

Date of Hearing: April 23, 2019

ASSEMBLY COMMITTEE ON AGING AND LONG-TERM CARE

Adrin Nazarian, Chair

AB 1382 (Aguiar-Curry) – As Amended April 22, 2019

SUBJECT: Master Plan for Aging.

SUMMARY: Requires that the Master Plan for Aging include an implementation plan specifying objectives, and timelines relative to both the paid workforce and unpaid family caregiver workforce. Specifically, **this bill**:

- 1) Requires the state to adopt a Master Plan for Aging, emphasizing workforce priorities.
- 2) Requires the Master Plan for Aging to prioritize specified issues related to preparing and supporting the state's paid paraprofessionals and professionals, as well as unpaid family caregivers.
- 3) Specifies that these issues would include, but not be limited to:
 - a) Addressing the need for a well-trained and culturally competent paid paraprofessional and professional health care and long-term care workforce.
 - b) Developing recommendations regarding the need for high-quality, affordable, and accessible respite services throughout the state for unpaid family caregivers.
- 4) Requires the Master Plan for Aging to include an implementation plan specifying the goals, objectives, and timelines for meeting all the requirements set forth in the bill.

EXISTING LAW:

- 1) Existing law, including, among others, the Mello-Granlund Older Californians Act, provides programs and strategies to support the state's older population. These programs include the Aging and Disability Resource Connection program, established to provide information to consumers and their families on available long-term services and supports (LTSS) programs and to assist older adults, caregivers, and persons with disabilities in accessing LTSS programs at the local level. Existing law established the Aging and Disability Resource Connection (ADRC) program, which is administered by the California Department of Aging. ADRC is responsible to provide information to consumers and their families on available long-term services and supports.
- 2) Existing law created The California Future Health Workforce Commission, tasked with releasing a set of recommendations by January 2019 aimed at improving the ability of California's health workforce to meet the changing needs of the state's diverse population.
- 3) The California Task Force on Family Caregiving was established to examine issues relative to the challenges faced by family caregivers and opportunities to improve caregiver support, review the current network and the services and supports available to caregivers, and make policy recommendations to the Legislature.

FISCAL EFFECT: This bill has not yet been analyzed by a fiscal committee.

COMMENTS:

Author's Statement: According to the author, "AB 1382 will establish, as part of *the Master Plan for Aging*, a comprehensive strategy for preparing and supporting California's paid paraprofessional and professional workforce as well as the unpaid family caregiver workforce. This bill responds to needs of an aging California by providing recommendations to establish and scale the workforce demands to meet increasing need."

The Public Policy Institute of California (PPIC), by 2030 the state's over-65 population will increase by four million, while also becoming more racially and economically diverse. Further, the number of Californians facing difficulties with self-care will reach over 1 million - an 88% increase from 2012. The rapid aging of California's population will impact all areas of the service delivery system, increasing the demand for long-term services and supports (LTSS), supportive housing, transportation, health and dental care, behavioral health services, and others. Ensuring a well-trained, culturally-competent workforce to support this growing population is critical to meeting needs.

Meanwhile, California's service delivery system is challenged by fragmentation at the state and local levels, workforce shortages, and programs that cannot keep pace with population need. Many older Californians face financial stress, isolation, and limited access to the services and supports they need to live well on their own terms. Families struggle to weave together the range of services needed to help their loved ones remain at home, and don't know where to turn for help in finding and paying for services. Many individuals fall into poverty while paying out of pocket for their own care needs, or a loved one's needs.

Without a comprehensive plan in place to deal with the demographic imperative, California's challenges will only continue to grow. A Master Plan for Aging has the potential to transform the system and enable more person-centered, efficient and effective service delivery to meet population needs in a comprehensive manner. Master plans lay out a clear vision and comprehensive approach to solving problems. However, a plan can only be effective with decisive leadership, data-driven priorities, a comprehensive approach, stakeholder involvement and accountability with clear, measurable goals.

Paid Workforce

The *California Future Health Workforce Commission* estimates that an additional 600,000 home care workers will be needed by 2030. Home care workers provide critical personal care services that help individuals remain at home, all while facing challenging work responsibilities, low wages, and high turnover. Meeting future workforce needs will require solutions that include improving compensation, working conditions, and training opportunities.

The Commission also found that that less than five percent of today's professional health workforce is certified in geriatrics. The American Geriatrics Society estimates the nation need approximately 6,250 additional geriatricians by 2030. Widespread training and the adoption of competencies in geriatrics, palliative, and hospice care for all healthcare professionals and primary care providers can help manage care for the aging population.

The IHSS program, established in 1974, is a Medi-Cal funded program for eligible low-income seniors and persons with disabilities. The IHSS program currently has a workforce of over

500,000 home care providers caring for 593,000 recipients across the state. Approximately 113,000 home care workers are employed by private agencies throughout the state.

Unpaid Family Caregivers

Family caregivers have emerged as the backbone of the LTSS system, providing unreimbursed care and support to aging family and friends. The AARP Public Policy Institute reports that in 2015, over four million family caregivers in California provided approximately \$57 billion worth of unpaid care. Other data shows that nationally, nearly two-thirds of seniors with supportive needs received all help from unpaid family or friends. Despite their critical role, family caregivers face daunting challenges navigating the service delivery system, balancing employment demands, and financing their loved ones' needs.

The following bills are from the current session, and are all part of the "Master Plan on Aging bill package:

- **SB 228 (Jackson)** Establishes the parameters of the Master Plan for Aging. Outlines goals of the master plan.
- **SB 611 (Caballero)** Focuses on the need for affordable, accessible housing for older adults as part of the Master Plan for Aging.
- **AB 1136 (Nazarian)** Addresses the issue of system fragmentation and the need for state level administrative reorganization of aging and disability services.
- **AB 1287 (Nazarian)** Addresses the issue of access to a coordinated system of information and supports. This is the No Wrong Door tool.

Argument in Support: In support, The Congress of California Seniors states, "The workforce in question is the large and growing army of professional, paraprofessional and unpaid family caregivers who provide personal care to the state's rapidly expanding number of older adults who need such care. The bill will establish definitions and categories of long-term care workers. It will establish a career ladder with appropriate training. And it will develop recommendations concerning the need for high-quality, affordable respite care for home care workers who face burn out from their very demanding jobs."

Argument in Opposition: None.

REGISTERED SUPPORT / OPPOSITION:

Support

AARP
 Alzheimer's Association
 California Association of Health Facilities
 CalPACE
 California Retired Teachers Association (CalRTA)
 Congress of California Seniors
 County of Santa Clara
 United Domestic Workers of America-AFSCME Local 3930

Opposition

None on file.

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