

California Master Plan for Aging IMPACT Stakeholder Committee

January 18, 2022
9 am – 11:00 am



Meeting Logistics

Telephone or webinar (Zoom) only - *No in-person meeting*

Telephone: 888-788-0099

Webinar: [Join by smart phone, tablet, or computer](#)

Webinar ID: 819 2259 9327

American Sign Language Interpreting & Live Closed Captioning Available

Meeting slides, recording & transcript will be posted to the [CalHHS MPA webpage](#)



Public Comment

Public comments during meeting, as on agenda and announced:

Attendees joining by **phone**, press *9 on your dial pad to join line. The moderator will announce the last 4 digits of your phone number and will unmute your line.

Attendees joining by **webinar (Zoom)**, click the raise hand button to join line. The moderator will announce your name or your last 4 digits of your phone number and will unmute your line.

For additional public comment or for meeting feedback email Engage@aging.ca.gov.



Purpose of IMPACT Stakeholder Committee

Master Plan for Aging's Initiative #104 called for the creation of the Implementing the MPA in California Together (IMPACT) Stakeholder Committee. This committee will advise the Administration on the implementation of the MPA.

**Welcome,
Introductions
&
Opening
Remarks**

Susan DeMarois

Director

CA Department of Aging

Kim McCoy Wade

Senior Advisor for Aging

Disability, and Alzheimer's

Office of Governor Gavin Newsom

IMPACT Stakeholder Committee Members

Elizabeth Edgerly, PhD, Executive Director, Alzheimer's Association Northern California & Northern Nevada Chapter

Andy Imparato, JD, Executive Director, Disability Rights California

Nancy McPherson, MPA, State Director for AARP California

Sarita Mohanty, MD, MPA, MBA, President and Chief Executive Officer, The SCAN Foundation

Doug Moore, Executive Director, United Domestic Workers of America



IMPACT Stakeholder Committee Members

Sharon Nevins, LCSW, MPA, Director, San Bernardino County Department of Aging & Adult Services/Area Agency on Aging

Kevin Prindiville, JD, Executive Director, Justice in Aging

Kiran Savage-Sangwan, MPA, Executive Director, California Pan-Ethnic Health Network

Fernando Torres-Gil, PhD, MSW, Director of the UCLA Center for Policy Research on Aging, Professor of Social Welfare and Public Policy at UCLA, Adjunct Professor of Gerontology at USC



Meeting Agenda

9:00 - 9:10: Welcome & Introductions

9:10 - 9:30: Governor's January Budget

9:30 - 10:10: Goal 4: Caregiving That Works

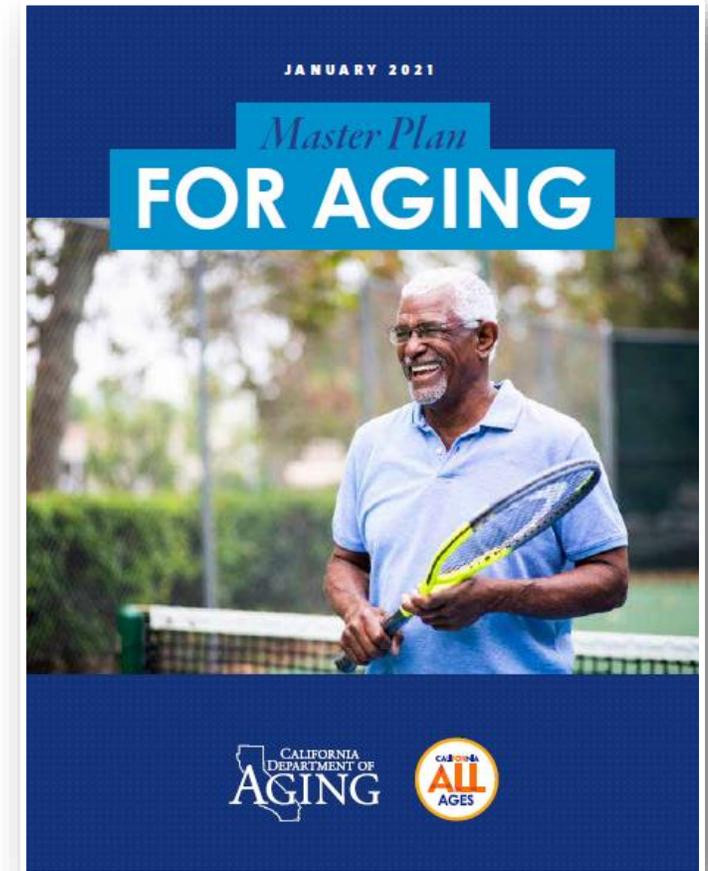
10:10 - 10:20: MPA Accountability: Data Dashboard for Aging Updates

10:20 - 10:30: MPA Looking Ahead for 2022

10:30 - 10:45: IMPACT Stakeholder Committee Role

10:45 - 10:55: Public Comment

10:55 - 11:00: Closing



**Governor's
January Budget**

**Presentation and
Discussion**

Marko Mijic

Undersecretary

CA Health & Human Services Agency

Building a Workforce for a Healthy California for All



Proposed 2022–2023 Budget Investments

Building a Workforce for a Healthy California for All

Continued, historic investments of **\$1.7 billion** over three years in care economy workforce development through Labor and Workforce Development Agency and CalHHS collaboration.

Goal: Recruit, train, hire, and advance an ethnically and culturally inclusive health and human services workforce, with improved diversity, compensation, and health-equity outcomes

Current need is urgent

COVID-19 pandemic has unmasked inequities in health and human services while also depleting workforces through fatigue and burnout.

Urgent labor shortages are projected to grow even more dire in the future, putting our economic advantage and recovery at risk.

Current lack of representation and diversity: in race, ethnicity, language spoken, LGBTQ+ status, as well as people with lived experience.

Health and Human Services programs

California 25x25 Initiative \$350 million GF to recruit, train, and certify 25,000 new community health workers by 2025, with specialty certifications in areas that include climate health, homelessness, and dementia.

High Road Training Partnerships \$340 million GF for training and career advancement programs for people with barriers to employment, in alignment with the Workforce Council for Healthcare Training priorities.

21st Century Nursing Initiative \$270 million GF to increase the number of registered nurses, licensed vocational nurses, certified nursing assistants, certified nurse midwives, certified medical assistants, family nurse practitioners, and other health professions.

Health and Human Services programs

California Social Work 2030 Initiative \$210 million GF to support social work training programs and provide stipends and scholarships for working people to create a new pipeline for diverse social workers who cannot otherwise afford the financial or time investment required to complete full-time programs.

Psychiatric Resident Program \$120 million GF to create training positions for psychiatric residents, psychiatric mental health nurse practitioners, psychology interns/fellows, and psychiatric nurses.

Multilingual Health Initiatives \$60 million GF to expand scholarships and loan repayment programs in healthcare and social work for multilingual applicants, with the goal of increasing language and cultural competencies throughout the care workforce.



For more information contact:

Abby.Snay@labor.ca.gov or Darci.Delgado@chhs.ca.gov

Thank you

**Goal 4:
Caregiving that
Works**

*Focus on Direct Care
Workforce*

**Presentations and
Discussion**

Susan DeMarois

Director, CDA

Doug Moore

Executive Director, UDW

Julia Figueira-McDonough

*Fellow, Open Society Foundations
Labor & Workforce Development Agency*

Master Plan for Aging: Five Bold Goals for 2030

GOAL FOUR: Caregiving That Works

We will be prepared for and supported through the rewards and challenges of caring for aging loved ones.

TARGET: One Million High-Quality Caregiving Jobs

LOCAL MODEL: Healthcare Career Pathway

STRATEGIES:

- A. Family & Friends Caregiving Support
- B. **Good Caregiving Jobs Creation**
- C. Virtual Care Expansion



GOAL FOUR: Caregiving That Works

Strategy B: Good Caregiving Jobs Creation

- **Initiative 111:** Convene a Direct Care Workforce Solutions Table to address workforce supply challenges and opportunities in skilled nursing facilities. (Lead Agencies: CHHS & LWDA)
- **Initiative 112:** Consider expanding online training platforms for direct care workers – including opportunities for **dementia** training for IHSS family caregivers seeking a career ladder and more - to meet need as funding available. (Lead Agencies: CHHS, LWDA, Community Colleges)
- **Initiative 113:** Diversify pipeline for direct care workers in home and community settings by testing and scaling emerging models (e.g., Healthcare Career Pathways; High-Road Direct Care; Universal Home Care Workers; more), to meet need as funding allows. (Lead Agencies: CHHS, LWDA, Community Colleges)



Advancements in California's Direct Care Workforce Webinar

February 1st, 10:00 - 11:30 a.m.



CA's Direct Care Worker Advancements Webinar

Partners:

CA Labor & Workforce Development Agency

CA Health & Human Services Agency

- Department of Aging
- Department of Developmental Services
- Department of Health Care Services
- Department of Public Health
- Department of Social Services
- Office of Health Care Information & Access



GOAL FOUR: Caregiving That Works

Direct Care Workforce Webinar Update + \$900M Investments

California Department of Aging

- Non-IHSS HCBS Workforce (CBAS, PACE, MSSP)

Department of Health Care Services

- Non-IHSS Care Economy Payments
- PATH Funds for Homelessness and HCBS

Department of Social Services

- IHSS Career Pathways
- IHSS Care Economy Payments

Health Care Access and Information Department

- Increase the HCBS Clinical Care Workforce (HHA, CNA, LVN, RN)





California Labor & Workforce Development Agency
Direct Care Workforce Priorities & Initiatives

Vision & Priorities



California's workforce strategy continues to support pathways to quality jobs so that more Californians can share in the state's economic growth, targeting key industries - including the critical direct care roles needed to serve our aging and diverse population.

Through investments in high-road training pathways, informed by industry demand and worker needs, and through pre-apprenticeship, apprenticeship, and high quality earn-and-learn programs, the state's higher education and workforce systems are building the state's future workforce and creating economic opportunities, especially for individuals and communities historically left behind.

Developing culturally-responsive, competency-based, accessible training for long term care workers – the majority of whom are women of color -- coupled with increased wages and improved job quality, is essential to providing optimal support and dignified care for older and disabled adults and is crucial to California's equitable economic recovery.

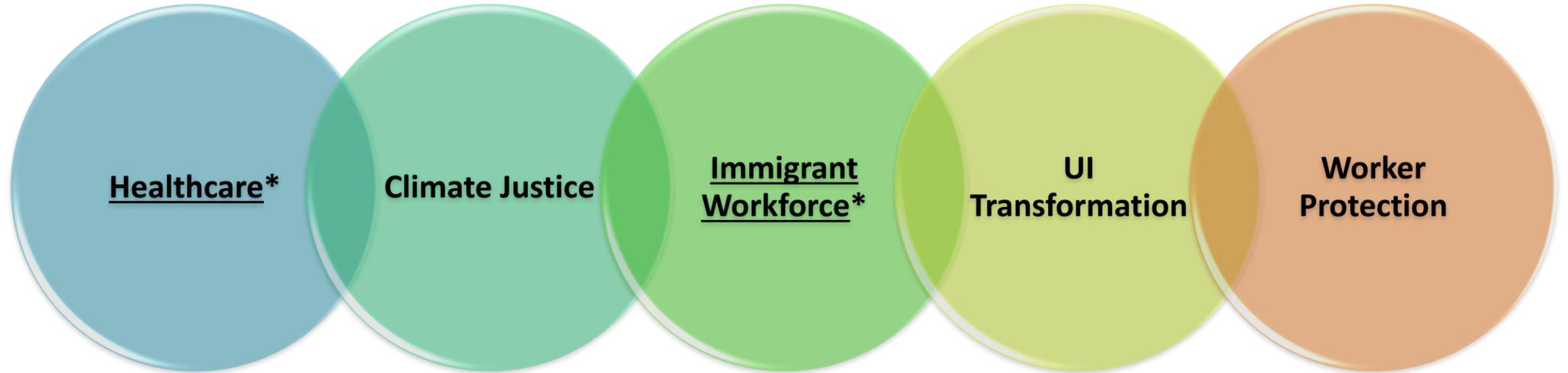
Current Initiatives FY 21-22

- Partnership with CDA/HHS to coordinate and leverage resources and expertise to better serve direct care workers and consumers. 111
 - The Master Plan for Aging and the Future of Work Commission Report both elevate the direct care workforce as an essential building block for improving quality of and access to care, and for the state's economic recovery.
 - Feb. 1 Advancements in California's Direct Care Workforce Webinar

Current Initiatives FY 21-22

- High Road Training Partnerships (HRTPs) through the Workforce Development Board, to build industry partnerships with employers and workers to train incumbent and entering workers for in-demand, quality jobs. 112 113
 - **\$100 million** out for solicitation in early spring '22
 - Current H RTP with SEIU 2015 Center for Caregiver Advancement training CNAs and IHSS providers to be first-responders
- **\$14.5 million** for Certified Nursing Assistant (CNA) training through the Workforce Development Board, to 112 113
 - Expand CNA apprenticeship program
 - Develop new CNA to Licensed Vocational Nurse (LVN) apprenticeship pathway

Budget Categories FY 22/23



January Budget FY 22-23

- **\$3 million** to Workforce Council for Healthcare Training, under HCAI & LWDA, to support research on healthcare workforce shortages and best practices, and design new and innovative strategies to build a robust, diverse, and culturally competent workforce. 111
- **\$90 million** to Healthcare Workforce Advancement Fund, under the Employment Training Panel, to support job entry and career advancement for workers across various health and human services settings. 113
- **\$340 million** to High-Road Training Partnerships, under the California Workforce Development Board, for training and career advancement programs and strategies that serve people with barriers to employment so that they may enter family-sustaining healthcare jobs and career ladders. 113

January Budget FY 22-23

- **\$130 million** for English Language Learners Health Careers, through LWDA, to support Integrated Education and Training, Vocational English and bridge programs for English-Language Learners at multiple language levels. 113
- **\$30 million** for English Language Learner Pilots, under the EDD Workforce Services Branch, to accelerate integrated education and training for English Language Learners not in the workforce. 113
- **\$20 million** for Workforce Literacy, under the Employment Training Panel, for employers to expand workplace literacy training in contextualized English, digital and technical skills for incumbent workers. 113

MPA
Accountability:
Data
Dashboard for
Aging

Updates and
Discussion

Terri Shaw
Consultant to the MPA



*The Data Dashboard for Aging:
Using Data to Drive Action*

Terri Shaw, MPA Consultant
January 18, 2022

Dashboard Updates (Pending)

Add data on sexual orientation and gender identity (SOGI)

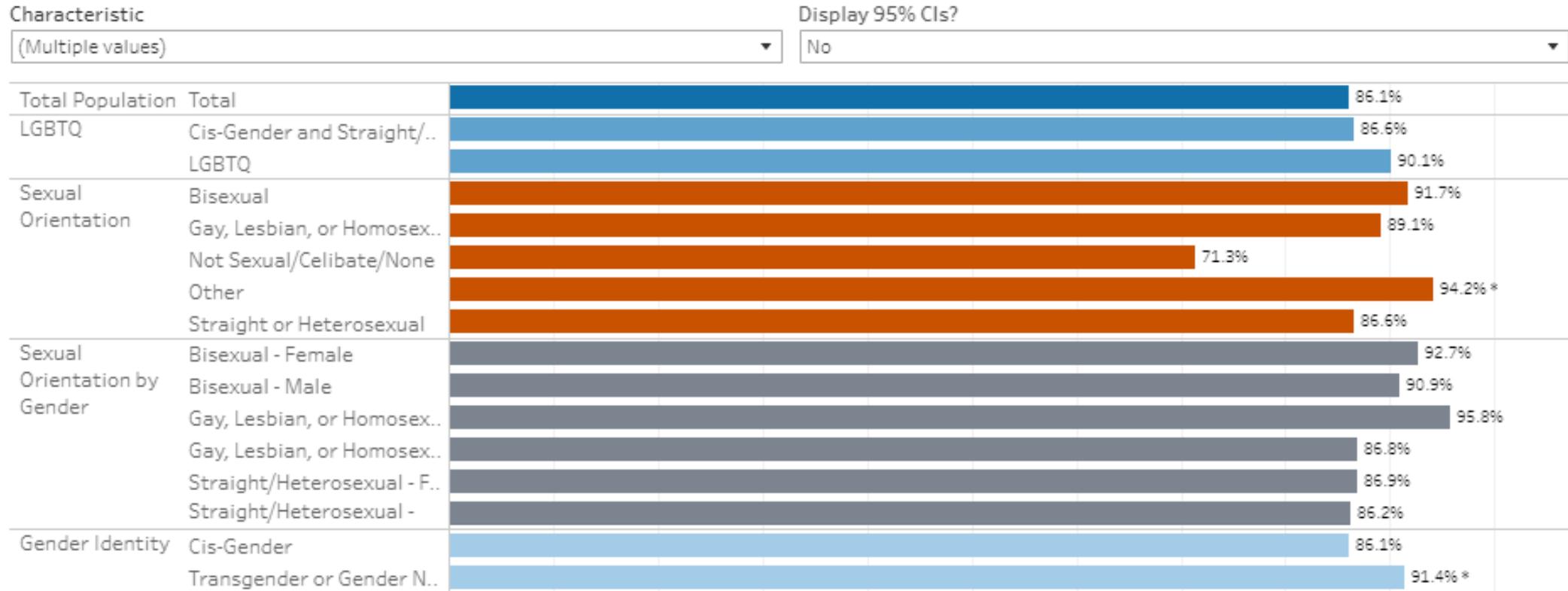
Refresh current indicators with latest available data:

- Usual source of care (Goal 2, Strategy B: Health Care as We Age)
- Psychological distress (Goal 2, Strategy C: Lifelong Healthy Aging)
- Community support (Goal 3, Strategy A: Inclusion & Equity in Aging)
- Volunteering (Goal 3, Strat D: Opportunities to Volunteer & Engage across Generations)
- Adult Protective Services data (Goal 3, Strategy E: Protection from Abuse, Neglect, & Exploitation)
- Food insecurity (Goal 5, Strategy C: Protection from Poverty & Hunger)
- CalFresh participation (Goal 5, Strategy C: Protection from Poverty & Hunger)

SOGI Example: Community Support

(People in Neighborhood Willing to Help)

Percent of Adults Age 60 or Older Reporting Community Support, by Characteristic, 2020



Dashboard Updates (Coming in Q1/Q2 2022)

- **Add data on disability status**

- **Add indicators:**

- LTSS
- Caregiving
- Unintentional falls
- Homelessness

- **Update indicators:**

- Facility complaints
- Primary care shortage areas
- Life expectancy
- Suicide
- ADRC

Research Partnership

- To be announced in Spring 2022
- Pursuant to MPA Initiative 102: “ Facilitate a nation-leading research partnership on aging with California’s universities.”
- Purpose includes providing recommendations for indicators and data sources for the Data Dashboard for Aging
- Builds on the work of the MPA Research Subcommittee
- Engages CalHHS Center for Data Insights and Innovation



The Master Plan for Aging

Looking Ahead
2022

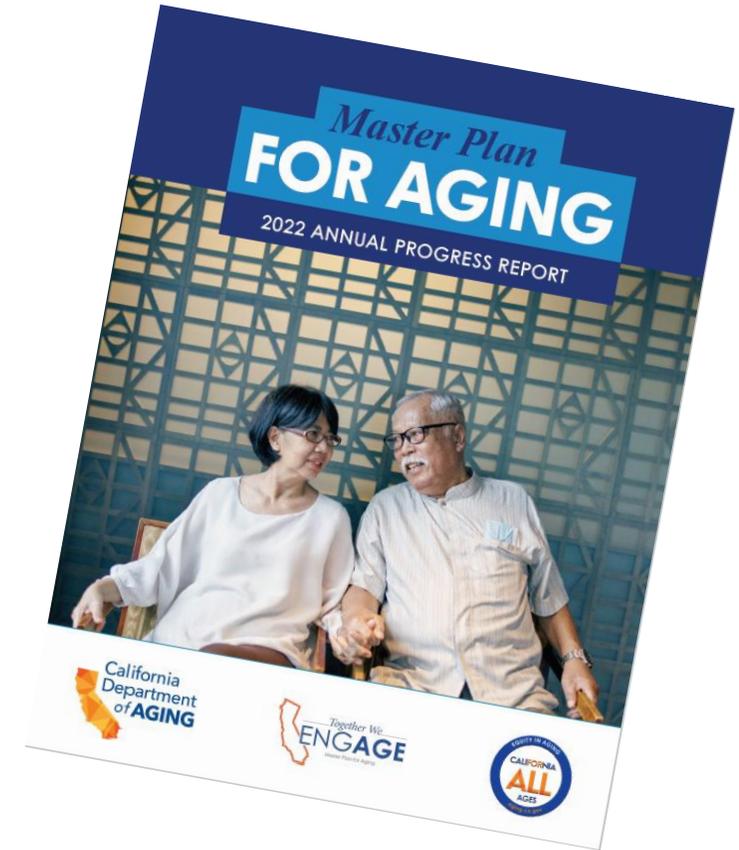
Amanda Lawrence
*MPA Project Director
CA Department of Aging*

MPA First Annual Progress Report

To be released on January 21st
(via social media, Together We Engage newsletter, and posted to the MPA webpage)

MPA Initiative Updates & Highlights from across the Governor's Cabinet

- Housing for All Ages & Stages
- Health Reimagined
- Inclusion & Equity, Not Isolation
- Caregiving That Works
- Affording Aging



MPA Anniversary Summit

January 21, 2022 | 10:30am – 12:00pm



CELEBRATING MPA'S
ONE YEAR ANNIVERSARY
JANUARY 21, 2022



MPA Anniversary Summit Confirmed Speakers

A Video Welcome By Governor Gavin Newsom, CalHHS Secretary Mark Ghaly, Cabinet Officials

- **Cheryl Brown**, Former CA State Assemblymember, District 47
- **Wynnelena Canio**, San Rafael Kaiser Permanente
- **Lourdes Castro-Ramirez**; CA Business, Consumer Services & Housing Agency
- **Richard Figueroa**, Office of Governor Gavin Newsom
- **Susan DeMarois**, CA Department of Aging
- **Mark Ghaly**, CA Health & Human Services
- **Kim McCoy Wade**, Office of Governor Gavin Newsom
- **Sarita Mohanty**, The SCAN Foundation
- **Christina Mills**, CA Foundation for Independent Living Centers
- **Carolyn Nava**, Disability Action Center
- **Adrin Nazarian**, CA State Assemblymember, District 46
- **Natalie Palugyai**, CA Labor & Workforce Development Agency
- **Kevin Prindiville**, Justice in Aging
- **Fernando Torres-Gil**, Luskin School of Public Affairs, University of CA-Los Angeles

Together We Engage 2022

Public, Stakeholder & Local Leader Outreach & Engagement via:

- Direct Care Workforce Investments Webinar (February 1)
- *Webinar Wednesday Series* (First Wednesdays, 10-11AM, March – December)
- Regional Town Halls (Dates TBA)
- Legislative Roundtables (Dates TBA)
- And more

Supported by a communications firm with state-wide equity focus and stakeholder outreach and engagement experience.

Goals: Expand MPA engagement and circle of support; Engage and build local MPA planning and implementation



Webinar Wednesdays Series

(First Wednesdays, 10-11AM, March- December)

February – Direct Care Workforce Initiatives

March – Envisioning a Statewide No Wrong Door System/MPA SAC LTSS Subcommittee Report Anniversary

April – Supporting and Protecting Nursing Home Residents

May – Age-Friendly Initiatives in Honor of Older Californians Month

June – Alzheimer’s and Dementia in Focus

July – Uplifting Community Engagement & Volunteerism

August - The Intersection of Older Adult and Disability Data with Equity

September – Addressing Climate Change and Emergency Preparedness

October – Best Practices in Disability Awareness and Employment

November – Caring for the Caregiver: Friend and Family Support

December – Recap of First Two Years of MPA Policy, Budget, and Program Progress



IMPACT
Stakeholder
Committee Role

Open Forum
Susan DeMarois, CDA
& All

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Summary & Next Steps

2022 Meeting Dates:

January 18th

April 19th

July 12th

October 11th

Susan DeMarois
Director, CDA

Thank you!



MPA Contact:

Amanda Lawrence, MPA Project Director: Amanda.Lawrence@aging.ca.gov

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