

Let's think about the challenges that are keeping people from getting good jobs and living well in our area. What are the main 3-5 challenges that you deal with? These could be things like not enough job opportunities, high living costs, inadequate education, issues with housing and transportation.

Lots of state agencies recruited from high schools

We don't make enough to survive. Do I ask my son to quit your trucking company to take care of a family member

"For the older people, it's hard for them, and it's hard for us too."

understaffing; creates safety issues; high workload; too many residents in their caseloads;

I worry about my savings if something happens to me

Computer training

"We are the next best thing to a nurse. We know how to take care of our people."

"If I figure out how to rob Peter to pay Paul?" Is this a fair burden to put on my children

A program tailored for homeware workers that gives them a pathway directly to RN programs;

Provide training to care workers so that they can transition to other fields

CNA training; LVN training; they say this is available but accessing the resources can be difficult

Be aware of opportunities and resources for care providers;

Not enough funding for people to get into these programs; signed up for a program; not sure if it's the young folks; hospice folks will need to be trained or find a new person

"If they know and have the direction they can do it." "You can be an LVN, PNA, NA's or doctors. You can!"

Technology can be a barrier; provide tech for providers so that they can stay connected

A lack of spreading the word and disseminating the information in places like high school; expose children; the city and state were training people; people just don't know

Computer skills can be challenging; "everything is computers"

In New York, there would be recruiters that would visit the high schools directly to encourage young people and share resources about access

No retirement benefits through IHSS; that's the reason people are panicking

Barriers

Which barriers/obstacles/issues are most challenging for historically disinvested communities in our subregion to overcome?

Invisible workforce that is unrecognized and unappreciated; one of my members brought this up; always feeling excluded from these conversations;

Our leaders, labor and political, 33,000 IHSS providers in SB another 43,000 in Rivco; massive workforce that isn't included

The person we are taking care of can simply call in a complaint on the hotline and get docked for our pay;

Perception of our work is really important and impacts our opportunities

"They don't recognize us! Are they just considering us homemakers?"

If you tell someone you are an in-home care worker, there's no response. If you say you're a nurse, then they are curious

That person we take care of is our employer. It's a lot more stressful. They just don't understand what we go through.

I think they consider us as babysitters; we deserve more respect; just like when they go to a trade school and learn a trade

When we recruit we are the "first person contact" for prospective workers. When I'm recruiting, I talk about this.

Solutions

What solutions have you seen that actually work?

What existing organizations, programs, or collaborations are doing a good job of working on solutions to the barriers?

Monthly rent for typical care facility \$8 - 10,000/redirect that money to care providers

Special team of union leaders that conduct 15 min presentations to recruit folks for the union

Respire is another program that can cover you so that you can rest many hours so that you can have fund

Challenges with improving wages is bargaining with the counties; this program is a stepchild; most supervisors are conservative; they don't value the program;

"You get to go home today."

We have to change our message. We need to go back to the table and examine what we are saying. We have to demand the respect from anyone.

targeting the pool of homeware providers in particular would be the most effective

A lot of people think going into this program thinks it will impact their services so it make them nervous

ROP training is for CNA's; training out of high school

We need to look at our union recruiting materials for future programs/pathways

Thinking of shifting into state bargaining; forming a working group at the state to analyze what the impact would be

This in-home healthcare program is huge. They are probably considering privatization

Monthly chapter meetings can be a place where we offer more resources to members about reskilling for additional opportunities

Unions created the middle class!

We need more professional jobs here;

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