



CDA's Direct Care Workforce Initiative

June 14, 2022

0:38 >> GOOD AFTERNOON AND WELCOME EVERYBODY AND WELCOME TO EVERYONE WHO'S JOINING US. I SEE WE STILL HAVE NUMBERS OF PARTICIPANTS CLIMBING. WE ARE SO EXCITED TODAY TO SHARE WITH YOU THE BEGINNINGS OF A FRAMEWORK FOR THE CALIFORNIA DEPARTMENT OF AGING'S PIECE OF A COMPREHENSIVE STATEWIDE DIRECT CARE WORKFORCE INVESTMENTS THAT WERE MADE JUST OVER A YEAR AGO IN THE BUDGET THAT PASSED LAST SUMMER. THESE ARE HOME AND COMMUNITY-BASED SERVICES INVESTMENTS PART OF THE HCBS SPENDING PLAN THAT WAS ENACTED LAST YEAR AND WE'RE SO GRATEFUL TO THE GOVERNOR, TO SECRETARY GHALEY, TO THE LEGISLATURE FOR THESE INVESTMENTS. THEY WERE APPROVED BY THE CENTERS FOR MEDICARE AND MEDICAID SERVICES, WHAT WE REFER TO AS CMS, JUST THIS JANUARY AND THE DOLLARS WERE MADE AVAILABLE TO ALL OF THE DEPARTMENTS THAT ARE PARTICIPATING THIS WINTER. AND I WANT TO GIVE A VERY VERY SPECIAL THANKS TO SARAH STEENHAUSEN WHO WILL BE LEADING US TODAY. SARAH JOINED THE DEPARTMENT OF AGING IN JANUARY OF THIS YEAR.

1:56 SHE HEADS UP OUR DIVISION OF AGING POLICY RESEARCH AND EQUITY AND A KEY CORNERSTONE OF THAT DIVISION IS THIS DIRECT CARE WORKFORCE INITIATIVE THAT YOU'LL BE HEARING ABOUT TODAY SO I WANT TO THANK SARAH FOR HER TREMENDOUS WORK OVER THE LAST FEW MONTHS. I ALSO WANT TO THANK OUR PARTNER IN THIS EFFORT, COLLABORATIVE CONSULTING HAS BEEN ASSISTING THE DEPARTMENT OF AGING AS A CONSULTANT AND HELPING US MOVE MORE QUICKLY SO THAT WE CAN GET THESE DOLLARS OUT INTO THE COMMUNITY FASTER, SO I WANT TO THANK LORI PETERSON AND COLLABORATIVE CONSULTING FOR BEING SUCH A FANTASTIC PARTNER TO THE DEPARTMENT OF AGING.

2:34 AND I ALSO WANT TO THANK OUR OUR MANY OTHER SISTER DEPARTMENTS ACROSS THE HEALTH HUMAN SERVICES AGENCY AS WELL AS OTHER AGENCIES SUCH AS THE LABOR AND WORKFORCE DEVELOPMENT AGENCY. ALL WORKING VERY HARD TO FRAME THESE ISSUES TO WORK TOGETHER IN CLOSE COLLABORATION AND TO MOVE AS QUICKLY AS WE POSSIBLY CAN TO REACH THE DIRECT CARE WORKFORCE THROUGHOUT CALIFORNIA.

3:02 SO WITH THAT I AM SO PROUD TO TURN IT OVER TO SARAH STEENHAUSEN WHO WILL LEAD US FOR THE REMAINDER OF THIS WEBINAR AND WELCOME AGAIN TO EVERYONE WHO'S JOINING US WE LOOK FORWARD TO HEARING FROM YOU IN THE CHAT IN THE Q & A, AND WE WANT TO BE SURE THAT WE HEAR FEEDBACK FROM YOU AS WE CONTINUE TO BUILD OUT THIS FRAMEWORK. THANK YOU SO MUCH AND TAKE IT AWAY SARAH

3:24 GREAT THANK YOU SO MUCH SUSAN I'M TRYING TO FIGURE OUT HOW TO UM SHOW MY VIDEO. BUT OOPS SORRY HERE WE GO. LET ME GO BACK. WELCOME EVERYONE UM JUST ONE MOMENT PLEASE I'M HAVING A HARD TIME UM SHOWING MY VIDEO BUT UH IN ANY CASE UH WE WILL GET THAT

UH. WE WILL GET THAT OH GEEZ SORRY BEAR WITH ME. THIS IS NOT OKAY SO EVERYBODY WELCOME TO OUR PRESENTATION TODAY. MY NAME IS SARAH STEENHAUSEN

3:54 IT'S WONDERFUL TO BE HERE WITH ALL OF YOU WE REALLY APPRECIATE EVERYBODY'S PARTICIPATION TODAY.

4:01 WHAT WE'RE GOING TO DO IS SPEND SOME TIME WALKING THROUGH THE CONTEXT OF THIS INITIATIVE AND KIND OF WHAT THE GENERAL LANDSCAPE IS UNDERSTANDING THE CHALLENGE WHICH I'M SURE MANY OF YOU ARE VERY FAMILIAR WITH. AND WHERE THE OPPORTUNITY IS FOR BUILDING A PATH FORWARD FOR OUR WORKFORCE.

4:20 AND THEN REALLY WHAT WE WANT TO DO IS FOCUS ON AS SUSAN MENTIONED UH OUR DIRECT CARE WORKFORCE INITIATIVE THAT WE ARE LEADING OUT OF THE DEPARTMENT OF AGING WHICH IS CALLED CALIFORNIA GROWS IN THE HOME IN THE COMMUNITY. WE'RE GOING TO PROVIDE SOME CONTEXT SO THAT YOU ALL CAN UNDERSTAND HOW THIS INITIATIVE RELATES TO SOME OF THE OTHER INITIATIVES THAT ARE GOING ON RIGHT NOW IN OUR PARTNER DEPARTMENT AND SISTER DEPARTMENTS AND THEN WE REALLY WANT TO SPEND THE BULK OF OUR TIME HEARING FROM YOU.

4:47 WE HAVE OUTREACH TO MANY OF THE POTENTIAL PROVIDERS AND WORKERS WHO WOULD BENEFIT FROM THIS OPPORTUNITY. WE WANT TO HEAR YOUR INPUT, YOUR QUESTIONS YOUR FEEDBACK BECAUSE RIGHT NOW IS WHEN WE ARE CONTINUING TO BUILD OUT THE FRAMEWORK OF THIS INITIATIVE WITH YOUR FEEDBACK.

5:06 SO UH NOTHING'S BEEN SET IN STONE. THIS IS OUR CURRENT THINKING AND OUR CURRENT APPROACH AND WE JUST ARE REALLY APPRECIATIVE OF THE OPPORTUNITY TO SHARE IT WITH YOU AND TO GET YOUR INPUT ON IT. SO WE WILL START OFF UH THEN WITH THE UH LET'S SEE HERE NEXT SLIDE.

5:26 WE'RE GOING TO GIVE A LITTLE BIT OF A CONTEXT FOR WHY WE ARE HERE TODAY I THINK IT'S NO SURPRISE TO EVERYBODY ON THIS WEBINAR THAT OUR POPULATION OF OLDER ADULTS IS GROWING AND THAT BY 2030 WE ANTICIPATE THAT ONE IN FOUR PEOPLE OF OUR POPULATION WILL BE OVER THE AGE OF 60.

5:46 AND BY 2060 THERE WILL BE OVER 13.5 MILLION INDIVIDUALS OVER THE AGE OF 60 WHICH EQUATES TO ABOUT ONE A LITTLE LESS THAN ONE THIRD OF THE POPULATION SO IT'S A REALLY SIGNIFICANT PERCENTAGE.

6:01 AND WHAT'S REALLY IMPORTANT TO RECALL IS THAT NOT ONLY IS OUR POPULATION AGING BUT IT'S BECOMING MORE RACIALLY RACIALLY AND ETHNICITY ETHNICALLY DIVERSE AND THIS IS SO CRITICAL BECAUSE IT HAS A LOT OF IMPLICATIONS FOR HOW WE DELIVER SERVICES FOR ENSURING CULTURAL COMPETENCY.

6:23 FOR ENSURING THAT WE HAVE LANGUAGE ACCESS AND A WAY FOR PEOPLE TO ACCESS A WORKFORCE THAT MEETS THEIR NEEDS SO JUST A LOT OF IMPORTANT CONSIDERATIONS THAT STEM FROM THE AGING OF OUR POPULATION.

6:37 AS YOU ALL MAY KNOW UM THE MASTER PLAN FOR AGING WAS RELEASED LAST JANUARY OF 2021 AND IT SETS OUT FIVE BOLD GOALS. AND WHAT'S REALLY IMPORTANT TO RECOGNIZE THAT ONE OF THE THE GOALS FOCUSES ON CAREGIVING THAT WORKS. YOU CAN SEE GOAL FOUR THERE IS FOCUSED ON

OUR WORKFORCE ISSUES UM AND WHEN YOU LOOK CLOSELY AT THIS, THIS INVOLVES BOTH ADDRESSING THE NEEDS OF OUR PAID CAREGIVING WORKFORCE AS WELL AS OUR FAMILY CAREGIVING WORKFORCE. UM REALLY THE GOAL BEING TO BE PREPARED FOR AND SUPPORTED THROUGH THE REWARDS AND CHALLENGES OF CARING FOR AGING LOVED ONES AND THE TARGET IS CREATING 1 MILLION HIGH QUALITY CAREGIVING JOBS.

7:23 AND THROUGH A NUMBER OF DIFFERENT STRATEGIES INCLUDING PROVIDING SUPPORT TO FAMILY AND FRIEND CAREGIVERS. BY CREATING GOOD CAREGIVING JOBS AND EXPANDING THOSE OPPORTUNITIES AND ALSO THROUGH VIRTUAL CARE EXPANSION SO REALLY THIS WORKFORCE INITIATIVE THAT WE'RE LAUNCHING IS RIGHT IN LINE WITH OUR EFFORTS TO ADVANCE THE MASTER PLAN FOR AGING SO WE WANT TO TALK A LITTLE BIT ABOUT THE LANDSCAPE OF OUR DIRECT CARE WORKFORCE SO THAT YOU CAN UNDERSTAND WHERE THIS INITIATIVE FITS WITHIN THE BROADER LANDSCAPE.

7:55 UM SO THIS SLIDE IS A REALLY IMPORTANT UH PICTURE OF WHERE THE DIRECT CARE WORKERS ARE ACROSS THE CONTINUUM OF CARE SO AGAIN THIS IS ABOUT PAID DIRECT CARE WORKERS THIS IS NOT ABOUT FAMILY AND FRIEND CAREGIVERS WHO WE WILL ALSO TOUCH ON TODAY UM IN TERMS OF THEIR CRITICAL ROLE IN PROVIDING SERVICES AND SUPPORTS TO OUR OLDER ADULTS AND PEOPLE WITH DISABILITIES. BUT AS DEPICTED IN THIS SLIDE YOU CAN SEE THAT OUR DIRECT CARE WORKERS UM YOU KNOW THEY THEY

8:26 FUNCTION IN THE HOME ENVIRONMENT IN THE HOME AND COMMUNITY ENVIRONMENT AND IN CONGREGATE SETTINGS. UM A VARIETY OF PROGRAMS AND LICENSES FOR DIRECT CARE WORKERS IN THE HOME CARE SETTING SOME WITH PRIVATE PAYS SOME WITH PUBLIC PAY AND YOU CAN SEE HERE IN THE BLUE AND GREEN COLORING OF THE SLIDES

8:48 HOW THE DIFFERENT PROGRAMS ARE PAID FOR WHETHER IT'S PRIVATE OR PUBLIC FUNDING. SO, IN THE HOME SETTING WE HAVE IN-HOME SUPPORTIVE SERVICES WHICH IS FUNDED THROUGH STATE AND FEDERAL AND COUNTY DOLLARS. WE HAVE PRIVATE HOME CARE AGENCIES WHICH HAVE A MAJORITY OF PRIVATE PAY BUT ALSO SOME PAYERS THROUGH MEDICARE AND MEDI-CAL AND THEN THERE'S A GRAY MARKET WHICH IS THE BASICALLY PEOPLE PAYING FOR SERVICES AND SUPPORTS ON THEIR OWN AND IT'S UNREGULATED.

9:17 UM SECOND IN THE HOME IN THE COMMUNITY THERE'S A VARIETY OF DIFFERENT OPPORTUNITIES UM IN THE DIRECT CARE WORKFORCE.

9:24 WE HAVE THE MEDI-CAL HOME AND COMMUNITY-BASED SERVICE WAIVERS AND THE PROGRAM FOR ALL-INCLUSIVE CARE FOR THE ELDERLY UM WHICH IS BOTH OF WHICH ARE FUNDED PRIMARILY THROUGH THROUGH PUBLIC DOLLARS AND THEN WE HAVE ADULT DAY HEALTH CARE ADULT DAY CARE UM AND WHICH IS ADULT DAY HEALTH CARE IS ALSO KNOWN AS COMMUNITY-BASED ADULT SERVICES.

9:51 WHICH IS A MIX PRIMARILY OF OF PRIVATE FUNDING BUT ADULT DAY CARE IS ALSO A LOT OF PRIVATE FUNDING AND ADULT DAY HEALTH CARE HAS THE PUBLIC FUNDING. AND THEN FINALLY ON THE CONGREGATE SETTING SIDE WE HAVE SERVICES PROVIDED BOTH IN LONG-TERM CARE FACILITIES. WHETHER THROUGH SKILLED NURSING OR IN INTERMEDIATE CARE FACILITIES.

10:12 AND THAT'S A MIX OF PUBLIC AND PRIVATE PAY AND THEN IN THE ASSISTED LIVING FACILITY SIDE WE HAVE RESIDENTIAL CARE FACILITIES FOR THE ELDERLY AND ADULT RESIDENTIAL FACILITIES PRIME THOSE FACILITIES IT VARIES. BUT THEY ARE FOR THE MOST PART ALL PRIVATE PAY AND THERE IS SOME LIMITED MEDICAL PAYMENT FOR ASSISTED LIVING. AND IN ADULT RESIDENTIAL FACILITIES SO THIS JUST GIVES YOU A SENSE OF WHERE SERVICES ARE PROVIDED. BUT WHAT'S REALLY CRITICAL TO RECOGNIZE IS THAT THERE IS ESTIMATED TO BE A SHORTAGE OF ANYWHERE BETWEEN 600,000 TO 3.2 MILLION IN TERMS OF WHAT WE NEED TODAY.

10:50 VERSUS WHAT WE WILL NEED MOVING INTO THE FUTURE TO PREPARE FOR THE AGING OF OUR POPULATION. SO AGAIN, THE IMPORTANT THING TO RECOGNIZE ON THIS SLIDE IS NOT ALL THE DETAILS OF HOW MUCH PERCENTAGE OF PUBLIC AND PRIVATE FUNDING GOES TO ALL THESE DIFFERENT PROGRAMS, BUT MORE THAT IT'S A RANGE.

11:06 AND THERE ARE SOME PROGRAMS THAT ARE ENTIRELY PUBLICLY FUNDED AND SOME THAT HAVE A MIXTURE OF FUNDING

11:13 THIS SLIDE IS REALLY HELPS DEPICT THE DIFFERENT TYPES OF DIRECT CARE WORKERS THAT OPERATE ACROSS THE CONTINUUM OF CARE YOU'LL SEE ON THE LEFT SIDE. PERSONAL CARE AIDS ALSO KNOWN AS HOME CARE AIDS.

11:26 THESE PRO PROVIDE SERVICES IN THE HOME IN THE CONGREGATE SETTINGS AND IN THE COMMUNITY, THEY ARE DEPENDING ON THE PROGRAM. THEY ARE EITHER LICENSED BY DEPARTMENT OF SOCIAL SERVICES SUCH AS IN-HOME SUPPORTIVE SERVICES WORKERS, DEPARTMENT OF HEALTH CARE SERVICES WHICH IS FOR SOME OF THE UH ASSIST.

11:47 THE WAIVER MEDICAL HOME AND COMMUNITY BASED WAIVER PROGRAMS UM BUT THERE'S NO STANDARDS RIGHT NOW.

11:55 FOR THOSE WORKERS IN TERMS OF THE TRAINING THAT THEY ARE REQUIRED TO DO SO IT REALLY VARIES BY PROGRAM AND BY SETTING FOR CERTIFIED NURSING ASSISTANTS. UM THEY THESE ARE THE DIRECT CARE WORKERS THAT OPERATE A LOT IN CONGREGATE SETTINGS SUCH AS NURSING HOMES UH IN COMMUNITY SETTINGS AND IN HOSPITALS. AND THEY ARE LICENSED BY THE DEPARTMENT OF PUBLIC HEALTH AND THEY ARE REQUIRED TO HAVE 60 HOURS OF TRAINING PLUS 100 HOURS OF SUPERVISED TRAINING.

12:27 HOME HEALTH AIDES PROVIDE ESSENTIALLY THE SAME CARE AND SERVICES AS CNAS BUT IT BUT IN THE HOME OR COMMUNITY CENTER SETTINGS UNDER THE SUPERVISION OF A NURSE OR THERAPIST. THEY ARE REQUIRED TO HAVE 120 HOURS OF TRAINING. AND THEY ARE LICENSED BY THE DEPARTMENT OF PUBLIC HEALTH.

12:47 AND THEN FINALLY WE HAVE DIRECT SUPPORT PROFESSIONALS WHICH SUPPORT PEOPLE WITH INTELLECTUAL OR DEVELOPMENTAL DISABILITIES.

12:54 AND THEY ARE REQUIRED TO HAVE 70 HOURS OF TRAINING AND THEY ARE OVERSEEN AND LICENSED BY THE DEPARTMENT OF DEVELOPMENTAL SERVICES. SO AGAIN, THE IMPORTANT THING ABOUT THIS SLIDE IS NOT TO NECESSARILY MEMORIZE ALL THIS, BUT TO SEE THAT ALL OF THESE CATEGORIES OF WORKERS OPERATE IN DIFFERENT PARTS OF THE CONTINUUM OF CARE. WHETHER CONGREGATE HOME OR COMMUNITY SETTINGS AND THAT

13:18 THEY HAVE DIFFERENT REQUIREMENTS FOR TRAINING UM BASED ON THE THE LICENSURE AND THIS MAKES IT VERY DIFFICULT WHEN WE TALK ABOUT CAREER LATTICES. IT MAKES IT VERY DIFFICULT FOR PEOPLE TO MOVE ACROSS THE CONTINUUM WITH EASE IF A WORKER SAY IS A CERTIFIED NURSING ASSISTANT AND THEN WANTS TO ALSO HAVE A JOB ON THE SIDE AS A HOME HEALTH AIDE. THEY HAVE TO HAVE SEPARATE TRAINING FOR THAT.

13:45 WHICH CAN BE DIFFICULT AND CUMBERSOME UM JUST AS AN EXAMPLE UH AND SO THERE IS A NEED AT THE POLICY LEVEL TO LOOK AT HOW TO MAKE THE SYSTEM EASIER FOR THE WORKERS TO NAVIGATE SO THAT THEY CAN MORE READILY BE AVAILABLE ACROSS THE CONTINUUM OF CARE.

14:07 UM SO JUST A FEW FIGURES FACTS AND FIGURES ABOUT THE DIRECT CARE WORKFORCE WHICH IS REALLY IMPORTANT TO RECOGNIZE IS THAT OUR WE HAVE A VERY DIVERSE DIRECT CARE WORKFORCE. AS YOU CAN SEE HERE IN THE PIE CHART IT'S OVER 80 PERCENT WOMEN.

14:18 ALMOST HALF OF THE POPULATION OF IS OF IMMIGRANTS AND OVER HALF IS ON ARE ON PUBLIC ASSISTANCE.

14:27 JUST A MOMENT AND THEN YOU CAN SEE HERE UM IN WHEN WE LOOK AT THE JOB GROWTH ACROSS THE THESE SETTINGS. UM PERSONAL CARE AIDES AND HOME HEALTH AIDES HAVE SEEN THE MOST DRASTIC GROWTH BETWEEN THE YEARS 2010 AND 2020 WITH AN INCREASE OF 473 PERCENT.

14:50 UM AND FOR CNAS THEY'VE ACTUALLY DECREASED BY 8.4 AND TOGETHER ALL DIRECT CARE WORKFORCE UM DIRECT CARE WORKERS HAVE INCREASED BY 130 PERCENT

15:00 IT'S NOT KNOWN EXACTLY WHAT THE DISCREPANCY IS AND WHY WE'VE SEEN SUCH A HUGE RISE BETWEEN AT THE PERSONAL PERIOD AND HOME HEALTH AID LEVEL VERSUS CNAS. BUT I THINK A LOT OF IT CAN BE ATTRIBUTED TO THE DESIRE FOR PEOPLE TO REMAIN AT THE HOME IN THE COMMUNITY. THE GROWTH OF OUR IHSS PROGRAM I THINK IS A LOT TO SAY FOR THAT.

15:20 AND FOR OUR CERTIFIED NURSING ASSISTANTS IT COULD POTENTIALLY BE EXPLAINED BY THE FACT THAT THEY OFTENTIMES THERE'S NOT A LOT OF TRAINING OPPORTUNITIES FOR THEM TO PARTICIPATE IN SO

15:33 UM THAT'S ONE POTENTIAL EXPLAIN EXPLANATION FOR IT BUT WE REALLY DON'T KNOW WHAT ACCOUNTS FOR IT.

15:39 ACROSS THE BOARD BUT IT IS IMPORTANT TO RECOGNIZE THE TREMENDOUS DROP JOB GROWTH SINCE 2010. I ALSO WANTED TO POINT OUT IN TERMS OF THE MEDIAN HOURLY WAGES YOU CAN SEE UM HERE ON THE RIGHT SIDE OF THE SLIDE. THAT OF THE DIFFERENT CATEGORIES OF WORKERS, CNAS MAKE A LITTLE BIT MORE THAN PERSONAL PERIODS AND HOME HEALTH AIDS, BUT TOGETHER THEY ALL AVERAGE UNDER 15 PER HOUR FOR WHAT IS VERY DIFFICULT WORK.

16:10 OKAY NEXT SLIDE AND WHAT WHAT I REALLY WANT TO ALSO MENTION IS THE IMPORTANT ROLE THAT FAMILY AND FRIEND CAREGIVERS PLAY IN PROVIDING UM SUPPORT LONG-TERM CARE SERVICES AND SUPPORTS TO TO PEOPLE IN THE COMMUNITY. IN FACT, NEARLY TWO-THIRDS OF OLDER ADULTS WITH LONG-TERM SERVICES AND SUPPORTS NEEDS WHO LIVE AT HOME, RECEIVE ALL OF THEIR HELP FROM UNPAID FAMILY AND FRIENDS.

16:36 SO IT IS IMPORTANT TO RECOGNIZE BOTH ADDRESSING THE CHALLENGES FACING OUR PAID DIRECT CARE WORKFORCE THAT WE JUST WALKED THROUGH BUT ALSO RECOGNIZING THE NEEDS OF OUR FAMILY AND FRIEND CAREGIVERS WHO ARE ALSO THE BACKBONE OF OUR LONG-TERM CARE SYSTEM AND WE NEED TO INVEST IN WAYS TO SUPPORT THEM AS WELL.

16:57 SO NOW I'M GOING TO TALK A LITTLE BIT ABOUT OUR CHALLENGE OF WHY WE ARE HERE TODAY AND WHY THESE INITIATIVES ARE SO CRITICAL WE KNOW THAT WITH COVID THE CHALLENGES FACING OUR WORKFORCE WERE JUST AMPLIFIED. UM TREMENDOUS LABOR FOR SHORTAGES ACROSS THE CONTINUUM OF CARE BUT PARTICULARLY IN OUR DIRECT CARE WORKFORCE AND THIS HAS TREMENDOUS IMPLICATIONS UM ON OLDER ADULTS

17:21 ON PEOPLE WITH DISABILITIES ON PEOPLE TRYING TO REMAIN AT HOME GET SERVICES THEY NEED BUT IT ALSO IS VERY DIFFICULT FOR THE PROVIDERS TO OPERATE THEIR BUSINESSES AND TO KEEP THEIR DOORS OPEN IF THEY CAN'T UH BRING ON THE BOARD THE THE STAFF THAT THEY NEED TO EFFECTIVELY RUN THEIR PROGRAMS.

17:39 AND ALSO, I THINK WE KNOW THAT THE NEED IS URGENT TO BUILD A VERY DIVERSE AND CULTURALLY COMPETENT WORKFORCE WHILE WE HAVE A TREMENDOUSLY WONDERFUL DIVERSE WORKFORCE TODAY, WE STILL HAVE A LOT OF WORK TO DO TO ENSURE THAT WE MEET THE CULTURALLY COMPETENT NEEDS OF OUR POPULATION AND ENSURE LANGUAGE ACCESS NO MATTER WHERE PEOPLE LIVE AND WHAT THEIR INCOME LEVEL.

18:06 SO AND UH WHEN WE LOOK AT THE SOLVING THE WORK FORCE CRISIS I THINK WHAT'S REALLY IMPORTANT TO REMEMBER IS THAT IT'S REALLY A MULTI-PRONGED APPROACH WE TALKED A LOT ABOUT HOW THE WAGES THAT DIRECT CARE WORKERS MAKE ARE VERY VERY LOW IN COMPARISON TO MANY OTHER UM SECTORS OF OUR WORKFORCE THAT THERE'S A NEED FOR TRAINING THERE'S A NEED FOR CAREER LADDERS AND LATTICES SO THAT PEOPLE CAN NOT ONLY ADVANCE IN THEIR CAREER BUT THAT THEY CAN MOVE SEAMLESSLY ACROSS THE CONTINUUM AND OPERATE IN DIFFERENT SETTINGS.

18:44 WE NEED TO HAVE INCENTIVES FOR WANTING TO JOIN THE WORKFORCE AND HELPING MEET PEOPLE WHERE THEY ARE SO THAT THEY CAN PARTICIPATE IN THE WORKFORCE. WE NEED TO ENSURE LANGUAGE ACCESS AND CULTURAL COMPETENCY THE REASON THAT THIS SLIDE IS IMPORTANT IS BECAUSE WHAT WE'RE TALKING ABOUT TODAY IS ONE APPROACH THAT IS REALLY SIGNIFICANT AND IMPORTANT IN MEETING THE NEEDS OF OUR OF OLDER ADULTS AND PEOPLE WITH DISABILITIES

19:09 AND ADDRESSING THE WORKFORCE CRISIS BUT BY NO MEANS IS IT EVERYTHING AND SO WHAT WE CAN DO IS TALK A LITTLE BIT ABOUT SOME OF THE OTHER EFFORTS UNDERGOING RIGHT NOW IN THE STATE TO ADDRESS THE BROADER WORKFORCE CRISIS. SO, THIS IS WHERE WE TALK ABOUT THE OPPORTUNITY AND PAVING THE PATH FORWARD FOR BUILDING OUR LTSS WORKFORCE.

19:35 UM THERE HAVE BEEN A NUMBER OF INVESTMENTS IN THE CURRENT OF OUR CURRENT 2122 BUDGET AND PENDING INITIATIVES THAT ARE ABOUT TO BE FINALIZED.

19:42 ASSUMING THAT THE GOVERNOR AND THE LEGISLATURE AGREE TO THE BUDGET PACKAGE AND I'M GOING TO WALK THROUGH JUST THE VERY HIGH LEVEL COMPONENTS OF ALL OF THESE SO THAT YOU UNDERSTAND WHERE THIS INITIATIVE FITS BOTH WITHIN OUR CURRENT SYSTEM OF

INVESTMENTS BUT ALSO WITH UM HOW IT RELATES TO SOME OF THE PENDING WORKFORCE INITIATIVES SO IN TERMS OF THE CURRENT INVESTMENTS.

20:04 A LITTLE UNDER 1 BILLION DOLLARS WAS INCLUDED IN LAST YEAR'S BUDGET AND THROUGH THE HOME AND COMMUNITY BASED SERVICES SPENDING PLAN FOR A NUMBER OF DIFFERENT TRAINING STIPENDS AND INCENTIVE PROGRAMS. THE IHSS CAREER PATHWAYS INITIATIVE SEEKS TO DEVELOP CAREER TRAINING AND INCENTIVES FOR IHSS WORKERS AND WE'LL TALK A BIT ABOUT THAT ABOUT HOW IT RELATES TO THE CALIFORNIA GROWS INITIATIVE WHICH IS THE ONE THAT WE'RE FOCUSING ON TODAY.

20:35 AND CDA'S DIRECT CARE WORKFORCE INITIATIVE OUTSIDE OF THE IHSS PROGRAM AND THEN THERE'S THE HCBS CLINICAL WORKFORCE INITIATIVE. SO, THIS IS RUN OUT OF THE DEPARTMENT OF HEALTHCARE ACCESS AND INFORMATION AND THEY ARE DOING A NUMBER OF UM TRAINING AND INCENTIVE PROGRAMS FOR HOME HEALTH AIDES.

20:56 BUT THEN ALSO YOU CAN SEE THE CERTIFIED NURSING ASSISTANT WORKFORCE PROGRAM WHERE THEY WILL BE TARGETING CERTIFIED NURSING ASSISTANTS AND DEVELOPING TRAINING AND CAREER OPPORTUNITIES FOR THEM AS WELL.

21:07 AND THEN FINALLY THE DEPARTMENT OF DEVELOPMENTAL SERVICES IS LAUNCHING A DIRECT SUPPORT PROFESSIONAL TRAINING PROGRAM OUT OF THEIR DEPARTMENT TO COMPLEMENT ALL OF THESE OTHER EFFORTS UNDERWAY.

21:22 SO AS I MENTIONED UM THE GOVERNOR PROPOSED IN THE BUDGET UH OVER 1.7 BILLION DOLLARS OF INITIATIVES TO ADDRESS THE WORKFORCE CRISIS BY BUILDING THE PIPELINE. SO AGAIN, LAST YEAR'S INVESTMENTS WERE REALLY FOCUSED ON TRAINING STIPENDS AND INCENTIVES TO TRY AND RETAIN OUR CURRENT WORKFORCE.

21:41 THESE INITIATIVES ARE REALLY FOCUSED ON BUILDING THE PIPELINE SO AGAIN WE CAN ADDRESS THE NEED FOR MORE WORKERS ACROSS THE CONTINUUM OF CARE. I'M NOT GOING TO WALK THROUGH ALL OF THESE BUT I JUST WANTED TO NOTE THAT AT THE TOP IN THE DARK BLUE YOU CAN SEE A NUMBER OF THE CALIFORNIA HEALTH AND HUMAN SERVICE AGENCIES INITIATIVES. THERE'S A COMMUNITY HEALTH WORKER INITIATIVE THAT'S BEING LAUNCHED, BEING PROPOSED TO BE LAUNCHED AT THE HEALTH DEPARTMENT OF HEALTH CARE ACCESS AND INFORMATION.

22:10 TO GROW A WORKFORCE OF COMMUNITY HEALTH WORKERS UM OF 25 000 BY THE YEAR 2025

22:17 THERE'S A SOCIAL WORK INITIATIVE UM TO ADVANCE AND BRING IN MORE SOCIAL WORKERS INTO THE SYSTEM.

22:24 THERE'S A 21ST CENTURY NURSING INITIATIVE THAT WILL TRY AND GROW OUR NURSE WORKFORCE.

22:31 THERE'S AN INITIATIVE FOCUSED ON PSYCHIATRIC RESIDENT PROGRAM AS WELL AS A MULTILINGUAL HEALTH INITIATIVE THAT SEEKS TO ADDRESS THE CULTURAL COMPETENCY AND LANGUAGE NEEDS ACROSS THE CONTINUUM OF CARE. AND THEN AT THE BOTTOM YOU CAN SEE AT THE LABOR AND WORKFORCE DEVELOPMENT AGENCY THERE'S A NUMBER OF DIFFERENT PROGRAMS THAT ARE FOCUSED ON DEVELOPING TRAINING PARTNERSHIPS.

22:58 UM HAVING A FUND FOR HEALTHCARE WORKFORCE ADVANCEMENT UM FOCUSING ANOTHER INITIATIVE FOCUSED ON ENGLISH. ENGLISH LANGUAGE WHERE LANGUAGE LEARNERS AND BUILDING HEALTH CAREERS FOR THOSE INDIVIDUALS. AND THEN FINALLY AN EMERGENCY MEDICAL SERVICES CORPS SO AGAIN WORKING CLOSELY WITH OUR PARTNERS AT LABOR AND WORKFORCE DEVELOPMENT AGENCY THE CALIFORNIA HEALTH AND HUMAN SERVICES AGENCY WOULD ASSUMING THESE INITIATIVES GET LAUNCHED AND INCLUDED IN THE FINAL VERSION OF THE BUDGET.

23:32 THIS REPRESENTS A REALLY COMPREHENSIVE APPROACH AT BUILDING OUR WORKFORCE ACROSS THE CONTINUUM.

23:42 SO NOW AFTER ALL OF THE CONTACT SETTING AND AGAIN WE WANT TO MAKE SURE WE HAVE PLENTY OF TIME FOR QUESTIONS FROM ALL OF YOU. I'M GOING TO WALK THROUGH AT A VERY HIGH LEVEL THE CONCEPT FOR THE CALIFORNIA DEPARTMENT OF AGING'S WHAT WE'RE CALLING CALIFORNIA GROWS IN THE HOME IN THE COMMUNITY WHICH STANDS FOR GROWING A RESILIENT OUTSTANDING WORKFORCE.

24:02 AGAIN THIS IS THE EMERGING FRAMEWORK. NOTHING HAS BEEN SET IN STONE AND THIS IS AN OPPORTUNITY FOR YOU TO WEIGH IN SO THAT WE CAN HEAR FROM YOU AND INFORM OUR THINKING OF THE INITIATIVE.

24:12 SO AS DIRECTOR DEMORIS NOTED AT THE BEGINNING OF THE WEBINAR UM THE FUNDING FOR THIS DIRECT CARE WORKFORCE INITIATIVE WAS PROVIDED BY THE HOME AND COMMUNITY BASED SERVICES SPENDING PLAN WHICH WAS UM AUTHORIZED THROUGH THE FEDERAL AMERICAN UH ARPA THE FEDERAL ARPA UM ACT THAT WAS UH PASSED LAST YEAR IN CONGRESS UM AS A WAY TO ASSIST STATES IN BUILDING THEIR HOME AND COMMUNITY-BASED SERVICES UM SO ESSENTIALLY WHAT WAS PROVIDED IN THAT WAS 150 MILLION DOLLARS FOR TRAINING AND STIPENDS TO DIRECT CARE WORKFORCE OUTSIDE OF NON OF IHSS THAT PROVIDES SERVICES TO MEDICAID PARTICIPANTS IN A RANGE OF HOME AND COMMUNITY-BASED SETTINGS, WITH A GOAL OF IMPROVING CARE RESPONDING TO THE SEVERE WORKFORCE SHORTAGES AND PREVENTING UNNECESSARY INSTITUTIONALIZATION.

25:10 THE GOAL IS AGAIN TO IMPROVE THE SKILLS TO PROVIDE STIPENDS AND COMPENSATION AND RETENTION OF OUR DIRECT CARE WORKFORCE. UM SO UH YOU KNOW WE WERE GIVEN THIS DIRECTION AND WHEN THIS WAS PASSED THROUGH THE HOME AND COMMUNITY-BASED SERVICES SPENDING PLAN, AND FROM THAT WE HAVE DEVELOPED THIS FRAMEWORK FOR OUR INITIATIVE AND APPRECIATE THE INPUT THAT YOU ALL CAN PROVIDE TODAY.

25:39 SO, I WOULD SAY WHEN WE LOOK AT OUR INITIATIVE, THE PROJECT THE GENERAL PROJECT COMPONENTS ARE ONE, TO PROVIDE ACCESS TO HIGH QUALITY TRAINING. TWO TO ENSURE THAT THERE ARE STIPENDS AND INCENTIVES FOR THE WORKFORCE TO PARTICIPATE IN THE TRAINING. THREE PROVIDING OPPORTUNITIES FOR ADVANCEMENT.

25:58 AND FOURTH ENSURING THAT THERE IS ONGOING OPPORTUNITY EVEN AFTER THE UH THE UH PROJECT ENDS TO HAVE LEADERSHIP LEARNING AND INNOVATION ON AN ONGOING BASIS.

26:14 SO THE TARGET POPULATION THAT IS THAT WE ARE FOCUSING ON FOR THIS PO FOR THIS INITIATIVE AGAIN THIS IS RECOGNIZING THAT OUR SISTER DEPARTMENTS ARE FOCUSING ON DIFFERENT

ELEMENTS ACROSS THE CONTINUUM. WE'RE FOCUSING ON THE DIRECT CARE WORKERS OUTSIDE OF THE IHSS PROGRAM.

26:33 SO THIS COULD BE HOME CARE AIDS IT COULD BE CARE COORDINATORS OR CARE MANAGERS. COULD BE DEMENTIA CARE SPECIALISTS. IT COULD BE PERSONAL CARE AIDES AND THE NON-IHSS PERSONAL CARE AIDES, ACTIVITIES COORDINATORS, TRANSPORTATION PROVIDERS AND UNPAID FAMILY CARE CAREGIVERS.

26:52 UM WE DON'T ANTICIPATE THAT UNPAID FAMILY CAREGIVERS WOULD NECESSARILY BE ABLE TO RECEIVE STIPENDS. BUT WE ABSOLUTELY ANTICIPATE THAT WE WOULD MAKE TRAINING OPPORTUNITIES AVAILABLE AND FREE OF CHARGE TO THE UNPAID FAMILY AND FRIEND CAREGIVER WORKFORCE IN THE PROGRAM AND SETTINGS THAT THIS COULD APPLY TO. OUR COMMUNITY-BASED ADULT SERVICES PROGRAM THE MULTI-PURPOSE SENIOR SERVICES PROGRAM, ADULT DAY CARE, THE PROGRAM FOR ALL INSISTENT ALL-INCLUSIVE CARE FOR THE ELDERLY ASSISTED LIVING WAIVER PROVIDERS AND RCFE'S THAT HAVE MEDI-CAL RESIDENTS.

27:31 SO RCFS ARE ASSISTED LIVING FACILITIES PRIMARILY OUR PRIVATE PAY BUT THERE ARE SOME FACILITIES, LIKE AS AN EXAMPLE, SOME OF THE SIX BED FACILITIES THAT HAVE PRIMARILY SSI SSP RESIDENTS.

27:45 SOME OF THE OTHER ASSISTED LIVING FACILITIES MIGHT HAVE A FEW MEDI-CAL RESIDENTS FOR DIFFERENT REASONS IF THEY SPENT DOWN ALL THEIR RESOURCES, OR IF THEY'RE AN ASSISTED LIVING WAIVER PROVIDER.

27:57 WE ALSO WANT TO INCLUDE HOME AND COMMUNITY-BASED ALTERNATIVE WAIVER PROVIDERS THE AIDS WAIVER PROVIDERS AND OUR CAREGIVER RESOURCE CENTERS THAT AGAIN PROVIDE SUPPORT TO UNPAID FAMILY AND FRIEND CAREGIVERS.

28:13 THE WAY THAT WE ARE PROPOSING TO STRUCTURE OUR PROGRAM IS THROUGH A COUPLE OF DIFFERENT COMPONENTS. WE WANT TO LEVERAGE THE WORK OF THE IHSS CAREER PATHWAYS PROGRAM AND PROVIDE ACCESS TO THE FIVE TRAINING PATHWAYS. AND I'LL TALK ABOUT THAT IN A MOMENT. WE ALSO ARE PLANNING ON ESTABLISHING A CALIFORNIA GROWS INNOVATION FUND.

28:35 AND I'LL TALK ABOUT THAT IN A BIT. BUT THE FOCUS WOULD BE ON INVITING PROPOSALS FOR INNOVATIVE APPROACHES TO WORKFORCE RETENTION, AND INCENTIVES FOR THE DIRECT CARE WORKFORCE AND WRAP AROUND SERVICES. AS WELL WE ALSO WANT TO ENSURE THAT WE ARE EVALUATING THIS PROGRAM BOTH AT THE WORKER LEVEL AND AT THE KIND OF MACRO LEVEL TO UNDERSTAND WHAT'S WORKS AND WHAT DOESN'T SO THAT WE CAN HAVE SOME LESSONS LEARNED FROM NOW AND INTO THE FUTURE.

29:05 AND THEN FINALLY. AS I INDICATED WE WANT TO MAKE SURE THAT EVERYTHING THAT WE ARE LEARNING FROM THIS CAN BE INSTITUTED IN A LONG-TERM BASIS AND THROUGH KIND OF A LEARNING MANAGEMENT SYSTEM AND A LEARNING AND INNOVATIONS INSTITUTE FOR OUR DIRECT CARE WORKERS, SO THAT FROM NOW ON INTO THE FUTURE THERE CAN BE ACCESS TO A PLATFORM THAT ENABLES THEM TO CONTINUE TO LEARN AND TO DEVELOP AND TO BUILD THEIR CAREER.

29:33 SO AS I MENTIONED, THE TWO COMPONENTS THAT WE HAD FOCUSED ON: THE FIRST IS LEVERAGING THE IHSS CAREER PATHWAYS PROGRAM. UM WE ARE WORKING VERY CLOSELY WITH OUR DEPARTMENT PARTNERS AT THE DEPARTMENT OF SOCIAL SERVICES UM IN SEEING IF IT MIGHT BE POSSIBLE TO HAVE THE TRAINING OPPORTUNITIES THAT THEY'RE MAKING AVAILABLE FOR THE IHSS POPULATION AVAILABLE TO THE TARGET POPULATION THAT WE JUST UH THAT I JUST OUTLINED.

30:08 SO ESSENTIALLY WHAT THE IHSS CAREER PATHWAYS PROGRAM IS DOING IS UM HAVING BUILDING OUT TRAINING ACROSS FIVE DIFFERENT PATHWAYS, TWO OF WHICH ARE IN THIS GENERAL CAREER PATHWAY AND THREE IN SPECIALIZED SKILLS. UM FOR THE GENERAL PATHWAYS IT'S IN GENERAL HEALTH AND SAFETY AND ADULT EDUCATION. AND THEN BUILDING OUT SPECIALIZED SKILLS IN COGNITIVE IMPAIRMENTS AND BEHAVIORAL HEALTH, COMPLEX PHYSICAL CARE NEEDS AND TRADITION TRANSITION TO HOME AND COMMUNITY BASED LIVING.

30:34 UM THIS AGAIN IS SOMETHING THAT WE'RE WORKING WITH THEM ON. BUT DSS IS LEADING THE THEIR INITIATIVE AND THEY'RE STILL WORKING ON THE THE COMPONENTS OF IT AND THE VENDOR SELECTION FOR THESE CAREER PATHWAYS. SO MORE TO COME ON THAT. BUT WE WANTED TO MAKE SURE TO NOT REINVENT THE WHEEL AND MAKE THESE UH IMPORTANT OPPORTUNITIES FOR TRAINING AVAILABLE TO THIS WORKFORCE. AS WELL NOW THE SECOND COMPONENT THAT I TALKED ABOUT IS OUR INNOVATION FUND. AND THIS AGAIN WOULD BE GRANTS FOR INNOVATIVE APPROACHES TO WORKFORCE TRAINING AND INCENTIVES. THE WAY THAT THIS WOULD WORK IS THAT THE FOCUS WOULD BE ON DEVELOPING TRAINING.

31:16 OR UTILIZING EXISTING TRAINING AND CURRICULUM AND CREATING INCENTIVES FOR THE WORKFORCE.

31:21 THE TARGET POPULATION AS WE SAID WOULD BE HOME CARE AIDES, COURT CARE COORDINATORS, OR CARE MANAGERS, DEMENTIA CARE SPECIALISTS, PERSONAL CARE ASSISTANTS, ACTIVITIES COORDINATORS, TRANSPORTATION PROVIDERS, UNPAID FAMILYCAREGIVERS AND OTHER DIRECT CARE WORKERS THAT WE MIGHT NOT HAVE YOU KNOW MENTIONED YET. WE HOPE TO LAUNCH IT IN THE FALL AND THE WINNER OF 2023.

31:48 AND WE WOULD BE INVITING UM YOU KNOW APPLICATIONS FROM A NUMBER OF DIFFERENT ORGANIZATIONS. THEY COULD LAUNCH THESE IN SETTINGS INCLUDING MSSP, CBAS, ADULT DAY CARE, THE PACE PROGRAM, THE MEDICAL WAIVER PROVIDERS.

32:04 THE UH ASSISTED LIVING SETTINGS INCLUDING THE SIX BEDS WHERE THERE ARE MEDI-CAL UH RECIPIENTS LIVING AND CAREGIVER RESOURCE CENTERS. SO ESSENTIALLY, IT'S AN INNOVATION FUND THAT WILL PROVIDE A TREMENDOUS OPPORTUNITY FOR OUR PARTNERS IN THE COMMUNITY TO ADVANCE THE WORKFORCE AND TRAINING NEEDS OF THEIR POPULATION. UM AND AGAIN WE MIGHT BE SEEKING ADDITIONAL INPUT ON HOW TO STRUCTURE THIS FUND.

32:33 WHETHER IT'S THROUGH AN RFI OR IF IT'S JUST THROUGH THE RFP UM A REQUEST FOR PROPOSALS. BUT THE THE GOAL IS TO LAUNCH THIS IN THE FALL OR WINTER OF 2022-23. SO, IT'S VERY IMPORTANT FOR US TO HEAR FROM YOU ON STAKEHOLDER ENGAGEMENT IN DEVELOPING OUR FRAMEWORK THROUGH THE FALL OF 2022.

32:54 AS I SAID WE WILL LAUNCH IN THE FALL OR WINTER OF 2022. BUT I'M REALLY PLEASED NOW TO INTRODUCE YOU TO LAURIE PETERSON OF COLLABORATIVE CONSULTING. LORI AND HER TEAM HAVE DONE A PHENOMENAL JOB OF HELPING REALLY, REACH OUT TO AND HEAR FROM ALL THE DIFFERENT STAKEHOLDER GROUPS THAT WE ARE TARGETING.

33:16 AND SO SHE'S GOING TO TALK A BIT ABOUT HOW WE'RE FRAMING THAT WORK. TO HELP INFORM THE REMAINING TIME WE HAVE FOR DISCUSSION TODAY. SO, THANK YOU SO MUCH FOR BEING HERE LORI.

33:25 THANKS SARAH AND YOU CAN GO AHEAD AND ADVANCE TO THE NEXT SLIDE HERE. UM SO AS SARAH SAID WE'RE STILL IN THE INPUT GATHERING PHASE. AND SO, I CAN'T SAY HERE'S WHAT WE'RE LEARNING YET BUT

33:40 I THOUGHT YOU MIGHT BE INTERESTED IN THE PROCESS THAT WE'RE GOING THROUGH AND THEN THE NEXT TIME WE GET TOGETHER IN A ZOOM WEBINAR LIKE THIS, WE WOULD BE ABLE TO SHARE THE RESULTS OF THIS PROCESS. SO, STAY TUNED. UM BUT HERE'S KIND OF JUST AN OVERARCHING QUICK SNAPSHOT OF WHAT WHAT WE'VE PROPOSED AND WHAT WE'VE BEEN DOING SO FAR. SO REALLY KIND OF THE FOUNDATIONAL PIECES.

34:03 LEARNING A LITTLE BIT AROUND THE CURRENT THINKING WHICH YOU HEARD A LOT FROM SARAH. SO, WE SPENT SOME TIME LOOKING AT SOME BACKGROUND MATERIALS. LEARNING, LEARNING ABOUT WHAT CDA IS ALREADY THINKING ABOUT.

34:14 THEN WE MOVE PRETTY QUICKLY INTO MAPPING THE STAKEHOLDERS. SO, THE STAKEHOLDER ENGAGEMENT PIECE. AND REALLY MAPPED OUT WHO ARE THE DIFFERENT STAKEHOLDER GROUPS THAT WE NEED TO ENGAGE TO HEAR THEIR PERSPECTIVES, THEIR EXPERTISE, AND THEIR INPUT, AROUND HOW TO BEST DESIGN THE GROWS INITIATIVE.

34:35 SO, WE MAPPED OUT THE STAKEHOLDERS IN PARALLEL. RUNNING SOME BEST PRACTICE SOME PROMISING PRACTICES. SO, WHAT'S THE LITERATURE HAVE TO SAY? UM LOOKING AT SOME DIFFERENT REPORTS LOOKING AT WHAT SOME OTHER STATES ARE DOING. MOSTLY TO KIND OF STIMULATE THINKING OR INSPIRE THINKING AROUND WHAT THIS INITIATIVE COULD LOOK LIKE. AND THEN THE FINAL PHASE WILL BE KIND OF PULLING ALL OF THIS TOGETHER. WHAT WE LEARNED FROM STAKEHOLDERS.

35:03 SO MORE THE QUALITATIVE SIDE WHAT WE LEARNED IN THE LITERATURE. THE QUANTITATIVE SIDE AND STARTING TO SKETCH OUT IN MORE DEPTH UM KIND OF FILLING OUT. I WOULD SAY SARAH PRESENTED A BIT OF A SKELETON FRAMEWORK. WHAT WE HOPE TO DO IS THIS INFORMATION WILL START TO FILL OUT SOME OF THOSE PIECES UM WITHIN THAT FRAMEWORK AND THEN START WORKING WITH THE THE CDA LEADERSHIP TEAM IN DOING SOME DESIGN. DESIGN AND DECISION-MAKING SESSIONS.

35:28 SO THAT THAT'S THE OVERARCHING PROCESS THAT WE'RE CURRENTLY GOING THROUGH. UM NEXT SLIDE SARAH.

35:37 AND THIS IS JUST A SNAPSHOT OF WHERE WE'RE AT. SO BY THE END OF NEXT WEEK, I BELIEVE WE WILL HAVE HEARD 50-PLUS PERSPECTIVES FROM AS YOU CAN SEE ON THIS SLIDE, A VARIETY OF STAKEHOLDER GROUPS.

35:52 SO WE ARE ENGAGING THE PROVIDERS. WE'RE ENGAGING THE PROVIDER ASSOCIATIONS.

35:57 WE'RE ENGAGING SUBJECT MATTER EXPERTS FROM WORKFORCE DEVELOPMENT AND TRAINING ADVOCACY GROUPS AND ALSO THE DIRECT CARE WORKFORCE. WE ARE DOING FOCUS GROUPS WITH THE DIRECT CARE WORKFORCE. AND AND THANK YOU TO SOME FOLKS WHO I KNOW ARE ON THIS WEBINAR WHO HAVE HELPED FACILITATE THOSE CONVERSATIONS AND INTRODUCTIONS. THAT'S TO GET MORE IN-DEPTH INFORMATION AND THEN,

36:20 THE SURVEY WILL BE A MORE BROAD, WE'RE GOING TO DISTRIBUTE THAT AS BROADLY AS POSSIBLE. UM SO THAT WILL BE HAPPENING AFTER WE DO UM WRAP UP THE INTERVIEWS. AND WHAT WE'RE DOING THROUGH THIS THIS PROCESS IS ASKING FOLKS FOR THEIR PERSPECTIVE ON WHAT'S THE CURRENT LANDSCAPE AS IT RELATES TO TRAINING THE DIRECT CARE WORKERS. UM WHAT ARE SOME OF THE WHAT ARE SOME OF THE POSITIVES, THE SPOTLIGHTS THAT ARE CURRENTLY HAPPENING? UM WHAT ARE SOME OF THE GAPS THAT

36:47 POTENTIALLY A CALIFORNIA GROWS INITIATIVE COULD HELP FILL? WE'RE GETTING SOME REALLY INTERESTING IDEAS ON DIFFERENT APPROACHES TO STIPENDS AND INCENTIVES AND HOW TO LINK THAT TO TRAINING.

37:00 WE'RE GETTING SOME INTERESTING IDEAS ON HOW POTENTIALLY TO ACCELERATE WORK IN THE FIELD THAT'S ALREADY HAPPENING. AND AND SHOWING REALLY GOOD RESULTS. AT THE SAME TIME FOLKS HAVE SOME NEW NEW IDEAS THAT COULD POTENTIALLY FIT WITHIN THAT, THAT SECOND THE INNOVATIONS FUND GRANT PROGRAM.

37:18 UM SO WE WE'RE ALSO TALKING A LITTLE BIT WITH THE STAKEHOLDERS AROUND WHAT ARE THE CONDITIONS THAT NEED THAT ARE MUST HAVE FOR THIS INITIATIVE. THAT WILL INCREASE SKILLS, ENHANCE RETENTION, OFFER CAREER ADVANCEMENT OPPORTUNITIES FOR THOSE WHO WANT THOSE OPPORTUNITIES.

37:39 AND SO WHAT ABSOLUTELY LIKE WHAT ARE THE MUST-HAVES? SO, WE'RE GETTING A LOT OF GREAT PERSPECTIVE UM AND IDEAS FROM FOLKS. AND THEN LIKE I SAID IN PARALLEL THESE ARE SOME OF THE AREAS THAT WE'RE RESEARCHING IN THE LITERATURE. SOME OF THE DESIGN ELEMENTS, CAREER LADDERS AND PATHWAYS CURRICULUM TRAINING FORMATS, INSTRUCTOR EXPERTISE, DIFFERENT TRAINING METHODS. WHAT ARE SOME EXAMPLES OF EVALUATIONS AND WHAT ARE SOME EXAMPLES FROM OTHER STATES?

38:07 SO RUNNING THAT IN PARALLEL. SO, I COULD CARRY ON BUT I KNOW WE'RE GETTING UH CLOSE ON TIME AND I KNOW SARAH YOU WANT TO LEAVE PLENTY OF TIME FOR Q AND A. SO I JUST WANT TO SAY WRAP UP MY PIECE BY SAYING UH THANK YOU TO FOLKS WHO HAVE TAKEN TIME AND PROVIDED SUCH WONDERFUL PERSPECTIVE AND INSIGHTS I SEE A LOT OF YOU IN THE CHAT. AND SO, I JUST WANTED TO SAY IT'S BEEN VERY MUCH APPRECIATED AND WE ARE LOOKING FORWARD TO SYNTHESIZING ALL OF THIS INFORMATION, AND THEN COMING BACK AND SHARING WHAT WE LEARNED THROUGH THE PROCESS SO SARAH I WILL TURN IT BACK TO YOU.

38:43 THANK YOU SO MUCH LORI THAT WAS AN EXCELLENT UM PRESENTATION AND OVERVIEW AND WHAT I'M GOING TO DO IS I'M GOING TO TURN OFF THE SCREEN SHARE AND THEN INVITE SUSAN AND LAURIE TO COME ON TO COME ON THE SCREEN. AND THEN WHAT WE CAN DO IS TAKE QUESTIONS AND ANSWERS. THERE WERE SOME REALLY GOOD QUESTIONS THAT I SAW. UM YOU KNOW IMPORTANT

QUESTIONS ABOUT YOU KNOW INCLUDING WILL WE ENSURE LANGUAGE ACCESS. UM AND THAT I'M REALLY APPRECIATIVE OF WHO WHOEVER RAISED THAT BECAUSE WE WANT TO MAKE SURE THAT AGAIN IN ADDRESSING THE LANGUAGE ACCESS NEEDS NOT ONLY OF THE WORKFORCE, BUT ALSO OF OUR POPULATION THAT WE PROVIDE THOSE OPPORTUNITIES SO YES, WE ARE WORKING IN DEVELOPING A CONTRACT WITH A VENDOR THAT CAN HELP US ADDRESS THOSE NEEDS.

39:36 BUT ALSO, WE WANT TO ENSURE THAT IN THE CALIFORNIA GROWS WORKFORCE INITIATIVE WE INVITE APPLICATIONS FROM A WIDE RANGE OF POTENTIAL UM YOU KNOW UH PROVIDERS WHO WOULD WANT TO PROVIDE THESE TRAININGS IN MULTIPLE LANGUAGES AND LORI I DON'T KNOW IF YOU OR SUSAN, IF YOU HAVE ANYTHING ELSE TO ADD TO THAT?

39:58 NO OKAY UM SOME OTHER QUESTIONS HERE. I I MIGHT JUST HAVE ONE SARAH I DON'T KNOW IF THAT MIGHT BE A PLACE ALSO WHERE THE INNOVATION FUND MIGHT BE THERE MIGHT BE A UM AN ORGANIZATION OR ENTITY THAT COULD HELP US IN THAT AREA. IS THAT POSSIBLE?

40:18 YEP ABSOLUTELY UM WHAT I THINK WHAT WE NEED TO BE VERY THOUGHTFUL ABOUT IN THE INNOVATION FUND IS THINKING ABOUT THE THE PARAMETERS OF IT AND WHERE TARGET FOCUS WILL BE.

40:28 SO I THINK LANGUAGE ACCESS WILL BE A BIG ONE I THINK THAT WE WANT TO THINK ABOUT ENSURING. THERE'S ANOTHER GREAT QUESTION ABOUT TARGET POPULATIONS BY GEOGRAPHY.

40:34 I THINK THAT WE ABSOLUTELY NEED TO THINK ABOUT THAT. IF WE HAVE A TON OF REPRESENTATION FROM YOU KNOW URBAN AREAS BUT NOT RURAL. AND ALSO, CERTAIN POPULATIONS LEFT OUT, WE WANT TO MAKE SURE THAT WE'RE AS COMPREHENSIVE AS POSSIBLE. SO THESE ARE ALL ELEMENTS THAT WILL HELP INFORM OUR THINKING AS WE DEFINE THE PARAMETERS OF THIS INNOVATION FUND AND I I WANT TO SEE HERE.

40:58

I WAS WONDERING IF WE COULD CALL ON MEGAN ROSE OF LEADING AGE CALIFORNIA. MEGAN UM HAS LEADING AGE CALIFORNIA DONE A LOT OF WORK WITH THE DEPARTMENT OF HEALTH CARE ACCESS AND INFORMATION IN DEVELOPING A PROPOSAL FOR WRAP AROUND SERVICES FOR TRAINING OF CERTIFIED NURSING ASSISTANTS? THERE'S ALSO A WONDERFUL EXAMPLE OF THE WORK THAT UM WAS DONE WITH THE HEALTH CARE CAREER PATHWAYS PROGRAM THAT WAS LED BY NICOLE POWELL AND A NUMBER OF PEOPLE OUT OF THE UM IN THE BAY AREA.

41:30 BUT BUT MEGAN IF YOU ARE ON AND CAN SPEAK TO KIND OF WHAT YOU'VE DONE IN THAT DEVELOPMENT OF THAT INITIATIVE. AND WHAT YOUR THOUGHTS ARE ON HOW SOMETHING LIKE THAT COULD BE UH YOU KNOW SOMEWHAT MODIFIED BUT TAILORED TO THE NEEDS OF SOMETHING LIKE WE'RE TRYING TO DO IN CALIFORNIA GROWS IN THE HOME AND COMMUNITY.

41:56 YEAH HI CAN YOU HEAR ME WE CAN ALL RIGHT THIS IS MEGAN ROSE WITH LEADING AGE CALIFORNIA. I'M REALLY EXCITED TO LEARN MORE ABOUT THIS GROW PROGRAM.

42:02 AS SARAH MENTIONED WE HAVE BEEN WORKING IN PARTNERSHIP WITH HCAI ON A PROGRAM CALLED THE GATEWAY IN PROJECT. WHICH IS FOCUSED ON UH TRAINING AND CERTIFYING NEW CNAS AND HOME HEALTH AIDES AND SO I THINK THAT THAT OUR MODEL THAT WE'RE WORKING ON COULD EASILY BE REPLICATED FOR OTHER WORKFORCE SETTINGS.

42:21 UM YOU KNOW PART OF WHAT WE'RE DOING IS WE'RE PROMOTING RECRUITING TRAINING UM NEW UM CNAS AND HHAS. AND SO WHAT WE'RE DOING IS WE'RE FUNDING THE COST OF THEIR EDUCATION.

42:37 BUT ALSO PAYING FOR WRAP-AROUND SERVICES THAT CAN HELP COVER OTHER COSTS THAT SOMEBODY MIGHT HAVE THAT MIGHT PRECLUDE THEM FROM FINISHING OR OR ENGAGING IN THEIR EDUCATION IN THE FIRST PLACE.

42:50 SO WE'RE HELPING TO COVER COSTS FOR THINGS LIKE CHILD CARE, TRANSPORTATION, FOOD, ENGLISH LANGUAGE TRAINING UM PROGRAM SUPPLIES LIKE SCRUBS AND BOOKS. AND THEN WE'RE ALSO LOOKING TO UM YOUNGER ADULTS LIKE HIGH SCHOOL STUDENTS. AND LOOKING AT HOW WE CAN BRING THEM INTO THE AGING SERVICES FIELD.

43:11 AND HOPEFULLY YOU KNOW GET THEM TO LOVE IT AS MUCH AS WE ALL DO UM AND WE WOULD DO THAT THROUGH INTERNSHIPS WITH PROVIDERS. WE'RE ALSO LOOKING AT A RETENTION BONUS INCENTIVE PROGRAM TO HELP PEOPLE STAY IN THE INDUSTRY. SO UH GRADUATES OF THE PROGRAM WOULD RECEIVE RETENTION BONUSES AT ONE MONTH, SIX MONTHS, AND 12 MONTHS. AND THEN THEY COULD RECEIVE ADDITIONAL BONUSES AFTER COMPLETING ADDITIONAL TRAINING LIKE EMPATHY TRAINING, DISASTER PREPAREDNESS AND CLIMATE TRAINING AND LEADERSHIP TRAINING. AND SARAH YOU HAD MENTIONED BEFORE THAT ONE OF THE DIFFICULTIES WITH CREATING CAREER LATTICES IS THAT THERE ARE DIFFERENT TRAINING REQUIREMENTS FOR EACH UM YOU KNOW EACH INDIVIDUAL CERTIFICATION AND SO ONE OF THE THINGS THAT WE'RE HOPING TO DO IS TO UH COVER THE COST LIKE IF SOMEONE IS IN THE CNA TRAINING PROGRAM.

44:04 BUT WANTS TO COMPLETE THE HHA OR HOME HEALTH AID PROGRAM AT THE SAME TIME, TO HELP COVER THE COST SO THAT THEY CAN BE CERTIFIED IN BOTH. AND REALLY HELP COVER THE NEEDS OF OUR WORKFORCE.

44:18 I'M HERE AS A RESOURCE FOR ANYONE WHO YOU KNOW IS INTERESTED IN THE GROW PROGRAM AND WOULD LIKE TO LEARN MORE ABOUT WHAT WE'RE DOING AND BE ABLE TO IMPLEMENT IT IN IN OTHER SETTINGS THANK YOU.

44:28 THANK YOU MEGAN I THINK THAT'S JUST THE EXACT POINT THAT WE'RE TRYING TO HIGHLIGHT IS THAT INNOVATIVE APPROACHES LIKE THAT CAN ABSOLUTELY UM YOU KNOW WE'RE WE'RE OPEN TO CREATIVE CONCEPTS THAT CAN HELP UM MEET THE NEEDS THE RANGE OF NEEDS.

44:43 THE WRAPAROUND NEEDS THAT OUR WORKFORCE HAS. AND THAT'S THE TYPE OF PROPOSAL THAT WE ARE HOPING TO SEE UM YOU KNOW IN THE CALIFORNIA GROWS INNOVATION FUND. THERE WAS ALSO A QUESTION IN OUR Q AND A ABOUT PROVIDING A LITTLE MORE INFORMATION ON HOW THE INNOVATION FUND CAN HELP THE CBAS SLASH ADULT DAY HEALTH CARE PROGRAM. AND I HAD THE UM THE OPPORTUNITY TO SPEAK WITH LENA HAROUT UNION WHO IS WITH NEW HORIZONS ADULTE HEALTHCARE CENTER IN THE SOUTHERN PART OF OUR STATE.

45:13 AND HAD A LOT OF HELPFUL FEEDBACK AND SOME THOUGHTS ON THIS. SO I WANT TO SEE IF LENA WOULD BE UM AVAILABLE TO KIND OF COMMENT ON THE NEED AND WHAT YOU SEE AS THE OPPORTUNITY FOR ADULT DAY HEALTH CARE.

45:26 HI SARAH. HI SUSAN. LAURIE. THANK YOU ALL FOR THE OPPORTUNITY. MY NAME IS ELENA HARTUNIAN I'M WITH NEW SUNRISE ADULT DAY HEALTHCARE CENTER IN L.A COUNTY. I ABSOLUTELY THINK THAT THIS INITIATIVE WOULD BE SO BENEFICIAL FOR CBAS PROVIDERS.

45:44 ESPECIALLY I LOVE THE FACT THAT THE FOCUS IS ACTIVITY COORDINATORS AND TRANSPORTATION.

45:50 UM WE HAVE UH WE OPERATE WITH A MULTI-DISCIPLINARY TEAM WITH SOCIAL WORKERS AND NURSES AS WELL AS PTOT WHO ALL COME WITH EDUCATION AND TRAINING. AND SOMETIMES I FEEL THAT OUR ACTIVITY COORDINATOR OF PROGRAMMING AND TRANSPORTATION ARE UNINTENTIONALLY UNINTENTIONALLY LEFT BEHIND BECAUSE THEY DON'T COME WITH THAT BACKGROUND OR UM REQUIRED TRAINING. AND I FEEL THAT HAVING PROPER TRAINING TOPICS THAT COME WITH CURRICULUM WOULD BE ALSO HELPFUL TO PROVIDERS. AND IT WOULD GIVE US INCENTIVES TO EVEN DO IN-HOUSE TRAINING. BECAUSE WE HAVE A CURRICULUM TO FOLLOW NOW VERSUS HAVING TO UH WING IT AND COME UP WITH TRAINING CURRICULUM ON OUR OWN. HOPING THAT WE ARE HITTING THE MARKS REQUIRED IN REQUIRED IN OUR PROFESSION.

46:48 I ALSO FEEL THAT THIS INITIATIVE WILL IS GOING TO INVEST IN OUR WORKFORCE AND WE ARE GOING TO CONTRIBUTE TO GROWING PROFESSIONALS IN THE HEALTHCARE FIELD. AND UM WE DO FOR EXAMPLE AT OUR CENTER. WE I'M THE ONE WHO'S IN CHARGE OF UH NEW EMPLOYEE ORIENTATION AND ONGOING TRAINING. AND UM I'VE MENTIONED IN OUR INTERVIEWS THAT SOMETIMES I FEEL THAT I'M NOT COMPETENT ENOUGH TO TRAIN ON SPECIFIC TOPICS. SO HAVING COMPETENT TRAINERS

47:16 TO TRAIN ON SPECIFIC TOPICS WOULD BE VERY HELPFUL AND APPROPRIATE WHEN TRAINING OUR WORKFORCE.

47:25 GREAT THAT IS SUPER HELPFUL INSIGHT LENA. THANK YOU SO MUCH. UM AND WE WE LOOK FORWARD TO STAYING IN TOUCH WITH YOU. UM AND AND THIS TYPE OF INPUT IS EXACTLY WHAT WE NEED TO HEAR.

47:37 AND THERE HAVE BEEN SOME QUESTIONS ABOUT HOW PEOPLE CAN STAY IN TOUCH AND PROVIDE THIS FEEDBACK. I WOULD SAY THE BEST THING TO DO IN THE NEAR TERM IS TO SIGN UP FOR OUR UH CDA'S EMAIL DISTRIBUTION LIST. BECAUSE WE PROVIDE THESE OPPORTUNITIES. BUT WE ARE GOING TO BE DEVELOPING OTHER OPPORTUNITIES FOR BOTH PUBLIC WEBINARS AND UM ASKING FOR INPUT AND WE'RE GOING TO KIND OF THINK THROUGH THAT I THINK WITH LORI AND TEAM COLLABORATIVE CONSULTING ABOUT HOW WE CAN CONTINUE TO HEAR FROM THE BROADER COMMUNITY IN ADDITION TO THE FOCUSED CONVERSATIONS WE'RE HAVING.

48:11 UH LORI DID YOU OR SUSAN DID YOU EITHER OF YOU WANT TO ADD ON TO THAT?

48:17 THAT'S GOOD SARAH. OKAY GREAT JUST DROPPED IN THE UM CHAT UM OUR THE EMAIL ADDRESS TO STAY CONNECTED THROUGH OUR NEWSLETTERS. SO ANYTHING THAT WE SHARE OR PUBLICIZE WILL AUTOMATICALLY GO TO YOU IF YOU SIGN UP AT ENGAGE AGING.CA.GOV. GREAT AND THANK YOU FOR THAT SUSAN.

48:39 UM I ALSO SEE KAREN GORBACH. YOU HAD A GREAT QUESTION ABOUT UM CONSIDERING PARTNERSHIPS WITH THE CALIFORNIA ADULT EDUCATION SYSTEM AND CALIFORNIA COMMUNITY COLLEGES. UM UH ABSOLUTELY. AND UM THAT IS AN AREA THAT I THINK WE HAVE LOTS MORE TO LEARN ABOUT. SO THANK YOU KAREN AND PLEASE UM YOU KNOW I ENCOURAGE YOU TO GET IN TOUCH AND WE CAN CONNECT YOU WITH YOU KNOW LORRY AND TEAM AT COLLABORATIVE CONSULTING.

49:05 I'LL JUST PUT MY EMAIL IN THE CHAT SO PLEASE FEEL FREE TO REACH OUT TO ME AND I CAN MAKE THESE SORTS OF CONNECTIONS.

49:12 SO LET'S SEE UM IF WE HAVE A COUPLE OF HANDS RAISED. SO I WANT TO MAKE SURE THAT PEOPLE WHO HAVE QUESTIONS PLEASE RAISE YOUR HANDS. UM JUST USE THE LITTLE ICON. THE FIRST IS FROM JANINE SMITH CITRON.

49:24 AND JANINE IF YOU ARE ABLE TO INTRODUCE YOURSELF AND THAT WOULD BE GREAT WE APPRECIATE YOUR BEING HERE.

49:30 OKAY ACTUALLY I'M ON JANINE'S UM UNDER JANINE'S NAME. MY NAME IS PRISCILLA TARVER BECAUSE FOR SOME REASON MY MY UM UH THE REGISTRATION DIDN'T FALL THROUGH OR SOMETHING SO SHE COULDN'T MAKE IT. SO I'M WITH HER. I'M AN OUTREACH WORKER IN MENDOCINO COUNTY. AND UM I'M ALSO ON THE BOARD FOR AREA AGENCY AREA AGE AREA AGING AGENCY AREA ON AGING AND NEVER MIND.

50:04 AAA AND UM AND ALSO THE IHSS SPORT AND UM I HAD A QUEST A COUPLE OF QUESTIONS. ONE THE THE STATISTICS THAT YOU HAD THROUGHOUT THIS THIS UM WEBINAR ARE WHAT GEOGRAPHICAL AREAS DID THEY ACTUALLY COME FROM? I MEAN ARE THEY JUST SOUTHERN CALIFORNIA? ARE THEY ACROSS THE STATE?

50:26 I BELIEVE IT'S STATEWIDE AND AND UM JULIA FIGUEROA MCDONALD IF YOU ARE ON WHICH I BELIEVE YOU ARE IF YOU'RE ABLE TO SPEAK TO THAT. BECAUSE YOU DID THE AMAZING JOB OF COMPILING ALL OF THAT DATA.

50:39 UM JULIA ARE YOU ON? THAT AND CAN SPEAK MORE UM IN DEPTH ABOUT THE DATA.

50:48 OKAY I DON'T SEE. THAT'S OKAY. IS THERE A WAY FOR ME TO FIND OUT IF SHE'S NOT THERE?

50:53 YES JANINE I PUT MY UH EMAIL IN THE CHAT IF YOU CAN EMAIL ME I WILL CONNECT YOU WITH HER.

50:58 SHE'S BEEN VERY GOOD. THIS IS PRISCILLA. THIS IS PRISCILLA. YES YES JUST EMAIL RIGHT THANK YOU SO MUCH AND THEN THE 50 INTERVIEWS THAT WERE BEING CONDUCTED, WHERE WERE THEY BEING CONDUCTED AT? I MEAN WHAT PART OF THE STATE DO THESE INFORMATIONAL SITUATIONS COME FROM?

51:24 YEAH SO I CAN UM PRISCILLA. RIGHT YES OKAY. SORRY WE'RE SO TRAINED RIGHT NOW JUST TO LOOK AT THE ZOOM. SO I HAVE TO LIKE REMIND MYSELF. UM WELL THEY WERE ALL CONDUCTED VIA ZOOM. UM AND THERE'S BEEN THERE'S A SAMPLING STATEWIDE. AND SO IF YOU LOOK AT THOSE

SLIDES THERE'S THE DIFFERENT STAKEHOLDERS. AND THEN AS KIND OF I WOULD SAY SARAH AND YOU CAN YOU CAN JUMP IN HERE? BUT I'M PRETTY SURE WE'VE GOT A PRETTY GOOD STATEWIDE.

51:50 OKAY OKAY AND UM THEN WHEN WE WERE TALKING ABOUT THE TRAININGS AND THE DIFFERENT TYPES OF TRAININGS FOR THE DIFFERENT PARTS OF THE WORKFORCE. UM WHY CAN'T THE TRAININGS BE ACROSS THE BOARD? WHY CAN'T THEY JUST MELD THE TRAINING PROCESS TOGETHER SO EVERYONE IS GETTING THE SAME TYPE OF TRAINING? NO MATTER IF YOU'RE CNA OR HOME HEALTH? I MEAN I WAS A CNA MYSELF. I'VE BEEN AN IHSS WORKER.

52:18 I'M ALSO A PRIVATE CARE WORKER. AND A FAMILY MEMBER CAREGIVER. AND UM AND THEN I'M ON THESE BOARDS AND AND PLUS I'M ON THE TRAINING COMMITTEE FOR MENDOCINO COUNTY TO TRAIN OUR OUR CAREGIVERS. UM AND SO THE THING THAT WE HAVE TO DO IS WE HAVE TO REACH OUT BECAUSE WE'RE SOMEWHAT REMOTE.

52:40 WE HAVE TO REACH OUT TO DIFFERENT AREAS TO FIND EXACTLY WHAT THIS OTHER LITTLE GAL WAS TALKING ABOUT COMPETENT TRAINERS. THAT MAY NOT BE IN OUR AREA. AND WE HAVE A LIMITED BUDGET THAT WE JUST PROCURED FROM THE STATE THROUGH A FIGHT. AND WE GOT IT AND UM YOU KNOW AND THAT'S JUST HOW IT GOES.

53:00 SO I MEAN I DON'T KNOW IF THAT'S SOMETHING THAT CAN BE THOUGHT ABOUT AND INCORPORATED INTO THE INITIATIVE ABOUT TRAINING. YOU KNOW TRAINING IS SO IMPORTANT AND AND UM AND WHEN THEY MENTIONED ABOUT THE COVID SITUATION. WELL WE HAD SO MANY CAREGIVERS OUT OF WORK NOT JUST BECAUSE THEY HAD TO STAY HOME AND TAKE CARE OF THEIR CHILDREN WHO COULDN'T GO TO SCHOOL, BUT ALSO BECAUSE SOME OF THE CLIENTS DIDN'T WANT ANYBODY IN THEIR HOUSE. THEY WERE AFRAID TO CATCH COVID FROM SOMEBODY COMING INTO THEIR HOMES. SO THEY WERE LACKING CARE AND WE WERE HAVING KIND OF A CRISIS AND I'M SURE THAT HAPPENED ACROSS THE BOARD. AND AND THEN YOU KNOW I HEARD SOMEBODY MENTION SOMETHING ABOUT BEING ABLE TO FUND FOR THEIR CAREGIVERS. THEY'RE BEING ABLE TO FUND UH UM THEIR EDUCATION AND

53:51 CHILD CARE AND BOOKS AND THINGS LIKE THAT. THIS IS A PROFESSION THAT ISN'T REALLY HIGHLY RECOGNIZED AS A QUOTE-UNQUOTE PROFESSION. WE FIGHT TO GET THAT TITLE. AND UM AND AND I THINK THAT MAYBE THOSE TWO THINGS: THE TRAINING AND THE FUNDING TO BE ABLE TO HELP PEOPLE GET THEIR TRAINING AND THE TRAINING ITSELF. IF THAT COULD BE ACROSS THE BOARD THE SAME THING LIKE THAT OTHER LITTLE GAL SAID. THEN YOU HAVE A CURRICULUM TO GO BY YOU'RE NOT JUST IN EVERY AREA DOING YOUR OWN THING TRYING TO MAKE THINGS WORK. AND THEN I THINK ONCE YOU HAVE A BASIC CURRICULUM THAT GOES ACROSS THE BOARD THROUGHOUT THE WHOLE STATE AND EVERYBODY'S BEING FUNDED THEN IT IS GOING TO BE RECOGNIZED AS A PROFESSION BECAUSE IT'S LIKE ANY OTHER HIGH-END BUSINESS.

54:44 AND CORPORATES YOU KNOW. THEY DO ALL THEIR STUFF THE SAME WAY SO ANYWAY THAT'S EVERYTHING.

54:50 THANK YOU PRISCILLA THAT YOU RAISED SO MANY IMPORTANT POINTS. UM YOU KNOW IN YOUR COMMENTS WHETHER IT'S TO DEAL WITH YOU KNOW GROWING IN A WORKFORCE IN A RURAL AREA, CULTURAL COMPETENCY AND LANGUAGE ACCESS, BUT ALSO THE CHALLENGES OF OUR SYSTEM RIGHT NOW. IN TERMS OF ALL THESE DIFFERENT TRAINING REQUIREMENTS ACROSS LICENSURE CATEGORY. WE ABSOLUTELY AGREE THAT UM WE NEED TO THINK OF WAYS RIGHT NOW TO MAKE IT

55:14 MUCH MORE SEAMLESS AND APPRECIATE THE INPUT. YOU HAVE AS WE SAID AT THIS POINT WITH THE WITH THE PARAMETERS THAT WE HAVE FOR THIS PROGRAM. WE HAVE OUR TARGET POPULATION BUT UM REALLY WOULD WELCOME ALL OF THESE TYPES OF COMMENTS TO HELP THINK THROUGH HOW WE CAN ADDRESS THIS BROADER ISSUE FOR THE NEED OF A MUCH MORE NAVI NAVIGABLE UH CAREER PATHWAY SYSTEM SO THANK YOU FOR THAT.

55:38 UM I WANT TO BE SURE. OKAY LORI. YES PLEASE. I'M JUST GONNA PRISCILLA I'M JUST GONNA PUT MY EMAIL IN THE CHAT. BECAUSE UH YOU SEEM LIKE YOU'VE GOT A LOT OF PERSPECTIVE AND IF YOU WOULD BE INTERESTED IN A STAKEHOLDER INTERVIEW, I WILL FOLLOW UP WITH YOU. SO I WILL PUT THAT IN THE CHAT.

55:53 BACK TO YOU SARAH. GREAT. WONDERFUL. THANK YOU. YES PLEASE PRISCILLA STAY IN TOUCH. UM SO THERE'S ONE MORE QUESTION IN THE Q AND A THAT YOU MAY NOT HAVE SEEN FOR THE INNOVATION FUND. IS THERE A REQUIREMENT AS AS TO HOW IT NEEDS TO BE USED? THANK YOU VERY MUCH FOR THAT QUESTION.

56:10 THAT IS WHY WE ARE IN THE IN INFORMATION GATHERING STAGES RIGHT NOW. IT'S A CONCEPT AND OVER THE NEXT FEW MONTHS WE'RE GOING TO CONTINUE TO BUILD IT OUT BEFORE WE RELEASE. YOU KNOW WE'RE GOING TO HAVE THE PARAMETER SET FOR THE FUND WHEN WE RELEASE THE RFP. BUT IT WHICH IS A REQUEST FOR PROPOSALS TO APPLY FOR THE FUND. BUT IT COULD BE THAT BEFORE THAT TIME WE ALSO DO A REQUEST FOR INFORMATION.

56:35 AND WE SOLICIT INPUT FROM INTERESTED ENTITIES TO PROVIDE SOME UH EXAMPLES OF HOW THIS FUND COULD BE USED TO HELP INFORM OUR THINKING. SO THAT'S JUST AN EXAMPLE OF HOW WE COULD DO IT BUT ABSOLUTELY WE WILL HAVE MUCH MORE SPECIFICS IN TERMS OF THE THE PARAMETERS FOR THIS FUND ONCE WE RELEASE THE RFP.

56:57 HOPEFULLY THAT PROVIDES THAT ANSWER. AND THEN I SAW UM THAT THERE WAS AN INDIVIDUAL UH WITH THEIR HANDS HAND RAISED. UM AND I WAS WONDERING OH IT LOOKS LIKE IT. LOOKS LIKE WE DON'T HAVE ANY MORE HAND HANDS RAISED. ANY OTHER QUESTIONS BEFORE WE WRAP UP IN THE NEXT FEW MINUTES? OR COMMENTS? UM I THINK THAT THE BIG TAKEAWAY FROM THIS IS THAT, OH YES PRISCILLA.

57:26 PRISCILLA OKAY IS THAT BETTER CAN YOU HEAR ME OKAY? UM I WAS JUST WONDERING HOW HOW CAN WE ACCESS THIS UH WEBINAR TO REVIEW? IS THERE A PLACE TO GO TO?

57:44 IT YES LATER WE WILL UM HAVE IT POSTED WITHIN THE NEXT FEW DAYS ON OUR WEBSITE. UM SO UH AMANDA UH COULD YOU POSSIBLY PUT IN THE LINK THE CHAT? LINK THE THIS THE LINK TO WHERE THE POSTING WILL BE WHEN IT IS AVAILABLE? THAT WOULD BE GREAT.

58:00 SO THEN THE NEXT THE LAST QUESTION I SEE IS: WILL THE FULL AMOUNT OF FUNDS BE DISTRIBUTED BY THE RFP OR WILL YOU WORK WITH EXISTING STATE NETWORKS TO DELIVER? UM YOU KNOW ALL OF THESE ARE GREAT QUESTIONS. I THINK THAT WE WILL HAVE ALL THE PARAMETERS OF THE THE THE CALIFORNIA GROWTH FUND LINED UP AND DEVELOPED BY THAT TIME. BUT I CAN'T SAY SPECIFICALLY WE'RE INVITING ANY FEEDBACK ON THAT AT THIS TIM. SO WITH THAT WE HAVE ABOUT UM ONE MINUTE LEFT AND I JUST WANTED TO SEE UM IF UH DIRECTOR DEMARNOIS WOULD LIKE TO MAKE ANY CLOSING COMMENTS AT THIS TIME?

58:39 WELL I WAS JUST STARTING TO TYPE IN THE CHAT UM TO THANK EVERYONE FOR JOINING US. AND FOR CONTRIBUTING YOUR THOUGHTS AND IDEAS SO THAT TOGETHER WE CAN MAKE THIS AS SUCCESSFUL AS AS POSSIBLE FOR CALIFORNIA, FOR ALL OF OUR PROVIDERS. AND ESPECIALLY FOR ALL THE WORKERS WHO WILL BENEFIT FROM THIS FUNDING. THIS IS A BRAND NEW ONCE IN A LIFETIME INITIATIVE. WE DON'T HAVE HISTORY WITH THIS. SO WE'RE MAKING HISTORY TOGETHER. WE REALLY NEED YOUR CONTINUED ENGAGEMENT AND IDEAS AND I APPRECIATE EVERYONE WHO VOLUNTEERED TO BE INTERVIEWED, AND FOR LORI FOR YOU CONSIDERING ADDING ADDITIONAL INTERVIEWS. AND I JUST WANT TO THANK SARAH AGAIN FOR THIS WAS A WONDERFUL IDEA TO PULL US TOGETHER.

59:18 AND SOMETIMES IN STATE SERVICE WE WAIT UNTIL EVERYTHING'S FINAL TO SHARE IT AT THE END. AND I THINK IT'S BRILLIANT THAT WE'RE ALL HERE TOGETHER. AND WE'RE GONNA KEEP KEEP EVOLVING UM WITH YOUR INPUT. SO THANK YOU FOR THAT. KEEP IT COMING.

59:36 YES AND JUST TO DITTO. ALL OF YOU ARE WE NEED YOU. WE NEED YOUR VOICE. WE NEED YOUR INPUT. WE NEED YOUR QUESTIONS. WE NEED YOUR CONCERNS.

59:41 THAT IS THE PURPOSE OF TODAY. AND WE GOT JUST I THINK A LOT OF HELPFUL INPUT. BUT I KNOW THERE'S MUCH MORE AND WE WILL CONTINUE TO THINK OF WAYS TO HEAR FROM YOU AND BE LOOKING FOR MORE PUBLIC WEBINAR WEBINARS SO THAT WE CAN GET MORE INPUT FROM YOU. SO THANK YOU AGAIN TO EVERYBODY AND THANK YOU TO ALL OF OUR WORKERS. WHO ARE OUT THERE DOING THIS WORK, DAY AFTER DAY.

1:00:04 I'M PERSONALLY GOING THROUGH THIS WITH MY OWN FAMILY RIGHT NOW. AND I CAN'T TELL YOU HOW CRITICAL THE DIRECT CARE WORKERS HAVE BEEN IN HELPING MY FAMILY AGE WITH DIGNITY AND INDEPENDENCE. SO I REALLY APPRECIATE ALL OF YOU. SO THANK YOU AND EVERYBODY HAVE A WONDERFUL DAY THANKS EVERYONE BYE-BYE.