



**July 26, 2023 3:00 – 5:00 p.m.**  
**Hotel Corque, 400 Alisal Road, Solvang CA**

## **MINUTES**

**Attendance:** Lora Aladdin, Lisa Brabo, Mark Burns, Tammy Casiano, Renee Cowans, John Crowell, Cathy DiCaprio - Wells, Lauren Ferguson, Ruth Garcia Guevara, Joan Hartmann, Alma Hernandez, Cheri Jasinski, Vicki Johnson, Shannon Kenny, Valerie Kissell, Amy Krueger, Maribel Landeros, Tracey Little, Adriana Marroquin, Cassandra Medina, De Rosenberry, Erin Saberi, Rynn Schumacher, Gary Suter, Jessica Uribe, Phylene Wiggins

**Staff:** Barbara Finch and Jessica Martinez

### **1. Welcome & Introductions**

Barbara Finch opened the meeting and introductions were made.

### **2. AAN Business Approve Minutes, March 22, 2022**

De Rosenberry motioned to approve the March 22, 2022 minutes and Supervisor Joan Hartmann seconded the motion. Members Aladdin, Kissell, Kenny, Garcia Guevara, Landeros, Johnson, Schumacher and Wiggins abstained. The motion passed and the minutes were approved.

### **3. Public Comment - None**

### **4. Master Plan for Aging Local Update**

Barbara Finch, Adult & Aging Network (AAN) Director, gave an overview of AAN and its role in bringing California's Master Plan for Aging (MPA) to Santa Barbara County. She summarized work to date, including a foundational report that will offer a preliminary view of aging and disability in Santa Barbara County.

- AAN is steadily building momentum for local implementation of the MPA
- The Independent Living Resource Center partnered with AAN to apply for a Local Aging & Disability Action Planning Grant, which was awarded and will provide additional resources for the development of a local action plan.
- AAN is partnering with Caring Together Santa Barbara County (CTSBC) to host the second MPA convening on October 12, 2023.

### **5. Caring Together Santa Barbara County**

Lisa Brabo - Family Service Agency gave an overview of the Caring Together Santa Barbara County (CTSBC) network.

- CTSBC is focused on helping caregivers understand they are not alone and connecting them to community supports. They are aligning with the Master

Plan for Aging, building awareness, leadership, and local capacity for "Caregiving That Works"

- Current goals include advocacy and education for all ages. Measures of success are to:
  - Expand respite care options and reimbursement for family caregivers
  - Expand access to training and develop career ladders
  - Generate support for living wages for paid caregivers
  - Ensure that caregivers receive information and know about resources
  - Promote effective communication, collaboration and referrals among partner organizations
- CTSBC was recently awarded a grant from the California Accountable Communities for Health Initiative (CACHI) to build cross-sector partnerships and advance community priorities with a focus on communities that have experienced historical inequities known to result in poorer health outcomes

## 6. Homebridge & Career Pathways / CalGrows

Mark Burns, Executive Director of [Homebridge](#), gave an overview of his organization and the [Career Pathways](#) and [CalGrows](#) training programs.

- [Homebridge](#) is a community-based non-profit that contracts with City/County of San Francisco to provide In-Home Services and Supports (IHSS) services to 1,000+ older adults a year who would otherwise be unable to access traditional IHSS, primarily due to cognitive or mental health challenges or severe physical disability. The model is gaining interest statewide as a vehicle to address gaps in care, particularly as a means of homeless prevention and support for transitions from homelessness to housing.
- Homebridge has been providing "contract mode" IHSS since 1995. The model includes a robust training program and ongoing support for caregivers that prepares them to successfully address complex needs.
- The Homebridge training program was adopted by the state to create the [Career Pathways](#) program for IHSS workers and a similar program, [CalGrows](#), for unlicensed caregivers, certified home care aides (HCAs), and certified nursing assistants (CNAs).
- The Career Pathways program consists of 250 courses covering a broad range of topics, including General Health & Safety, Cognitive Impairments & Behavioral Health, Complex Physical Care Needs, and Transitions to In-Home Community-Based Care. Trainings are available online and in-person, and in multiple languages. Workers who enroll are eligible to receive hourly pay as well as incentives for completion and implementation of course content.
- CalGrows provides free training and career coaching for a diverse range of direct care workers, both paid and unpaid, including home care aides, care coordinators, dementia care specialists, personal care assistants, activity coordinators, transportation providers, community health workers, and unpaid

family/friend caregivers. The program is designed to support and provide resources for caregivers who work in-home or in community-based settings providing care to older adults or people with disabilities. This program includes incentives for paid direct care workers who complete training courses.

- The Homebridge program currently employs 350 FTE homecare providers (now adding approximately 15-20 new caregivers/month) with a starting pay of \$22/hour tiered up to \$27/hour with full benefits.
- The City/County of SF pays \$7 million a year to fund Homebridge care for its high/complex needs individuals. (3-5% of IHSS eligible population in San Francisco)
- Homebridge and the City/County of SF are growing this model through programs developed during the pandemic around homelessness: IHSS services to help rapidly house people who were previously unhoused and a new tier of Permanent Supportive Housing called the Collaborative Caregiver Support Team
- Gaps & Inequities – Statewide, close to 12% of IHSS authorized cases/month are not receiving services, including those who need assistance with care direction due to cognitive impairment or substance abuse, those who have been homeless and unable to access IHSS, those who have never reached a doctor, and those who cannot locate a care provider.
- ***“One of the things I am most passionate about is equitable access...there is currently a group of IHSS eligible people in every county in CA for whom hiring and managing a caregiver is a difficult or impossible task – particularly so for those who are transitioning from being unhoused...they are eligible for a program that is not designed to help them.”- Mark Burns, Homebridge***
- Impact of Homebridge program: fewer 911 calls, ER visits, hospital visits, falls, missed medical appointments and medications, inpatient admissions and institutional long-term care; housing retention and homeless prevention
- The Master Plan for Aging Long Term Services and Supports Committee recommends that counties “Examine options to better integrate and coordinate service delivery across county health and human service programs at the local level.
  - Build county level collaboration between all entities involved in the care of people with complex and over-lapping medical, behavioral health, LTSS and health-related social needs.
  - Research how best to pay for and deliver care services, including identifying which delivery mode is best for different care recipients
  - Explore policies to allow plans to collaborate with IHSS public authorities to offer contract mode for IHSS for certain beneficiaries
- Community Supports available through CalAIM may provide an opportunity to expand the availability of agency-mediated personal care services like those provided by Homebridge.
- Mark provided references and additional resources at the end of his presentation.

- Mark was asked to provide additional insights about workforce recruitment and retention:
  - We have stemmed our losses by paying \$2 over the minimum
  - Our worker program has changed dramatically
  - Average age of caregivers was 60s and now is below 50s
  - Went through 2000 applications to hire 180
  - We are now a first career choice
  - We are providing a much more inclusive and welcoming environment
  - The support and training is keeping people
  - Internal mobility has grown -32 Care Supervisors – all were previously LSW or LCSW, now they are prior caregivers
- Regarding capacity and demographics:
  - We serve 2000/year, only half of clients are under the age of 60 and not all of the unhoused are older adults
  - We're seeing an explosion in the IHSS population but the city is not growing – the IHSS population will continue to grow statewide
- What would counties need to think about in order to offer contract mode?
  - Political will, MOUs, wages
  - Counties have to believe that they can make up the costs elsewhere
  - With government work, it takes someone at a really high level to tap different department heads to align/collaborate to create a strategy
  - CDSS is being encouraged to assess systemic problems of IHSS

#### 7. Network Visioning for October Event

- Purpose – galvanize support for future collaboration – give people the opportunity to see where they fit and how they can play a part
- Format – keynote speakers, testimonials, breakout sessions to talk about individual issues, engaging day
- Desired Audience – providers, decision makers, community leaders, people who are working in the community at large and have a passion for community engagement

#### 8. **Announcements** - None

#### 9. **Adjourn – Next meeting September 27, 2023 3:00pm**

The meeting adjourned at 4:52 p.m.

*Respectfully submitted by Jessica Martinez*