

Presentation #10.C



Equity Considerations, Challenges, and Opportunities for Building California's LTSS Workforce Pipeline

California Long-Term Care Insurance Task Force

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Today's Remarks

1. The Landscape

Overview of the LTSS Workforce

2. The Challenge

Understanding the Workforce Crisis

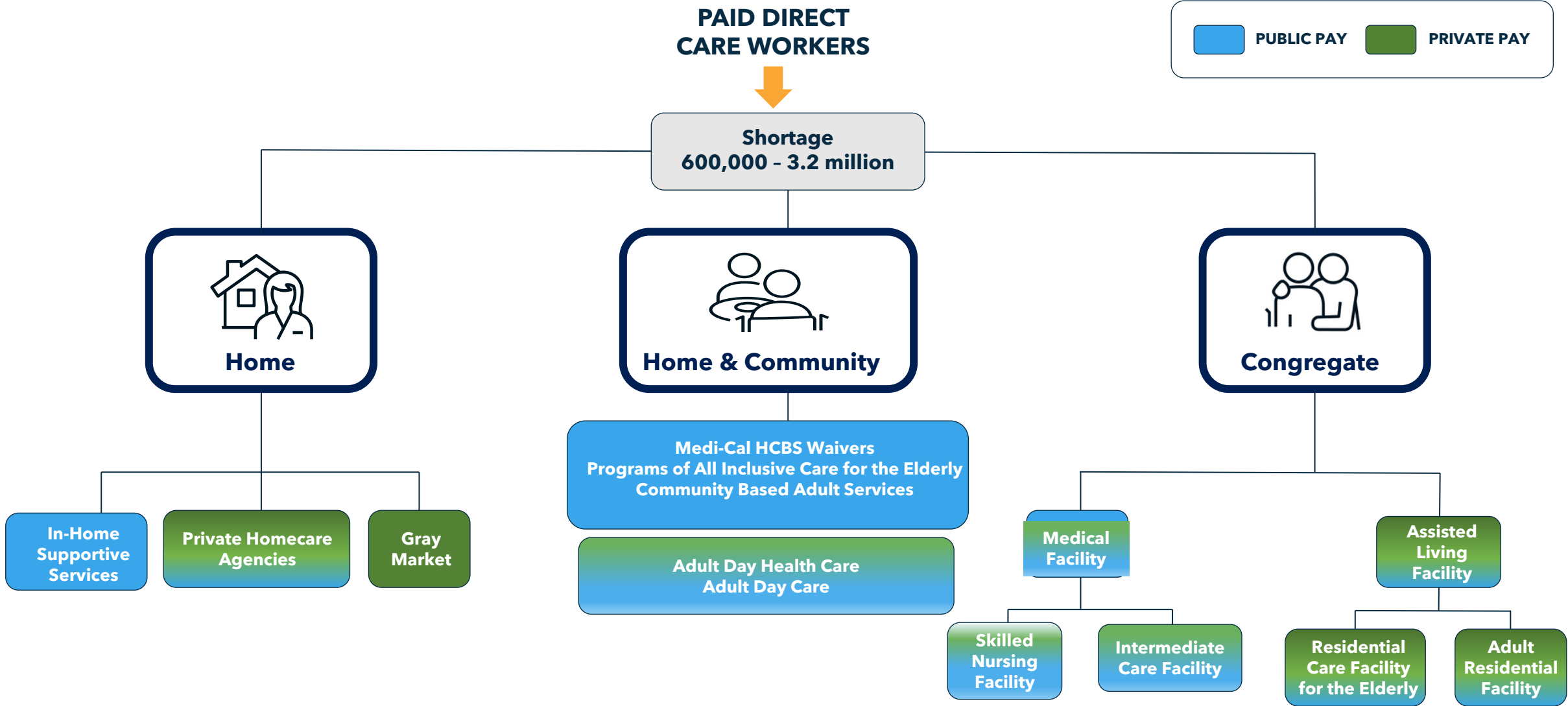
3. The Opportunity

A Path Forward for Building the LTSS Workforce



The Landscape: An Overview of California's LTSS Workforce

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

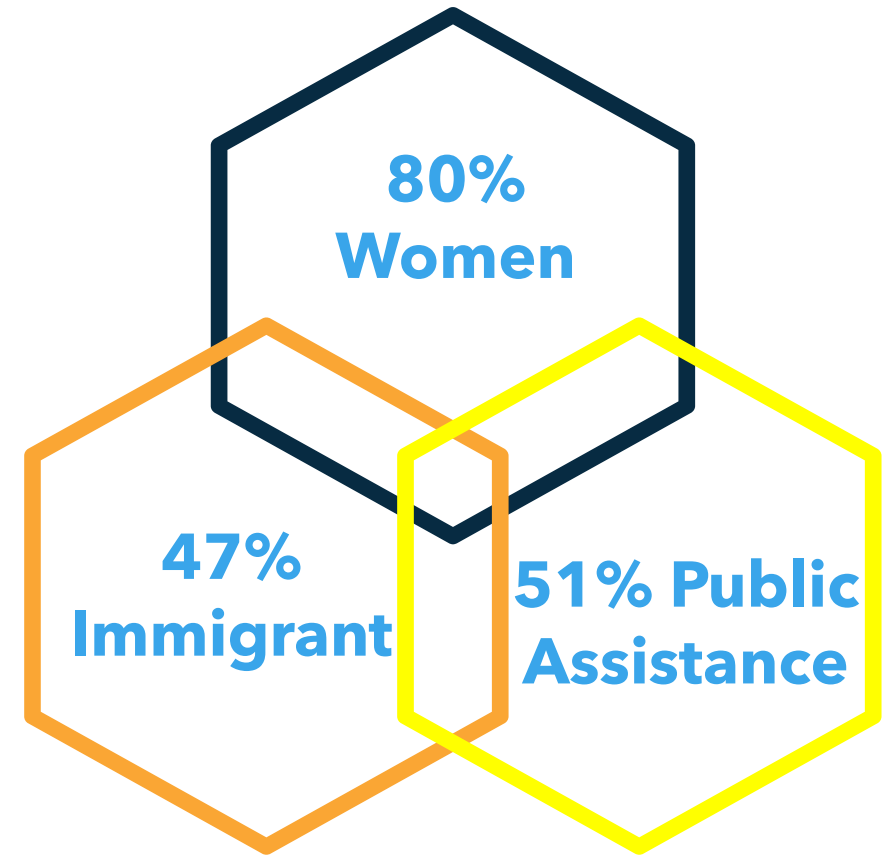
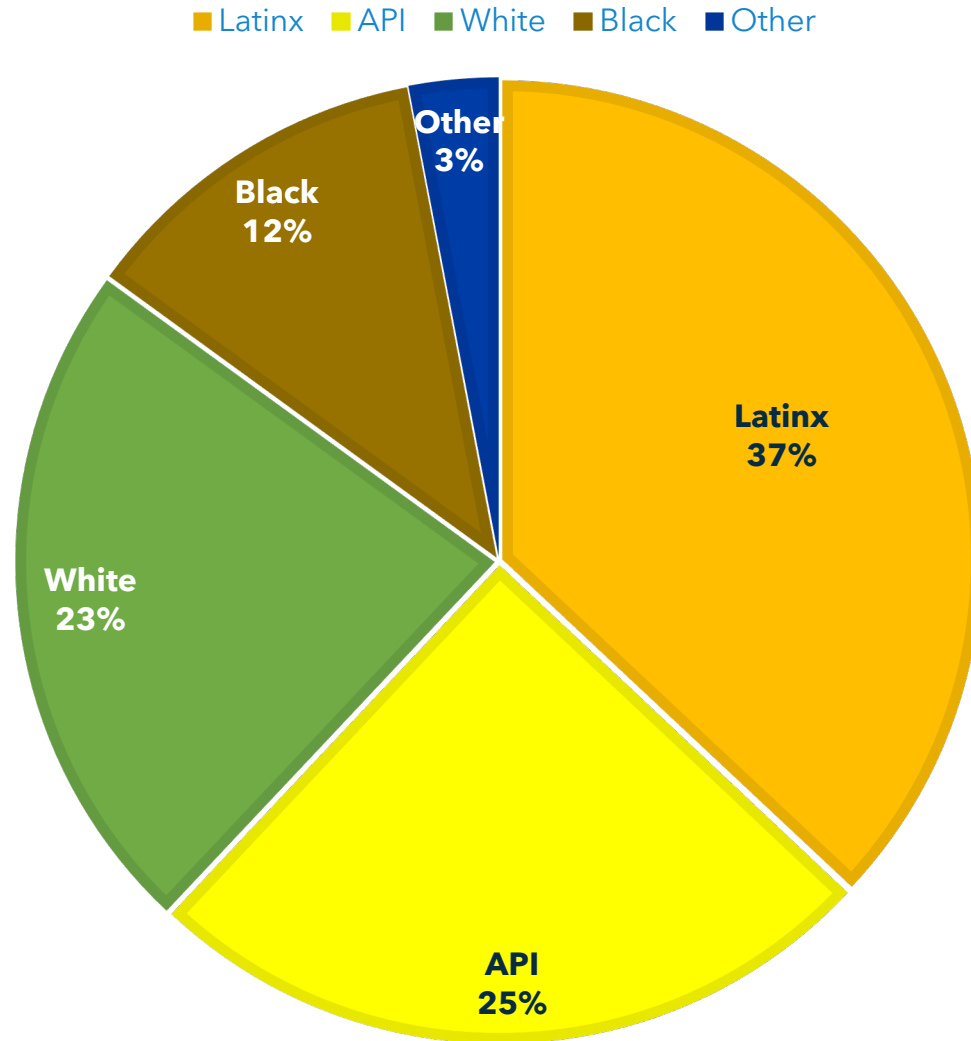
(DSPs) support persons with ID/DD with ADLs/IADLs, including at times administering medication, developing behavioral management plan, and managing medical records.

70 hrs

Congregate, Community

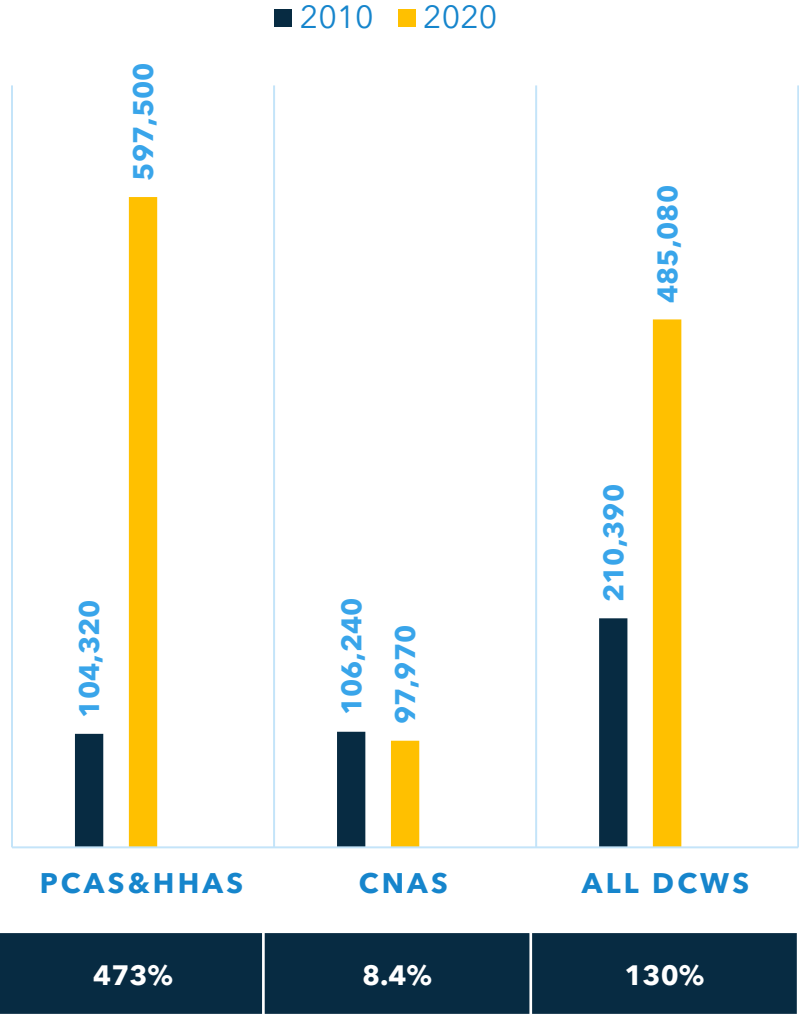
Department of Developmental Services (DDS)

Key Facts and Figures

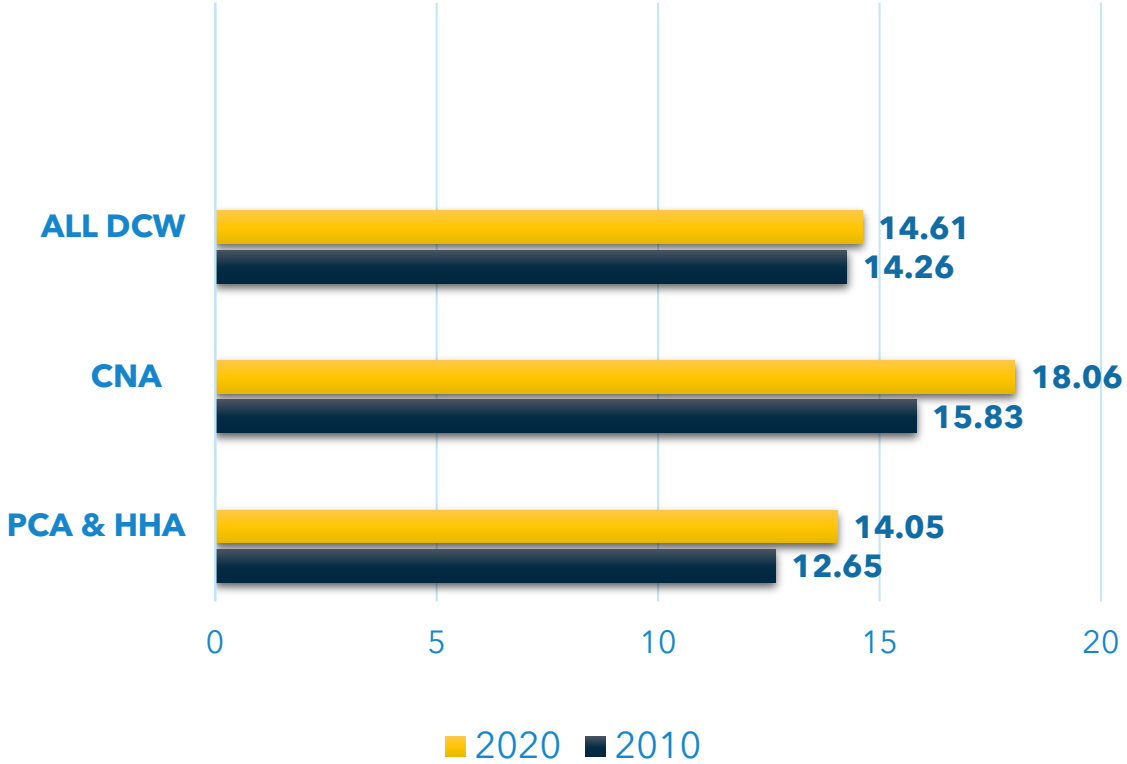


Key Facts and Figures

Job Growth



Median Hourly Wages





**The Challenge:
Understanding the
LTSS Workforce Crisis**

The Need is Urgent



The COVID Impact



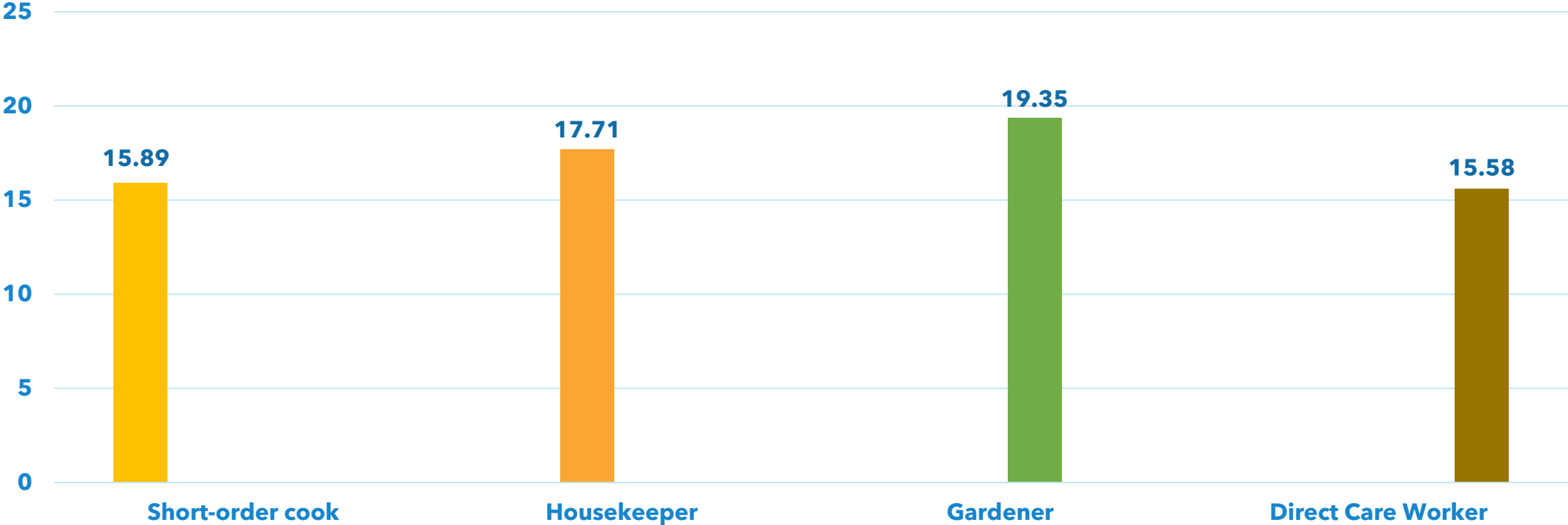
Labor Shortages



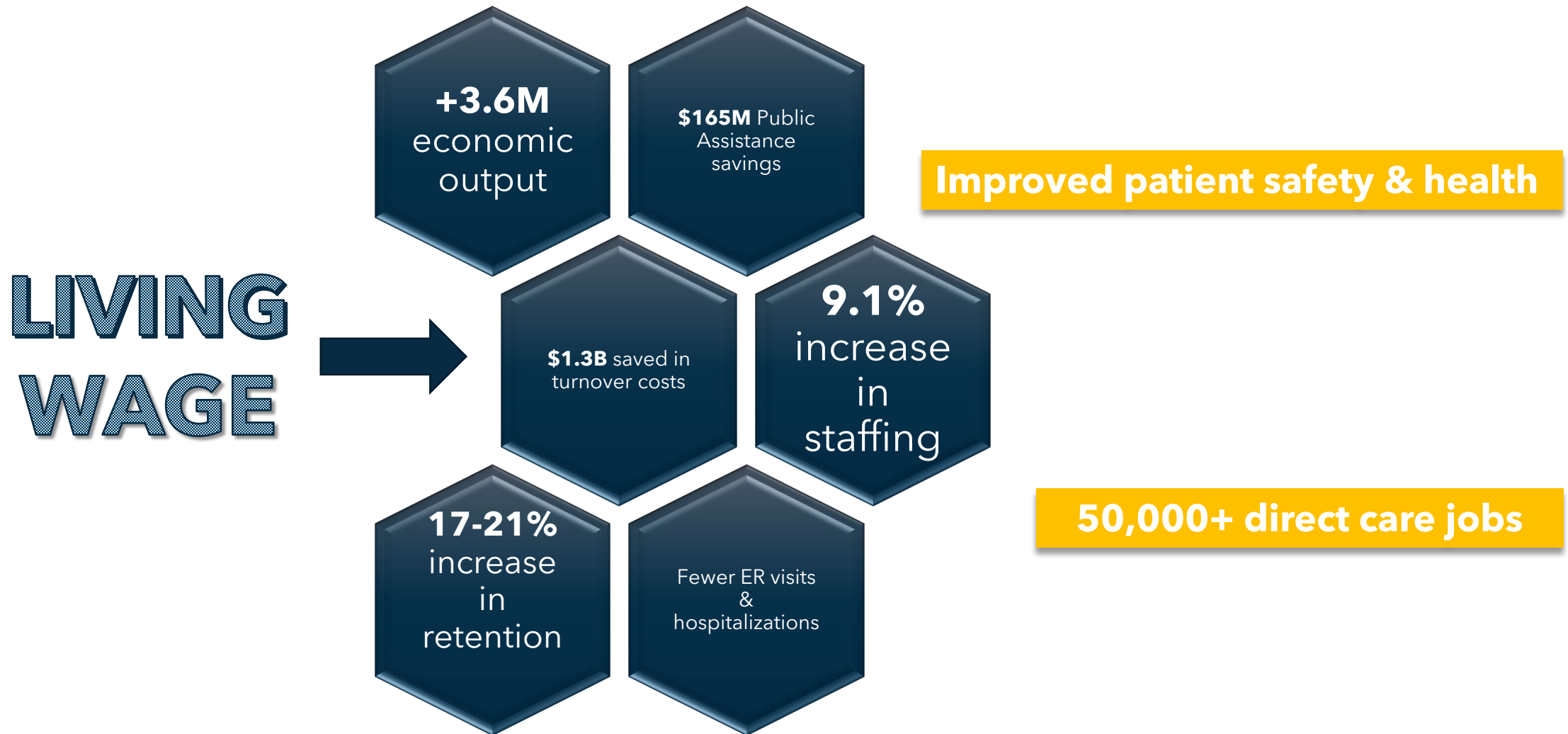
Diverse, Culturally
Competent Workforce

Key Facts and Figures

Wage Comparison



Impact of Raising the Wage Floor





The Opportunity:

**A Path Forward for
Building the LTSS
Workforce**

Solving the Workforce Crisis: A Multi-Pronged Approach

A photograph of a caregiver in blue scrubs supporting an elderly woman from behind. The caregiver is on the left, and the elderly woman is on the right. They are standing outdoors in a well-lit area, possibly a garden or courtyard. The background is slightly blurred, showing greenery and a building.

Living Wage

Training

**Career
Ladders/Latices**

Incentives

**Language
Access**

**Cultural
Competency**

Addressing the Workforce Crisis: California's Current Investments and Initiatives



2021-22 Investments \$946million

- Training
- Stipends
- Incentives

Proposed Initiatives 2022-23 \$1.7Billion

Build the Pipeline:

- Community Health Workers
- Social Workers
- Nursing
- Multilingual Health Initiative
- Psychiatric
- Other

Current Workforce Investments

**IHSS Career
Pathways:
Training,
Stipends &
Incentives**

**Non-IHSS
Career
Pathways
Training,
Stipends &
Incentives**

**HCBS
Clinical
Workforce
Training &
Incentives**

**Certified
Nurse
Assistant
Workforce
Program**

**Direct
Support
Professional**

Other

Support and Strengthen HCBS Workforce



Proposed 2022-23 Workforce Investments: \$1.7Billion



CalHHS Initiatives

**Community
Health
Worker:
25 x 25**

**Social Work
2030**

**21st
Century
Nursing**

**Psychiatric
Resident
Program**

**Multilingual
Health
Initiative**

**High Road
Training
Partnerships**

**Healthcare
Workforce
Advancement
Fund**

**English
Language
Learners
Health
Careers**

**Emergency
Medical
Services
Corps**

LWDA Initiatives

Next Steps: Proposed Initiatives

Legislative
Approval of
State Budget

Stakeholder
Engagement

Program(s)
Launch and
Implementation



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