



MPA Caregiving Action Team Minutes

March 18, 2025, 1:30 – 3:00 pm

3725 Westwind Blvd, Santa Rosa, Carnelian Room

Attendees: Brooke Brand, Monte Cimino, Katie Davis, Shelley Dombroski, Eric Glentzer, Susan Harvey, Lauren Hibdon, Nancy Powers-Stone, Nancy Frank

1:30	<p>Welcome, Check-In Question</p> <ul style="list-style-type: none"> • Updates on stipend program and the need for a Caregiving chairperson • Reviewed prioritized strategies from February meeting
1:40	<p>Landscape Map Focus Session</p> <ul style="list-style-type: none"> • Overview of Save’s work/plan • Participants worked in groups of 2 – 3 to answer the following questions at stations around the room. Responses were recorded and will be compiled, cross referenced with the senior resource guide and used to create a map of caregiver supports and services available countywide. <ul style="list-style-type: none"> ○ <i>Working in groups of two answer the following questions:</i> <ul style="list-style-type: none"> ▪ <i>What trainings for caregivers does your organization offer?</i> <ul style="list-style-type: none"> ▪ <i>Are there pre-requisites? Do they stand alone or do they contribute to a bigger goal (e.g. certification, degree...)</i> ▪ <i>Is there a cost for trainings?</i> ▪ <i>Virtual or in person? If in person, where? (City)</i> ▪ <i>Do you offer a caregiver development program? (While trainings may be a one-off or ad-hoc opportunity, development programs are more structured. They may be tied to a certification or have a required course or practice list.)</i> <ul style="list-style-type: none"> ▪ <i>Is there a cost for development programs?</i> ▪ <i>Do you offer other caregiver supports? (Respite, stipends, incentives, support groups, etc,)</i> ▪ <i>How do you make people aware of trainings, development programs, and/or supports?</i> ▪ <i>What, if any, training and development gaps are you aware of?</i>
2:40	<p>Priority Clarification and Root Cause Analysis</p> <p>Prioritized Strategies were further defined:</p> <ul style="list-style-type: none"> • Increase awareness of and coordinate training resources and supports for paid and unpaid caregivers.

	<ul style="list-style-type: none"> ○ Awareness – saturation of messaging; ubiquitous information especially for family caregivers ○ Increasing awareness of services and coordination across providers ○ Coordination – using shared spaces for training to meet people where they are at; this is the partnering piece; shared volunteers ○ Partnering not to reinvent the wheel – how do you pull in small agencies? ○ Training – for both paid and unpaid; training for family that is doing more complicated care work – increasing overlap between what is needed for both ○ Geographically distant caregivers (family members) – how to provide them with support ○ Many “caregivers” do not think of themselves as “caregivers” ○ Many family caregivers may not have any training <ul style="list-style-type: none"> ● Expand the caregiver workforce through development programs, career pathways, and offering financial incentives/ stipends <ul style="list-style-type: none"> ○ Development programs & career pathways ○ Paid caregiver workforce who are immigrants – with current policies we may lose some? ○ How could we support our immigrant workforce? ○ IHSS is \$19.20 an hour and has low training attendance ○ How can we pay a living wage for those who want to remain as a caregiver? ○ Monte – we are hiring all the time; high turn over; paying a living wage is difficult ○ How to create a Caregiving career path? We need a framework that inspires people to start with caregiving and then provides an opportunity to move up into a higher paying complimentary position? ○ Bridge program from LVN to RN for people who want to make a career of caregiving ○ Could you rise to supervising other caregivers as a career path? (Higher pay) ○ Financial incentives for people that will do personal care ○ Tiered model of caregiving
2:55	<p>Next Steps/Closing</p> <ul style="list-style-type: none"> ● Next Meeting Preview: Finalize Root Cause Analysis & Results Statement, adopt one-year goal, begin drafting one-year work plan

Meeting Outcomes:

- Action Team members contributed to a landscape map of all locally available caregiving training and supports.
- Action Team members clarified and simplified prioritized strategy(ies) and may identify and prioritize a root cause associated with prioritized caregiving strategies.