

# EMERGENCY & DISASTER READINESS

## IMPACT REPORT

- ▶ A training program for caregivers on how to prepare for, respond to, and recover from climate-related emergencies



Center for  
Caregiver  
Advancement



The Center for Caregiver Advancement is the largest provider of training for long-term care workers in California. Our mission is to build the workforce of highly trained caregivers that many Californians can't live without. Founded in 2000 by the long-term care workers who are now members of Service Employees International Union (SEIU) Local 2015, CCA provides quality educational opportunities to long-term care workers so they can build better lives for themselves and the consumers they serve.

**[ADVANCECAREGIVERS.ORG](http://ADVANCECAREGIVERS.ORG)**

# INTRODUCTION

The need for emergency and disaster preparedness training for caregivers cannot be overstated, especially in light of the increasing frequency and intensity of climate-related emergencies. Caregivers are entrusted with the care of seniors and people with disabilities, who are at heightened risk in the face of extreme heat, wildfires, flooding, and other climate-related crises. It is our responsibility to equip our caregivers with the skills and knowledge they need to effectively prepare for and respond to these situations.



I am pleased to share the outcomes of our Emergency and Disaster Readiness training program pilot, which we developed through a California Workforce Development Board (CWDB) High Road Training Partnership (H RTP). In just 13 months, we successfully trained over 500 long-term care workers in foundational knowledge on climate change and essential emergency planning and response techniques.

Impact studies that measure the results of our programs are key components of the work that we do. We use results from needs assessment surveys, focus groups with caregivers and consumers, and pre- and post-quizzes and surveys to build evidence-informed curricula that truly makes an impact on the caregivers, the people they serve, and the healthcare system as a whole. As you can see in this impact report, the In-Home Supportive Services (IHSS) providers and nursing home workers who completed the six-week comprehensive course showed substantial gains in skills and knowledge. We also see a boost in the consumers' confidence in their caregivers' ability to help them in emergencies. The caregivers who completed the training now possess the critical skills to act swiftly and effectively during times of crisis, ensuring that our seniors and people with access and functional needs receive the assistance they need, when they need it most.

We are grateful for the unwavering support of our partners in this project, especially the CWDB and H RTP teams for their belief in the value of trained caregivers. Our collaboration with PASC-LA, SEIU Local 2015, the participating skilled nursing facilities, and the subject matter experts who lent their expertise in the development of this specialized curriculum has set the foundation for durable and deep partnerships that are positioned to advance the caregiving workforce and meet the needs of the consumers and employers. And we are grateful to the IHSS workers, CNAs, consumers, employers, and members of the Advisory Committee who helped us shape a holistic, comprehensive training program.

California has been a leader in recognizing the importance of investing in quality training for caregivers. However, we cannot afford to treat this initiative as a one-time short-term solution. The safety and well-being of caregivers, our seniors and those with access and functional needs require a sustained effort. Let us work together to ensure that caregivers remain equipped, empowered and resilient in the face of climate-related emergencies. And that we continue to elevate the critical work they do.

Sincerely,

  
Corinne Eldridge  
President & CEO

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# ABOUT THE EMERGENCY AND DISASTER READINESS PROJECT

In 2021, the Center for Caregiver Advancement (CCA) received a \$1.07 million H RTP grant from the CWDB for its Emergency and Disaster Readiness (EDR) Project, a first-of-its-kind training program. The specialized curriculum for long-term care workers (specifically In-Home Supportive Services providers and nursing home workers) focuses on climate-related resilience and emergency preparedness.



Train caregivers how to  
**prepare for, respond to,  
and recover from  
climate-related emergencies**

## ➤ DESIGNED FOR CAREGIVERS

**IHSS providers and nursing home workers** who live or work in communities most affected by pollution and are typically in low income and underinvested neighborhoods.

## ➤ STIPENDS UP TO \$500

Caregivers earn a stipend for their hours in training upon completion of requirements.

## ➤ MULTI-WEEK TRAINING

- Six weeks (3.5 hours per week)
- Live, via Zoom Instructor-led

## ➤ MULTIPLE LANGUAGES

Classes are offered in English and Spanish.

## ABOUT THE H RTP

The project is part of the CWDB's H RTP, which is funded through California Climate Investments, a statewide initiative that puts billions of Cap-and-Trade dollars to work reducing greenhouse gas emissions, strengthening the economy, and improving public health, and the environment — particularly in disadvantaged communities.

## EXECUTIVE SUMMARY

Wildfires, flooding, extreme heat and power outages are now part of the way of life in California. And as we have witnessed with these climate-related emergencies and during the Covid-19 pandemic, caregivers frequently play a first-responder role and place the safety and welfare of others ahead of their own. But the reality is that they do so without any formal training.

CCA helps fill that skills gap. Through our pioneering Emergency and Disaster Readiness training program, we equip long-term care workers with the skills and knowledge needed to prepare for, respond to and recover from emergencies and safeguard those within their care.

### KEY TRAINING COMPONENTS AND OUTCOMES



The training curriculum focuses on educating caregivers about the impact of climate on vulnerable populations and communities. Spanning six weeks, the training covers practical skills, such as assembling emergency kits, first aid and CPR, protective actions, carrying and transferring people with mobility needs, communication, sheltering and evacuation. The training also lays the foundation for fundamental climate knowledge, climate mitigation and adaptation, social determinants of health, disproportionate impact, and environmental justice. The curriculum also addresses post-trauma stress management and self-care, key components of building community and individual resiliency.

The growth between pre and post-training surveys demonstrated statistically significant knowledge gains among participants. On average, **nursing home workers exhibited a 15.3% increase in knowledge (from 53.9% to 69.2%), while IHSS providers saw a 17.5% increase (from 53.9% to 71.4%)**. Participants' confidence in their acquired emergency preparedness skills nearly doubled, with notable gains in critical areas such as differentiation between "carry on you" and "bedside" emergency kits (52% gain), responding to a lack of clean water sources (40% gain), and successful fire suppression (35% gain).

### IMPACT ON CAREGIVERS AND COMMUNITIES



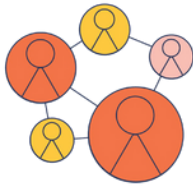
By recognizing caregivers as essential first responders during crises, the program aims to reduce over-reliance on traditional emergency services as well as enhance community resilience. **The acquired skills extended beyond professional settings, enabling caregivers to prepare their families for emergencies.** As participants live in priority populations identified by CalEnviroScreen as those most affected by pollution and are typically in underinvested neighborhoods, the training contributes to bridging the resource gap in BIPOC (Black, Indigenous, People of Color), low-income, and immigrant communities.



### ADVANCEMENT AND EMPOWERMENT

The training not only improves caregivers' emergency preparedness skills but also helps recast the value of caregivers as skilled workers. **The training adds to the industry's growing awareness of the pivotal roles caregivers play as first-responders and the added value they bring to the broader healthcare system.**

For this historically marginalized workforce, the program empowers participants to view themselves as trained professionals. Addressing structural racism and disproportionate impact, the training equips caregivers to effectively navigate resources and barriers in climate-related crises.



### SCALING AND REACH

Over the course of 13 months, the program successfully trained 515 caregivers (276 IHSS providers and 239 nursing home workers). The impact extended indirectly to nearly 3,500 individuals, encompassing IHSS consumers, skilled nursing facility residents, families, and friends. **Trained caregivers serve as multipliers, with every IHSS provider potentially impacting four individuals and every nursing home worker affecting 10 residents.** This ripple effect strengthens communities and helps build resiliency in moments of climate-related crises.



### KEY RECOMMENDATION

California should use the results of EDR to **develop permanent paid training programs to provide caregivers with the skills they need to be an effective part of our state's response to climate change.** While training for direct care workers is typically funded through the health and human services budget, the reach of EDR shows the value these workers bring to their entire community in times of crisis. This value must be recognized through investments in permanent training programs outside of the traditional funding sources. By utilizing climate change and emergency response funding, California can provide training to prepare caregivers, and the state, before the next disaster strikes.

The EDR training program stands as a transformative initiative that elevates the skills and confidence of long-term care workers in climate-related emergencies. The program's specialized curriculum, developed through a collaborative design process, ensures that caregivers are recognized as vital assets in urgent situations. The training's impact reverberates through families, friends, and neighbors, and reinforces the importance of emergency preparedness training for caregivers in building stronger, more resilient communities.

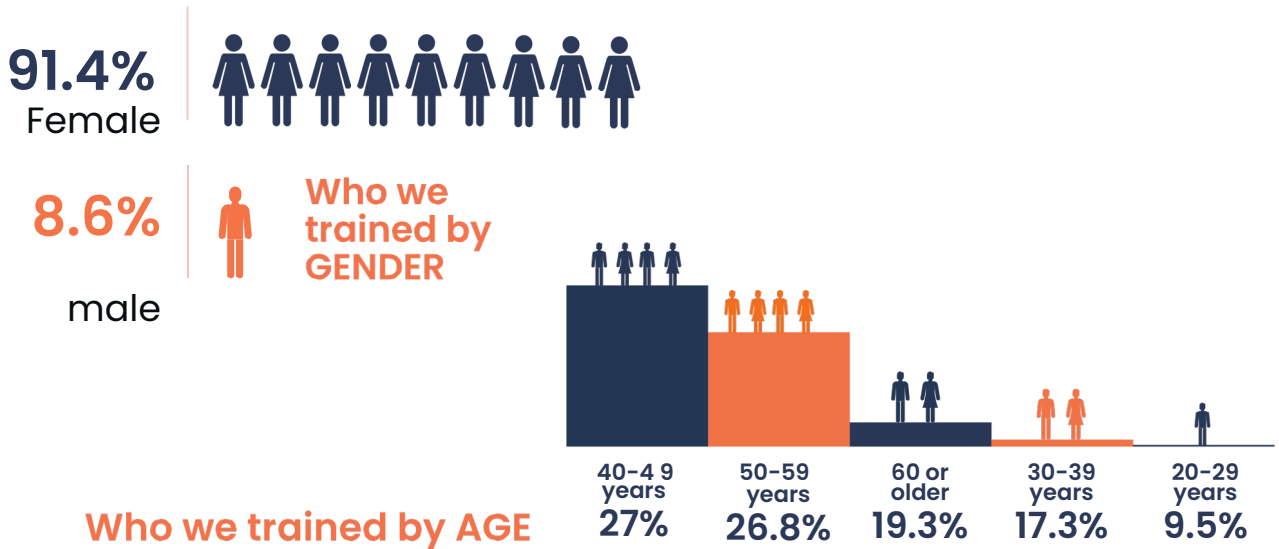
## WHO WE TRAINED

From August 2022 to March 2023

**523** CAREGIVERS TRAINED  
IN 13 MONTHS  
276 IHSS providers  
247 nursing home workers

**NEARLY 3,500** INDIRECTLY SERVED  
Impact extends to people receiving care, skilled nursing facility residents, family and friends, and the caregivers' communities

More than 90% of the caregivers who participated in the training were female. Half of the participants were between 45-60 years old (53.8%).





**IN THEIR OWN WORDS**

Watch this video of caregivers talking about the training's impact.



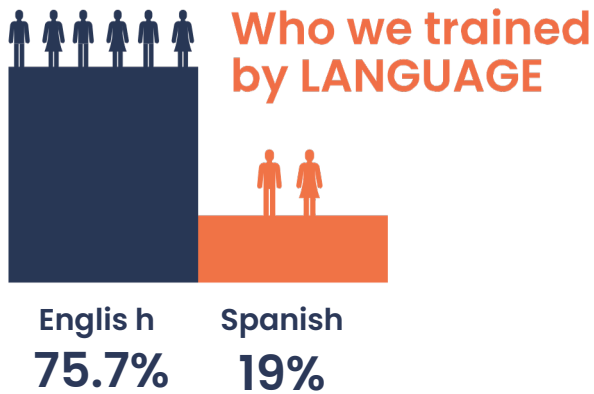
> Link: [cca.fyi/crtvideo](https://cca.fyi/crtvideo)



The program reached caregivers in 126 cities across California.



Since the Spanish classes were added after the pilot cohorts, the number of participants enrolled in the English classes are higher.



# CLIMATE CHANGE AND ITS CONNECTION TO CAREGIVING

Climate change exacerbates existing social inequalities, disproportionately impacting BIPOC, low-income, and immigrant communities. These marginalized groups often bear the brunt of environmental hazards and face greater vulnerability due to a combination of systemic factors. For caregivers and consumers alike, limited access to quality healthcare, affordable housing and reliable transportation hinders their ability to mitigate the impacts of climate change. Their communities are frequently located in areas with less trees and inadequate infrastructure and are more likely to reside in flood-prone or polluted regions. As a result, they experience increased exposure to pollutants and other climate-related hazards that lead to elevated rates of respiratory diseases, heat-related illnesses, and other health disparities.

As these groups face heightened health risks and mobility challenges in the face of climate-related situations, trained caregivers serve as vital lifelines.

## THE NEED FOR TRAINING

The urgency of climate-related crises in California amplifies the need for comprehensive caregiver training in emergency preparedness. As wildfires, extreme heat, power outages and flooding become increasingly frequent and severe, caregivers are often the first line of defense for seniors and people with disabilities. Caregivers find themselves in situations where they must simultaneously address health emergencies and navigate the challenges posed by climate-related crises. However, without proper training, they may lack the knowledge and skills required to effectively prepare for and respond to these emergencies.





## OUR SOLUTION

### **A COMPREHENSIVE, INCLUSIVE CURRICULUM THAT ADDRESSES NEEDS, SKILLS GAPS**

In developing a custom curriculum for caregivers on resiliency and emergency preparedness, we prioritized collaboration and inclusivity to address the needs of the workforce as well as those of their employers and the people receiving care. Our needs assessment survey and focus groups with both caregivers and consumers at the outset of program design helped us prioritize topics. We also sought input from employers – skilled nursing facilities and the county authority representing people who require in-home caregiving services – so that our curriculum focuses on enhancing the safety and wellbeing of seniors and people with disabilities while filling training gaps for IHSS providers and nursing home workers. Subject matter experts on community resilience, emergency services, emergency preparedness and disability rights also provided their expertise, critical to developing a comprehensive training program.

### **A WORKER-CENTRIC TRAINING PROGRAM**

Since worker voice is a critical component of our curriculum development, the caregivers' responses in the needs assessment survey guided our subject matter experts and instruction design team in identifying the topics to include in the training. The survey revealed that first aid, CPR with certification, home safety, skilled nursing facility back-up plans, protective actions, evacuation and exit plans, effective communication, and community resources were top priority for the respondents.

By incorporating the caregivers' expressed needs and preferences, we ensured that the training equips them with the essential skills and knowledge to fulfill their role as first responders, mitigating risks, and potentially saving lives in the face of climate-related crises.

### **LANGUAGE EQUITY**

Our organization ensures that all workers have equal opportunity for training by eliminating language barriers. To ensure cultural and language equity, we offered the emergency preparedness training in two languages: English and Spanish. Given that this was a pilot program, we did not have time to expand to our usual number of available languages (eight).

## OUR CURRICULUM

The main objective of this project is to prepare workers and employers to effectively prepare for, respond to, and recover from disasters and emergencies that are frequently linked to the effects of our changing climate. Through the training, we improve communication, safety, security, well-being, and care; increase understanding of the sources and causes of climate change and how it affects the lives of caregivers, consumers, and residents; and improve community emergency management by preparing caregivers to be first responders in their place of work and their own homes.

We developed the specialized training curriculum using a resiliency framework, pulling from emergency readiness standards. We worked with subject matter experts and consulted with local and state Offices of Emergency Services to help us identify source materials and provide insight into some of the more nuanced subjects related to climate change and environmental justice.



### CLIMATE CHANGE

- Connection to Care
- Impact of Climate Change on Immigrant and BIPOC Communities
- Environmental and Climate Justice
- Understanding Climate Change and Populations of Concerns
- Mitigation and adaptation



### EMERGENCY READINESS

- Emergency Planning for Individuals with Access and Functional Needs
- Local Resources
- Emergency Kits and Low-Cost Home Preparedness Protective Actions for Climate Related Emergencies; First Aid; Pressure Bandaging; Lift, Carry, Drag; Fire Suppression Evacuating and Sheltering;
- Emergency Communication Plan and Effective Communication During an Emergency



### COMMUNITY RESILIENCE

- Disaster Psychology
- Psychological trauma
- Secondary trauma
- Stress Management
- Reflective Listening
- Empathy
- Self care for caregivers



## **RAPID CYCLE FEEDBACK**

During the initial pilot cohort, we engaged in rapid cycle feedback sessions to evaluate the training's efficacy and accessibility. Combining insights from pilot cohort participants, consumers, our instructors, and subject matter experts auditing classes, we refined content and instructional methods to improve comprehension of complex topics such as Just Transition, environmental justice, and climate mitigation/adaptation. The feedback process included focus groups with IHSS and nursing home workers, who shared that they not only gained essential skills and knowledge but also found the training pertinent to both their professional duties and personal lives.



### **IN THEIR OWN WORDS:**

*"I definitely need to share a lot of information with my family and friends and my neighbors - especially the elderly ones. I learned so many important facts and tips to be better prepared. Our instructor was so awesome! The class participation was great and everyone seems to have enjoyed learning."*

*"It is extremely important to communicate, prepare, discuss, and continuously practice and make adjustments to our emergency evacuation plan, and to make sure that my consumer, family, friends, and myself completely understand the plan and work together."*

*"I will ensure that members in my community as well as those who represent the African diaspora will have access to resources to a higher quality of living. This would consist of access to educational services such as tutoring and after school progress."*

*"I learned so much in this training, but the most important thing I learned is (that) preparedness is important. It is important to have knowledge and share it with others. Our planet is in trouble and a climate emergency is inevitable. Safety for ourselves, loved ones and those we care for is super important, so we have to do everything in our power to be prepared."*



## **EXTENDING THE PROGRAM'S REACH**

Our EDR curriculum is now part of CCA's course catalog for California's Career Pathways Program initiative, broadening the training's reach to thousands of IHSS providers in the state. Also, thanks to the ongoing support from the CWDB in supporting caregiving as a profession through another H RTP grant, we will offer the multi-week program to 500 IHSS providers in San Bernardino County starting in January 2024.



## TRAINING'S IMPACT ON CAREGIVERS AND THE PEOPLE THEY CARE FOR

The training adds to the industry's growing awareness of the pivotal roles caregivers play as first-responders and the added value they bring to the broader healthcare system.



*"I think (the training) is valuable because more lives can be saved if you understand how to do things in an emergency. And if the residents know you're dependable, they'll feel safer. The likelihood of (a climate change emergency) happening is higher now, with fires and earthquakes. I learned helpful tools that help me know what to expect, like having an evacuation plan. Now, I'm more aware. I feel I won't panic and I can be useful."*

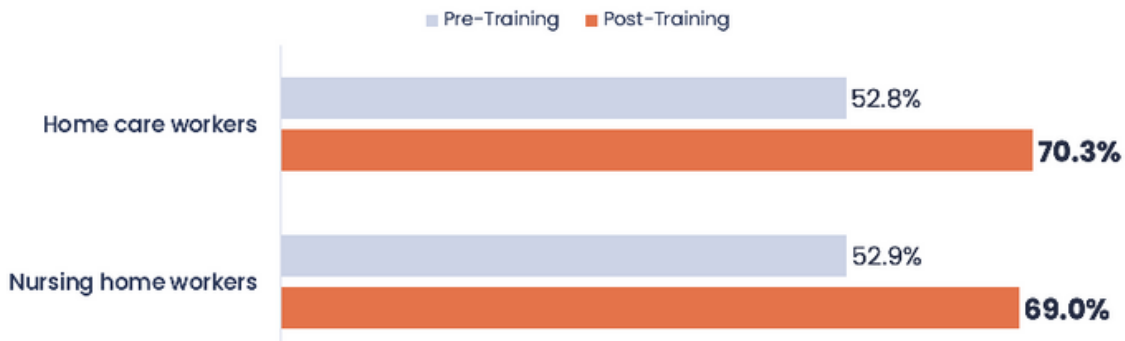
**JASMINE DRAKE, CNA**

# OUR IMPACT ON CAREGIVERS

As part of our mission to provide high-quality, evidence-informed training, we conduct pre- and post-surveys to quantify the impact of our programs. The findings from the EDR surveys highlight the effect this training has had on participants' capabilities and confidence in emergency situations.

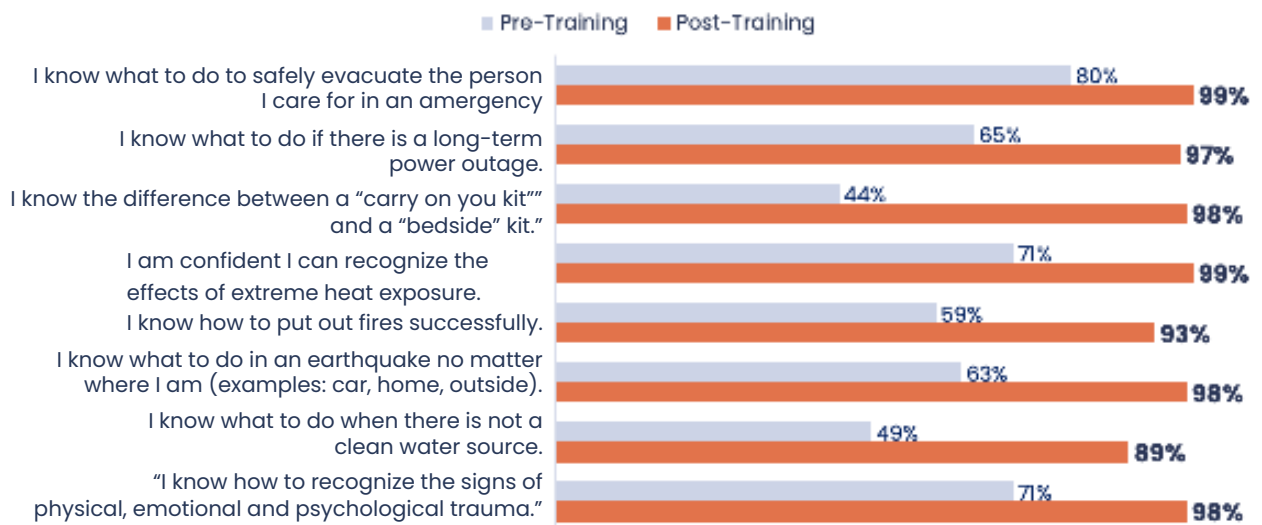
➤ Data from the pre- and post-training surveys underscore the significant gains in participants' competencies. Nursing home workers increased their knowledge by 15.3%, going from 53.9% to 69.2%. IHSS providers saw an even more impressive gain of 17.5%, going from 53.9% to 71.4%.

## KNOWLEDGE GAINED: AVERAGE PERCENT OF ITEMS CORRECT INCREASED FROM PRE TO POST



Note: Cohorts 2-5 only (n=416)

## KNOWLEDGE GAINED: STRONGLY AGREE/AGREE



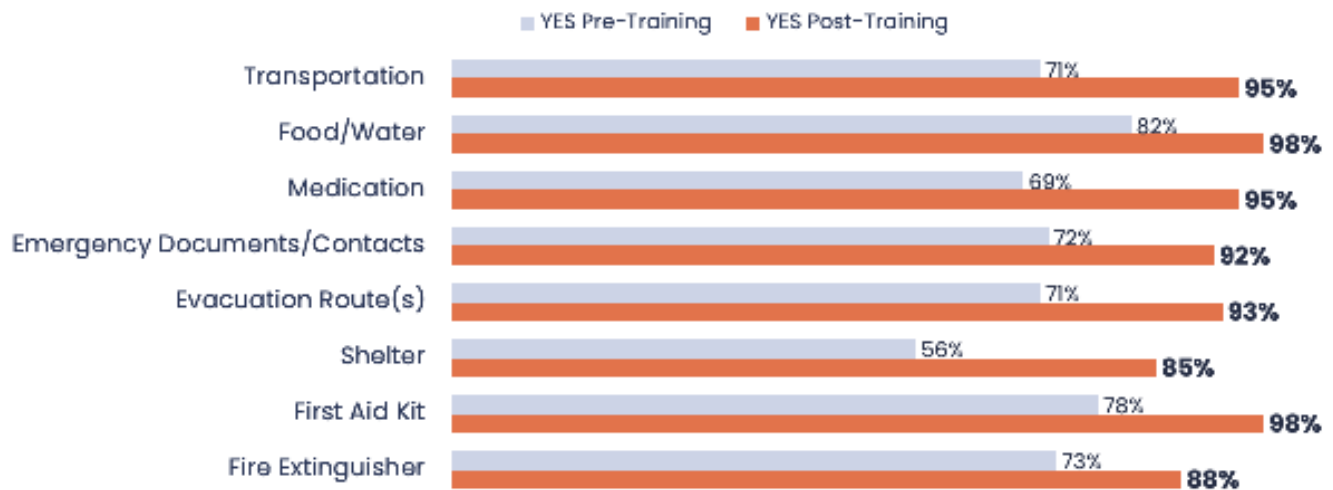
Note: Cohorts 1-5 only (n=519)



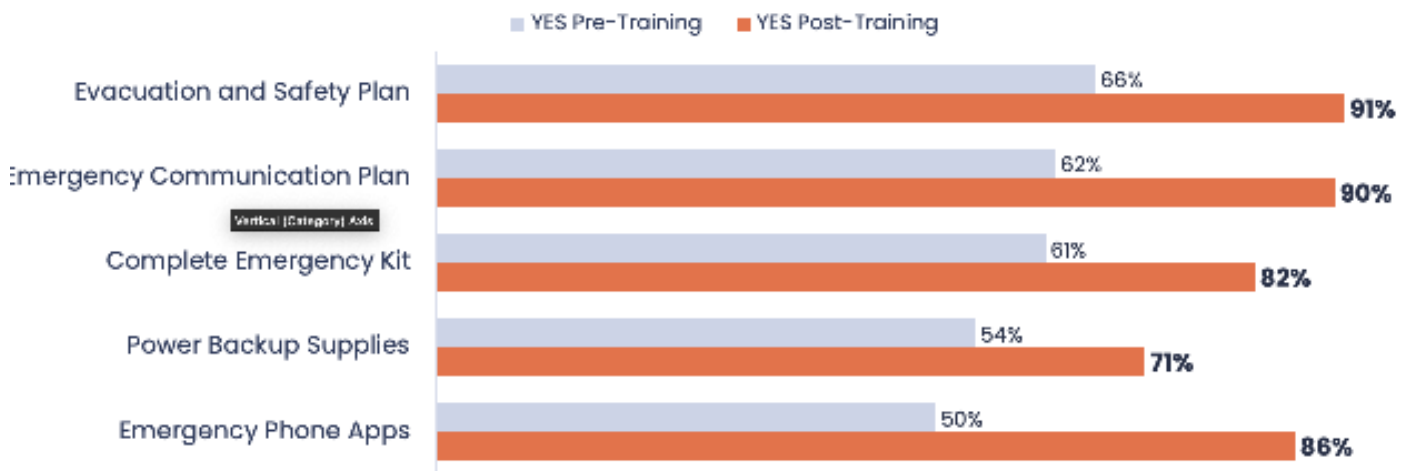


Participants also showed growth in accessing emergency resources. For example, their ability to differentiate between a “carry-on-kit” and a “bedside kit” improved by 52%. They became 40% more confident in managing situations without access to clean water and 35% more knowledgeable about putting out fires.

### Do you know how to access the following resources for the person you care for during a climate disaster or an emergency?




### Do you own or have access to the following tools in case of a climate disaster or emergency?



Note: Cohorts 1-5 only (n=519)



 The most compelling indicators of the program’s impact were captured in participants’ post-training survey responses. After the training, 99% of participants felt confident in keeping their care recipients safe during emergencies. Similarly, 99% acknowledged learning new caregiving skills through the training. This statistic emphasizes the program’s dual capacity to bolster not only emergency preparedness but also broader caregiving proficiency.



### THE METHODOLOGY

**MEASURES:** Online survey measures were administered to program participants at two time points. The pre-survey was administered one week before the first training session, and the post-survey was administered after the final session (approximately 6 weeks later). Both surveys could be completed in less than 10 minutes. The pre-survey had 37 items including demographics and training module specific items. The post-survey had 46 items, with the same training module items to assess knowledge gain over time, and satisfaction items specific to the training program. The survey items aligned with the overarching goals of the H RTP intervention of assessing knowledge before and after training on climate disaster and emergency preparedness and confidence in caregiving skills during an emergency.

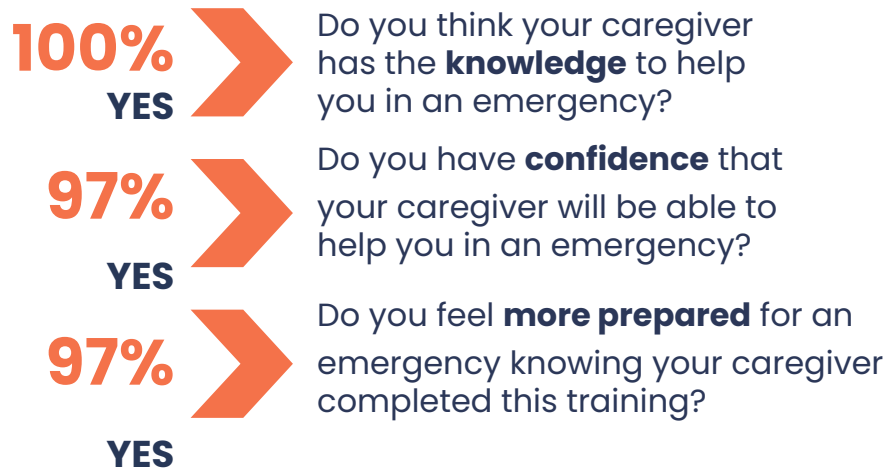
**ANALYSIS:** Program participant survey data were collected online and analyzed using SPSS statistical software. 515 participants completed both pre- and post-survey measures. The first cohort (Cohort 1) of program participants were used to pilot the survey instruments and changes were made to the training module survey items based on feedback from two focus groups conducted after they completed the training. Therefore, a small portion of Cohort 1 pre- and post-survey items differ from the instruments used for Cohorts 2 through 5. Descriptive analyses were conducted and the percent of correct scores on pre- and post-survey items were calculated. Inferential statistical analyses were conducted to determine if there were differences in knowledge gained for IHSS and SNF workers.

## OUR IMPACT ON CONSUMERS

The program's impact creates a ripple effect: Caregivers share the knowledge gained from the training to those they look after and within their social circles. This influences how others get ready for and react to emergencies, thereby enhancing community resilience in the face of climate change situations



Our post-training survey shows that 100% of the consumers whose IHSS providers completed the training (and responded to our questions) believe that their caregiver now has the knowledge to help them in an emergency, and 97% feel that they themselves are more prepared for an emergency knowing that their caregiver completed the training.



Of the consumers who responded to the survey, 49% said they live with their caregiver and 94% said they were aware that their caregiver completed the six-week training course.

### THE METHODOLOGY

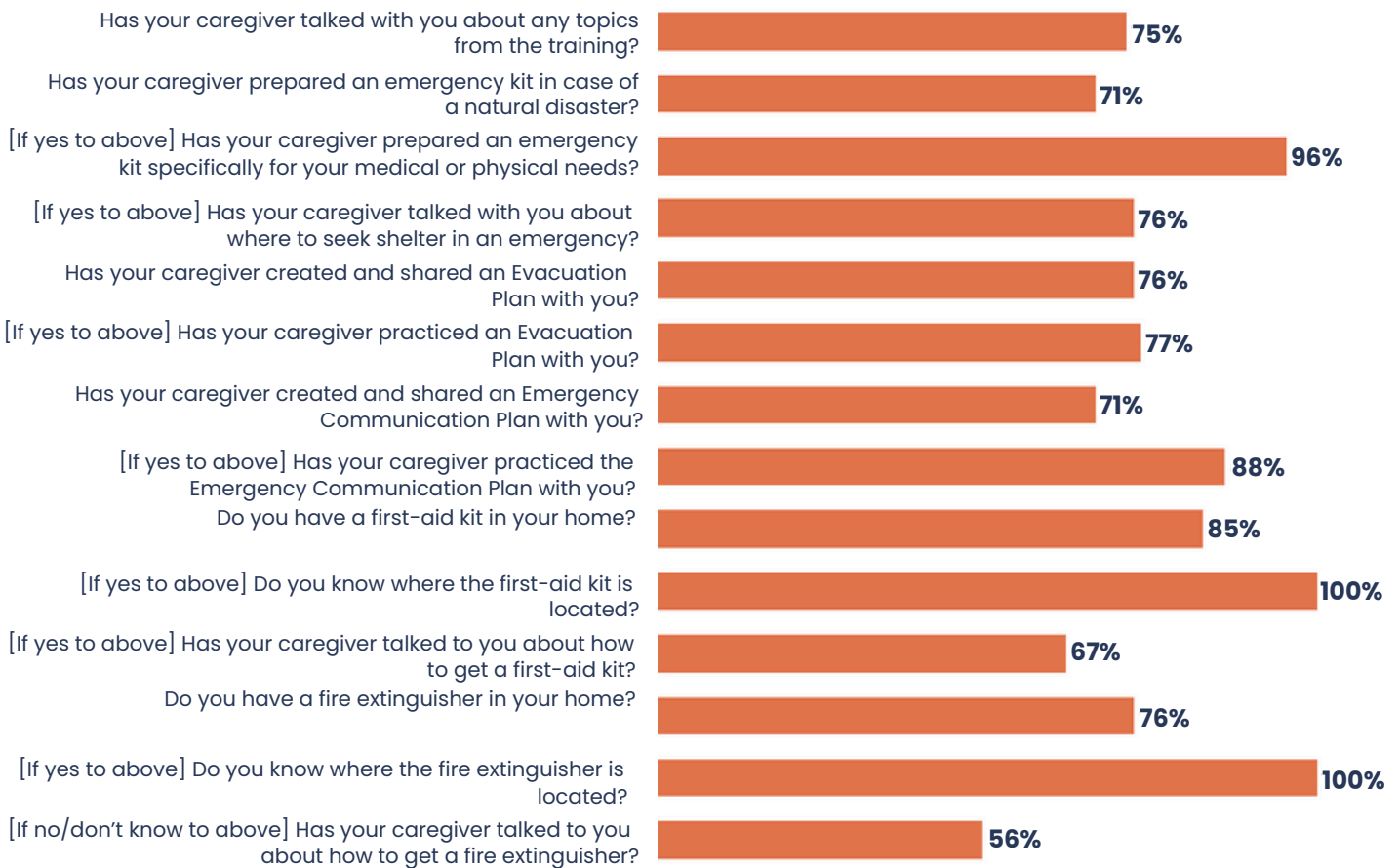
**SURVEY METHODS:** Vital Research (Vital) developed a short survey to be administered by telephone to consumers of participants who recently completed the H RTP Emergency and Disaster Readiness project training through the Center for Caregiver Advancement (CCA). Survey items focused on the consumer's knowledge gained from their caregiver completing the course. CCA programmed the survey into their own system and provided unique survey links and telephone numbers for consumers for three cohorts of program participants. CCA instructors informed course participants Vital Research would be contacting their consumers, however, Vital approached the process as "cold-calls". Surveys were only conducted in English.

**CALL RESULTS:** Vital staff was provided with contact information for 146 consumers and successfully completed 35 surveys (24%). Approximately one quarter (23%) of caregivers or consumers who answered the phone refused participation, and another quarter (24%) did not return calls after voicemail messages were left.



More than three-quarters of the consumers replied “Yes” to most of the questions focused on whether caregivers had shared information with consumers about the tools and resources they learned from the training, if they were shown these tools, or how to access them, and if plans were practiced.

### CAREGIVER TO CONSUMER KNOWLEDGE



Note: Consumers for participants of Cohorts 1-3 only (n=35)



## KEYS TO SUCCESS

The project's success hinged on four key factors that prioritized the needs of our workers: an advisory committee that guided the program's design, financial compensation that recognized the value of specialized skills, robust wraparound services centered on worker success, and partnerships that recognized the need and advocated for the advancement of this type of training.



*"(I learned) how people can be affected by trauma, such as during a fire, and all that comes into play while you're going through it, but once the fire is out, coming back and seeing you have nothing, to be affected by that, to be scared of the what ifs, and thinking of the next time. This training taught me to react to that and help.*

**AMBER PENA, IHSS PROVIDER**



**Stakeholder advisory committee:** From conception to graduation celebrations, our Stakeholder Advisory Committee was actively engaged in all phases of the program. This committee consisted of IHSS providers, nursing home workers, employers from skilled nursing facilities, PASC-LA, and union representatives. Integrating the advisory committee into the overarching program structure guaranteed that the perspectives of caregivers, those receiving care, and industry employers aligned into a comprehensive and inclusive training curriculum.



**Financial compensation:** As part of their participation, workers were compensated for their hours in training, as well as received a stipend upon completion of the program. Our long-term goal is to tie specialized skills to increased wages for long-term care workers. The stipend is a key step in that direction. Although the stipends do not serve as a substitute for wage rate hikes, the industry partnerships developed through this project has laid the foundation for system change conversations around worker specializations and translating those skills into higher wages, given the advanced skills workers are bringing back into the broader health care system.

**\$260,000+**

**TOTAL STIPENDS EARNED**

Skills gained + hours in training

**\$500+**

**STIPEND  
PER PARTICIPANT**

**PLUS:**

- • • **CPR/AED/First Aid certificate for IHSS providers**
- CEU credits for CNAs**
- Emergency kits**

- Emergency Food Ration
- Emergency Drinking Water Pouch
- Hand-Squeeze LED Flashlight
- Emergency Contact Wallet Card
- Plastic Whistle with Lanyard
- Waterproof Poncho - Adult
- Emergency Survival Blanket
- Cleansing Towelette Pocket
- Tissue Pack Nitrile Gloves - Pair
- Basic First Aid Kit



**Wraparound services:** We understand that success extends beyond training sessions alone. With all of our programs, we provide wraparound support services to our workers, ensuring they receive comprehensive guidance throughout the entire process. This includes assistance with enrollment, retention and course completion support, and aid with filling out state-required forms.



**Partnerships:** Partnerships served as the backbone of our efforts to create a successful program. SEIU Local 2015 was instrumental in advocating for the needs and rights of caregivers, providing valuable insights that shaped the training content to address their specific challenges. PASC-LA, representing seniors and individuals with disabilities who rely on IHSS providers, offered indispensable perspectives that ensured our training was sensitive to the unique situations of those with access and functional needs. Collaborating with skilled nursing facilities enriched our understanding of training gaps and staffing needs in the broader nursing home industry. Our partnerships with subject matter experts brought best practices to the table. Together, these partnerships formed a strong network and facilitated a holistic approach to emergency preparedness training for long-term care workers.



## OUR RECOMMENDATIONS

California should use the results of EDR to develop permanent paid training programs to provide caregivers with the skills they need to be an effective part of our state's response to climate change. By utilizing climate change and emergency response funding, California can provide training to prepare caregivers, and the state, before the next disaster strikes.



*I also wasn't aware of social and cultural aspects of climate change issues, for example, how access to healthcare changes among different groups or how poorer neighborhoods don't have an abundance of trees like other more affluent areas ... I learned how to use active listening and (that skill) deepened my concern and understanding for my patients. It's useful information and much needed."*

**FRIDA S. GONZALEZ, CNA**



**ESTABLISH A PERMANENT EMERGENCY AND DISASTER READINESS TRAINING PROGRAM.**

As the EDR impact study results show, most caregivers we surveyed feel unprepared for climate emergencies despite their vital role in keeping consumers and residents safe. California should use the results of EDR to develop permanent paid training programs that provide caregivers with the skills they need to prepare for, respond to and recover from disaster.



**FUND A PERMANENT EDR PROGRAM USING INVESTMENTS OUTSIDE OF HEALTH AND HUMAN SERVICES.**

While training for direct care workers is typically funded through the health and human services budget, the results of the EDR impact study shows the extended reach this program has on community resiliency. This value must be recognized through investments in permanent paid training programs outside of the traditional funding sources. By utilizing climate change and emergency response funding, California can provide training to prepare caregivers and their communities, before the next disaster strikes.



**EXPLORE THE ROLE OF CAREGIVERS IN OUR EMERGENCY RESPONSE POLICY.**

The impact results of the EDR program emphasize the considerable benefits of training for consumers, service providers, and the larger community during moments of disaster. As climate emergencies increase in the state, policymakers should explore the gaps which direct care workers fill in our emergency response system and if they are given the adequate tools for the job.

## ACKNOWLEDGEMENTS

The Center for Caregiver Advancement recognizes our project partners for their generosity of time and expertise.

### OUR SUBJECT MATTER EXPERTS

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Sharon Sylvers, RN, Emergency Preparedness Consultant

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Carmen Roberts, SEIU Local 2015  
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This project is possible because of the hard work and dedication of the CCA staff. All members of the team had a hand in the conception, development, and execution of this first-of-its-kind training program.

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