



# In-Home Supportive Services (IHSS) Career Pathways Program

# Agenda

- Overview of IHSS Career Pathways
- Program Goals
- Five Pathways
- Training Format
- Provider Payments
- Next Steps

# IHSS Career Pathways Program

The IHSS Career Pathways Program focuses on building provider knowledge and skills to manage and increase the quality of care for IHSS/WPCS recipients, to promote meaningful communication between recipients and providers, and improve care outcomes.

This program's goals are to offer skill building, professional development, personal growth, and promote a competent, stable and diverse workforce to improve access, equity and quality.

The program will not offer an academic degree or professional licensing. Providers will receive certificates of completion for all courses. All IHSS and WPCS providers who have completed provider enrollment are eligible to participate in the Career Pathways Program.

# Five Pathways

## General Pathways

1. General Health and Safety
2. Adult Education

## Specialized Skills Pathways

3. Cognitive Impairments and Behavioral Health
4. Complex Physical Care Needs
5. Transition to home and community-based living from out-of-home care or homelessness

# General Pathways

## 1. General Health and Safety

- Home Safety to include: Fall Prevention, Durable Medical Equipment, Emergency & Disaster Preparedness
- Infection Control: Bloodborne Pathogens & Universal Precautions
- Food Safety

## 2. Adult Education

- English for English Language Learners
- Computer & Digital Literacy
- Math & Financial Literacy

# Specialized Skills Pathways

1. Cognitive Impairments and Behavioral Health
  - Dementia & Alzheimer's
  - Developmental Disabilities to include Autism Spectrum
  - Traumatic Brain Injuries
2. Complex Physical Care Needs
  - Mobility (Ambulation, Transfer, etc.)
  - Hoyer Lift
3. Transition to home and community-based living from out-of-home care or homelessness
  - Care Management and Navigating Health Care System
  - Homelessness

# Training Formats

To make the training available to all providers across California, the classes are planned to be:

- Focused on content that is important to IHSS/WPCS providers and recipients
- Available primarily online
- May be pre-recorded or taught live
- Available in multiple languages as much as possible

# Provider Payments

- Providers will be paid for attending training
- Incentive payments for meeting certain criteria



# Provider Payments Cont.

## **Training Attendance:**

Providers will be paid for the hours they spend attending training.

## **Incentive Payments Type 1 – Providers can be paid for:**

Providers can be paid for completing 15 hours in either the General and Specialized Skills pathways.

# Provider Payments Cont.

## Incentive Payments Type 2 – Providers can be paid for:

- After completing Incentive Payment type 1 and,
- Working for NEW recipient who needs that Specialized Skills care and,
- Providing care for 40 authorized hours in the first month of services.

## Incentive Payments Type 3 – Providers can be paid for:

- After completing Incentive Payment type 1 and type 2 and,
- Providing care for 40 authorized hours per month for at least 6 months for that same recipient.

## Next Steps

- Listening session on March 10 at 1:00-2:30 to obtain feedback and suggestions from recipients and providers, stakeholders and advocates
  - Language capacity: ASL, Spanish, Chinese, Armenian
- Release Request for Proposals—late March
- Build portal for classes and registration

## Next Steps: Vision for Career Pathways

- Career Pathways classes are tentatively scheduled to begin Fall of September/October 2022.
- The Career Pathways menu of classes and courses will be online. The online process is still being completed.
- When the process is completed, providers will be able to sign up for classes through a training link.
- There will be multiple vendors offering classes in the Career Pathways Program.
- Upon completion, providers will receive a certificate of completion for each class. These certificates can be added to their resume or an application, but these certificates cannot be used as a license or certificate of profession.

To be included in our distribution list, or if you  
have questions

please send an email to:

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