also supporting foreign-born caregivers through skills training, core competencies, and ethical recruitment standards.



Global Ageing Network Attends the European Ageing Network Congress (September 2024, Athens, Greece)

Several Global Ageing Network members joined the [European Ageing Network](#) (EAN) at its [biannual conference](#) in Athens, Greece, in late September. The conference, which drew hundreds of delegates from all over Europe, Canada, Australia, the United States, the United Kingdom, and South Africa, focused on workforce issues—the skills, competencies, and professional growth needed to support a growing population of older persons. Delegates were challenged to consider the role of the family in providing formal care, considering family as part of the care team. Speakers suggested that we need to increase the proficiencies of care workers in technology, palliative care, mental health, and dementia.



Global Ageing Network Presents at the Ontario Long Term Care Association Conference (OLTCA) (October 2024, Toronto, Canada)

Katie Smith Sloan and Robin Wolzenburg of LeadingAge Wisconsin presented at the 2024 [Ontario Long Term Care Association \(OLTCA\) Conference](#) to discuss



insights into hiring refugees. A growing number of aging service providers are turning to refugees, to help staff their organizations in a time of critical workforce shortages. In addition to sharing knowledge on effective strategies for onboarding refugees into aging services organizations, session leaders presented research findings on the experiences of foreign-born workers in care settings worldwide.



Global Ageing Network Members Attend Aged & Community Care Providers Association Conference (October 2024, Adelaide, Australia)

The Aged & Community Care Providers Association (ACCPA) National Conference 2024 program aimed to inspire aged care providers and encourage them to innovate beyond their current processes, programs, and systems—not just through thought-provoking presentations but by giving them the knowledge, tools, and networks they need—to help them achieve the level of excellence older Australians deserve. Global Ageing Network members Judy Martin, Donald Macaskill, Cathy Hecimovich, and Femada Shamam were invited to present at the conference and visit some of the provider sites in the region.



Global Ageing Network at the LeadingAge Annual Meeting (October 2024, Nashville, TN)

Vic Rayner, chair of the Global Ageing Network and CEO of the [National Care Forum](#), presented at the [2024 LeadingAge Annual Meeting](#) in Nashville, TN. Her sessions brought together a diverse group of providers to discuss future aging services in their respective countries with a particular focus on the role of technology.



Board Member Attends the DemCon Conference (November 2024, Bengaluru, India)

Global Ageing Network Vice Chair Femada Shamam joined Mansur Dalal at the Demcon 2024 conference in India, hosted by the Dementia India Alliance. With the theme “Reaching the Unreached,” this incredible gathering brought together nearly 1,000 delegates and 140 speakers from around the world—all united by a shared commitment to improving the lives of those living with dementia and their caregivers.

Femada had the opportunity to share Africa’s story of care and advocacy, focusing on collaboration, education, and tackling stigma. The phrase “coalition of the willing” truly resonated—because the solutions to this global public health challenge lie in our shared responsibility and unity.



Dementia
India Alliance

Reports

International Social Care Workforce Report

We published a report on the sector's workforce challenges. The report demands government action to help ensure that every country is empowered to develop a robust care workforce, attract new talent while rewarding the dedication of current care workers, and continue to transform the lives of older people with excellent, professional care. The report, produced in collaboration with [Global Ageing Network](#), [Scottish Care](#), and [UKRI](#) is available to [download here](#).

Ageing Well in the Commonwealth: A Roadmap for Healthy Ageing Across the Life Course

This excellent [roadmap](#), produced by [CommonAge](#), serves as a working document to highlight the critical importance of healthy ageing. It is aimed at the governments of CommonAge's Commonwealth member countries and it establishes a framework for addressing the challenges associated with this demographic shift and offers recommendations that can be implemented within communities to promote better outcomes.

The roadmap also offers member countries a summary of tried and tested solutions across thematic areas. These options can be tailored to the unique needs of each country, whether by adopting one solution, several, or all of them.

European Ageing Network (EAN) Digitalisation Report

A group of European Ageing Network (EAN) experts on digitalisation in social services met and worked together for more than a year to collect the European experience, needs, and challenges in the long-term care sector. The group's work was released in a 2024 EAN Expert Report, "[Accelerating the Digital Transition: A stepping stone for sustainable elderly care in Europe](#)." EAN hopes to stimulate discussions about the needs, possibilities, challenges, sustainable solutions, and future of social services in the framework of digitalisation.

Webinars

Role of Nutrition in Cognitive Resilience (January 2024)

A healthy lifestyle and diet can prevent or delay the onset of dementia—and the sooner these dietary strategies are incorporated, the greater the impact on future cognition.

Sarah Hoit, co-founder and chairman of Social Impact Partners, and Mindi Manuel, senior manager for Sodexo's Area Clinical Support, discussed the [Global Brain Health and Longevity Impact Report](#) and the importance of healthy eating to prioritize brain health in our January webinar, "Global Brain Health Initiative and Nutrition." Aged care providers cannot control residents' or clients' level of education, past medical history, or genetic predispositions, but should aim to modify and control social isolation, depression, hearing impairment, smoking, and physical inactivity.



Global Brain
Health Initiative
& Nutrition



WEBINAR

January 30 | 7 a.m. EST



ENRICHing the Lives of Residents (March 2024)

The global pandemic shined a light on care homes and the additional challenges people working and living in the care home environment face. However, it has also shown many undeniable gaps in the evidence base, with care home residency often excluding people from research opportunities. [ENRICH SCOTLAND](#), or Enabling Research in Care Homes, engaged a multi-disciplinary team of professionals to better understand the lived experience of residents in care homes, aimed at filling a very real gap in research with residents and staff. ENRICH co-chairs, Dr. Emma Law and Dr. Rosalie Ashworth, [have focused their work](#) on educating others and raising the profile and importance of care home research; building support among peers; and supporting research study development with assistance from "clinical study officers."



ENRICHing
the Lives of
Residents



March 19 | 7 a.m. EST

WEBINAR

Human Rights and Older Persons Webinars (September and December 2024)



Margaret Young



Femada Shamam



Andrew Kavala



Dr. William T. Smith



Human Rights and Older Persons Webinar

Sponsored by: Aging in America®

September 19 | 9 a.m. EST

Margaret Young, founder of [Age Knowble](#), described the importance of the [United Nations Open-Ended Working Group on Ageing](#) (OEWGA) and its work to create a Convention for the Rights of Older Persons. The Global Ageing Network, along with member states, NGOs, civil society organizations, and government representatives, has been working for

the past 14 years to create such an instrument. Young reminded us that the work is not complete: We need to continue to move the agenda of ageing policy by working with human rights organizations and coalitions, participating in local campaigns, and advocating with governmental ministries on the rights of older people. Femada Shamam, CEO of [The Association For The Aged](#) (TAFTA), shared her experience taking global concepts and mobilizing them in a regional context. Andrew Kavala, executive director of the [Malawi Network of Older Persons' Organizations](#) (MANEPO), has been working with the Malawian government to pass a bill in Parliament that includes a legal framework for persons moving forward.

Marizen Santos, chief of the International Obligations Monitoring Division under the Policy Linkages Office of the Commission on Human Rights of the Philippines (CHRP) and Marcus Riley, executive chairman of BallyCara in Australia, drew on the work of the [United Nations Open-Ended Working Group on Ageing](#) (OEWGA), to showcase successful initiatives that promoted the inclusion and empowerment of older adults. Further, panelists discussed how to protect and promote the human rights of older people.



Empowering Older Adults Webinar

Sponsored by: Aging in America®

December 16 | 9 p.m. ET

ROUNDTABLES

Discussion with Dr. Enrique Vega (March 2024)

[Dr. Enrique Vega](#) joined the Global Ageing Network in March for a roundtable discussion on aging and long-term care policy in Latin America and the Caribbean. Vega, who serves as the unit chief for healthy life course at the [Pan American Health Organization](#) (PAHO), spoke about workforce challenges and proposed a framework, which has since been adopted, “Development, strengthening and scaling up long-term care in the Americas.”



Dr. Enrique Vega
Pan American Health Organization (PAHO)

PEAK ASSOCIATION ROUNDTABLES

To build strong partnerships across countries and regions, we hosted four roundtables, facilitated by Joseph Musgrave, CEO of Home & Community Care Ireland (HCCI), with leaders of peak associations that are part of our network. Each has been a substantive, timely and meaningful exchange which yields new insights, ideas, and appreciation for one another.

GLOBAL RETIREMENT VILLAGES ROUNDTABLE

The Global Retirement Villages Roundtable was created early this year to discuss various challenges and solutions retirement communities are facing, including resident communications and governance, best practice requirements, industry self-management, professional development for village managers, and day-to-day regulatory management of the village, to name a few. Members met four times over the year.

UNITED NATIONS

UN Open-Ended Working Group on Ageing Session (May 2024)

The Global Ageing Network joined other civil society and human rights institutions to request that the United Nations establish an intergovernmental working group to draft a comprehensive, internationally legally binding instrument on the human rights of older persons. As Global Ageing Network board member Donald Macaskill asked during his presentation, “How long do older people of the world need to wait before achieving protection?”



LOOKING FORWARD

2025 Global Ageing Network Conference

The [Global Ageing Network's](#) biennial conference will be held in conjunction with the 2025 LeadingAge Annual Meeting, November 2-5, 2025, at the Boston Convention Center in Boston, MA. The education program will include an exciting track on International Perspectives, featuring non-U.S. speakers, multinational panels, and posters of research findings. Sign up to receive email alerts [here](#).

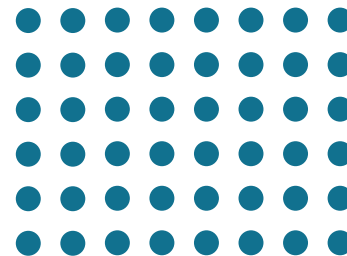


Virtual Education And Shared Learning

We have proposed a robust schedule of events for 2025, to include some of the following themes:

- Wellness and aged care
- Management and leadership practices
- Ethical issues
- Models of care
- Housing and supportive service delivery
- Technology aimed at improving care
- Workforce issues
- End of life

Visit our website or contact [Shannon Davis](#) for scheduled events. We welcome panel suggestions and potential sponsors.



Board of Directors

Thank you to the Global Ageing Network Board Members who have been extraordinarily generous with their time, wisdom, and support to ensure that the Global Ageing Network remains committed to our mission and vision.



Board Officers

Vic Rayner, Board Chair
National Care Forum,
London, United Kingdom

Judy Martin, Past Chair
Anchor Excellence,
Hobart/Tasmania, Australia

Femada Shaman, Vice Chair
The Association for the Aged,
Durban, South Africa

Donna Duncan, Treasurer
Ontario Long Term Care Association,
Toronto, Canada

Rosy Pereyra, Secretary
International Longevity Centre,
Santo Domingo, Dominican Republic



Board Members

Mansur Dalal,
The Commonwealth
Association for the Ageing,
India

Kim Gaskell,
Riverwoods Group,
New Hampshire, USA

Andrew Kavala,
MANEPO, Lilongwe, Malawi

Donald Macaskill,
Scottish Care,
Glasgow, Scotland

Jose Luis Pareja,
Lares,
Madrid, Spain

Marcus Riley,
BallyCara,
Queensland, Australia

Ken Yang,
PASSI,
Philadelphia, USA

Thank you to the Global Ageing Network Team Members

The accomplishments of the past year would not have been achieved without the continuous dedication, expertise, and support from the Global Ageing Network Team. Thank you for all of your hard work over the past year!

Global Ageing Network Team Members

Katie Smith Sloan
Executive Director

Bryce Kirchoff
Senior Vice President, LeadingAge
Marketing and Communications

Shannon Davis
Program Director

Robert Lagoyda
Associate Director, LeadingAge Education

Kevin Bradley
Director, LeadingAge Online Learning

Jody Moeller
Staff Accountant, LeadingAge Finance

SaBrina Brown
Director, LeadingAge Data Services

Nathan Sheffer
Associate Director, LeadingAge
Marketing and Engagement

Lea Chambers-Johnson
Executive Team Administrator,
LeadingAge

Annette Puryear
Membership Data Manager, LeadingAge
Member and State Partnerships

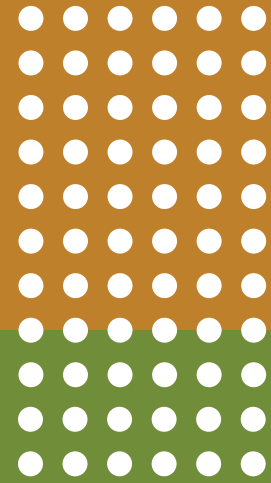


Contact Information

We hope that you will share your innovative ideas—proven or promising—with us so that we can, in turn, share with others. Tell us the challenges you are facing; perhaps we can match it with an innovative solution.

Interested in joining the Global Ageing Network? Please visit our [membership page](#) to learn about the benefits of becoming a member. Have a question or idea to share? Please contact Shannon Davis at sdavis@globalageing.org.

To learn more about our events and activities, please continue to follow us on Facebook, Twitter and Instagram or visit our website at: <http://globalageing.org/>.



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