

Scaling Quality Training

American Society on Aging Conference

April 23, 2025



Center for
Caregiver
Advancement



Corinne Eldridge

President & CEO

Center for Caregiver Advancement



Andrea Garcia

Director of Home Care Programs

Center for Caregiver Advancement



Jarmin Yeh

Associate Professor

UC San Francisco, Institute for Health & Aging

➤ Learning Objectives

Attendees will be able to:

1. Describe how scaling training for paid IHSS caregivers in CA lead to documented increase in knowledge and skills, enhancing care for a diverse aging population.
2. Describe the outcomes of 8 unique evidence informed learning pathways across a wide variety of chronic conditions that strengthen knowledge for paid in-home caregivers.
3. List recommendations for improving the advancement of paid caregivers through quality training programs.

➤ The In-Home Caregiver



California

763,000 in-home support services (IHSS) caregivers

More than rest of US combined

Direct care workers in California are:

90%

Women

73%

POC

50%

Immigrants



➤ The CCA Caregiver



99% Female



92% Ethnic Minority



62% Age 45+

Based on the nearly 5,000 caregivers that the Center for Caregiver Advancement trained in 2023.



CBS Affiliate, KCAL-TV, Los Angeles

➤ Vision: Build the Workforce of Highly Trained Caregivers that Many Californians Can't Live Without



Our Pillars

consumer
directed
model of care

economic
enhancements

adult learner
centered
curriculum

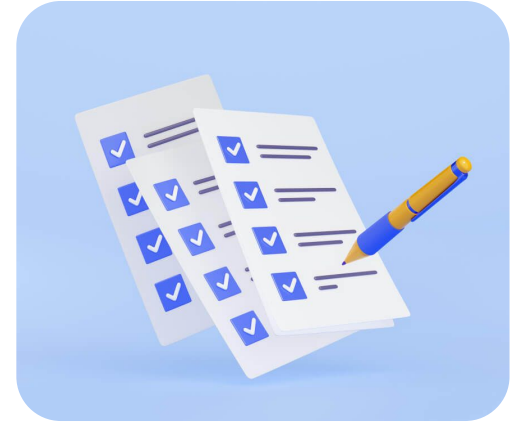
delivery in
multiple
languages

Aligned with **State Master Plan for Aging**: Caregiving that works



➤ Program Development

- Identify the learning goals
- Understand the learners and their needs
- Organize the course into clear modules or topics
- Develop content (slides, activities, videos, etc.)
- Create assessments or practice tasks
- Regularly review with experts and revise as needed
- Finalize and prepare for delivery



➤ Career Pathways Program (CPP)



1 Basic Health
And Safety



2 Emergency
Preparedness



3 Alzheimer's &
Related Dementia



4 Autism



5 Diabetic Care &
Nutrition



6 Heart Disease
& Care



7 Traumatic Brain Injury

➤ Delivery

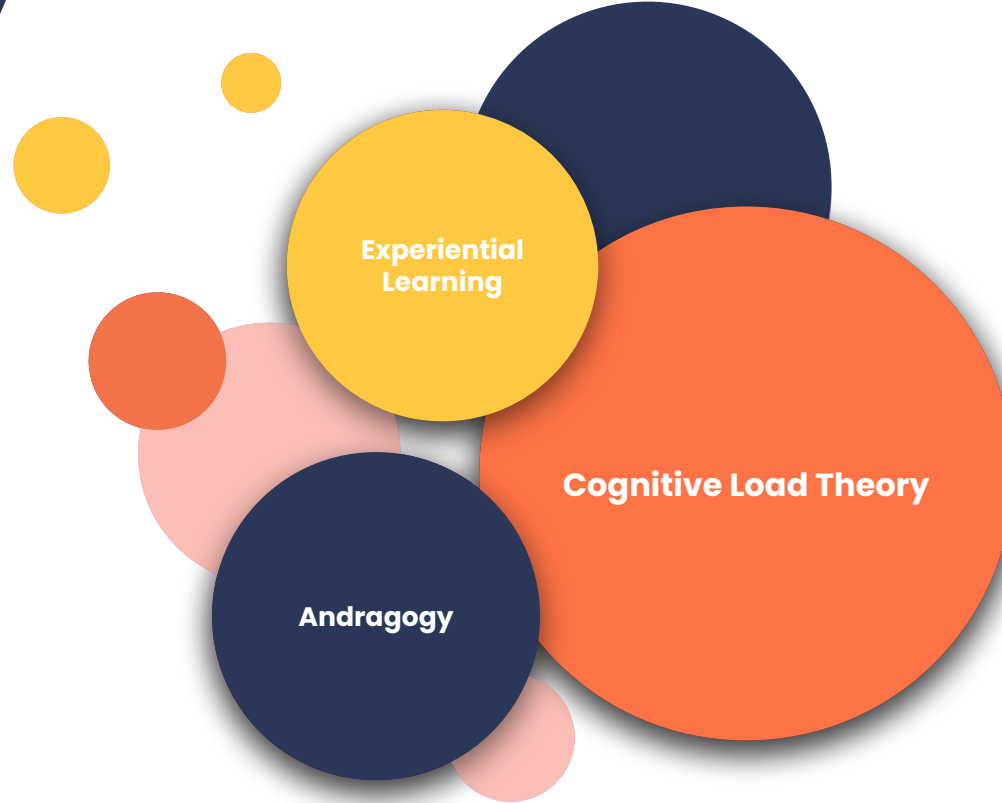


English, Spanish, Korean, Armenian,
Mandarin, Cantonese, Russian, and
Vietnamese



Virtual learning via Zoom and learning
management system

➤ Theory



➤ Outcomes



KCAL
NEWS

CBS NEWS
LOS ANGELES

➤ Outcomes



“ I appreciated the hands-on tips from others in the course, such as redirecting an Alzheimer's person who can't remember things and keeps repeating themselves. Instead of trying to explain things to them, just redirect them. That is a very helpful tip! I can't think of another place where I'd get hands-on examples like that.”

– *Martha N., CCA-trained caregiver
(ADRD Course)*

“ The CCA caregiver training offers a variety of tips that I use on the job. I also found support and made amazing connections with other caregivers.”

– *Gabriel Peinado, CCA-trained caregiver
(Caregiver Essentials Course)*



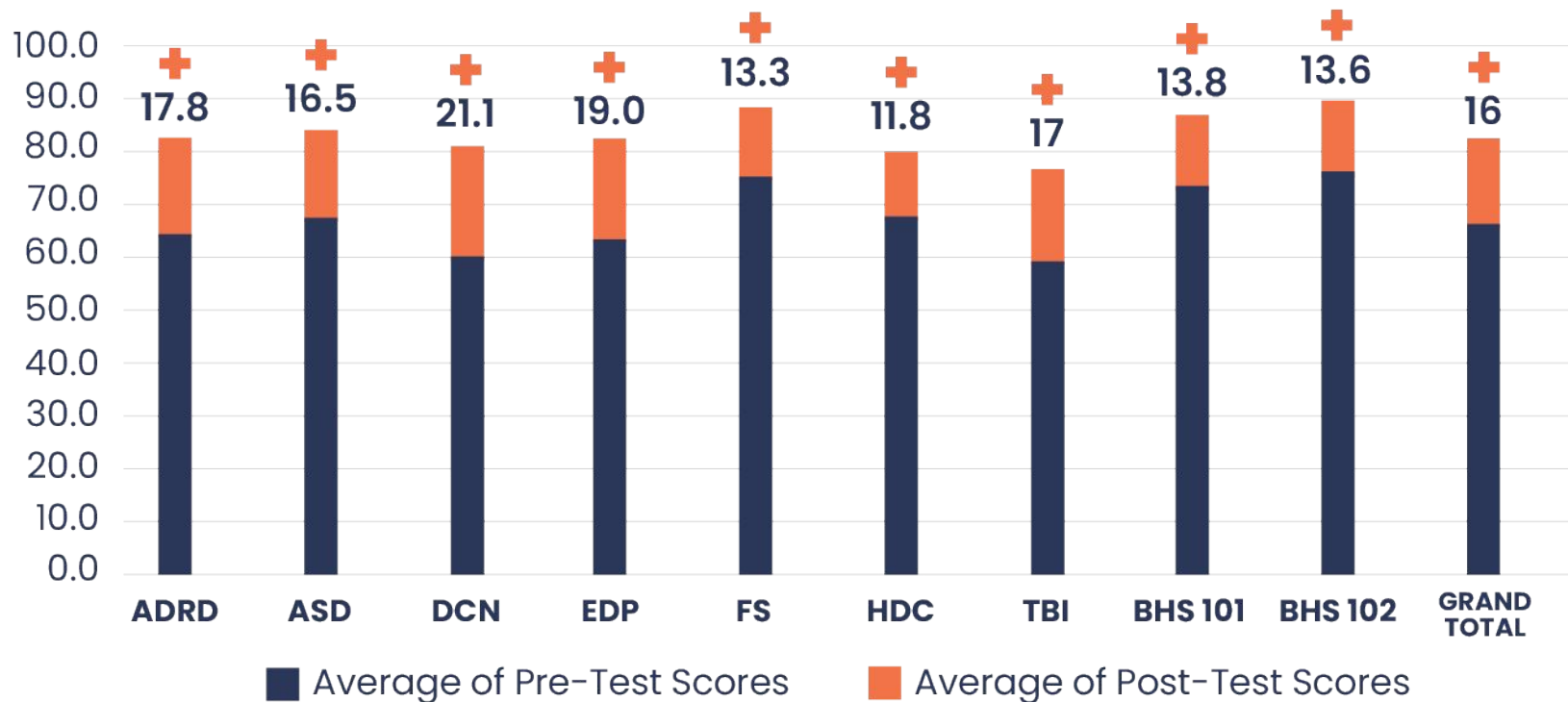
➤ Graduates!



Building a Workforce of Highly Trained Caregivers that Many Californians Can't Live Without

Course	Graduates
Alzheimer's & Related Dementias	4,237
Autism Spectrum Disorder	4,496
Basic Health & Safety 101	4,290
Basic Health & Safety 102	4,308
Diabetic Care & Nutrition	4,374
Emergency & Disaster Readiness	3,479
Heart Disease & Care	4,271
Traumatic Brain Injury	4,186

➤ Knowledge Gains Across ALL Courses



› Classes by Language

English

37% English

Español

28% Spanish

한국어

7% Korean

廣東話

7% Cantonese

華語

7% Mandarin

հայ

6% Armenian

русский

4% Russian

tiếng việt

4% Vietnamese

➤ The Road Ahead



THANK YOU!

Corinne Eldridge

corinne@advancecaregivers.org

advancecaregivers.org

Andrea Garcia

andreag@advancecaregivers.org

advancecaregivers.org

Jarmin Yeh

jarmin.yeh@ucsf.edu

iha.ucsf.edu

Scan for Presentation

