



**NOTES FROM MIDDLE INCOME SENIOR OPPORTUNITIES (MISO) COMMITTEE MEETING**

**Date: February 27, 2023**

**Time: 8:30 AM**

**Commissioners Present: Christina Dimas-Kahn, Maria Barr, Kathy Uhl, Irene Liana**

**Excused:**

**Staff Present: Anna Sawamura**

**Board of Supervisors Liaison: None**

**Public: Sandra Lang**

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| 1. Call to Order  | Chair Dimas-Kahn called the meeting to order at 8:33 AM  |
| 2. Public Comments  | Public comment from Sandra Lang - The January meeting notes were extremely informative. The notes are a guideline on how to move forward regarding various issues. After the last meeting, I thought very carefully about the long-term care solutions. It appears to me that prevention is the key. Individuals need to take preventative measures before they need care at home or in a facility. Actions are needed to address the realistic issues in SMC. There needs to be some type of incentivization for older adults to see the value of learning about their long term care options before they need care and affects them economically. MISO has developed an argument for new approaches regarding long-term care solutions.  |
| 3. Note Taker   | Chair Dimas-Kahn   |
| 4. Approve Agenda   | Maria Barr and Kahty Uhl   |
| 5. Approve Notes  | Irene Liana and Maria Barr   |
| 6. Work Plan Activities - Long-Term Care Research<br><br>ASPE Recommendations | Chair Dimas-Kahn conducted research about long-term care and emailed the research web links to the committee members on Feb. 26, 2023.<br><br>She asked the committee members if they reviewed the long-term care research links. Commissioner Barr thought the long-term care web links were very good. Especially the ASPE Report 5/2003 because it provided solutions for increasing the number of caregivers nationwide.<br><br>AAA Service Manager, Anna Sawamura, pulled up the ASPE Report and shared it on her screen via Zoom. The committee focused on the recommendations listed on the report. Reviewed them and then discussed them in length.<br><br>ASPE Recommendations:<br><br>National Dialogue with Employers: Engage employers and employees, medical professionals, and state and local government officials, in a dialogue on issues |



ASPE Recommendations  
 - Continued Pg. 2

relating to pay, benefits, career ladders, skills required and working conditions in long-term care.

Outreach to Faith and Community-Based Organizations: Explore with faith and community-based organizations their potential role in addressing workforce imbalances among long-term care paraprofessionals through strengthening relationships with the workforce investment system, and in recruiting volunteers for respite care for family members, "back-up" services, and home-based support.

Enhanced Use of Technology: Explore options for use of new technology in recruitment, education, recordkeeping and patient care, such as expanding and working with the industry to market the on-line job bank, CareCareers.net, building a web-based information source on education and training for long-term care, establishing an on-line registry for personal assistants for the working disabled, using distance and e-learning, and cutting edge advances in the use of technology for recordkeeping, patient care and patient monitoring.

State and Local Initiatives: Encourage and support state and local efforts, involving both the private and public sectors that explore:

- Use of a "business partnership" model (similar to DOL's projects at a national level). This could entail working with individual employers or with consortiums of employers, training providers, workforce investment systems, and public agencies on a "sectoral" basis.
- One-Stop Career Center Systems promote jobseekers' awareness of the full range of long-term care occupations and training requirements (including Medicaid and Medicare requirements) and provide information on benefits available to workers such as Medicaid, Earned Income Tax Credits (EITC), child care and others.
- Local Medicaid and Social Security agencies can also provide counseling for workers on public benefits they are eligible for--Medicaid, EITC, child care, among others, as well as coordinating with the One-Stop Career Center System on information on employment and training options.

Enhanced Training and Education: Support implementation of the newly passed



ASPE Recommendations  
 - Continued Pg. 3

Nurse Reinvestment Act, and with workforce systems, education and training providers, employers and industry representatives, explore opportunities to:

- Build partnerships and leverage funds for training and education in long-term care, similar to DOL's national business partnerships.
- Encourage states to expand the number of slots for training nurses and paraprofessionals in four-year and two-year public educational institutions.
- Promote registered apprenticeship training programs for paraprofessional occupations, building on DOL's current pilot project.
- Encourage professional schools of nursing to support undergraduate curriculum development around long-term care and geriatrics, expand the capacity of graduate programs in geriatrics and gerontological nursing, and target support to nursing students preparing to work in long-term care settings.
- Provide incentives for LPNs and LVNs to prepare to become RNs in order to work in long-term care settings.
- Train current NAs to work in long-term care settings.
- Promote "soft skills" elements in training curricula, to cover decision-making, problem solving, communication, and teamwork. These enhancements would better prepare caregivers to work independently with patients or be remotely supervised in home settings.
- Expand English-as-a-Second Language training to long-term care workers who are limited-English proficient, to increase their effectiveness as well as job satisfaction.

New Source for Workers: Seek ways to broaden the supply of frontline long-term care workers by reaching out to older workers, former TANF recipients, military personnel transitioning to civilian life, individuals with recent experience providing care to family members, displaced workers from other industries, immigrants and young people, including:

- Disseminating information on long-term health care careers through the TAP for military personnel transitioning to civilian life.



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| <p>ASPE Recommendations<br/>         - Continued Pg. 4</p> | <ul style="list-style-type: none"> <li>● Encouraging outreach through One-Stop Career Center Systems and TANF agencies and use of successful training models developed under DOL and HHS pilot programs and demonstrations (such as the School at Work model, technical skill training grants, and WtW grants).</li> <li>● Encouraging state and local K-12 educational systems to expand career awareness and training opportunities for the long-term health care field. Explore the feasibility of using high school community service requirements as a way to expose more young people to these fields.</li> <li>● Increasing awareness of career opportunities in long-term care among immigrants, workers displaced from jobs in declining industries, persons interested in a second career, persons returning to the labor force, and members of the general public.</li> </ul> <p>Support Informal Caregivers: Continue efforts to support informal caregivers, such as through tax incentives for caregivers, grants to state and local organizations (e.g., the National Family Caregiver Support Program), providing information and referral resources, and exploring the effectiveness of respite care demonstrations.</p> <p>Worker Safety: Continue to support worker safety education and outreach to employers, such as through DOL's National Emphasis Program, access to employee assistance programs and through enhanced safety training within schools of nursing and within the paraprofessional curriculum and training.</p> <p>Research Efforts: Continue to support research and evaluation activities in order to inform policy makers at all levels of government, and explore such issues as:</p> <ul style="list-style-type: none"> <li>● Wage and benefits trends among long-term care workers in different work settings, as well as wage differentials among these workers.</li> <li>● State-enacted "wage pass-throughs" and their impact on recruitment, retention, and quality in different occupations, and demonstration research such as the "CMS Health Care Voucher Demonstration For Frontline Long-Term Care Workers."</li> <li>● Worker characteristics and workplace culture.</li> <li>● Data, research and evaluation capabilities at the federal and state levels.</li> </ul> |
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| <p>MISO comments and suggestions after reading the ASPE Recommendations</p> | <p>Commissioner Barr liked the suggestion about the One Stop Center. Chair Dimas Kahn mentioned there is a One Stop Center in Menlo Park but not sure whether it still exists.</p> <p>Commissioner Uhl focused on using the community college system for caregiver training. Plus, she mentioned that family caregivers are the future workforce after taking care of their family members or loved ones. How can the state of CA reimburse them or make it possible for them to receive a tax incentive? Commissioner Barr agreed that community colleges are the place to offer caregiving opportunities to young adults.</p> <p>Community Member, Sandra Lang, said the ASPE Recommendations were complex and high level. We need to watch for duplication. Back to the roadmap - What can the MISO committee work on that is listed in the report?</p> <p>Commissioner Liana said she hopes one day that Medicare will pay for the Villages membership fee so more older adults can become members. The Villages offer scholarships. Chair Dimas Kahn mentioned that she could foresee Medicare Advantage Plans paying for the fee before Medicare pays for it. She also asked Commissioner Liana how the Villages can help family members and/or family caregivers care for their parents? She said they can drive older adults to appointments, fix things in their homes and screen businesses for them. Chair Dimas Kahn suggested for The Villages to advertise their services to the sandwich generation. It also sounds like The Villages is a great support system for family caregivers.</p> <p>Commissioner Uhl said families can use more than one service. They can combine services, such as private paid caregivers and services from The Villages.</p> <p>Community Member Sandra Lang mentioned she has an international relationships degree and brought up the national service model in Israel. All young people are drafted into national service care. What about looking into Americorp?</p> |
| <p>7. Advocacy Discussion - Board of Supervisors</p>                        | <p>After discussing the long-term care research, Chair Dimas Kahn wanted to know “What are we going to present to the Board of Supervisors?”</p> <p>Committee members mentioned the following:</p> <ul style="list-style-type: none"> <li>-The need for long-term care is greater than the availability in SMC</li> <li>-Focus on the caregiving deficit</li> <li>-The need for more job banks for skill advancement</li> </ul> <p>Chair Dimas Kahn mentioned it might be a good idea to focus on the low</p>  |



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|   | <p>hanging fruit first - utilizing the systems already in place. Such as:</p> <ul style="list-style-type: none"> <li>● Expanding the Medi-Cal Assisted Living Waiver maximum beyond 5,744 because currently the slots are full</li> <li>● Opening PACE programs in SMC</li> </ul> <p>Then, we can focus on high hanging fruit...additional ideas:</p> <ul style="list-style-type: none"> <li>● SMC hiring a Long-Term Care planner to advocate and collaborate with state agencies and the private industry to prepare for the increase of older adults</li> <li>● SMC forming a Long-Term Care team to develop a plan on how they can meet the needs of older adults by 2030</li> </ul> <p>*Read the meeting notes from Jan. 2023 for a listing of the other idea or suggestions.</p> <p>It was decided by the committee members to give a public comment at the Board of Supervisors meeting scheduled on March 14, 2023 via Zoom or in-person.</p> |
| <p>8. New MISO Meeting Time &amp; Location</p>            | <p>The next MISO meeting will be held in-person on Monday, March 20, 2023.</p> <p>During the meeting, committee members decided on Option #1 below -</p> <ol style="list-style-type: none"> <li>1. <b>9:15AM @ San Mateo Senior Center, 2645 Alameda De Las Pulgas, San Mateo, CA</b></li> <li>2. <b>8:30AM @ San Mateo County Building, 2000 Alameda De Las Pulgas, San Mateo, CA</b></li> </ol> <p>Starting the MISO meeting at 9:15AM gives everyone more driving time to the meeting from their homes. All of the committee members agreed to the new meeting time and location. Including community member Sandra Lang.</p>  |
| <p>9. Action Items for January &amp; February Meeting</p> | <ol style="list-style-type: none"> <li>1. Continue completing work plan objectives</li> <li>2. Update CoA ER Preparedness List for dissemination in March/April 2023</li> <li>3. Continue researching Long-Term Care issues in SMC</li> <li>4. Brainstorm recommendations for the Executive Committee on how SMC can improve communications with the general public about older adult services and issues.</li> <li>5. Chair Dimas Kahn will develop talking points to give public comment at the Board of Supervisors meeting on 3/14/2023</li> </ol>  |
| <p>10. Adjournment</p>                                    | <p>Meeting adjourned at 10:01 AM</p>  |