



**California G.R.O.W.s –  
CDA's Direct Care Workforce Initiative  
SEPTEMBER 30, 2022**

11:30:38 GOOD. OKAY, GOOD MORNING AND WELCOME TO THE CALIFORNIA GROWS WEBINAR ON BEHALF OF THE CALIFORNIA DEPARTMENT OF AGING.

11:30:50 WE ARE PROUD TO HOST THIS SESSION AS JUST ONE OF MANY EXAMPLES OF THE NEWSOME ADMINISTRATION AND THE LEGISLATURE'S NEARLY 2 BILLION DOLLAR INVESTMENT OVER 2 YEARS, IN OUR HEALTH AND HUMAN SERVICES WORKFORCE TODAY'S FOCUS IS ON JUST ONE SEGMENT OF A COMPREHENSIVE STATEWIDE

11:31:09 STRATEGY, DIRECT CARE WORKERS EMPLOYED OR CONTRACTING IN HOME AND COMMUNITY BASED SETTINGS WHO ARE NOT PART OF THE IN-HOME SUPPORT OF SERVICES OR IHSS.

11:31:21 PROGRAM. THE CALIFORNIA GROWS INITIATIVE ALSO INCLUDES UNPAID FAMILY CAREGIVERS.

11:31:27 MANY OF YOU KNOW THAT CALIFORNIA LAUNCHED A MASTER PLAN FOR AGING LESS THAN 2 YEARS AGO.

11:31:32 ONE OF THE 5 BOLD GOALS IN CALIFORNIA'S MASTER PLAN IS CAREGIVING THAT WORKS EARLY IN THE MASTER PLAN.

11:31:40 PROCESS, STAKEHOLDERS FROM THROUGHOUT THE STATE PRIORITIZED THE DIRECT CARE, WORKFORCE, AND FAMILY CAREGIVING, SETTING AN AMBITIOUS TARGET GOAL OF 1 MILLION 1 MILLION HIGH QUALITY CAREGIVING JOBS BY TWENTY-THIRTY DATA AND DEMOGRAPHICS MAKE WHO PROVIDES DIRECT CARE IN OUR STATE AND IN OUR NATION WOMEN IN PARTICULAR

11:32:04 WOMEN OF COLOR. OUR CARE ECONOMY IS FRAGILE, AND IN NEED OF INVESTMENT AND PRIORITIZATION.

11:32:12 THE CALIFORNIA HEALTH AND HUMAN SERVICES AGENCY, AND THE LABOR AND WORKFORCE DEVELOPMENT AGENCY SHARE THIS PRIORITY, FOCUS ON CAREGIVING THAT WORKS.

11:32:22 AND WE'RE EXCITED TO BRING EXPERT PERSPECTIVES TO YOU TODAY IN ADVANCE OF THE RELEASE OF SIGNIFICANT NEW FUNDING.

11:32:29 WHEN THE RFA. FOR THE CALIFORNIA GROWS, INITIATIVE COMES OUT LATER.

11:32:33 THIS FALL WE ARE FORTUNATE TO PARTNER WITH 2 OUTSTANDING EXTERNAL EXPERTS.

11:32:40 SELL, ADD AND COLLABORATE CONSULTING WHO YOU WILL HEAR FROM SHORTLY.

11:32:45 I WANT TO THANK SARAH STEINHAUSEN, THE DEPARTMENT OF AGING'S DEPUTY DIRECTOR OF AGING POLICY, RESEARCH AND EQUITY FOR LEADING OUR MASTER PLAN FOR AGING AND DIRECT CARE WORKFORCE INITIATIVES SINCE HER ARRIVAL AT THE DEPARTMENT IN JANUARY OF THIS YEAR AND I AM ESPECIALLY

11:33:03 GRATEFUL TO A KEY NEW EXECUTIVE ON THE CDA TEAM WHO IS RESPONSIBLE FOR THE CALIFORNIA GROWS INITIATIVE AND OUR WORK ACROSS DEPARTMENTS AND AGENCIES TO ELEVATE EDUCATE AND EMPOWER THE DIRECT CARE WORKFORCE I'M DELIGHTED TO NOW, TURN TODAY'S PROGRAM OVER TO

11:33:31 THANK YOU. DIRECTOR DE MORRIS, FOR THAT WELCOME AND INTRODUCTION, AND THANK YOU TO EVERYONE WHO IS ON THE WEBINAR.

11:33:41 NOW WE ARE REALLY EXCITED ABOUT THIS NEW INITIATIVE, AND TO SHARE INFORMATION WITH YOU TODAY ABOUT THAT INITIATIVE.

11:33:52 NEXT SLIDE PLEASE SO TODAY I'M GOING TO START BY GIVING SOME BACKGROUND.

11:34:01 JUST BRIEFLY TALKING ABOUT THE LANDSCAPE, WHAT THE WORKFORCE CRISIS IS, AND THE OPPORTUNITY THAT WE HAVE TO MOVE FORWARD AND BUILD UP THE DIRECT CARE WORKFORCE.

11:34:11 AND THEN I WILL FOCUS SPECIFICALLY ON CDAS DIRECT CARE WORKFORCE, INITIATIVE.

11:34:17 THE CALIFORNIA GROWTH PROGRAM AFTER I AM MY PRESENTATION IS DONE.

11:34:24 WE WILL THEN HEAR FROM LAURIE PETERSON WHAT'S COLLABORATIVE?

11:34:28 CONSULTING, AND I WILL INTRODUCE HER WHEN WE GET TO HER PRESENTATION.

11:34:33 AND AFTER LORI IS FINISHED WE WILL HAVE A PANEL DISCUSSION WITH SOME REALLY GREAT STAKEHOLDERS THAT HAVE THEIR OWN KIND OF LIVED EXPERIENCES AND EXPERTISE.

11:34:47 ON THIS TOPIC, AND I'M REALLY EXCITED TO TALK TO THEM AND GET THEIR PERSPECTIVE.

11:34:54 AND THEN, AFTER OUR PANEL DISCUSSION, WE WILL HAVE SOME TIME AT THE END TO TAKE SOME QUESTIONS FROM THE AUDIENCE.

11:35:03 SO WE HAVE QUITE A BIT TO GET THROUGH TODAY, SO I WILL GO AHEAD AND GET STARTED NEXT SLIDE.

11:35:09 PLEASE, THANK YOU. OKAY, SO I'M INTO THE CHANGING LANDSCAPE BECAUSE IN THE LANDSCAPE OF CALIFORNIA IS CHANGING, IN A COUPLE OF DIFFERENT WAYS.

11:35:19 NEXT SLIDE SO CALIFORNIA AND CALIFORNIA ARE GETTING OLDER, AND THE PORTION OF THE POPULATION THAT IS 60 AND OVER IS INCREASING, AND YOU CAN SEE FROM THESE 2 GRAPHS HERE THAT BY 2,030 ABOUT 25% OF OF THE POPULATION IN CALIFORNIA WILL BE OVER THE AGE OF 16 NEXT SLIDE AND NOT ONLY

11:35:49 IS CALIFORNIA GETTING OLDER, BUT IT'S ALSO BECOMING MORE DIVERSE SPECIFICALLY, THAT 60 AND OLDER POPULATION, I MEAN, YOU CAN SEE FROM THE GRAPH GRAPH ON THIS PAGE THAT

OVER TIME CALIFORNIA 60 AND OVERPOPULATION IS BECOMING MORE RACIALLY AND ETHNICALLY DIVERSE NEXT SLIDE PLEASE USE AND SO I

11:36:16 MENTIONED I WAS GONNA TALK ABOUT THE WORKFORCE CRISIS AND WHAT THAT IS.

11:36:21 BUT BEFORE WE TALK ABOUT THE WORKFORCE CRISIS, I ALSO WANT TO TO TALK ABOUT WHO THE WORKFORCE IS.

11:36:28 WHEN I TALK ABOUT THE DIRECTOR WORKFORCE. WHO ARE WE TALKING ABOUT NEXT SLIDE?

11:36:35 SO THIS SLIDE IS JUST SHOWING YOU KIND OF A QUICK GLANCE INTO THE DIRECT CARE WORKFORCE.

11:36:41 YOU CAN SEE HERE THAT THE MAJORITY OF DIRECT CARE WORKERS ARE WOMEN.

11:36:47 ALMOST HALF ARE IMMIGRANTS, AND A LITTLE MORE THAN HALF RECEIVED SOME TYPE OF PUBLIC ASSISTANCE.

11:36:54 I MEAN, I DO WANT TO POINT OUT THAT THIS DATA IS SPECIFIC TO TO CALIFORNIA.

11:37:00 SO THE THE POINT THAT I'M TRYING TO GET AT WITH THIS SLIDE IS THAT THE DIRECT CARE WORKFORCE IN CALIFORNIA IT'S LARGELY UNDERVALUED, UNDERPAID THE MAJORITY OF DIRECTOR WORKERS COME FROM FROM POPULATIONS THAT HAVE BEEN HISTORICALLY UNDERSERVED AND MARGINALIZED NEXT SLIDE

11:37:22 PLEASE. AND SO THE NEED FOR DIRECT CARE WORKERS IS URGENT BECAUSE OF KIND OF THE OLDER ADULT POPULATION, INCREASING AND ALSO BECAUSE OF COVID, SO DIRECT CARE WORKERS HAVE BEEN ESSENTIAL IN THE WITHIN THE PANDEMIC IN KEEPING OLDER ADULTS AND INDIVIDUALS WITH DISABILITIES, SAFE AND FROM COVID

11:37:48 19, AND THEIR WORK HAS BEEN ESSENTIAL. HOWEVER, COVID HAS HAD AN IMPACT ON THE WORKFORCE.

11:37:57 IT'S DEPLETED THE WORKFORCE. A LOT OF WORKERS ARE EXPERIENCING FATIGUE AND BURNOUT, AND THEY'RE LEAVING THE WORKFORCE FOR PERHAPS LESS DEMANDING LESS STRESSFUL JOBS THAT YOU KNOW PAY PAY.

11:38:12 MORE SO THAT HAS CAUSED LABOR SHORTAGES IN THE DIRECT CARE WORKFORCE, SECTOR, AND THAT'S ONLY PROJECTED TO GROW MORE DIRE IN THE FUTURE WITH THE INCREASING OLDER ADULT POPULATION YEAH, AND THEY ALSO TALKED ABOUT HOW THE OLDER ADULT POPULATION IS BECOMING MORE DIVERSE AND SO BECAUSE THAT WE NEED TO THINK ABOUT HOW DO WE BUILD UP

11:38:37 A DIVERSE AND CULTURALLY COMPETENT WORKFORCE TO CARE FOR CHANGING AND POPULATION THAT'S BECOMING MORE DIVERSE.

11:38:49 NEXT SLIDE.

11:38:52 SO NOW I'M JUST GONNA BRIEFLY TALK ABOUT THE PATH FORWARD FOR BUILDING UP THE WORKFORCE AND TALK A BIT ABOUT KIND OF WHAT THE STATE IS DOING AS A WHOLE, AND I WON'T GET TOO MUCH INTO THIS CO I KNOW WE HAVE SOME GREAT PANELISTS LATER ON IN THE WEBINAR THAT ARE

11:39:10 GOING TO FOCUS ON THIS, BUT I'LL JUST GIVE A KIND OF A BRIEF OVERVIEW NEXT SLIDE.

11:39:14 PLEASE.

11:39:17 SO THIS SLIDE IS SHOWING SOME OF THE INVESTMENTS THAT CALIFORNIA HAS MADE INTO ADDRESSING THE WORKFORCE CRISIS, IN THE 2122 STATE BUDGET.

11:39:30 THERE WAS ROUGHLY 946 MILLION PUT FORWARD FOR TRAINING AND STIPENDS FOR DIRECT CARE WORKERS.

11:39:38 AND THEN IN THE MOST RECENT STATE BUDGET. THERE'S A 1 POINT, 4 BILLION DOLLAR PACKAGE FOCUSED ON BUILDING THE PIPELINE OF DIRECT CARE WORKERS AND YOU'RE GONNA HEAR A LITTLE BIT MORE.

11:39:50 ABOUT SOME OF THESE INVESTMENTS LATER ON IN OUR WEBINAR.

11:39:53 OKAY. AND SO NOW WE ARE GONNA GET INTO THE CALIFORNIA GROWTH PROGRAM IN PARTICULAR.

11:40:03 AND I'M GONNA START WITH SOME BACKGROUND, AND THEN WE'LL GET INTO THE SPECIFICS OF THE PROGRAM.

11:40:10 AND SO WHAT YOU'RE SEEING HERE. THIS IS TEXT TAKEN FROM THE STATES.

11:40:17 HCBS: SPENDING PLAN, AND THAT IS THE PLAN THAT THE STATE SUBMITTED TO THE FEDERAL GOVERNMENT, DETAILING HOW IT WAS GOING GOING TO SPEND THE ADDITIONAL FUNDING THAT IT RECEIVED IN THE AMERICAN RESCUE PLAN ACT THE AMERICAN RESCUE PLAN.

11:40:35 ACT PROVIDED STATES WITH ADDITIONAL FUNDING FOR EXPENDITURES RELATING TO HOME AND COMMUNITY BASED SERVICES, AND AS PART OF THAT, GO BACK TO THE NEXT.

11:40:45 THANK YOU. SO AS PART OF THAT, THE STATE. EXCUSE ME.

11:40:51 CDA RECEIVED 150 MILLION DOLLARS TO DEVELOP A TRAINING AND STIPEND PROGRAM, AND SO THE TEXT THAT I'VE HIGHLIGHTED HERE.

11:41:02 I HIGHLIGHTED THIS SPECIFICALLY TO SHOW YOU THE GOALS AND THE PURPOSES OF THE PROGRAM WHICH IS TO IMPROVE QUALITY OF CARE, RESPOND TO A WORKER SHORTAGES PREVENT UNNECESSARY INSTITUTIONALIZATION.

11:41:16 AND WE WANT TO DO THAT BY INCLUDING PROVING SKILLS OF WORKERS PROVIDING THEM WITH SOME ADDITIONAL STIPEND COMPENSATION AND HELPING TO RETAIN THE WORKERS THAT ARE CURRENTLY IN DIRECT CARE.

11:41:29 WORKFORCE NEXT SLIDE. SO THIS SLIDE I KNOW THERE IS A LOT OF INFORMATION ON THE SLIDE, BUT I WANTED TO SHOW THE DIFFERENT CLASSIFICATIONS DIRECT CARE WORKERS THAT ARE ELIGIBLE FOR THE CALIFORNIA GROWTH PROGRAM AS WELL AS THE DIFFERENT PROGRAMS AND SETTINGS THAT ARE ELIGIBLE AND SO AGAIN I KNOW THERE'S A LOT

11:41:52 OF INFORMATION HERE, BUT AND THERE ARE A LOT OF DIFFERENT WORKERS THAT ARE ELIGIBLE FOR OUR PROGRAM.

11:42:01 AND THIS THOUGHT BEHIND THAT IS THAT WE'VE WANTED TO TRY AND HAVE AS WIDE A REACH AS POSSIBLE TO BE ABLE TO GET TO ALL OF THE DIFFERENT TYPES OF WORKERS THAT ARE HAVING THAT DIRECT INTERACTION WITH THE OLDER ADULT POPULATION AND I DO WANT TO POINT OUT THAT THIS LIST THAT YOU SEE HERE

11:42:23 THIS IS NOT AN EXHAUSTIVE LIST. SO THERE MAY BE OTHER TYPES OF WORKERS, OR EVERY OTHER TYPES OF SETTINGS THAT ARE ELIGIBLE FOR THE PROGRAM, BUT THESE ARE JUST A FEW.

11:42:34 EXAMPLES, AND I ALSO DO WANT TO POINT OUT THE LAST BULLET IN DIRECT CARE WORKERS ON PAGE FAMILY CAREGIVERS, SO UNPAID FAMILY CAREGIVERS WILL BE ELIGIBLE TO PARTICIPATE IN THE CALIFORNIA GROWTH PROGRAM THEY WILL BE ABLE TO TAKE UP TAKE PART IN THE TRAINING

11:42:55 COURSES THAT ARE OFFERED THROUGH THE PROGRAM. SO I JUST WANTED TO HIGHLIGHT THAT FOR YOU ALL AS WELL.

11:43:02 AT NEXT SLIDE. PLEASE SO HERE I WANTED TO SHOW THE DIFFERENT COMPONENTS OF THE CALIFORNIA GROWTH PROGRAM AND TALK ABOUT THOSE A BIT WITH YOU ALL.

11:43:12 I'LL START WITH THE 5 TRAINING PATHWAYS. SO WE ARE LEVERAGING A PROGRAM AT THE DEPARTMENT OF SOCIAL SERVICES OR SISTER DEPARTMENT, AND THEY HAVE A PROGRAM.

11:43:26 THE IHS CAREER PATHWAYS PROGRAM THAT IS PROVIDING FREE TRAINING COURSES TO THE IHSS WORKER POPULATION.

11:43:37 IN THERE 5 DIFFERENT CATEGORIES OR PATHWAYS FOR THOSE COURSES.

11:43:42 SOME ARE MORE GENERAL RELATING TO HEALTH AND SAFETY AND ADULT EDUCATION, AND THEN SOME ARE MORE SPECIALIZED.

11:43:49 FOR EXAMPLE, DEALING WITH INDIVIDUALS, WITH COGNITIVE IMPAIRMENTS, OR A COMPLEX PHYSICAL CARE, NEEDS BUT ALL OF THE INDIVIDUALS THAT ARE PARTICIPATING IN THE CALIFORNIA GROWTH PROGRAM WILL ALSO BE ABLE TO TAKE PART AND ACCESS THE TRAININGS OFFERED BY THE IHSS CAREER.

11:44:12 PATHWAY PROGRAM. THAT'S BEING IMPLEMENTED BY THE DEPARTMENT OF SOCIAL SERVICES IN THE NEXT PEACEFUL LEARNING AND INNOVATIONS INSTITUTE, YOU CAN THINK OF.

11:44:25 THIS IS A TRAINING INVENTORY, SO IT WILL BE A DATABASE THAT INDIVIDUALS WORKERS CAN GO TO AND LEARN ABOUT THE DIFFERENT TRAINING OPPORTUNITIES THAT ARE AVAILABLE TO THEM.

11:44:37 BUT AND THE GOAL OF THIS IS TO DEVELOP HIM CONSISTENT HIGH QUALITY AND ACCEPTABLE TRAINING STATEWIDE.

11:44:44 AND THIS THE THE HOPE IS THAT THIS LEARNING AND INNOVATIONS INSTITUTE WILL LIVE ON PAST THE CALIFORNIA GROWTH PROGRAM AND THAT THIS WILL BE A RESOURCE THAT WILL BE MAINTAINED.

11:44:56 EVEN AFTER THE CALIFORNIA GROWS PROGRAM, AND THE NEXT PIECE IS THE INNOVATION FUND.

11:45:04 SO THIS WILL BE A POT OF FUNDING THAT WILL PROVIDE GRANTS AND SUPPORT INNOVATIVE APPROACHES TO TRAINING, RECRUITMENT AND RETENTION FOR THE DIRECT CARE WORKFORCE AND I'LL TALK A BIT MORE ABOUT THAT IN THE NEXT SLIDE.

11:45:22 BUT THE LAST PIECE IS AN EVALUATION. SO WE ARE WORKING WITH UCSF AND YOU'LL HEAR FROM THE PRIMARY INVESTIGATOR.

11:45:33 DR. JOANNE SETZ, WHO IS WORKING WITH US ON THIS EVALUATION LATER.

11:45:39 BUT I'M REALLY EXCITED ABOUT THIS EVALUATION, BECAUSE NOT ONLY ARE WE GOING TO BE LOOKING AT THE IMPACT OF THE PROGRAM, OR ON WORKER RETENTION AND SKILL DEVELOPMENT AMONG WORKERS.

11:45:52 BUT WE ALSO WANT TO LOOK AT THE RECIPIENTS OF CARE AND LOOK TO SEE IF THEIR QUALITY OF CARE HAS IMPROVED IF YOU REMEMBER, BACK TO THE SLIDE WHERE I TALKED ABOUT THE PURPOSES OF THE PROGRAM, ONE OF THE PURPOSES WAS TO IMPROVE QUALITY OF CARE SO WITH THIS EVALUATION WE'RE GOING TO BE

11:46:09 INTERVIEWING AND SERVING NOT ONLY WORKERS, BUT ALSO THE PEOPLE THAT THEY CARE FOR, AND TO SEE IF THEIR QUALITY OF CARE HAS IMPROVED.

11:46:21 NEXT. SLIDE. PLEASE. SO TALK A BIT MORE ABOUT THE INNOVATION FUND.

11:46:26 NOW, THE INNOVATION FUND IS PROVIDING GRANTS FOR FOR NEW AND NOVEL APPROACHES TO TRAINING OF THE WORKFORCE, RECRUITMENT AND RETENTION OF THE WORKFORCE, AND ORGANIZATIONS WILL HAVE THE OPPORTUNITY TO APPLY FOR FUNDING AND THAT FUNDING CAN AGAIN BE USED FOR ADMINISTERING

11:46:49 TRAINING, OR SOME EXCUSE ME, OR DEVELOPING A NEW APPROACH TO RECRUITMENT OR RETENTION.

11:46:58 NEXT, SLIDE AND OH, SORRY! GO BACK ONE MORE, THANK YOU.

11:47:06 SO THE WE'RE HOPING TO LAUNCH OR EXCUSE ME NOT LAUNCH.

11:47:13 WE'RE HOPING TO RELEASE THE REQUEST FOR APPLICATIONS FOR THE INNOVATION FUND IN NOVEMBER.

11:47:18 SO ABOUT A MONTH FROM NOW AND THEN ORGANIZATIONS WILL HAVE 30 DAYS TO SUBMIT THEIR APPLICATIONS, AND THEN WE'LL REVIEW THOSE OVER THE WINTER, AND THEN THE PLAN IS TO THEN LAUNCH THE PROGRAM THE INNOVATION FUND AS WELL, AS SOME OF THOSE TRAINING.

11:47:40 COURSES IN THE 5 TRAINING PATHWAYS WERE OR THE NON IHSS WORKERS TO LAUNCH BOTH OF THOSE EARLY IN 23.

11:47:51 SO HI, I'M GOING TO STOP HERE NOW, AND I WANT TO PASS IT TO LORI PETERSON, WHO HAS BEEN WORKING WITH US AND HER TEAM AT COLLABORATIVE CONSULTING TO HELP US KIND OF THINK THROUGH THE CALIFORNIA GROWTH PROGRAM AND HOW IT WILL BE DESIGNED IT'S A

11:48:13 COLLABORATIVE CONSULTING SERVES A RANGE OF HEALTH AND SOCIAL SECTOR CLIENTS, INCLUDING COMMUNITY-BASED ORGANIZATIONS, HEALTH SYSTEMS, FOUNDATIONS, ASSOCIATIONS, AND GOVERNMENT ENTITIES.

11:48:26 AND THEIR WORK RESIDES AT THE INTERSECTION OF ASSESSMENT, COLLABORATION, STRATEGY, AND ACTION AND HELPS THEIR CLIENTS DESIGN, PLAN AND LAUNCH NEW INITIATIVES AND CHANGE EFFORTS TO IMPROVE THE SYSTEM OF HEALTH AND SOCIAL CARE.

11:48:41 SO NOW I WILL STOP HERE, AND I WILL PASS IT TO LAURIE.

11:48:45 GOT IT. THANKS, RENEE, AND AND THANKS FOR THE GREAT OPENING, TOO.

11:48:51 GO AHEAD AND LET'S GO TO THE NEXT SLIDE.

11:48:53 SO AS WE'RE NEEDED, MENTIONED, WE'VE BEEN WORKING WITH THE CDA TEAM AND KIND OF THINKING THROUGH WHAT THE DESIGN OF CALIFORNIA GROWS MIGHT LOOK LIKE, AND ANY GOOD DESIGN STARTS WITH QUITE A BIT OF STAKEHOLDER ENGAGEMENT SO I'M GOING TO TALK A LITTLE BIT ABOUT WHAT WE'VE BEEN

11:49:12 DOING, WHAT WE'VE BEEN LEARNING, AND THEN WHERE WE'RE HEADED.

11:49:16 AND THIS IS JUST A QUICK SNAPSHOT OF THE KIND OF OUR SCOPE OR THE PROJECT SCOPE, AND STARTING OBVIOUSLY WITH GETTING SOME OF THE THE FUNDAMENTALS IN PLACE PHASE 2 WHICH IS THE STAKEHOLDER ENGAGEMENT, WHICH I'LL TALK A LITTLE BIT MORE ABOUT IN A MOMENT IN PARALLEL WHERE

11:49:32 WE WERE RUNNING PHASE 3, WHICH IS THE PROMISING PRACTICE RESEARCH WHICH I'LL ALSO HIGHLIGHT IN A MOMENT, AND THEN PHASE 4, WHICH IS WHERE WE ARE RIGHT NOW, WHICH IS REALLY THAT SYNTHESIZING OF THE INFORMATION SOME DESIGNING AND SOME DECISION-MAKING, AND THEN COMING OUT ON THE END WITH

11:49:51 THE POTENTIAL ELEMENTS FROM THE DESIGN OF CALIFORNIA GROWS NEXT SLIDE, PLEASE.

11:49:58 SO STAKEHOLDER ENGAGEMENT. WE HEARD FROM 57 VOICES IN A VARIETY OF AREAS SO IF YOU LOOK AT THE AT THE SCREEN HERE, WE HEARD FROM HOME AND COMMUNITY-BASED SERVICE PROVIDERS WE HEARD FROM PROVIDER ASSOCIATIONS WE HEARD FROM SOME SUBJECT MATTER EXPERTS ADVOCACY GROUP AND

11:50:21 WE DID SOME FOCUS GROUPS WITH THE DIRECT CARE WORKFORCE, AND WE WERE REALLY INTERESTED IN UNDERSTANDING.

11:50:27 THEIR PERSPECTIVE, OF WHAT'S THE CURRENT LANDSCAPE WHEN IT COMES TO TRAINING THE DIRECT CARE WORKFORCE WITHIN THOSE HOME AND COMMUNITY BASED SETTINGS THAT RENEE APPOINTED TO EARLIER IN HER SLIDES?

11:50:40 WHAT ARE SOME OF THE CHALLENGES, LIMITATIONS, AND GAPS?

11:50:44 AND THEN, WHAT ARE THESE PRACTICES OR CONDITIONS THAT NEED TO BE PUT IN PLACE FOR A TRAINING AND STIPEND INITIATIVE TO ACHIEVE THE OUTCOMES OF INTEREST AS RENITA MENTIONED, INCREASING JOB SATISFACTION, INCREASING RETENTION AND ALSO PROVIDING CAREER ADVANCEMENT OPPORTUNITIES FOR THE DIRECT CARE WORKFORCE SO

11:51:10 THOSE ARE THE TYPES OF QUESTIONS THAT WE ENGAGE THE STAKEHOLDERS.

11:51:14 AND, LIKE I SAID, WE HEARD FROM 57 VOICES.

11:51:19 THIS IS A REPORT THAT WILL BE AVAILABLE ON THE CDA WEBSITE.

11:51:24 I BELIEVE I MAY NEED TO BE CORRECTED BY RENEWED AFTERWARDS.

11:51:28 BUT THIS IS A REPORT IN AND OF ITSELF. SO IF YOU'RE INTERESTED, AND HEARING MORE DETAIL ABOUT WHAT WE HEARD FROM STAKEHOLDERS, PLEASE ACCESS THAT REPORT.

11:51:39 SECOND IS, WE LAUNCHED A DIRECT CARE WORKFORCE SURVEY, AND WE ARE STILL IN THE PROCESS OF SYNTHESIZING.

11:51:48 SOME OF THIS INFORMATION, ALTHOUGH WE DO HAVE QUITE A BIT OF DATA, AND, AS YOU CAN SEE, WE ENDED UP HEARING FROM 600 OVER 600 DIRECT CARE WORKERS IN A VARIETY OF SETTINGS IN A VARIETY OF ROLES, AND WHAT WE WERE INTERESTED IN HEARING FROM THE DIRECT CARE WORKFORCE IS WHAT WOULD BE MEANINGFUL

11:52:08 TO THEM WHAT TOPICS ARE THEY INTERESTED IN WHEN IT COMES TO TRAINING?

11:52:13 WHAT WOULD BE MEANINGFUL STIPEND, AND WHAT WOULD THAT STIPEND BE LINKED TO?

11:52:21 WE WERE ALSO INTERESTED IN HEARING SOME OF THE BARRIERS THAT THEY'VE EXPERIENCED IN THE PAST.

11:52:25 AROUND ACCESSING TRAINING, AS WELL AS WHAT ARE SOME OF THEIR PREFERRED METHODS OR MODALITIES FOR RECEIVING, TRAINING AND RETAINING AND APPLYING THAT TRAINING.

11:52:37 SO THOSE ARE THE TYPES OF QUESTIONS WE WERE INTERESTED IN HEARING FROM THE GENERAL CARE WORKFORCE AGAIN.

11:52:44 LIKE I MENTIONED THIS WILL BE ITS OWN SEPARATE REPORT. EVERYBODY WILL BE WELCOME TO GET THOSE SURVEY RESULTS.

11:52:52 AT THE SAME TIME WE WERE RUNNING IN PARALLEL. WHAT IS THE LITERATURE TELLING US SO?

11:52:56 WHAT CAN WE LEARN FROM OTHER STATES THAT ARE DOING DIRECT CARE, WORKFORCE, TRAINING, INITIATIVES?

11:53:02 WHAT CAN WE LEARN FROM PAST THE INITIATIVES? THERE'S BEEN INITIATIVES IN CALIFORNIA AND OTHER STATES THAT WE CAN.

11:53:07 WE CAN LEARN FROM AND LEVERAGE THAT LEARNING WE WANTED TO LEARN A LITTLE BIT ABOUT TRAINING FORMATS, CAREER LADDERS AND PATHWAYS, AND THEN DIFFERENT TYPES OF STIPENDS BOTH FROM AN AMOUNT AND AN APPROACH.

11:53:22 SIDE AND THEN SOME EVALUATION METHODOLOGIES.

11:53:25 SO THAT'S KIND OF THE DETAILS OF THE ENGAGEMENT AND RESEARCH PROCESS NEXT, SLIDE.

11:53:31 PLEASE, AND THEN WHAT WE DID IS WE STEPPED BACK AND LOOKED AT.



11:53:37 OKAY, WHAT ARE WE LEARNING FROM STAKEHOLDERS? WHAT ARE WE LEARNING FROM THE RESEARCH?

11:53:42 AND WHAT HAVE WE LEARNED THROUGH THE DIRECT CARE, WORKFORCE, SURVEY, AND WE STARTED TO PULL THE THEMES AND THE ELEMENTS ACROSS ALL 3 OF THOSE ACTIVITIES.

11:53:54 I'LL JUST SAY THAT WE THAT WE'VE DONE THROUGHOUT THIS PROCESS, AND STARTED TO SEE WHERE THERE WAS SIMILARITIES.

11:54:01 AND THEN WE WE KIND OF CATEGORIZED. HERE ARE SOME POTENTIAL CALIFORNIA GROWS DESIGN CONSIDERATIONS THAT WE LEARNED AGAIN FROM THE STAKEHOLDERS AND THE RESEARCH.

11:54:14 AND I WANT TO EMPHASIZE. THESE ARE CONSIDERATIONS RIGHT NOW, NOT NECESSARILY COMMITMENTS, BUT WE AND THESE CONSIDERATIONS WERE REALLY ANCHORED IN AGAIN.

11:54:26 THE LEARNING FROM STAKEHOLDERS AND RESEARCH, BUT ALSO WHAT NEEDS TO BE PUT IN PLACE TO MOVE CLOSER.

11:54:35 SO THOSE OUTCOMES OF INTEREST WHICH I'LL REITERATE ARE INCREASING THE JOB SATISFACTION OF DIRECT CARE, WORKERS, INCREASING RETENTION OF DIRECT CARE WORKERS AND PROVIDING CAREER ADVANCEMENT, OPPORTUNITIES.

11:54:48 SO I'M NOT GONNA GET INTO ALL OF THIS, BUT I'LL JUST KINDA I'LL GO OVER BRIEFLY.

11:54:54 SO THE FIRST ONE DEVELOP CORE COMPETENCIES AS THE BASIS FOR TRAINING, CONTENT AND CAREER PATHWAYS.

11:55:01 AND SOME OF THESE BULLET POINTS, YOU KNOW, DEVELOPING FOR A BROAD RANGE OF DIRECT CARE WORKERS, AS YOU SAW IN ONE OF HERITA SLIDES THERE IS A BROAD RANGE THAT THIS INITIATIVE IS TARGETING ON TOP OF THAT DEVELOP SPECIALIZED COMPETENCIES TO BUILD ON THE CORE LOOK INTO AN EXPLORE CAREER LADDERS

11:55:21 AND LATTICES OFFERED THE ABILITY TO LAYER THE CREDENTIALS FOR PROFESSIONAL DEVELOPMENT, AND THEN, REALLY UTILIZING A MULTIDISCIPLINARY PERSPECTIVE WHICH WE HAVE DONE THROUGH THE STAKEHOLDER ENGAGEMENT THAT TO HELP KIND, OF THINK THROUGH THE DESIGN OF THE TRAINING SECOND WHICH IS NO SURPRISE BUT TO

11:55:43 MAKE ACCESSIBILITY A PRIORITY. AND, BY THE WAY, IN THE DIRECT CARE, WORKFORCE SURVEY.

11:55:50 THIS WAS THE THE NUMBER ONE REASON NUMBER ONE BARRIER AROUND TRAINING BEING A CHALLENGE BECAUSE OF NOT ENOUGH TIME BECAUSE OF OTHER PRIORITIES AND COMMITMENTS.

11:56:03 NOT BEING ABLE TO BE PAID FOR THE TIME TO TAKE TO TO GO TO TRAINING.

11:56:08 AND SO SOME OF THESE ARE THINGS THAT WE ALSO LEARNED TRAINING ON DIFFERENT TIMES AND DATES, TRANSPORTATION OR CHILD CARE SUPPORT AND OR VOUCHERS TO SUPPORT THOSE THINGS.

11:56:21 COACHES, SO PROVIDING, COACHING WITH ENROLLMENT AND RETENTION, AND WHAT WE MEAN BY RETENTION.

11:56:27 HERE IS RETENTION OF THE TRAINING MATERIAL. SO THESE ARE SOME ELEMENTS THAT CAME OUT AROUND MAKING ACCESSIBILITY A PRIORITY.

11:56:34 NEXT SLIDE PLEASE. FEW OTHER ONES HERE. OFFER A MIX OF TRAINING MODALITIES THAT ARE ANCHORED IN ADULTS, CENTER LEARNING BY FAR A HYBRID OF ON OFFER IN PERSON AND VIRTUAL SO ONLINE AND IN PERSON.

11:56:52 THAT WAS BY FAR KIND OF THE NUMBER ONE WAY FOLKS LIKE TO RECEIVE TRAINING, CUSTOMIZING THE CONTENT, MAKING IT RELEVANT AND PLENTY OF HANDS-ON EXPERIENCE PRACTICE OPPORTUNITIES.

11:57:05 SO A LOT OF FOLKS TALKED ABOUT THE VALUE OF ON THE JOB TRAINING.

11:57:10 AT THE SAME TIME SOME OF THE CHALLENGES THAT EVEN CREATING THE TIME TO DO THAT, COACHING, MENTORING, AND PEER SUPPORT.

11:57:17 ALSO RANKED VERY HIGH, AS INCORPORATED THOSE ELEMENTS IN THE DESIGN OF CALIFORNIA GROWS FINANCIAL INCENTIVES TO ENCOURAGE PARTICIPATION AND RETENTION SO A LOT OF FOLKS TALKED ABOUT INCENTIVES MAY BE ON THE FRONT END OF TRAINING, BUT ALSO IN THE MIDDLE AND ON THE BACK END WE ALSO HEARD

11:57:40 QUITE A BIT OF OFFERING INCENTIVES, MAYBE AT THE 3 MONTH OR THE 6 MONTH MARK SO ONCE.

11:57:48 THE WORKFORCE HAS GONE THROUGH THE TRAINING, TYING THAT TO SOME RETENTION, YOU KNOW, STAYING FOR A CERTAIN AMOUNT OF TIME, AND THEN ALSO INCENTIVES LIKE TRANSPORTATION OR GIFT CARDS OR SOMETHING LIKE THAT TO HELP MAKE TRAINING MORE ACCESSIBLE AND THEN THE INTEGRATION WHICH RENITA ALREADY TALKED ABOUT A LITTLE

11:58:10 BIT, MAKING SURE THAT THERE'S EVALUATION AND CONTINUOUS LEARNING.

11:58:18 SO BEING ABLE TO KIND OF STEP BACK AND THINK ABOUT WHAT'S WORKING.

11:58:21 WELL THIS INITIATIVE, AND WHAT NEEDS TO BE TWEAKED AND REFINED, AS WE THINK ABOUT SUSTAINABILITY VIA THE LEARNING, THE LEARNING INSTITUTE NEXT SLIDE, PLEASE.

11:58:33 AND THEN THE LAST 2 DESIGN. AGAIN, DESIGN CONSIDERATIONS ARE AROUND OUTREACH IN THE SURVEY.

11:58:42 IN PARTICULAR, WE HEARD A LOT ABOUT THE WAY THAT THE DIRECT CARE WORKFORCE FINDS OUT ABOUT TRAINING IS FROM THEIR SUPERVISOR, AND THEIR PLACE OF EMPLOYMENT.

11:58:51 THE SECOND PLACE WAS REALLY TAPPING INTO THE PEER, SO INTO THE DIRECT CARE WORKFORCE NETWORKS, AND BEING ABLE TO REALLY PROMOTE THAT THIS TRAINING OPPORTUNITY EXISTS, THAT WAS ANOTHER THING WE HEARD QUITE OFTEN IN THE INTERVIEWS AND ALSO IN THE SURVEY IS THAT YEAH, IT'S GREAT IF THESE TRAINING

11:59:15 INITIATIVES ARE TAKING PLACE. BUT IF WE DON'T KNOW ABOUT IT, HOW ARE WE GONNA BE ABLE TO ACCESS IT AND REAP THE REAP THE VALUE OF IT?

11:59:25 SO REALLY FOCUSED ON THE OUTREACH PIECE, AND THEN FINALLY THINKING ABOUT THE VAST NETWORK.

11:59:32 SO IF YOU THINK ABOUT THE SYSTEM THAT SURROUNDS THE DIRECT CARE WORKFORCE, AND THEN TRYING TO TAP INTO ALL OF THOSE DIFFERENT STAKEHOLDER TYPES ALL THE WAY FROM THE SUBJECT MATTER EXPERTS TO TRAINERS TO THE EMPLOYERS TO CONNECT COLLEGES TO COMMUNITY BASED ORGANIZATIONS TO UNIONS AND WORKFORCE DEVELOPMENT

11:59:54 BOARDS TAPPING INTO THOSE STAKEHOLDERS, NOT ONLY FROM AN OUTREACH PERSPECTIVE, BUT FROM A DESIGN AND IMPLEMENTATION PERSPECTIVE AS WELL.

12:00:05 SO THOSE ARE, AGAIN, DESIGN CONSIDERATIONS THAT REALLY CAME OUT OF THE STAKEHOLDER.

12:00:12 INTERVIEWS THE DIRECT CARE WORKFORCE, SURVEY, AND THE RESEARCH.

12:00:16 SO LAST, SLIDE. HERE'S WHERE WE ARE RIGHT NOW. SO THIS IS PROBABLY NOT ANYTHING THAT ANYONE CAN LOOK CAN LOOK AT FOR TOO LONG.

12:00:26 BUT WE ARE RIGHT IN THE MIDDLE, OR KIND OF WRAPPING UP TOWARDS THE END OF TAKING ALL OF THOSE ELEMENTS THAT I JUST WENT OVER VERY RAPIDLY.

12:00:33 I KNOW AND PRIORITIZING WHAT ARE REALLY THE MUST DO IF WE'RE IF WE'RE LOOKING TO ACHIEVE THESE CERTAIN OUTCOMES OF INTEREST, WHAT ARE, THE MUST DO?

12:00:44 ELEMENTS THAT WE NEED TO MAKE SURE GET INCORPORATED INTO THE DESIGN OF CALIFORNIA GROWS.

12:00:51 AND THEN WHAT ARE MAYBE THE NICE TO DO, OR IN THE FUTURE OR NO, WE CAN'T DO THAT IT'S OUT OF THE SCOPE OF THIS PARTICULAR PROJECT.

12:00:59 SO WE'RE MAPPING THAT OUT. WE'RE ALSO MAPPING OUT HOW THIS GETS IMPLEMENTED WITHIN THE INITIATIVE, AND BY WHO?

12:01:10 CAUSE THERE'S MULTIPLE MULTIPLE MULTIPLE ENTITIES AND MULTIPLE OPPORTUNITIES.

12:01:14 SO THINKING ABOUT WHERE THE PRIORITIES, HOW DO WE START TO THINK ABOUT THE IMPLEMENTATION OR THE INTEGRATION OF THEM?

12:01:21 AND THEN BY WHO AND WE CAN WE CAN GO OFF THE SLIDE, AND THAT IS NEXT SLIDE.

12:01:30 PLEASE. THAT IS WHERE WE ARE, OR WHAT WE'VE BEEN LEARNING, WHAT WE'VE BEEN DOING.

12:01:35 I JUST WANT TO REITERATE IN MY LAST COUPLE MINUTES HERE, IF YOU HAVE INTEREST IN THE REPORTS, AND GETTING A LITTLE BIT MORE NUANCED I COULDN'T GET INTO A LOT OF WHAT CAME OUT OF THE STAKEHOLDER, ENGAGEMENT, THE SURVEY, AND THE PROMISING, PRACTICE RESEARCH, PLEASE GET IN TOUCH AND WE

12:01:53 CAN MAKE SURE WE GET YOU THOSE REPORTS EITHER VIA US OR VIA CDA'S WEBSITE, AND WE NEED IT.

12:02:08 SORRY, DIDN'T REALIZE I WAS ON MUTE. THANK YOU, LAURIE REALLY APPRECIATE THAT.

12:02:15 SO WE'RE GONNA MOVE TO OUR PANEL DISCUSSION NOW.

12:02:20 OH, AND ACTUALLY I DID BEFORE I MOVE INTO THE PANEL.

12:02:24 I JUST WANTED TO CONFIRM THAT THE ADDITIONAL INFORMATION THAT LAURIE MENTIONED ABOUT THE STAKEHOLDER SYNTHESIS, AND THE PROMISING PRACTICES RESEARCH WE WILL BE MAKING THAT AVAILABLE AFTER THE WEBINAR IS OVER, AND WE CAN SEND THAT OUT TO THE ATTENDEES OF THE

12:02:47 WEBINAR, AND WE WILL ALSO BE MAKING IT AVAILABLE ON OUR WEBSITE, SO YOU CAN, AND WE'LL WE'LL SEND A LINK TO ALL OF THAT THAT INFORMATION.

12:02:56 ONCE THE WEBINAR IS OVER. OKAY, SO NOW WE ARE GOING TO MOVE INTO OUR PANEL DISCUSSION.

12:03:05 I'M VERY EXCITED ABOUT THE PANELISTS THAT WE HAVE HERE TODAY, AND I WILL JUST.

12:03:12 I WILL INTRODUCE THEM NOW. SO FIRST WE HAVE DARCY, DELGADO.

12:03:23 DARCY CURRENTLY SERVES AS ASSISTANT SECRETARY FOR THE CALIFORNIA HEALTH AND HUMAN SERVICES AGENCY, WHERE SHE OVERSEES A PORTFOLIO THAT INCLUDES THE DEPARTMENT OF AGING DEPARTMENT OF STATE HOSPITALS DEPARTMENT OF REHABILITATION AND THE OFFICE OF YOUTH AND COMMUNITY RESTORATION MOST RECENTLY

12:03:42 SHE'S BEEN LEADING, PROPOSED 1 POINT, 4 BILLION DOLLAR PACKAGE ON HEALTH CARE WORKFORCE DEVELOPMENT FOR THE AGENCY IN CONJUNCTION WITH THE LABOR AND WORKFORCE DEVELOPMENT AGENCY.

12:03:56 SO THANK YOU, DARCY, FOR BEING HERE NEXT WE HAVE LORI HANSEN, SO LAURIE IS A WOMAN OF 1 MILLION TALENTS, GREATEST OF WHICH IS HER GIFT, OF BRINGING JOY TO PEOPLE WITH MID TO LATE STAGE ALZHEIMER'S LORI HAS BEEN A DIRECT CARE

12:04:12 ACTIVITIES PROFESSIONAL FOR OVER 20 YEARS AND TRAINED UNDER ONE OF THE ALL TIME.

12:04:19 GREATEST EXC EXCUSE ME ALL TIMERS, DAYCARE RESOURCE, CENTER COORDINATORS, LORI HAS WORKED IN DAY PROGRAMS AND RESIDENTIAL PROGRAMS, AND SHE CAN WRITE A SONG WITH PARTICIPANTS ON THE GUITAR CHANGE.

12:04:31 THE ENGINE IN YOUR CAR, OR TAKE YOU CANNING FOR GOLD, SO SHE'S DEFINITELY A WOMAN OF MANY TALENTS.

12:04:38 NEXT WE HAVE DR. JOANNE SPETS. JOANNE IS THE DIRECTOR, AND BRENDA AND JEFFREY AL.

12:04:45 KING, PRESIDENTIAL CHAIR AND HEALTHCARE FINANCE AT THE PHILIPP R.

12:04:50 LEE INSTITUTE FOR HEALTH POLICY STUDIES AT THE UNIVERSITY OF CALIFORNIA, SAN FRANCISCO.

12:04:58 HER RESEARCH FOCUSES ON THE ECONOMICS OF THE HEALTH CARE WORKFORCE, ORGANIZATION OF HEALTHCARE SERVICES AND QUALITY OF HEALTH CARE.

12:05:06 SHE DIRECTS THE FEDERALLY FUNDED UCSF HEALTH WORKFORCE RESEARCH CENTER ON LONG TERM CARE, WHICH GENERATES EVIDENCE TO ENSURE AN ADEQUATE WORKFORCE TO PROVIDE PATIENT CENTERED CARE TO INDIVIDUALS WITH LONG TERM CARE.

12:05:23 NEEDS ACROSS BOARD I SPAN, AND LAST, BUT NOT LEAST, WE HAVE WINNIE.

12:05:28 YOU WINNIE IS THE DIRECTOR OF PROGRAMS AND ADMINISTRATION IT'S SELF SELF HELP FOR THE ELDERLY, BASED IN SAN FRANCISCO.

12:05:36 SHE HAS 15 YEARS OF EXPERIENCE AND NONPROFIT PROGRAM AND ADMINISTRATIVE OPERATIONS LEADING AND MANAGING FEDERALLY FUNDED PROJECTS.

12:05:46 THAT IMPACTABLE COMMUNITY, PRIVATE AND PUBLIC GRANT, WRITING, COMPLIANCE AND MONITORING, MONITORING AS WELL AS PROJECT IMPLEMENTATION AND MANAGEMENT.

12:05:57 GOT IT. WINNIE HAS A DEGREE IN POLITICAL ECONOMY OF INDUSTRIAL SOCIETIES FROM THE UNIVERSITY OF CALIFORNIA, BERKELEY, AND IS BILINGUAL IN ENGLISH AND 3 DIALECTS OF CHINESE SO THANK YOU TO ALL OF OUR PAYMENTS AND WELCOME WE'RE REALLY EXCITED TO HAVE YOU.

12:06:18 HERE. SO I WANNA SEE START BY TALKING A BIT MORE ABOUT WHAT I'VE REFERRED TO AT THE BEGINNING OF THE PRESENTATION AS THE WORKFORCE CRISIS, AND SO I THINK, ESPECIALLY 2 OF OUR PANELISTS WHO HAVE SOME LIVED EXPERIENCES AND CAN TALK ABOUT SOME OF THE CHALLENGES. THAT.

12:06:41 THEY HAVE SEEN IN PROVIDING CARE TO THE OLDER ADULT POPULATION.

12:06:45 SO I WANT TO START AND ASK LORI, AND THEN WE'LL ALSO ASK THE SAME QUESTION OF WINNIE.

12:06:53 BUT IF YOU CAN TALK ABOUT SOME OF THE CHALLENGES THAT YOU TAKE EXPERIENCED, YOU KNOW, EITHER IN YOUR OWN CAREER, OR THAT YOU'VE SEEN, SOME OF YOUR COLLEAGUES EXPERIENCE, PERHAPS IN PROVIDING CARE AND SOME OF THOSE THINGS THAT HAVE MAYBE WE'VE TALKED ABOUT EARLIER, WHEN WE TALK ABOUT THE

12:07:14 BUT HI! I'M LAURIE HANSEN, AND LIKE, SHE SAID, I'VE BEEN DOING THIS FOR OVER 20 YEARS.

12:07:22 IN 2 PARTS. I LOOK AT ANY ADULT DAY HEALTH, SO I AND I LOOK AT IT OUT OF THE EYES.

12:07:29 SOMEONE WHO'S WORKED IN ACTIVITIES IN THE RESIDENTIAL FACILITY THROUGHOUT A COUPLE OF DIFFERENT AREAS.

12:07:35 THE BIGGEST THING IS WAGES ABSOLUTELY ARE WAGES, AND ON IN BOTH SECTIONS WE WELL, I I'LL SPEAK WHAT I WHAT I HAVE OBSERVED, AND FOR MYSELF IS LIKELY HAVE 2 JOBS.

12:07:51 IT'S ALL 3. YOU'RE ALWAYS HUSTLING.

12:07:55 YOU CAN'T AFFORD THE BASIC NECESSITIES OF LIFE. AND IT IT CREATES BURNOUT, AND YOU START.

12:08:04 THIS IS REALLY, THIS IS VERY IMPORTANT WORK, AND IT TAKES A LOT OF DEDICATION.

12:08:08 TAKES A LOT OF TRAINING. IT TAKES A LOT OF KNOWLEDGE AND SKILL, AND WE'RE NOT YEAH, IT'S CAREGIVING NOT SEEN AS A IT'S A VALUE IN ITS IN IN OUR SOCIETY EVEN IN THE UNITED STATES I'M EMBARRASSED TO TELL PEOPLE I'M A CARRIER I I WILL SAY.

12:08:26 ACTIVITIES. AND THAT'S BECAUSE THERE EXISTS ACTUALLY A SYSTEM OF SOCIAL STRATIFICATION WITHIN THE ACTUAL SYSTEM ITSELF.

12:08:34 WHEREAS YOU HAVE CAREGIVERS, YOU HAVE ACTIVITIES AND WHATNOT, AND THE BENEFIT OF ADULT HEALTH WHICH I LIKE IS THAT THERE IS NO SEPARATION OF ACTIVITIES OF THE MIND.

12:08:45 I GUESS YOU WOULD CALL IT IN ACTIVITIES OF OF DAILY LIVING.

12:08:49 IT'S IT'S COMB COMBINATION CAUSE. YOU CAN'T JUST SPLIT A PERSON IN HALF.

12:08:54 AND WHAT I, WHAT I HAVE WITNESSED, NOT NECESSARILY ON THE ADULT DAY. HEALTH SIDE OF IT.

12:08:59 BUT I'VE WITNESSED FIRSTHAND THE TREATMENT OF BRICK.

12:09:05 YOUR STAFF, MOSTLY LATINO, WITHIN FACILITIES, AND IT'S NOT WHERE THEY'RE NECESSARY.

12:09:14 I'M NOT TALKING ABOUT LIKE VERBALLY ABUSIVE TYPE OF SITUATION.

12:09:18 I'M TALKING JUST ABOUT GENERAL ATTITUDE PAY, AND IT.

12:09:23 IT DOESN'T, DOESN'T HELP OUR SENIORS, BECAUSE THE ONE THING THAT'S GONNA HELP OUR SENIORS IN TERMS OF THEIR SAFETY, THEIR THEIR HAPPINESS, AS THE AGE IS THE WAGES THAT AND THE TRAINING THAT DIRECT CARE STAFF ARE PAID BY FAR IT'S IT'S BY FAR THE BIGGEST THREAT

12:09:39 AND THAT'S IN TERMS OF WHAT I'VE DONE.

12:09:45 WHAT I'VE OBSERVED UNTIL THE TRAINING WITHIN THE FACILITIES GRANTED MY EXPERIENCE AND ADULT HEALTH IS MUCH DIFFERENT.

12:09:53 I WAS TRAINED VERY, VERY WELL IN ADULT HEALTH. I WORKED IN 2 SEPARATE ADULT HEALTH PROGRAMS, AND I WE SEE TRAINING AND CONTINUING TRAINING IN BOTH HOWEVER, THE RESIDENTIAL SIDE OF IT IS MUCH DIFFERENT.

12:10:07 THERE IS THE TRAINING THAT REALLY ISN'T TRAINING I MEAN, YOU LEARN HOW TO LIKE CLOCKING.

12:10:13 FUCK OUT DIFFERENT WHERE THINGS ARE. THEY MIGHT. I WISH SHOWING A VIDEO.

12:10:18 I WORKED 6 YEARS AGO. I COULD BE JOB IN LAUNDRY.

12:10:22 I WANTED LAUNDRY, AND I WAS SHOWN A VIDEO FOR 8 H, AND THAT, YOU KNOW, WASN'T VERY BENEFICIAL.

12:10:41 THANK YOU, LORI, AND I THINK YOU KNOW EVERYTHING THAT YOU'VE SAID KIND OF GOES BACK TO WHAT?

12:10:48 I MADE MENTION OF, AND WHAT I THINK YOU KNOW WE ALL KNOW IS THAT DIRECT CARE WORKERS BEING UNDERVALUED AND UNDERPAID.

12:11:03 IN TERMS OF BARRIERS. SO CELL PHONE FOR THE ELDERLY HAS EXPERIENCE PROVIDING MANY YEARS OF TRAINING WERE FOUNDED IN 1,966.

12:11:12 OUR MISSION IS TO HELP SENIORS HELP THEMSELVES THROUGH A CONTINUUM OF ELDER CARE SERVICES, AND IN THAT MISSION IN 1,972, WE STARTED DOING HOMEWORK, FADE CHARACTER FOR TRAINING BECAUSE OF THE GROWING AGING POPULATION AND ALSO THE IMMIGRANT WORKFORCE SO YOU'RE ABSOLUTELY RIGHT DR.

12:11:31 POLK AND THAT 80% ARE WOMEN WHO WERE CARET DIRECT CARE WORKERS, 47% IMMIGRANT AND 51% RECEIVE PUBLIC ASSISTANCE.

12:11:42 SO UNDERVALUED UNDER RESOURCE? AND HOW DO WE PROVIDE A COMPREHENSIVE APPROACH, APPROACH TO HELP SUPPORT THEM IN A MODEL OF COACHING, OF ACCESS?

12:11:53 I THINK LANGUAGE ACCESS IS A KEY, BUT I THINK IN TERMS OF PIVOTING SERVICES.

12:11:58 NOW TO THE VIRTUAL FORMAT TECHNOLOGY, ACCESS TO DEVICES TO INTERNET CULTURALLY AND LINGUISTICALLY ACCESSIBLE TRAINING THAT IS, IN A FLEXIBLE FORMAT THAT ALLOWS FOLKS WHO ARE WORKING PUTTING FOOD ON THE TABLE AND BY THE WAY A HUGE SHOUT OUT TO ALL THE DIRECT CARE WORKERS PAID AND UNPAID ON THIS CALL

12:12:19 TODAY. THANK YOU FOR ALL YOUR HARD WORK, AND IT IS OFTEN QUIET AND UNRECOGNIZED.

12:12:26 BUT IT IS INCREDIBLY VALUABLE, AND AS MANY SENIORS, AGE, AND BY 2,030 25% OF THE POPULATION.

12:12:34 THAT'S YOU KNOW, A LABOR SHORTAGE OF 3 POINT, 2 MILLION IN THE WORKFORCE SERVING A PRIMARILY HISPANIC AND ASIAN AND PEOPLE, OF COLOR IN THE STATE OF CALIFORNIA CARE RECIPIENTS.

12:12:50 SO WE NEED TO DEFINITELY LOOK AT ACCESS IN TERMS OF LINGUISTICALLY CULTURALLY ACCESSIBLE TRAINING OPPORTUNITIES.

12:12:58 BUT A FLEXIBLE EARNING MODEL, A FLEXIBLE TRAINING MODEL, AND A FLEXIBLE, INCENTIVE MODEL THAT DOES NOT WORK FOR EVERYONE.

12:13:07 IT DEPENDS ON REALLY THE TYPE OF CARE TRAINING THAT THEY WOULD LIKE TO RECEIVE, AND THE CARE AND THE HOME AND COMMUNITY BASE CARE SETTING THAT THEY WOULD LIKE TO RECEIVE TRAINING IN BECAUSE IT'S NOT JUST THE RECRUITMENT, OF THE WORKERS BUT THE RETENTION OVER TIME AS WELL AS THE PREVENTION OF INJURY IN THE

12:13:24 WORK PLACE THAT HELPS PEOPLE TO HAVE A LONGER WORK SPAN AND ALSO DOING SOME CAREER, PLANNING RIGHT OLDER ADULTS FOR US STARTS AT 40, PLUS SO LOOKING AT, YOU KNOW, IN TERMS OF THE CAREGIVING SPAN OF OF A CAREER WHERE THEY MIGHT START AND WHERE THEY MIGHT END UP AND SOME OF THE BARRIERS THAT WE NEED TO LOOK

12:13:48 THANK YOU. AND YEAH. ALL. YOU ALL ARE MAKING VERY EXCELLENT POINTS.

12:13:55 SO I'M GLAD YOU ALL ARE PART OF OUR PANEL.

12:13:59 ALL VERY GREAT INFO AND GREAT DISCUSSION. BUT I ALSO WANT TO TO ASK DR. SCOTT.

12:14:08 SO YOU HAVE DONE A LOT OF RESEARCH ON THIS TOPIC, AND ESPECIALLY IN TERMS OF RETENTION OF THE WORKFORCE AND KIND OF REASONS WHY WORKERS MAY BE LEAVING THE DIRECT CARE WORKFORCE SO SO I WOULD YOU JUST PERHAPS BE ABLE TO DISCUSS KIND OF SOME OF THE THINGS THAT YOU FOUND IN YOUR RESEARCH IN TERMS

12:14:39 YEAH, I THINK THE THE RESEARCH THAT WE KNOW OF POINTS TO 2 GENERAL AREAS OR DOMAINS OF CHALLENGE FOR DIRECT CARE WORKERS THAT GOOD INHIBITS THEIR STAYING IN THE FIELD.

12:14:53 I'M GONNA PUT ONE OF THOSE CHALLENGES IN THE AREA OF OVERALL RESPECT FOR THE HIGH LEVEL OF SKILLS AND KNOWLEDGE THAT THEY BRING TO THEIR WORK AND A LACK OF RESPECT OR INVESTMENT IN THEIR PROFESSIONAL DEVELOPMENT AND THAT IS AN AREA WHERE I THINK THE THE WORK THAT'S BEEN DONE TO PREPARE FOR THE

12:15:11 CALIFORNIA GROSS INITIATIVE IS, HAS BEEN REALLY ATTENTIVE.

12:15:16 RECOGNIZING THAT DIRECTOR WORKERS HAVE DIFFERENT LEVELS OF SKILL, THEY COME TO THE WORK AT DIFFERENT PLACES, AND AND SOMEHOW PERSONAL EXPERIENCES THAT HAVE GIVEN THEM A LOT OF KNOWLEDGE.

12:15:28 SOME OF THEM HAVE LEARNED ON THE JOB. SOME HAVE MOVED ACROSS MULTIPLE SECTORS AND LEARNED ACROSS MULTIPLE PLACES, AND WE NEED TO RESPECT THAT THAT KNOWLEDGE, AND REALLY CHAMPION IT.

12:15:39 AND A LACK OF RESPECT FOR THE SKILLS PEOPLE HAVE IS SOMETHING THAT NONE OF US LIKE.

12:15:45 NOBODY LIKES, AND AND THAT THAT'S A BROADER CULTURAL CHANGE THAT WE NEED TO THINK ABOUT.

12:15:51 AND AND SO THAT. AND YOU SEE THAT IN THE RESEARCH, YOU KNOW, THE OTHER AREA GETS INTO THE SPACE OF COMPENSATION.

12:15:59 AND RIGHT NOW WITH THE YOU KNOW, SO CALLED, GREAT RESIGNATION.

12:16:03 WE ARE HEARING ON THE GROUND, AND I SUSPECT THE DATA IS GOING TO SUPPORT THIS WHEN WE HAVE THE DATA COME IN LATER THAT THERE ARE A LOT OF OTHER SECTORS COMPETING FOR GOOD WORKERS THAT HAVE GREAT SKILLS IN A WHOLE VARIETY OF DIFFERENT AREAS WHETHER THAT IS THEIR ABILITY TO DO HARD WORK WHILE PROTECTING

12:16:22 THEIR THEIR HEALTH, AND PREVENTING INJURY, BEING ABLE TO INTERACT WELL WITH A VARIETY OF DIFFERENT PEOPLE AND MEET THEIR NEEDS.

12:16:29 THE ABILITY TO REALLY THE EXECUTIVE FUNCTIONING AROUND DECISION-MAKING, ADDRESSING COMPLEX PROBLEMS, FIGURING OUT HOW TO SOLVE THEM.

12:16:38 THOSE ARE ALL SKILLS THAT NOT ONLY DO DIRECT CARE WORKERS DISPLAY ALL THE TIME, BUT THERE ARE ALSO SKILLS THAT ARE DESPERATELY NEEDED IN SERVICE.



12:16:47 SECTORS IN RETAIL SECTORS, AND A LOT OF DIFFERENT SECTORS, AND THE THERE IS A NEED FOR CAREER PATHWAYS FOR PEOPLE IN DIRECT CARE, BECAUSE AS LONG AS DIRECT CARE WORKERS MIGHT SEE THAT THEY HAVE MORE OF A CAREER, PATHWAY IN SAY THE RESTAURANT INDUSTRY WHERE THEY COULD BECOME A SHIFT MANAGER THEY COULD MOVE INTO LEADERSHIP.

12:17:07 THEY COULD BECOME A TRAINER FOR OTHER NEW HIRES. THOSE ROLES FOR SOME PEOPLE ARE JUST GOING TO SOUND MORE ATTRACTIVE BECAUSE THERE'S MORE ROOM FOR GROWTH, AND THAT'S SOMETHING THAT THE DIRECT CARE FIELD NEEDS TO BUILD AND NEEDS TO BUILD THAT NOT ASSUMING THAT IT MEANS THAT YOUR GROWTH, AUTOMATICALLY MEANS YOU NEED

12:17:24 TO BECOME AN LVN. BECAUSE SOME PEOPLE ACTUALLY WANT TO BE DIRECT CARE WORKERS IT'S THE JOB THAT THEY LOVE, AND THEY WANT RESPECT FOR THAT, AND THEY WANT A LIVING WAGE FOR THAT, AND THEY DESERVE THAT BECAUSE THEY DO A FABULOUS JOB FOR US YOU KNOW WE COULD TALK ABOUT OTHER THINGS LIKE FRINGE BENEFITS THOSE

12:17:40 ARE AN ISSUE, AND MANY OFERS DON'T OFFER FRINGE BENEFITS TO PEOPLE WHO ARE IN THE HEALTH CARE WORKFORCE, WHICH SEEMS A LITTLE BIZARRE THAT YOU WOULDN'T GET HEALTH INSURANCE WORKING IN HEALTH CARE.

12:17:53 BUT WE SEE THAT FREQUENTLY, AND AND ALL OF THOSE THINGS CONTRIBUTE TO A LOT OF JOB.

12:17:57 TURNOVER, AND A LOT OF PEOPLE WHEN THEY TURN OVER OUT OF THEIR JOBS DON'T EVEN TURN OVER INTO ANOTHER JOB.

12:18:03 THEY BASICALLY JUST LEAVE THE WORKFORCE ENTIRELY BECAUSE IT, THE WHOLE EXPERIENCE COULD BE VERY DEMORALIZING.

12:18:09 SO I THINK THERE'S A LOT OF OPPORTUNITY TO IDENTIFY BEST PRACTICES, BUILD ON BEST PRACTICES.

12:18:14 SEE WHAT ADAPTS WELL, INTO WHAT AREAS AND AND THERE IS STILL A NEED TO GENERATE A LOT OF NEW KNOWLEDGE, TO TO GUIDE WHERE WE GO IN THE FUTURE.

12:18:30 THANK YOU, AND YOU'RE TALKING ABOUT BEST PRACTICES, WHICH IS PART OF AS LAURIE JUST MENTIONED.

12:18:38 PART OF THE WORK THAT COLLABORATE CONSULTING IS DOING IS HELPING US TRYING TO IDENTIFY SOME OF THOSE BEST PRODUCTS.

12:18:43 THIS IS SO I WANNA TURN NOW. NOW WE'VE TALKED ABOUT KIND OF SOME OF THE CHALLENGES.

12:18:52 DIRECT CARE WORKERS ARE EXPERIENCING. BUT I WANT TO TURN NOW TO TO YOU, DARCY, AND SO I KNOW THAT YOU KNOW THE STATE AS A WHOLE IS PUTTING FORWARD A LOT OF DIFFERENT INITIATIVE INITIATIVES SO NOT JUST THE CALIFORNIA GIRLS.

12:19:08 PROGRAM. BUT OTHER INITIATIVES ACROSS KIND OF DIFFERENT DEPARTMENTS AND AGENCIES.

12:19:27 YES, NO PROBLEM. THANK YOU SO MUCH, DR. POKON TO THE PANELISTS ARE MY FELLOW PANELISTS, LAURIE, WINNIE AND DR. SPATS.

12:19:35 IT'S JUST SO IMPORTANT TO HEAR YOUR PERSPECTIVES AND TO HEAR WHAT IS HAPPENING ON THE GROUND, BECAUSE I THINK THAT ONE OF THE PROBLEMS THAT THE STATE ALWAYS FACES IS REALLY NOT GETTING THAT CLEAR LIKE STRAIGHT TO THE POINT INFO THE WAY, LAURIE DELIVERED IT WHICH IS TRAINING AND WAGES

12:19:53 THAT'S WHAT I NEED, YOU KNOW. AND SO TO REALLY BE ABLE TO COMMUNICATE THAT IN A WAY I JUST REALLY APPRECIATE IT.

12:20:01 SO I'LL TALK A LITTLE BIT TODAY AND RENEE IT AS ALWAYS CUT ME OFF, BECAUSE LORD KNOWS I COULD GO ON AND ON.

12:20:07 BUT BUT TALK A LITTLE BIT TODAY ABOUT SOME OF THE EFFORTS THAT ARE HAPPENING AT A STATEWIDE LEVEL, AND REALLY IN HOPES THAT THIS IS MORE OF A DIALOGUE, BECAUSE WE AT THE STATE HAVE THESE IDEAS HAVE THESE INITIATIVES HAVE THESE PROGRAMS THAT ARE WILL BE IN DEVELOPMENT OVER, THE NEXT FEW

12:20:24 YEARS, BUT REALLY RELY ON FOLKS LIKE YOU. THE 178 PARTICIPANTS THAT ARE ON THE CALL TODAY TO TELL US, HEY, THAT'S A GREAT IDEA.

12:20:33 LET'S DOUBLE DOWN ON THAT EFFORT. AND THAT SECOND OR THIRD THING YOU MENTIONED, IN MY OPINION, ISN'T REALLY GOING TO PUSH FORWARD AND BRING ABOUT CHANGE IN THE WAY THAT WE WANT TO SO REALLY, I'LL TALK A BIT TODAY ABOUT THE EFFORTS THAT ARE HAPPENING AT THE STATE LEVEL BUT HOPE THAT IT CAN BE A

12:20:49 CONTINUOUS DIALOGUE TO GET FEEDBACK ON WHAT SOME OF THESE PLANS ARE.

12:20:53 SO THE FIRST, I WILL SAY, IS JUST POINT TO DRIVE HOME IS JUST RECOGNITION AT THE STATE LEVEL OF HOW MUCH OF A CRISIS THAT WE ARE IN RIGHT NOW, YOU KNOW, WHEN WHEN I HEAR DR.

12:21:05 STATS TALKING. WE WE HEAR OFTEN NOW THAT THERE ARE DIRECT CARE WORKERS WHO ARE BECAUSE OF THE PRICE OF GAS BECAUSE OF THE COST OF LIVING, BECAUSE OF ALL OF THE ECONOMIC FACTORS THAT ARE WEIGHING DOWN ON PEOPLE THAT ARE OFTENTIMES TAKING POSITIONS AND RETAIL IN FAST FOOD RESTAURANTS BECAUSE OF

12:21:26 A HIGHER WAGE, AND OPPORTUNITIES TO MOVE UP. AND SO, EDISON LEVEL.

12:21:31 WE ARE RECOGNIZING THE NEED TO REALLY INVEST FUNDING ENERGY AND RESOURCES INTO THE DIRECT CARE WORKFORCE AND THE WORKFORCE ACROSS THE CONTINUUM OF HEALTH AND HUMAN SERVICE ACTIVITIES.

12:21:44 AND SO, WHILE IT WAS AMAZING TO HEAR ABOUT THE GROWS PROGRAM, THAT IS ONE PIECE OF A BIGGER PUZZLE OF 1 POINT, 4 BILLION DOLLARS OVER THE NEXT 3 YEARS, THAT IS BEING INVESTED IN THE WORKFORCE, SPECIFIC TO HEALTH AND HUMAN SERVICES.

12:21:58 AND SO I WILL TOUCH BRIEFLY ON ON SOME OF THOSE OTHER PIECES, BECAUSE I GOT A FEELING THERE ARE SOME PEOPLE ON THE CALL WHO HAVE CONNECTIONS TO OTHER ASPECTS OF THE WORKFORCE THAT WE'RE TALKING.

12:22:10 ABOUT IT, AND ALSO TO ACKNOWLEDGE SOMETHING THAT WINNIE AND DR.

12:22:14 SMITH'S, BOTH BROUGHT UP, WHICH IS THE NEED FOR LATTICES, CAREER LADDERS TO GIVE FOLKS THE OPPORTUNITY.

12:22:21 YES, THERE ARE SOME DIRECT CARE WORKERS THAT LOVE THE POSITION THAT THEY'RE IN, AND HAVE NO INTEREST IN BECOMING A CNA OR BECOMING AN LVN, OR BECOMING AN RN.

12:22:31 BUT FOR OTHERS. MAYBE, YOU KNOW, AFTER THEIR CHILDREN GET A LITTLE BIT OLDER AND GO OFF TO SCHOOL, WOULD LOVE THE OPPORTUNITY TO ENGAGE IN A TRAINING PROGRAM OR AN OPPORTUNITY WHERE THEY CAN ADVANCE THEIR TRAINING AND ALSO POTENTIALLY INCREASE THE POTENTIAL FOR WAGES TO BRING INTO THEIR FAMILY AND SO I WILL JUST BRIEFLY TOUCH

12:22:49 ON WITHIN THE LARGE WORKFORCE PACKAGE. IT'S NOT JUST HEALTH AND HUMAN SERVICE AGENCY.

12:22:55 THERE IS ALSO OUR SISTER AGENCY, THE LABOR AND WORKFORCE DEVELOPMENT AGENCY THAT HAS FUNDING OPPORTUNITIES SPECIFIC IN THE HEALTH FIELD.

12:23:05 AND SO THE FIRST THAT I'LL TALK ABOUT, WHICH IS PROBABLY THE ONE OF THE MOST EXCITING FOR ME, IS THE OPPORTUNITY FOR COMMUNITY HEALTH WORKERS AND PROMOTERS WHO HAVE BEEN IN THIS FIELD PROVIDING A LOT OF THE SORT SIMILAR SERVICES AND POSITIONS THAT ARE ACTUALLY QUITE FLUID WITH A LOT OF THE

12:23:22 DIRECT CARE WORKER SERVICES THAT ARE PROVIDED, AND SO A GOOD CHUNK OF MONEY THAT IS GOING TO BE GOING OUT TO SEED TRAINING PROGRAMS FOR COMMUNITY HEALTH WORKERS AND PROMOTERS IN ADDITION, WE'RE LOOKING TO FUND NURSING INITIATIVE PROGRAMS THAT REALLY LOOK AT THE FULL PIPELINE THE

12:23:40 FULL SCOPE OF THE KIND OF CAREER JOURNEY OF A NURSE, BECAUSE, FRANKLY, IT'S FOR A LOT OF NURSES THEIR JOURNEY STARTS IN THE DIRECT CARE WORKFORCE REALM AND STARTS EVEN SOMETIMES IN THE YOU KNOW, HIGH SCHOOL EDUCATION PROGRAMS EXPOSING EXPOSING INDIVIDUALS PARTICULARLY INTERESTED IN INCREASING THE

12:24:05 DIVERSITY, SO TARGETING SOME OF THE BROWN AND BLACK COMMUNITIES, AND REALLY TRYING TO INFUSE FUNDING INTO THEIR HIGH SCHOOL COMMUNITY COLLEGE PROGRAMS TO LIFT UP THOSE WHO ARE INTERESTED IN THE HEALTH CARE PROFESSION IN AND POTENTIALLY EARN AND LEARN MODELS WHERE FOLKS ARE ABLE TO HAVE POSITIONS IN A DIRECT CARE WORKFORCE

12:24:25 SLOT WHERE THEY THEN CAN PROCEED AND PROGRESS, THROUGH TRAININGS, AND STILL RECEIVE PAY WHILE THEY ARE GOING THROUGH THOSE TRAINING MODELS, THOSE TYPE OF WRAPAROUND APPRENTICESHIP MODELS HAVE REALLY SHOWN TO BE QUITE EFFECTIVE IN LIFTING UP LARGE GROUPS OF INDIVIDUALS INTO HIGHER PAYING POSITIONS AND IN ADDITION TO YOU

12:24:48 KNOW THE COMMUNITY HEALTH WORKER PIECE, PROMETHEUS PIECE NURSING INITIATIVES.

12:24:53 THERE IS JUST A HUGE BREADTH OF FUNDING OPPORTUNITIES AVAILABLE.

12:24:57 SO WE'RE HERE FROM DEPARTMENT OF AGING TODAY. BUT I WILL ALSO SAY, IF YOU HAVEN'T, PLEASE SIGN UP FOR THE DEPARTMENT OF HEALTHCARE ACCESS, AND INFORMATION, WE CALL THEM HKI H KAI HAS SO MANY FUNDING OPPORTUNITIES THAT, ACTUALLY OVERLAP WITH A LOT OF THE THINGS THAT DR POKE IS

12:25:16 TALKING ABOUT TODAY, AND TO BE ON THEIR LISTS, SERVE TO UNDERSTAND WHEN THERE ARE FUNDING OPPORTUNITIES THAT COME UP I WILL, ACKNOWLEDGE THAT THE STATE NEED.

12:25:25 WE NEED TO DO A BETTER JOB OF MAKING SURE WE'RE COMMUNICATING OUT THESE FUNDING OPPORTUNITIES.

12:25:31 AND SO ANY SUGGESTIONS FOR THAT. PLEASE THE THROW THEM IN THE CHAT, OR MESSAGE THEM TO ME DIRECTLY, BECAUSE I DO THINK THAT OFTENTIMES THE PEOPLE WHO AT THE PEOPLE IN THE PROGRAMS, WHO NEED THE FUNDING THE MOST JUST AREN'T AWARE BECAUSE THEY'RE SO BUSY DOING THE JOB OF SERVING THE INDIVIDUALS THAT THEY NEED

12:25:47 TO SERVE, BUT IT'S DIFFICULT TO BE A, YOU KNOW, KEEPING TRACK OF ALL THE FUNDING OPPORTUNITIES THAT ARE THERE.

12:25:53 SORRY, RENITA, I TOLD YOU. I'LL JUST LIKE TALK ON AND ON.

12:25:57 BUT I'LL PAUSE THERE FOR A SECOND, BUT JUST TRY TO SUMMARIZE BY SAYING A HUGE AMOUNT OF RESPECT TO ALL OF THE DIRECT CARE WORKERS THAT ARE ON THIS CALL, AND THOSE THAT SUPPORT DIRECT CARE WORKERS AND UNPAID FAMILY CAREGIVERS BECAUSE THEY REALLY ARE THE BACKBONE OF THE

12:26:12 SERVICES THAT WE PROVIDE TO SOME OF OUR MOST IMPORTANT CALIFORNIANS AND MOST VULNERABLE CALIFORNIANS.

12:26:18 SO ONE RECOGNITION INTO A LOT OF FUNDING OPPORTUNITIES AND HOPE THAT WE CAN.

12:25:56 OKAY.

12:26:36 OH, NO, THANK YOU, DARCY; AND I THINK THANK YOU FOR KIND OF GIVING US KIND OF ZOOMING OUT AND GIVING US THE THE WIDER PERSPECTIVE.

12:26:44 OF NOT JUST YOU KNOW WHAT'S GOING ON AT CDA, BUT ACROSS ALL OF STATE GOVERNMENT CAUSE.

12:26:50 I THINK YOU KNOW A LOT OF THE DIFFERENT JOB CLASSIFICATIONS AND THE DIFFERENT WORKERS THAT MAKE UP THE DIRECT CARE WORKFORCE THERE'S YOU KNOW, THERE'S A LOT OF INTERCONNECTIVITY AND YOU KNOW, A LOT OF FOLKS KIND OF MOVE FROM ONE TO CLASSIFICATION.

12:27:03 TO THE OTHER, SO I'M SURE THAT A LOT OF THE FOLKS ON THIS WEBINAR WILL ALSO BE INTERESTED IN SOME OF THE EFFORTS THAT ARE GOING ON AT HK.

12:27:11 AND OTHER DEPARTMENTS, AND IT LOOKS LIKE THE WE PUT IN THE CHAT.

12:27:16 THERE YOU CAN HOW YOU CAN SIGN UP FOR THE LINKS.

12:27:19 EXCUSE ME, SIGN UP FOR THE UPDATES AT HK AS WELL.

12:27:24 SO SO ONE, NEXT I WANTED TO MOVE TO.

12:27:28 SO I THINK BOTH LAURIE AND WHEN YOU WE'RE TALKING ABOUT SOME OF THE CHALLENGES YOU MENTIONED, TRAINING AND BETTER TRAINING FOR WORKERS.

12:27:57 WELL, THIS THIS TOPIC IS VERY DEAR TO MY HEART. I, IN TERMS OF IN THE ADULT DAY HEALTH AND CURRENTLY LIKE, AS WE SPEAK, THE REESTABLISHMENT OF OUR RESOURCE CENTER WOULD BE BENEFICIAL THE RESOURCE CENTER WHICH WE USED TO HAVE AT MOUNT DIABLO PROVIDED AN ABILITY TO HAVE

12:28:19 WHAT WE CALL THE OBSERVATION DAYS, WHERE WE HAVE CLIENTS COMING WITH THEIR FAMILY MEMBER FOR A SHORT PERIOD OF TIME, AND WE WOULD BE ABLE TO OBSERVE, AND LEARN, FROM THE PARTICULAR CLIENT, IN ORDER TO BETTER SERVE THEM THAT IS NO LONGER WE WE ARE NO LONGER ABLE TO DO THAT IT.

12:28:34 WOULD BE BENEFICIAL. FOR EXAMPLE, IN MY CURRENT ADULT DAY HEALTH PROGRAM TO BE ABLE TO OR HAVING, WE HAVE SOMETIMES WE HAVE THINGS ON THE WEEKENDS THROUGH DIFFERENT PROGRAM, AND TO BE ABLE TO BE PAID TO GO AND ATTEND THESE THESE DIFFERENT PROGRAMS WITHOUT HAVING.

12:28:53 TO WORRY ABOUT. YOU KNOW THE BUDGET AND WHATNOT AND MAN, HOURS AND SO FORTH, IN TERMS OF WHAT I WOULD IF I HAD A MAGIC WAND, AND AND FROM THE TRAINING, THE RESIDENTIAL CARE STAFF.

12:29:08 I THINK THE ONLY WAY YOU CAN IF YOU WANT TO DO IT RIGHT.

12:29:11 YOU REALLY WANT TO DO IT RIGHT? IT'S JUST LIKE YOU LEARN HOW TO DRIVE A CAR.

12:29:14 YOU HAVE A YOU HAVE AN INSTRUCTOR, YOU GO TOGETHER IN A CAR AND YOU DRIVE AROUND TOWN, AND THEY TELL YOU OH, DON'T HIT THAT CAR.

12:29:20 DON'T DO THIS. DON'T DO THAT. YEAH, IT'S IT'S YOU HAVE TO DO IT IN PERSON.

12:29:24 AND YOU HAVE TO OBSERVE, AND YOU HAVE TO. YOU CAN'T JUST I I KNOW PERSONALLY FOR ME, YOU KNOW, WHEN YOU THROW A VIDEO ON OR SOMETHING THAT'S ESPECIALLY JUST LIKE ON A ON A SCREEN I START TO 2 NOW OUT THERE ESPECIALLY I MEAN WE'RE OVERWORK WE'RE

12:29:39 UNDERPAID. WE'RE TIRED. WE'RE ABSOLUTELY EXHAUSTED, ESPECIALLY IF IT'S AT THE END OF OUR SHIFT.

12:29:45 YOU KNOW IF THEY THROW PIZZA. YEAH, THAT'S GREAT, YOU KNOW.

12:29:48 BUT IT HAS TO BE TO REALLY DO IT RIGHT, ESPECIALLY IN SPECIFICALLY DIMENSION CARE.

12:29:55 OH, YOU. HAVE! THAT'S HOW I LEARNED. I DIDN'T JUST COME IN HERE AND GET THROWN, YOU KNOW A HANDBOOK.

12:30:02 WHAT THEY DID DON'T HAVE ONE BUT AND EXPECT TO READ IT AND LEARN.

12:30:05 I I LEARNED FROM THE OPTION AND FROM FAITH, FOR MAKING, YOU KNOW, A SLIGHT, A LITTLE MISTAKE, AND HAVING MY MY BOSS COME OVER WHISPER IN MY EAR, YOU KNOW EXACTLY OH, THIS IS, AND AND WATCHING HER DO IT BECAUSE IT'S IT'S SO, IT'S IT'S NOT IT'S NOT

12:30:20 LIKE. IT'S NOT LIKE BAKING A CAKE WHERE THERE'S AN INSTRUCTION BOOK THAT YOU CAN JUST FOLLOW.

12:30:26 IT'S IT'S YOU KNOW. YOU'RE TALKING ABOUT INDIVIDUAL PERSONALITIES ON THE CAREGIVER AND THE CLIENT SIDE, AND IT REQUIRES SO MUCH SKILL, MORE SPILLING PEOPLE EVEN REALIZE, AND IT AFFECTS SO MANY FAMILIES AND SO MANY LIVES AND EITHER LIVE THE OUR CLIENTS, OR THESE ARE PEOPLE THEY

12:30:43 HAVE A STORY, AND YOU HAVE. YOU HAVE TO LIKE, RECOGNIZE THAT STORY, AND THAT STORY CAN HELP YOU CARE FOR THEM EVEN, AND THAT NOT ONLY IS THIS JUST GETS TAUGHT OR TRAINED IN A RESIDENTIAL FACILITY AND YOU HAVE WHAT YOU DO WHAT CALIFORNIA DOES WHICH FOLKS DON'T REALIZE IS YOU HAVE A BUILT-IN TRAIN

12:31:03 ALREADY. YOU HAVE A WHOLE. YOU HAVE A WHOLE BUNCH OF 80.

12:31:06 DON'T THEY HELP PROGRAMS ALL OVER THE STATE OF CALIFORNIA THAT HOPEFULLY, YOU'VE HAD THE SAME TRAINING THAT I RECEIVED, AND IF YOU CAN GET THE DIRECT YOUR STAFF YOU KNOW, TOTALLY INTERRUPT THEY WATCH US.

12:31:19 WATCH US AN ACTION, MAKE SURE THAT WE'RE UP TO SPEED.

12:31:22 OBVIOUSLY THAT IS THE BEST WAY THAT YOU GET A TRAIN.

12:31:25 A LOT OF THESE FOLKS, BECAUSE THE WAY YOU RETAIN THE WAY I THE REASON WHY, AFTER 20 YEARS AND I'M STILL IN THIS INDUSTRY WITH WHAT I MADE, I MEAN, I'M COLLEGE EDUCATED IS BECAUSE OF WHAT I'VE GOTTEN BACK FROM THE CLIENTS, AND THE LETTERS HAVE GONE FROM FAMILIES THE CARS THE

12:31:43 YOU KNOW. OH, THE STORIES AND THE LOVE I MEAN, I GET JUST AS MUCH OUT OF MY FROM MY CLIENTS AS I DID TO THEM.

12:31:52 BUT YOU DON'T FEEL THAT IN A RESIDENTIAL CARE FACILITY THE DIRECTORSHIP DON'T GET THAT THEY DON'T GET THAT BECAUSE OF THEIR LACK OF TRAIN, AND BECAUSE OF THE WAY THE WHOLE SYSTEM STRUCTURED AND THAT'S A SHAME THAT'S HOW YOU RETAIN THEM EVEN IF YOU

12:32:06 CAN'T RAISE THE WAGES UP TO WHAT WE'RE GONNA HOLD FOR WOULD BE WHAT THEY WOULD BE.

12:32:11 YOU CAN RETAIN THEM BECAUSE THEY'RE GONNA LOVE THE JOB.

12:32:13 AND HOW DO YOU? YOU HAVE TO? YOU GIVE THEM A TRAINING YOU HAVE TO DO THE THE SKILLS TO BE ABLE TO DO THAT, AND THE BEST WAY TO DO THAT IS TO THROW THEM.

12:32:22 YOU KNOW, INTO AN ADH, AND IT'S ALL DAY HEALTH, CARE FACILITY, AND WITH THEM YOU KNOW NOT JUST ONE TIME, BUT IT HAS TO BE OVER SO THEY CAN TAKE A LITTLE WHILE AGAIN.

12:32:33 GOOD JOB BECAUSE THEY DON'T SMILE ENOUGH IN THEIR JOB, AND WE SMILE ALL THE TIME.

12:32:44 THANK YOU. LORI, AND I YOU KNOW. I THINK I THINK LAURIE PETERSON, WHEN SHE GAVE HER PRESENTATION AND TALKED ABOUT THE DIRECT CARE WORKER, SURVEY THAT ONE OF THE THINGS THAT WAS KIND OF HIGH UP ON THE LIST FROM THAT SURVEY WHICH YOU JUST MENTIONED IS KIND OF HAVING

12:33:03 THAT LIKE ON THE JOB, LIKE KIND OF LIVE DEMONSTRATION AND TRAINING, AND SO THAT WAS A LOT OF WORKERS THAT, REPLIED TO THE THE SURVEY KIND OF SAID THAT WAS ONE OF THE THINGS THAT THEY WOULD LIKE TO HAVE.

12:33:16 AS WELL, I THINK YOU'RE JUST FURTHER EMPHASIZING WHAT WE'VE LEARNED FROM OUR SURVEYS SURVEY THAT WE'VE DONE, AND SO NOW.

12:33:29 AND I ALSO, ACTUALLY I JUST WANNA SAY, FOR ALL OUR PANELISTS.

12:33:33 PERHAPS I SHOULD HAVE SAID THIS AT THE BEGINNING; BUT IF I AM, YOU KNOW, DIRECTING QUESTIONS TO SPECIFIC PEOPLE.

12:33:40 BUT IF YOU'D LIKE TO ADD ON TO SOMETHING THAT SOMEONE ELSE HAS SAID, PLEASE FEEL FREE.

12:33:47 SO I'D LIKE NOW. I'D LIKE TO ASK.

12:33:53 WE NEED A LITTLE BIT MORE ABOUT IN YOUR EXPERIENCE, AS YOU KNOW, AS AN EMPLOYER AND WORKING WITH DIRECT HER WORKERS, HAVE YOU?

12:34:18 ABSOLUTELY. THANK YOU. DR. POKING. THANK YOU, LAURIE, FOR SHARING EXPERIENCE.

12:34:24 I THINK WE ALWAYS HAVE TO WORK JUST LIKE WITH OUR CLIENTS WHERE THEY'RE AT FROM A PERSON-CENTERED CARE APPROACH.

12:34:31 WE LOOK AT OUR EMPLOYEES FROM A STRENGTH, BASE APPROACH, AND FROM THEIR OWN.

12:34:36 YOU KNOW, APPROACH IN TERMS OF THEIR INTEREST AND SKILLS AND AVAILABILITY.

12:34:40 WE HAVE ON THE JOB TRAIN, AND I THINK THAT THAT IS REALLY THE MOST CRITICAL PIECE, BECAUSE, YOU SEE IT, YOU CATCH IT.

12:34:48 YOU TRY IT, AND IMMEDIATELY YOU SEE THE RESULTS, AND THERE IS A IMMEDIATE RETENTION OF THAT KNOWLEDGE.

12:34:57 IF I MIGHT STEP BACK JUST A LITTLE BIT IN TERMS OF HAVING THE STAFF CAPACITY TO DO THAT, YOU KNOW, WHEN YOU ARE LACKING STAFFING.

12:35:05 THAT IS A HUGE CHALLENGE, AND EVEN WITHIN THE CARE FIELD IN HOME SUPPORT SERVICES, WAGES ARE MUCH HIGHER THAN GRANT FUNDED.

12:35:14 ADULT A HEALTH CENTER, YOU KNOW. BUDGETS CAN CAN AFFORD, SO THAT PROVIDES A CHALLENGE IN TERMS OF OUR ABILITY TO KEEP THEM LONG ENOUGH TO DO THE TRAINING, AND THEN FOR THEM TO FEEL THAT THEY CAN MAKE A DIFFERENCE IN THE WORK THAT THEY'RE DOING BECAUSE THEY'RE TIRED RIGHT.

12:35:32 IF YOU YOU ARE WORKING CONSECUTIVELY, YOU KNOW 5 DAYS A WEEK, BECAUSE OF THE NEED RIGHT, YOU MIGHT NOT BE ABLE TO TAKE SOME TIME OFF IN BETWEEN TO CARE FOR YOUR OWN FAMILY, BECAUSE MANY CARE WORKERS THEMSELVES ARE IN THE SANDWICH GENERATION WITH AN ELDER AT HOME THAT THEY NEED TO CARE FOR AS WELL AS

12:35:52 YOUNGER CHILDREN, SO AS EMPLOYERS, WE NEED TO BE FLEXIBLE.

12:35:56 WE NEED TO BE UNDERSTANDING, PROVIDE TRAINING AT TIMES THAT THEY ARE AVAILABLE, BUT ALSO PROVIDE INCENTIVES.

12:36:05 RAFFLE PRIZES, OR DIFFERENT KIND OF OPPORTUNITY.

12:36:30 THANK YOU. ONE OF ACTUALLY YOU REMINDED ME YOU WERE TALKING ABOUT KIND OF, RATHER THAN HAVING, YOU KNOW, TECH SPACE, TRAINING, AND HAVING OTHER TYPES OF MODALITIES OF TRAINING.

12:36:43 PART OF OUR THE CALIFORNIA GIRLS PROGRAM WE'RE WORKING WITH A SALAD, WHICH IS A COMPANY.

12:36:49 THAT PROVIDES TRAINING, BUT THEY DO IT KIND OF THROUGH THOSE DIFFERENT MEDALLIONS.

12:36:56 SO IT'S NOT JUST KIND OF, YOU KNOW, JUST READING A BOOK OR SOMETHING, BUT IT'S AND IT'S BYTE SIZE TRAINING PIECES THAT FIT INTO THE THE SCHEDULE OF THE THE WORKER.

12:37:09 AND IT'S THROUGH, YOU KNOW. IT COULD BE THROUGH PHONE CALLS.

12:37:13 IT COULD BE THROUGH TEXT MESSAGING EMAILS, ALL THOSE DIFFERENT TYPES OF DIFFERENT MODALITIES.

12:37:21 SO THANK YOU FOR YOUR INPUT ON THAT

12:37:31 SORRY. I'M MOVING MY HANDS WHEN I TALK, AND I ACCIDENTALLY HIT THE SPACE BAR.

12:37:37 SORRY ABOUT THAT, BUT I THINK THIS WILL. MAYBE OUR OUR LAST QUESTION BEFORE WE WRAP UP OUR PANEL.

12:37:47 BUT DR. SPETS, I WANTED TO ASK YOU. SO THE THE CALIFORNIA GIRLS PROGRAM, YEAH, ENVISIONED AT THE PROGRAM TO PROVIDE TRAINING AND STIPENDS FOR DIRECT CARE WORKERS AND TO INCREASE RETENTION OF DIRECT DIRECT CARE WORKERS SO I WAS WONDERING IF YOU COULD TALK ABOUT SOME OF THE DESIGN ELEMENTS

12:38:11 THAT YOU THINK WOULD BE BENEFICIAL IN ORDER TO MEET THOSE GOALS OF INCREASING RETENTION, DIRECT CARE WORKERS.

12:38:35 YEAH, IT'S A GREAT QUESTION. AND I THINK, FOR YOU KNOW, FOR ORGANIZATIONS THAT ARE THINKING ABOUT APPLICATIONS INTO THIS PROGRAM.

12:38:43 THERE'S THERE'S A LOT OF DIFFERENT WAYS THAT THEY THAT PROGRAMS CAN BE CRAFTED WHAT WE'VE SEEN IN IN OTHER WORKFORCE DEVELOPMENT PROGRAMS.

12:38:52 IS, THERE ARE SOME COMPONENTS THAT THAT OFTEN SEEM TO HAVE A GOOD IMPACT.



12:38:56 ONE IS CLEARLY REWARDING PEOPLE IN VARIOUS WAYS FOR EDUCATION AND FOR THE ADDITIONAL TRAINING.

12:39:03 SO, IF THERE ARE OPPORTUNITIES TO HAVE SOME KIND OF FINANCIAL RECOGNITION JOB TITLE, RECOGNITION, WHATEVER IT MAY BE, THAT'S APPROPRIATE TO MARK THAT AND HONOR THAT THAT EDUCATION, AND KNOWLEDGE IS IMPORTANT AND CAN BE HELPFUL WITH RETENTION YOU KNOW, OTHER THINGS THAT WE'VE SEEN BE REALLY USEFUL ARE THINKING ABOUT

12:39:25 THE OFFERING FLEXIBILITY, OR IN MODES OF TRAINING, BECAUSE SOME PEOPLE, AS HAS BEEN MENTIONED RIGHT, SOME PEOPLE DO GREAT WITH DIGITAL LEARNING.

12:39:36 THEY LIKE, GIVE ME A VIDEO. GIVE ME A LITTLE, YOU KNOW, SET OF VIDEOS THAT I CAN WATCH AT MY OWN PACE WHEN I'M AT HOME, AND I'M HAPPY.

12:39:43 OTHER PEOPLE REALLY NEED TO LEARN HANDS ON OR LEARN WITH OTHER PEOPLE.

12:39:49 AND I THINK IN THIS KIND OF WORK THERE IS REALLY NOTHING QUITE LIKE THE HANDS-ON EXPERIENCE.

12:39:54 SO HAVING THE EDUCATION BE INTEGRATED WITH HANDS-ON OPPORTUNITIES MAY BE REALLY IMPORTANT, DEPENDING ON EXACTLY WHAT YOU'RE TARGETING FOR YOUR EDUCATION, IT MIGHT NOT BE THE RIGHT THING FOR EVERYTHING.

12:40:05 BUT I THINK FOR A LOT OF AREAS IT IS. WE KNOW THAT MENTORS HELPS A LOT.

12:40:11 IT CAN HELP? PEOPLE FEEL MORE CONFIDENT AS THEY'RE BUILDING THEIR SKILLS, GIVES THEM A POINT PROGRAM TO ASK ALL THEIR QUESTIONS THAT THEY MIGHT BE TOO EMBARRASSED TO ASK OTHERS.

12:40:24 AND AND ALSO, YOU KNOW, THINK ABOUT THEIR LONGER TERM CAREERS, AND AND HAVE A CHAMPION FOR THEM PROFESSIONALLY.

12:40:31 AND YOU, KNOW TO THE EXTENT THAT PROGRAMS CAN AND APPLICANTS CAN THINK ABOUT FLEXIBLE SUPPORT FOR PEOPLE, YOU KNOW.

12:40:38 FOR EXAMPLE, IF YOU HAD A TRAINING PROGRAM THAT YOU WANTED TO DO IN PERSON, YOU WANTED THERE TO BE HANDS ON COMPONENTS OF IT.

12:40:48 AND YOU HAD A PARTICIPANT WHO HAD AN URGENT CHILDCARE PROBLEM, OR HAD A CAR BREAK DOWN, OR HAD SOME OTHER KIND OF UNINTERESTED PROBLEM?

12:40:56 ARE THERE THINGS THAT YOU CAN BUILD IN TO HELP THAT MAINTAIN THAT PERSON'S ABILITY TO PARTICIPATE BECAUSE LIFE HAPPENS TO ALL OF US, AND THESE KINDS OF THINGS CAN BECOME REALLY INSURMOUNTABLE.

12:41:24 YEAH, JUST JUST REAL FAST, IF IF LIKE, IF I HAD MY MAGIC ONE WHAT I WHAT I ENVISION IN TERMS OF A PROGRAM LOOKING LIKE IN TERMS OF REALLY BENEFITING THE ADULT POPULATION ACROSS THE BOARD WOULD BE SOME KIND OF STIPEND PROGRAM WHERE OF COURSE YOU WANT THEM TO STAY AT HOME I MEAN MY VIEW AS LONG

12:41:45 AS THEY CAN, BUT NOT EVERYBODY CAN STAY AT HOME. WE ALL KNOW THAT, AND THEY GET PUT IN FACILITIES.

12:41:51 MY, MY VIEW, LIKE WHAT I WOULD HOPE FOR, WOULD BE SOME KIND OF PROGRAM WHERE THERE'D BE MONEY TO ALLOW PEOPLE THAT ARE IN RESIDENTIAL FACILITIES.

12:41:58 OR BOARD, AND CARES WHATNOT TO BE ABLE TO COME TO ADULT.

12:42:01 THEY HELP WITH THEIR FAMILIES, YOU KNOW THEY'RE NOT TO BE ABLE TO AFFORD IT, SO THAT WOULD BE PROVIDED FOR, AND THE CARE A CAREGIVER FROM THE FROM THE FACILITY COULD COME WITH THOSE CLIENTS, YOU KNOW, AS LIKE, THEIR REGULAR CLIENTS THAT'S HOW YOU BRING THAT TRAINING BACK FOR AN ADULT DAY HEALTH TO A RESIDENTIAL

12:42:16 FACILITY. IF YOU DO, YOU LEAD BY EXAMPLE, YOU LEARN BY EXAMPLE, AND IT WOULD BE IT.

12:42:21 HI, GUARANTEE YOU THE DIRECTOR OF STAFF, AND THEY HAVE THE OPPORTUNITY TO COME TO AN ADULT.

12:42:26 THEY HELP WITH CLIENTS THAT ARE THAT ARE IN THE ADULT HEALTH, THAT THEY, FROM THE RESIDENTIAL FACILITY THEY WILL JUMP ON, BECAUSE THAT'S THAT'S THAT'S A DAY.

12:42:36 WHERE YOU KNOW THE 5 H WHERE THEY AREN'T LIKE JUST CHANGING, YOU KNOW, SOMEONE'S DEPENDS, OR YOU KNOW, PULL UPS.

12:42:42 THAT'S WHERE THEY'RE NOT. JUST WERE THERE, ACTUALLY, YOU KNOW, EXPERIENCING WHY, I STAYED IN THE FIELD FOR 20 YEARS THEY'RE GONNA EXPERIENCE THE FINE.

12:42:54 OKAY, THANK YOU. SO WHERE HAVE A ROUGHLY 15 MIN?

12:43:00 LEFT? AND I DO WANT TO GET TO ASK, GET TO SOME OF THE QUESTIONS FROM OUR AUDIENCE, BUT ALSO WANNA SAY, THANK YOU TO OUR 4 PANELISTS, AND ALSO JUST WANT TO PROVIDE YOU ALL THE OPPORTUNITY.

12:43:15 IF IN YOU KNOW THE LAST, YOU KNOW 2, 3 MIN.

12:43:32 MAN. JUST MAKE A QUICK CALL, AND DR. POKE, I THINK, TO MEET THAT 3 POINT, 2 MILLION NUMBER OF LABOR SHORTAGE.

12:43:39 WE NEED TO LOOK AT THE ENTIRE PICTURE OF WHAT ARE THE AVAILABLE.

12:43:44 THERE'S SO MANY LIMITED BILINGUAL CERTIFIED HOME, HEALTHY TRAINING PROGRAMS RIGHT?

12:43:48 AND THEY ARE SO RIGID AND STRUCTURED THAT YOU KNOW HOW MANY CAN WE GRADUATE IN A LIMITED PERIOD OF TIME?

12:43:54 CAN WE HAVE MORE FLEXIBILITY IN TERMS OF CERTIFICATIONS, CREDENTIALS, LICENSING RIGHT, OR MAYBE NOT EVEN NICE AND SAFE, OR CAN INFORMAL CAREGIVERS?

12:44:04 YOU KNOW, DO A QUASI ALLIED HEALTH PATH, YOU KNOW.

12:44:07 CAN WE BE FLEXIBLE IN TERMS OF INDUSTRY, CERTIFICATIONS, AND ALLOWING FOR MORE PEOPLE TO ENTER INTO THE WORKFORCE?

12:44:13 BECAUSE RIGHT NOW, THE IMMIGRANT WORKFORCE IS DESPERATE FOR WORK, BUT THEY CANNOT ACCESS THE HEALTH CARE FIELD WITHOUT INDUSTRY, CERTIFICATIONS, AND LINGUISTIC TECHNOLOGY, CULTURAL BARRIERS ARE IN THE WAY AND WE HAVE AN AGING WORKFORCE THAT IS HAS THE LANGUAGE.

12:44:29 SKILLS TO MEET THE CARE RECIPIENT NEEDS THE SYSTEM THAT IS VERY MUCH STRUCTURED TOWARDS AT POST SECONDARY, YOU KNOW, EDUCATIONAL MODEL, WHICH IT DOESN'T ALLOW FOR ENTRY-LEVEL WORKERS TO REALLY BE ABLE TO ENTER AND THEN GET THE CREDENTIALS THEY NEED TO STAY IN THE WORKFORCE SO

12:44:56 THANK YOU. YES, THAT'S VERY IMPORTANT. IT OUR OTHER PANELISTS, ANY KIND OF LAST THOUGHTS THAT YOU HAVE WOULD LIKE TO SHARE.

12:45:07 OKAY, ALRIGHT. SO AGAIN, THANK YOU. TO OUR PANELISTS, REALLY APPRECIATE YOU ALL TAKING THE TIME AND TO SPEAK WITH US.

12:45:17 IT'S BEEN A GREAT DISCUSSION I'M SURE WE COULD KEEP GOING ON AND ON, BUT I DO WANT TO TAKE SOME TIME AND OPEN IT UP FOR QUESTIONS FROM THE AUDIENCE.

12:45:30 SO NOW WE ARE GOING TO OPEN IT FOR OUR ATTENDEES.

12:45:36 IF YOU ALL HAVE QUESTIONS, YOU CAN EITHER SUBMIT YOUR QUESTION IN THE Q. A.

12:45:40 OR OR YOU CAN RAISE YOUR HAND, AND IT LOOKS LIKE WE ALREADY HAVE ONE PERSON WHO HAS RAISED THEIR HANDS.

12:45:51 SO WE'LL START WITH THEM GRAY WILKING, IF YOU YOU CAN GO AHEAD AND ASK YOUR QUESTION.

12:45:59 THANK YOU.

12:46:00 HI THERE! THANKS, DR. PAUL. CAN YOU HEAR ME PERFECT? SO I ASKED THIS IN THE Q. A.

12:46:06 AND WAS ASKED TO BRING IT UP DURING THE DURING THIS PORTION.

12:46:11 SO MY QUESTION IS, HOW WILL THE AGENCIES, PROVIDERS, CARE AGENCIES, ETC.

12:46:17 EMPLOYERS BE NOTIFIED OF THE OPPORTUNITY TO APPLY FOR THE GRANTS.

12:46:22 THIS ARE GOING TO BE LIKE AN EMAIL BLAST. YOU HAVE.

12:46:26 WOULD IT GO TO EVERYONE THAT'S ON SOME SORT OF REGISTRY?

12:46:29 THE CONTEXT FOR ME IS, I MANAGE THE MSSP AND HCBA PROGRAMS IN MY COUNTY.

12:46:02 YES, WE CAN

12:46:46 THANK YOU. THAT'S A GREAT QUESTION. SO WE'RE USING KIND OF A VARIETY OF OUTREACH METHODS.

12:46:54 BUT SO, FOR EXAMPLE, YOU MENTIONED MSSP: SO WE ARE, FOR EXAMPLE, WE'RE GOING TO BE DOING EMAIL EMAILS TO OUR CBATH AND MSFP NETWORKS THAT WE ALREADY HAVE EXISTING RELATIONSHIPS.

12:47:13 WITH AT THE DEPARTMENT, BUT AND AND I WILL ALSO SAY, IF ANY OF THE ATTENDEE ATTENDEES LISTENING TO HAVE IDEAS FOR WAYS THAT WE CAN OUTREACH AND NETWORK, PLEASE FEEL FREE.

12:47:25 LET US KNOW, AND YOU CAN SEE ON THE SCREEN THAT OUR EMAIL ADDRESS IS UP THERE.

12:47:30 SO, IF YOU HAVE THOUGHTS, COMMENTS, QUESTIONS, YOU CAN ALSO EMAIL US THERE.

12:47:37 SO YES, WE WILL BE SENDING OUT KIND OF EMAIL BLASTS.

12:47:41 THERE WILL BE A WEBSITE, THAT WHICH ACTUALLY SHOULD BE UP WITHIN THE NEXT WEEK OR 2.

12:47:47 THAT WILL HAVE MORE INFORMATION, AND WE WILL AGAIN SEND ALL OF THIS INFORMATION TO EVERYONE WHO IS ATTENDING THE WEBINAR TODAY, AND EVERYONE WHO'S REGISTERED AND SO THAT'S ANOTHER WAY.

12:48:00 THAT WE'LL BE DISTRIBUTING INFORMATION ABOUT THE PROGRAM SO.

12:48:07 BUT YES, SO THERE ARE JUST A VARIETY OF THE WAYS THAT WILL BE DISTRIBUTED.

12:48:11 INFORMATION AS WELL AS IT BEING AVAILABLE ON THE WEBSITE. SO HOPEFULLY THAT ANSWERED YOUR QUESTION, YEAH, AND LET'S SEE I'M GONNA LET'S SEE IF WE HAVE WE HAVE A QUESTION I'M LOOKING IN THE Q.

12:48:31 AND A: SO THERE'S A QUESTION WE WE MENTIONED THAT FAMILY CAREGIVERS ARE ELIGIBLE TO PARTICIPATE IN THE PROGRAM.

12:48:38 ARE THEY ELIGIBLE FOR STIPENDS WHEN PARTICULAR IN THE TRAINING.

12:48:44 SO. UNFORTUNATELY, THE FAMILY CAREGIVERS ARE NOT ELIGIBLE FOR TO RECEIVE THE STIPENDS, HOWEVER, THEY WILL.

12:48:54 THEY WON'T HAVE TO PAY FOR THE TRAININGS.

12:48:55 THE TRAININGS WILL BE FREE, FREE OF CHARGE FOR THE FAMILY CAREGIVERS, BUT UNFORTUNATELY THEY WILL NOT BE ABLE TO RECEIVE THOSE STIPEND PAYMENTS.

12:49:07 YES.

12:49:10 GREAT. LET'S SEE. OH, LOOKS YES, LOOKS LIKE WE HAVE JANE CRYSTAL.

12:49:28 OKAY, OKAY, THANK YOU. RENEE. AND AND ALL. CAN YOU?

12:49:22 I YOU. CAN GO AHEAD AND ASK YOUR QUESTION.

12:49:34 CAN YOU HEAR ME? OKAY, YEAH, I I'VE BEEN BECAME AWARE OF ABOUT A YEAR AND A HALF AGO, OF THE WISDOM OF TRAUMA FILM, AND I'VE BEEN TRYING TO SHARE THAT WITH THE STATE AND WITH THE GOVERNOR AWARENESS OF THAT, BECAUSE I JUST FEEL LIKE IT COULD HELP SHIFT

12:50:01 TRANSFORMATION. AND THEN I BECAME AWARE OF THE COLLECTIVE HEALING EARTH, COLLECTIVE TRAUMA SUMMIT WITH THOMAS HUBBLE, WHICH IS HAPPENING FOR ANOTHER YEAR RIGHT NOW.

12:50:15 IT'S LIKE A 10 DAY PERIOD, AND YOU KNOW HE'S IN ISRAEL, I THINK, OR AUSTRIA.

12:50:23 BUT BUT IT'S A IT'S A GLOBAL EFFORT.

12:50:26 AND HE REALLY HE WROTE A BOOK A NUMBER OF YEARS AGO ON COLLECTIVE HEALING COLLECTIVE TRAUMA, AND YOU KNOW, HIS HIS FOCUS IS INDIVIDUAL, COLLECTIVE, AND ANCESTRAL HEALING.

12:50:47 AND I JUST THINK THAT COULD BE AN IMPORTANT PIECE FOR FAMILIAR CAREGIVING TRAINING.

12:50:58 PERHAPS YEAH, JUST JUST HOW CAN WE, YOU KNOW, RECOGNIZE AND SUPPORT EACH OTHER'S STRENGTHS?

12:51:11 AND YOU KNOW, AND AND AND EVEN, AND AND I ALSO MY MENTAL HEALTH ADVOCATE.

12:51:17 SO I'M YOU KNOW, TRYING TO. HOW DO WE FOCUS ON OUR ABILITIES AS A DISABLED COMMUNITY?

12:51:29 YOU KNOW, IN OUR OR GET, YOU KNOW, AND AND AND GRATITUDE FOR IF WE'RE RECEIVING MEDICAID OR FINANCIAL SUPPORT, ECONOMIC SUPPORT FROM THE GOVERNMENT, YOU KNOW, AND OUR CAREGIVER IS NOT.

12:51:47 AND YOU KNOW IT'S YEAH, AND I I JUST MENTIONED IN THE CHAT JUST HOW YOU KNOW, WE HAVE LIMITED EMOTIONAL CAPACITY AND UNLIMITED EMOTIONAL RESOURCES, AND WE WE NEED THOSE FOR SELF.

12:52:06 CARE TO RECHARGE, TO TO TO TO TO HAVE, YOU KNOW, SOMETHING LEFT FOR OUR FAMILY, FOR OUR CHILDREN.

12:52:23 YEAH, AND AND THANK YOU FOR MENTIONING THAT I AND ONE THING I WANT TO POINT OUT IS PARTICULARLY OR THE INNOVATION FUND PIECE, AND WE'RE STILL TRYING TO THINK THROUGH.

12:52:38 THIS A LITTLE BIT, BUT FOR THE APPLICANTS FOR THE INNOVATION FUND WE WANT TO HAVE THEM ADDRESS SPECIFIC.

12:52:46 YOU KNOW CATEGORIES OF CORE COMPETENCIES, AND SO ONE OF THE ONES THAT WE'RE THINKING ABOUT IS WORKERS AND KIND OF DEALING WITH THE EMOTIONAL ASPECTS OF THE JOB.

12:52:57 SO NOT JUST KIND OF THE PHYSICAL ASPECTS, OR YOU KNOW HOW TO.

12:53:02 YOU KNOW YOU'VE A A LIFT AND HELP MOVE A PATIENT, BUT ALSO DEALING WITH THE EMOTIONAL ASPECTS OF BEING A DIRECT CARE WORKER.

12:53:12 SO THAT THAT IS DEFINITELY IMPORTANT AND KIND OF MENTAL HEALTH FOR OUR WORK.

12:53:17 OR SO, THAT IS ANOTHER FOCUS THAT WE ARE LOOKING TO ADDRESS.

12:53:22 SO I SEE WE HAVE. OH, GO BACK TO THE CHAT NOW.

12:53:28 LOOKS LIKE WE HAVE A QUESTION. ACTUALLY, THIS IS A QUESTION FOR DARCY.

12:53:34 SO IT SAYS. EVERYONE HERE HAS MENTIONED WAGES AS A HUGE ISSUE.

12:53:39 DOES THE STATE HAVE ANY PLANS TO ADDRESS INCREASING RATES FOR HOME HEALTH AIDS, LIONS, CNN. CNN.

12:53:47 ETC. IN THE SECOND PIECE ABOUT HOW WILL ACCOUNT GROWS.

12:53:52 ADDRESS THIS ISSUE, I WILL BEFORE YOU, ANSWERED DARCY, I'LL JUST TALK SPECIFICALLY ABOUT CAL GROWS.

12:54:00 SO OUR PROGRAM CAL: GROWTH, IT. IT WILL NOT ADDRESS.

12:54:05 YOU KNOW, IN INCREASING WAGES, SPECIFICALLY FOR DIRECT CARE WORKERS, THE PROGRAM WILL WILL BE PROVIDING STIPENDS OR INCENTIVE PAYMENTS FOR WORKERS, BUT ADDRESSING WAGES IT IS OUTSIDE OF THE CAL GROWS PROGRAM BUT I'LL I'LL PASS IT TO DARCY TO MAYBE TALK ABOUT SOME OF THE

12:54:27 HEY? GREAT, THANK YOU, RENEE. SO I I WILL ACKNOWLEDGE THAT IT IT'S NOT JUST IN THIS CONVERSATION, BUT IN MANY OF THE CONVERSATIONS WHEN WE'RE TALKING ABOUT THE HEALTH AND HUMAN SERVICES WORKFORCE BE IT TALKING ABOUT CNN'S DIRECT CARE WORKERS OR IF WE'RE TALKING ABOUT

12:54:45 KIND OF PEER SUPPORT WORKERS ARE BEHAVIORAL HEALTH SPECIALISTS.

12:54:50 LIKE A A LOT OF TIMES THE CONVERSATION COMES BACK TO WAGES.

12:54:53 I DON'T HAVE LIKE THE SO SILVER BULLET THAT'S GOING TO SAY THAT.

12:54:57 YOU KNOW WE WERE ABLE RIGHT NOW TO ESTABLISH A WAGE BASE THE WAY.

12:55:04 OTHER CLASSIFICATIONS AND OTHER ARENAS HAVE NOT TO SAY THAT THAT'S OFF THE TABLE.

12:55:10 BUT I WILL SAY THAT THE MORE THAT WE ARE ABLE TO ENGAGE ENGAGE IN THAT DISCUSSION, ESPECIALLY WITH OUR PARTNERS FROM THE LABOR AND WORKFORCE DEVELOPMENT AGENCY. BUT I WILL SAY WHAT WHAT IS IN THE PURVIEW OF CALHHS WHICH DOES IMPACT WAGES TREMENDOUSLY.

12:55:27 IS THE PROCESS THAT FALLS UNDER DEPARTMENT OF HEALTH CARE SERVICES, AND THE REIMBURSEMENT RATES OF THE PROVISION OF SOME OF THE SERVICES PROVIDED BY SOME OF THE CLASSIFICATIONS THAT WERE DISCUSSED, AND HOW THE MANAGED HEALTH CARE PLANS ARE REIMBURSEMENT FOR THOSE SERVICES AS WELL AND SO UNFORTUNATELY, I

12:55:47 DON'T HAVE A AGAIN LIKE AN ANSWER THAT SAYS YES IN 6 MONTHS.

12:55:51 WHERE THIS IS THE WAGE FLOOR THAT IS BEING ESTABLISHED.

12:55:53 BUT I CAN'T ACKNOWLEDGE THAT THOSE CONVERSATIONS ARE HAPPENING, AND I THINK THAT FOLKS ARE FOLKS AT THE STATE LEVEL.

12:56:01 ARE, YOU KNOW, OPEN EARS ABOUT HOW WE CAN COLLECTIVELY MAKE SOMETHING LIKE THAT HAPPEN, AND THAT IT WILL NECESSITATE A LOT OF THESE DIFFERENT STAKEHOLDERS.

12:56:16 YEAH, EMPLOYERS, WORKERS AND THE STATE TO COME TOGETHER TO TRY TO HELP SOLVE THIS, BECAUSE YOU KNOW, IF IF WE'RE NOT ANSWERING THE QUESTION ABOUT THE QUESTION ABOUT WAGES OFTENTIMES, WE'RE YOU KNOW, JUST SPINNING WE'RE IN THAT HAMSTER WHEEL WHERE WE'RE PUTTING A LOT OF EFFORT

12:56:31 TOWARDS OTHER ASPECTS OF THE WORKFORCE TO NO AVAIL BECAUSE OF THE ABSENCE OF A BASE WAGE SALARY.

12:56:43 THANK YOU, DARCY. SO WE HAVE ONE ANOTHER QUESTION IN THE CHAT THAT I WANTED TO ANSWER.

12:56:52 BUT I'LL READ IT. WE HEARD ABOUT 80% OF THE CAREGIVERS BEING WOMEN AS WELL AS PUBLIC ASSISTANCE RECIPIENTS, IMMIGRANTS, ETC.

12:57:03 MANY OF THESE WORKERS ARE OLDER AS WELL. HOW DO WE ENSURE OLDER WORKERS?

12:57:06 NEEDS ARE, MET, FOR EXAMPLE, TRAINING ON HOW TO LIMIT INJURIES AS WELL AS RECRUIT ADDITIONAL OLDER WORKERS IN THE FUTURE.

12:57:16 THANK YOU. THAT'S GREAT QUESTION. SO A COUPLE OF THINGS I'LL SPEAK TO.

12:57:22 IN ANSWERING THIS QUESTION AT FIRST SOME OF THESE THINGS ARE ISSUES THAT WE ARE HOPING CAN BE ADDRESSED WITH SOME OF THE PROPOSALS THAT WE RECEIVE IN OUR INNOVATION FUND, AND SO I MENTIONED.

12:57:37 THIS EARLIER, BUT WE'RE THAT THE PROJECTS OR THE PROPOSALS THAT ARE PUT FORWARD IN THE INNOVATION FUND MEET A CERTAIN CORE COMPETENCIES THAT WILL BE DETAILED IN THE REQUEST FOR APPLICATIONS AND SO ONE OF THOSE WOULD BE KIND OF PHYSICAL ASPECTS OF THE JOB FOR EXAMPLE, TRAINING ON HOW TO

12:58:00 LIMIT INJURIES COULD BE ONE OF THE THINGS THAT IS ADDRESSED IN THOSE APPLICATIONS, AND AS WELL AS RECRUITING ADDITIONAL OLDER WORKERS.

12:58:11 SO AGAIN, THE INNOVATION FUND WILL BE KIND OF FUNDING FOR THESE DIFFERENT NEW AND NOVEL APPROACHES.

12:58:18 BUT TO PERFECT TO THESE ISSUES. AND SO RECRUITING ADDITIONAL OLDER WORKERS, FOR EXAMPLE, COULD BE THE TOPIC OF ONE OF THE PROJECTS THAT'S PROPOSED FOR THE INNOVATION FUND.

12:58:31 SO I'M IN SEEING IN THE CHAT AND HEARING IN OUR FROM QUESTIONS FROM FOLKS THAT THERE ARE A LOT OF KIND OF EXCITING IDEAS THAT FOLKS HAVE ABOUT DIFFERENT TYPES OF TRAINING THAT CAN BE DONE.

12:58:47 HOW WE CAN ADDRESS CERTAIN ISSUES. AND SO WE'D LOVE TO HEAR ALL THESE THOUGHTS.

12:58:52 AND HOPEFULLY, SOME OF YOU AND YOUR ORGANIZATIONS WILL SUBMIT APPLICATIONS FOR OUR INNOVATION FUND WHERE YOU CAN ADDRESS SOME OF THESE ISSUES.

12:59:04 AND SO I THINK LOOKS LIKE I'M LOOKING IN THE CHAT, AND I DON'T SEE ANY ADDITIONAL QUESTIONS.

12:59:16 SO I THINK THEN, IF THERE ARE NO OTHER QUESTIONS, WE CAN WRAP UP OUR OUR WEBINAR.

12:59:27 BUT BEFORE. WE DO THAT. I JUST ALSO AGAIN WANT TO THANK OUR PANELISTS.

12:59:36 I THINK LORI PETERSON, DIRECTOR DE MORRIS.

12:59:40 EVERYONE WHO HAS CONTRIBUTED TO OUR WEBINAR TODAY. THANK YOU.

12:59:44 ALL I REALLY APPRECIATE YOU ALL BEING HERE AND I WANT TO THANK THE ATTENDEES TODAY.

12:59:51 REALLY APPRECIATE ALL OF THE GREAT QUESTIONS, ALL OF YOUR INPUT INSIGHT ON THESE ISSUES.

12:59:58 IF YOU HAVE ADDITIONAL QUESTIONS, YOU CAN EMAIL THE EMAIL ADDRESS THAT IS ON THE SCREEN RIGHT NOW.

13:00:07 AND IF YOU AGAIN ANY QUESTIONS THAT WE WEREN'T ABLE TO ANSWER TODAY, YOU CAN EMAIL US AND LAST, WE JUST WANT TO AGAIN POINT OUT THAT ALL OF THE INFORMATION THE SLIDE, DECK THAT YOU SAW TODAY WILL BE SENT OUT TO EVERYONE WHO REGISTERED FOR THE WEBINAR AND WE WILL ALSO BE SENDING OUT

13:00:29 SOME ADDITIONAL INFORMATION RELATING TO SOME OF THE THINGS THAT LORI PETERSON SPOKE ABOUT SPECIFICALLY INFORMATION REGARDING THAT STAKEHOLDER ENGAGEMENT, AS WELL AS THE BEST PRACTICES.

13:00:44 AND EXCUSE ME BEST PRACTICES RESEARCH. SO AGAIN, THANK YOU ALL FOR BEING HERE.

13:00:50 APPRECIATE IT AND HOPE. EVERYONE HAS A GREAT REST OF THEIR DAY.