

Direct Care Workforce Current Investments

CalHHS & LWDA
February 1, 2022



Welcome & Introductions

Darci Delgado

Assistant Secretary
CA Health & Human Services Agency

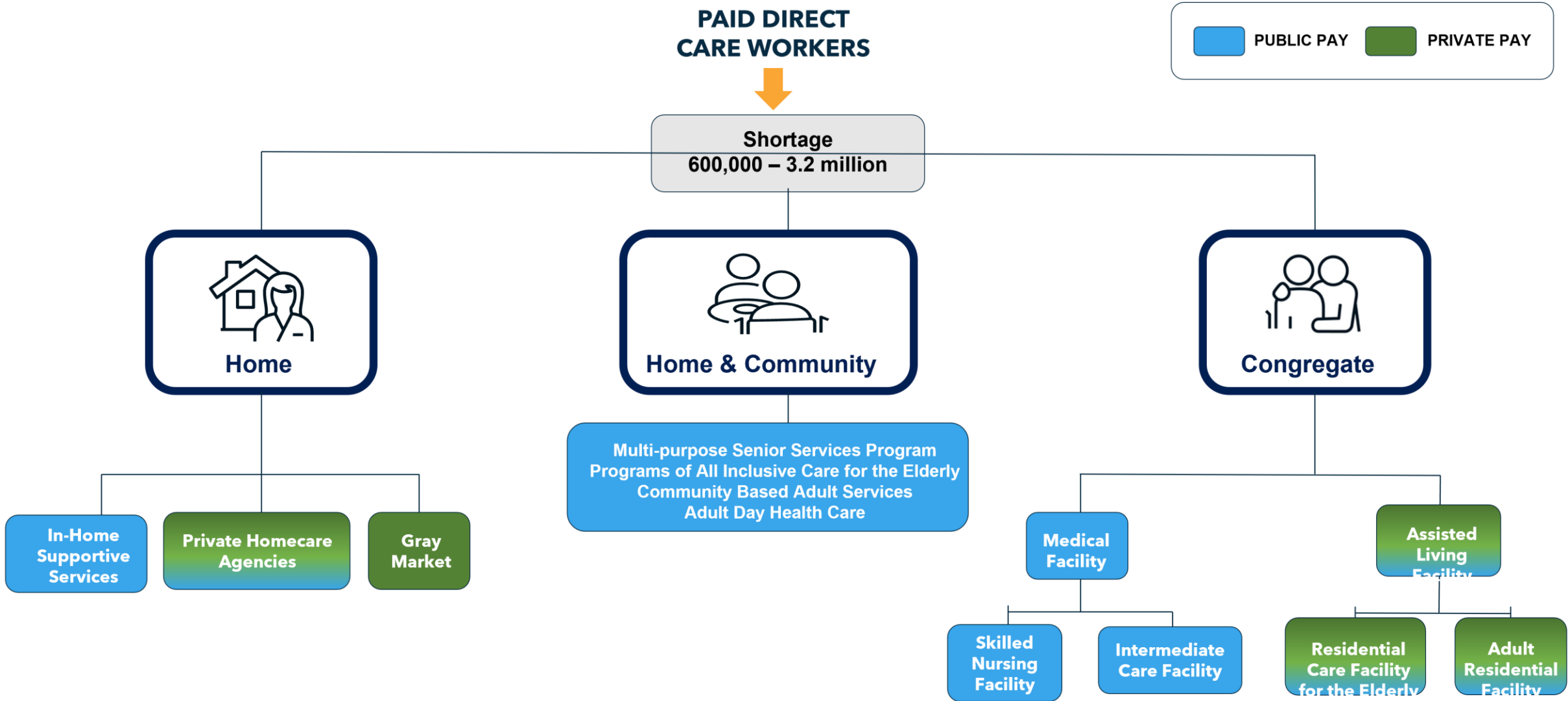
Abby Snay

Deputy Secretary, Future of Workforce
CA Labor & Workforce Development Agency

California's Direct Care Workforce

Julia Figueira-McDonough
CA Labor & Workforce Development Agency

LTSS Direct Care Workforce Map



Direct Care Job Classifications



Personal Care Aide

(PCAs), personal attendant, personal assistant, caregiver, companion). Assistance with ADLs (eating, dressing, bathing, and toileting), often with IADLs (housekeeping chores, meal preparation, medication management), sometimes help individuals go to work and remain engaged in their communities.

Varies by program

Home, Congregate, Community

CA Department of Social Services (CDSS)
Department of Health Care Services (DHCS)



Certified Nursing Assistant

(CNAs) Under direction of nursing or medical staff, CNAs assist with general patient care, assist residents with ADLs, and perform clinical tasks such as range-of-motion exercises and blood pressure readings.

60 hrs + 100 hrs supervised training

Congregate, Community, Hospitals

CA Department of Public Health (CDPH)



Home Health Aide

(HHAs) provide essentially the same care and services as CNAs, but at home or in community settings under the supervision of a nurse or therapist. HHAs may also perform light housekeeping tasks.

120 hrs

Home, Community

CA Department of Public Health (CDPH)



Direct Support Professional

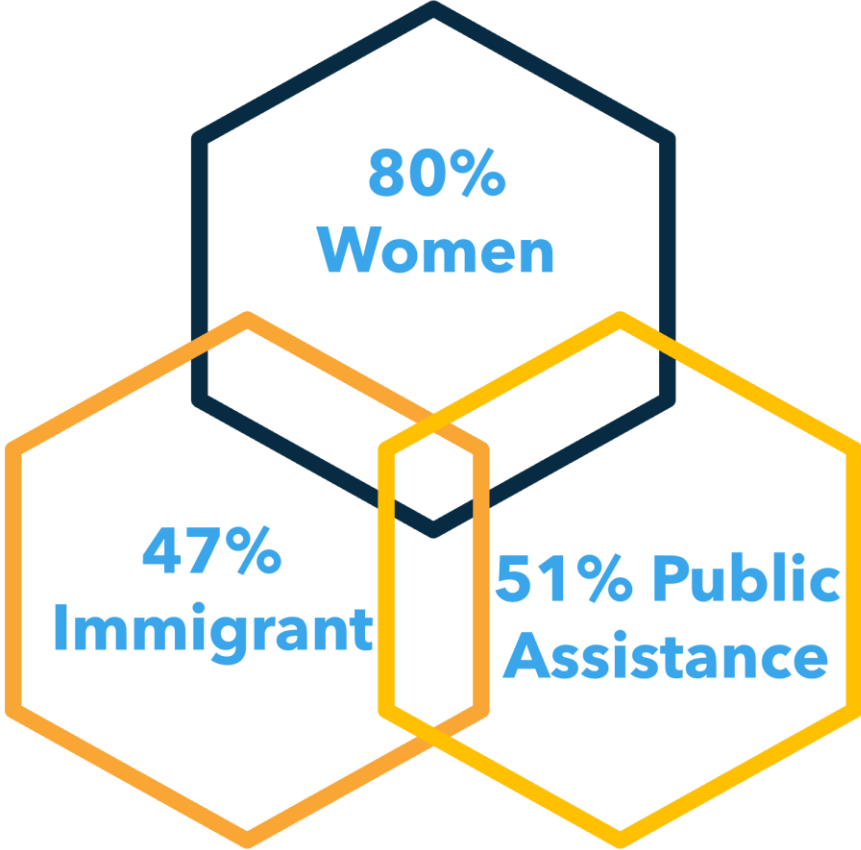
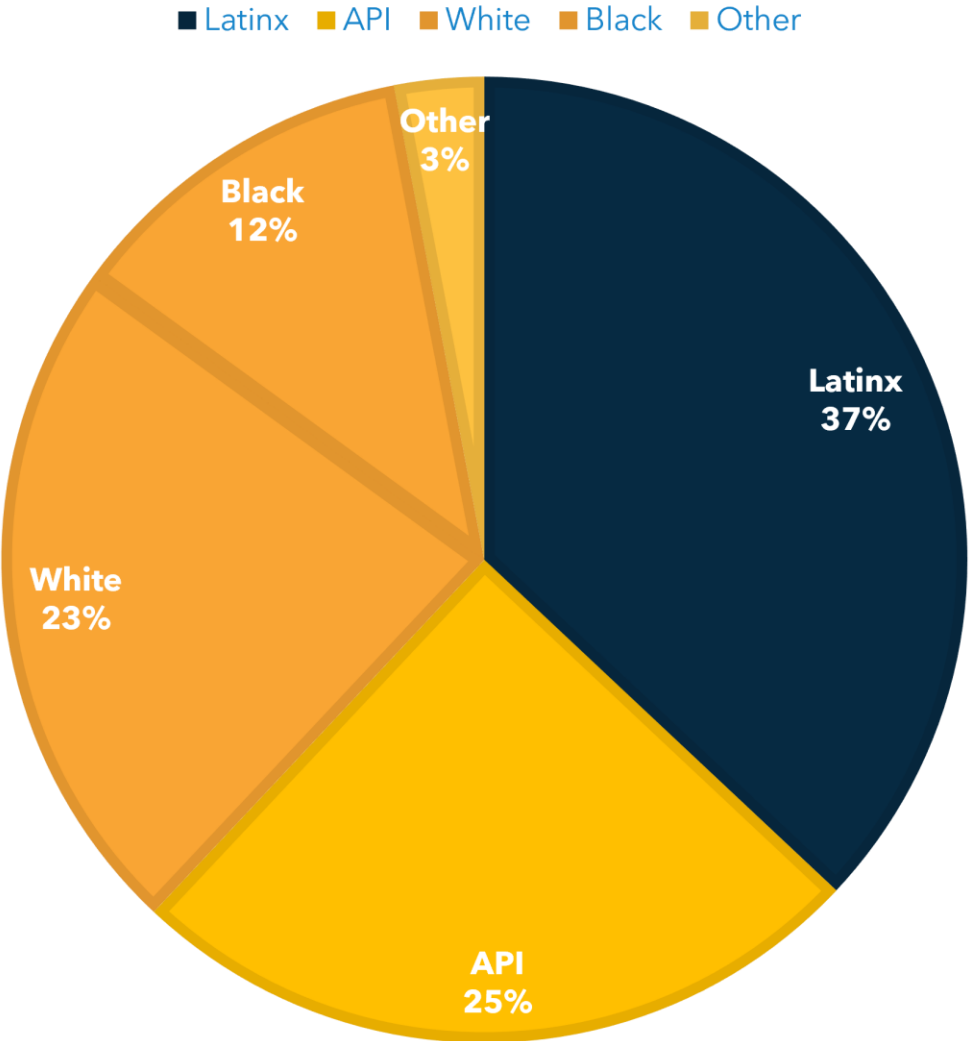
(DSPs) support persons with ID/DD with ADLs/IADLs, including at times administering medication, developing behavioral management plan, and managing medical records.

70 hrs

Congregate, Community

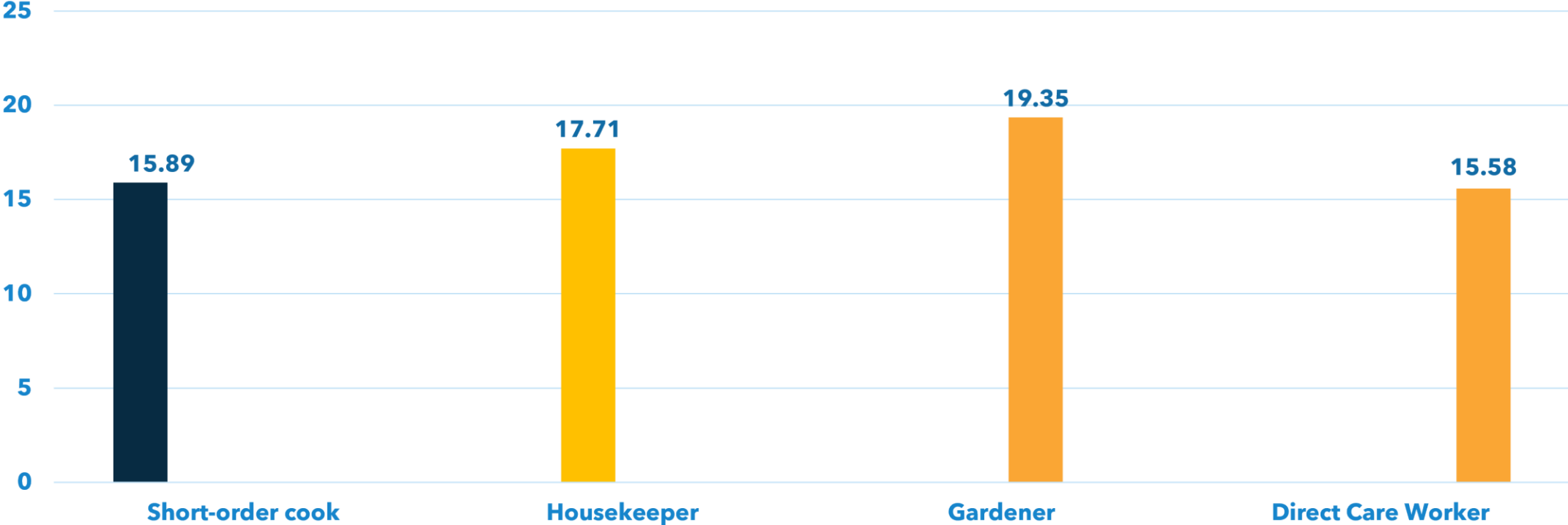
Department of Developmental Services (DDS)

Key Facts and Figures



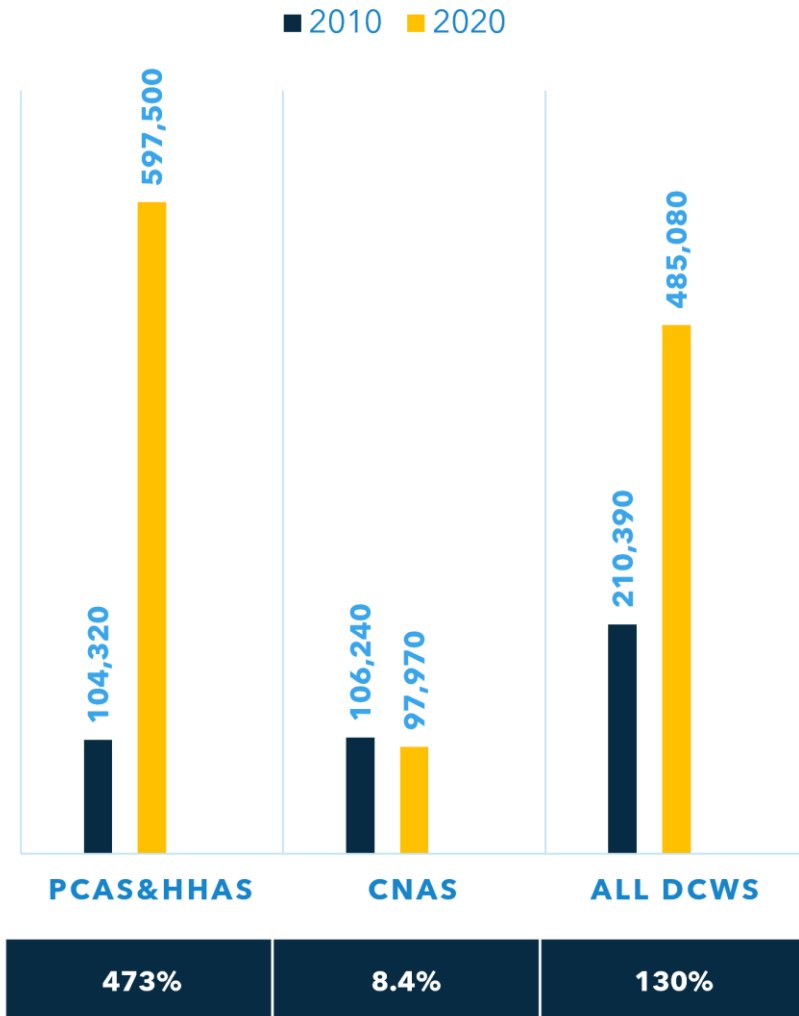
Key Facts and Figures

Wage Comparison

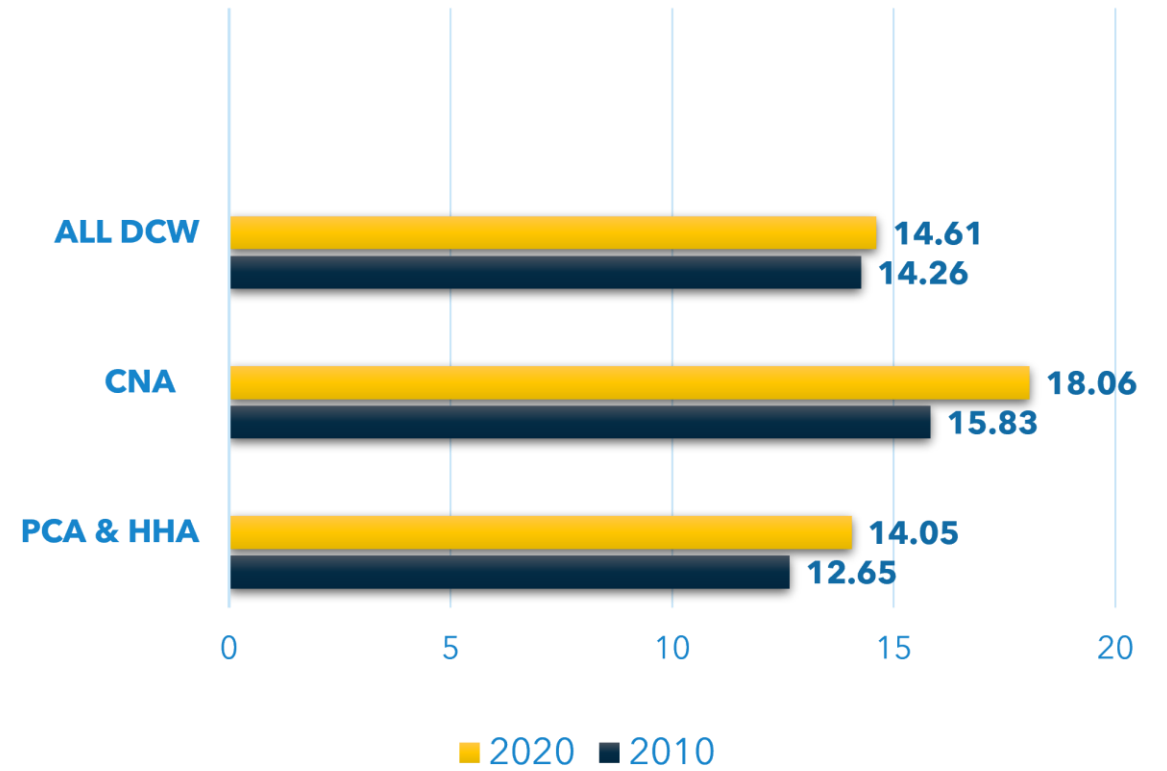


Key Facts and Figures

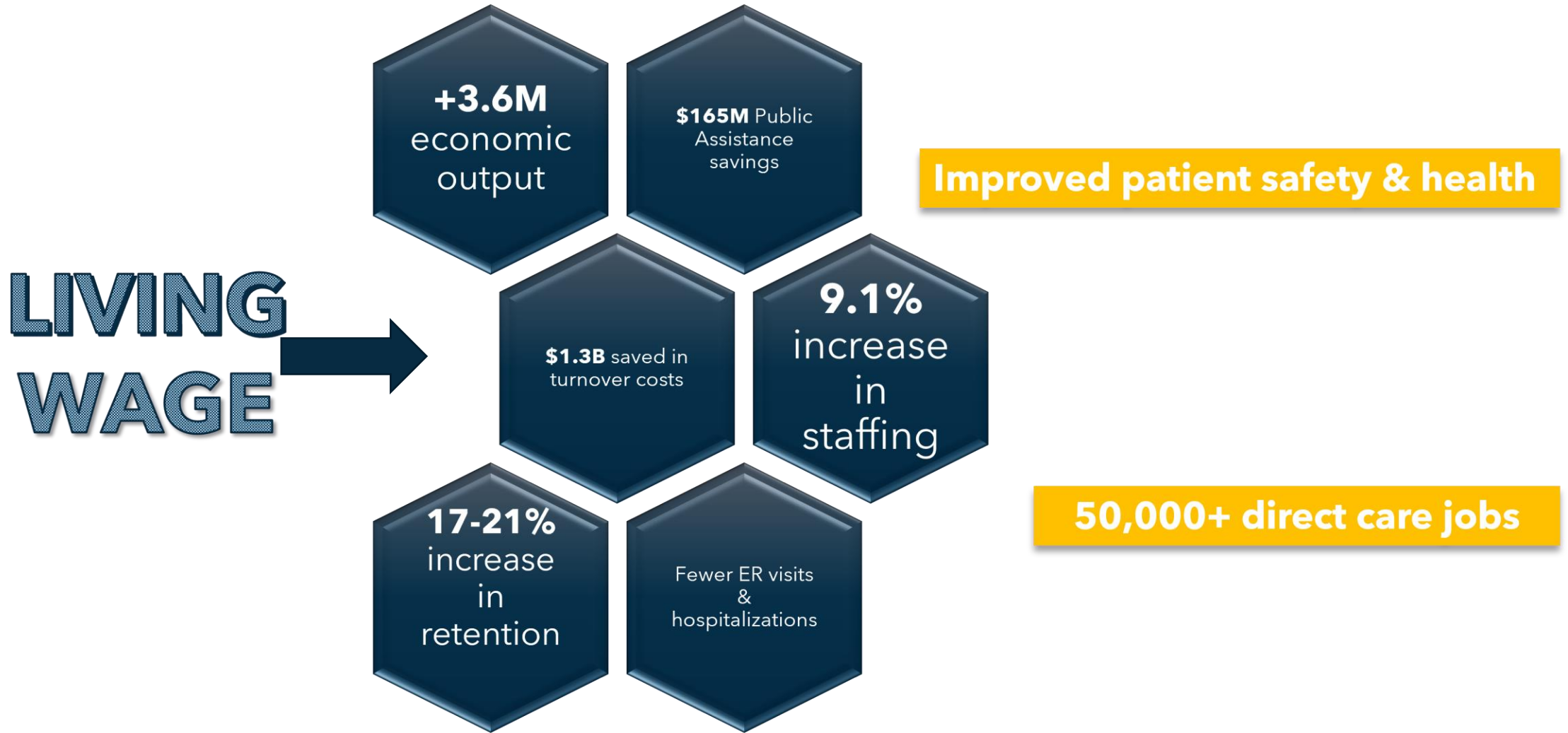
Job Growth



Median Hourly Wages



Impact of Raising the Wage Floor



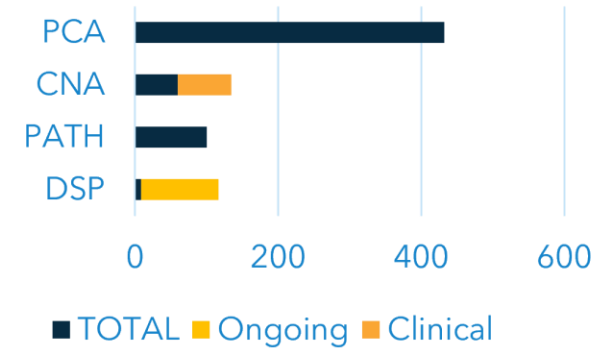
**Overview of
2021-2022
Investments**

Julia Figueira-McDonough
CA Labor & Workforce Development Agency

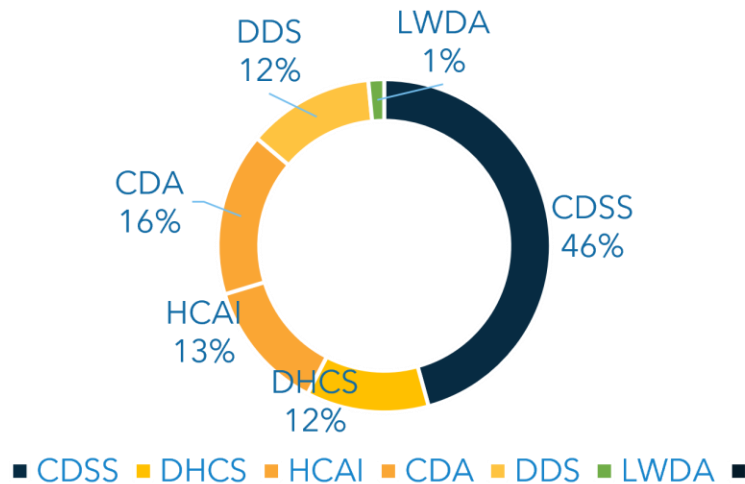
Summary of DCW Investments FY 21-22

TOTAL
\$946.4 Million

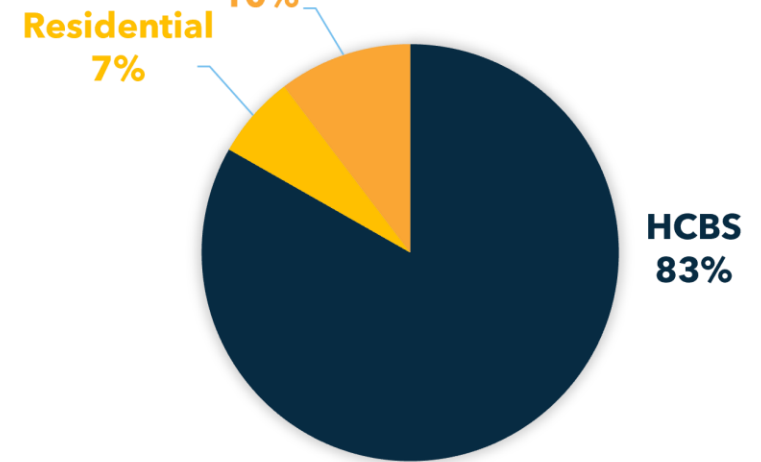
Job Category



Department



Both Setting



Personal Care Assistants

	IHSS Long Term Care Career Pathways	HCBS
TOTAL \$ INVESTMENT	<p>\$295.1M + \$137M for care economy stipends</p>	<p>\$150M +\$12.5M for care economy stipends</p>
TIME PERIOD	<p>2 years, through 3/24</p>	<p>2 years, through 3/24</p>
VOLUNTARY/REQUIRED	<p>Voluntary</p>	<p>Voluntary</p>
CONTENT	<ul style="list-style-type: none"> • Basic health & skills • Adult education • Cognitive: dementia, BH, I/DD • Complex physical needs • Transition from homelessness 	<p>Including but not limited to:</p> <ul style="list-style-type: none"> • Skill building • Cultural competency • Preventing unnecessary institutionalization • Improving quality of care
COMPENSATION	<p>Hourly wage paid for training, plus incentives under development</p>	<p>Under development</p>
RESPONSIBLE DEPARTMENT	<p>CA Department of Social Services (CDSS)</p>	<p>CA Department of Aging (CDA) Department of Health Care Services (DHCS)</p>

Certified Nursing Assistants (and Home Health Aides)

	@HCBS	@SNFs	
TOTAL \$ INVESTMENT	\$75M	\$45M	\$14.5M
TIME PERIOD	2 years	6 years	4 years
VOLUNTARY/REQUIRED	Required	TBD	Voluntary
CONTENT	Under development.	<ul style="list-style-type: none"> Establish new & expand current training opportunities. Provide scholarships, stipends, & grants. 	<ul style="list-style-type: none"> Expand CNA Apprenticeship Develop new CNA to LVN apprenticeship pathway
COMPENSATION	Under development.	<ul style="list-style-type: none"> Amounts of scholarships, stipends, grants TBD. 	<ul style="list-style-type: none"> Wrap-around services Earn and Learn Wage increase after passing state exam.
RESPONSIBLE DEPARTMENT	Department of Health Care Access & Information (HCAI)	HCAI	CA Labor & Workforce Development Agency (LWDA)

Direct Support Professional

	DSP
TOTAL \$ INVESTMENT	\$7.9M (FY21-22) \$23.4M (FY22-23) \$85.M Ongoing
TIME PERIOD	Ongoing (once implemented)
VOLUNTARY/REQUIRED	Voluntary
CONTENT	<ul style="list-style-type: none">• DSP Workforce Training and Development• DSP Bilingual Differential
COMPENSATION	<ul style="list-style-type: none">• Wage differentials tied to 3-tiered training/certification• Bilingual pay differential
RESPONSIBLE DEPARTMENT	Department of Developmental Services (DDS)

Providing Access & Transforming Health (PATH)

TOTAL \$ INVESTMENT	\$100M
TIME PERIOD	Multi-year
VOLUNTARY/REQUIRED	Required
CONTENT	<ul style="list-style-type: none">• Outreach to recruit workers with experience serving aging and disabled population, and homeless and formerly homeless individuals• Evidence-based practices for care coordination• Medical terminology and procedures• Coding, billing, data sharing
COMPENSATION	Training stipends under development
RESPONSIBLE DEPARTMENT	Department of Health Care Services (DHCS)

Department Highlights & Priorities

Susan DeMarois

CA Department of Aging

Claire Ramsey

CA Department of Social Services

Lisa Lowry

Department of Health Care Access & Information

Abby Snay

CA Labor & Workforce Development Agency

Catherine Knight

Department of Developmental Services

Joseph Billingsley & Anastasia Dodson

Department of Health Care Services

Closing Remarks

Susan DeMarois

Director

CA Department of Aging

Darci Delgado

Assistant Secretary

CA Health & Human Services Agency

Direct Care Workforce Investments Webinar

Thank you!

Please send any questions or comments to
Engage@aging.ca.gov



Agency/Department Acronyms

CalHHS CA Health & Human Services Agency

CDA CA Department of Aging

CDSS CA Department of Social Services

DDS Department of Developmental Services

DHCS Department of Health Care Services

CDPH CA Department of Public Health

HCAI Department of Health Care Access & Information (formerly OSHPD)

LWDA CA Labor & Workforce Development Agency

Key Terms

H RTP	High-Road Training Partnership	ADRD	Alzheimer's Disease & Related Dementias
WDB	Workforce Development Board	PCA	Personal Care Aide, a.k.a. personal attendant, personal assistant, caregiver, companion
IHSS	In-Home Supportive Services	CNA	Certified Nursing Assistant
ADP	Alzheimer's Disease Prevention	HHA	Home Health Aide
PATH	Projects in Assistance in Transition from Homelessness	DSP	Direct Support Professional
HCBS	Home & Community Based Services	RCFE	Residential Care Facility for the Elderly
ADL	Activities of Daily Living, such as eating, bathing, dressing, and toileting.	ARF	Adult Residential Facility
IADL	Intermediate Activities of Daily Living, such as housekeeping chores, meal preparation, and medication management.	SNF	Skilled Nursing Facility
		AL	Assisted Living
		ICF	Intermediate Care Facility