



CCA Policy Agenda

Caring for California Through Accessible Training and Quality Caregiving Jobs



The Crisis



California faces an urgent care crisis. By 2030, **one in five** Californians will be 65 or older. Yet the caregiving workforce remains understaffed, undertrained, and underpaid. California has over **730,000** In-Home Supportive Services (IHSS) providers and nearly **60,000** Certified Nursing Assistants (CNAs) working in skilled nursing facilities—the majority are immigrant and BIPOC women who deserve professional recognition, quality training, and sustainable careers.

The Solution: Investing in Trained Caregivers

Research proves that trained caregivers deliver better outcomes. CCA-trained caregivers reduce hospital readmissions by **30%**, emergency room visits by **25%**, and chronic illness complications by **20%**.

Quality training doesn't just improve care, it strengthens the workforce itself. As fewer family members are available to provide informal care due to smaller family sizes, geographic mobility, and increased workforce participation, California must attract new workers to the field and retain experienced caregivers. Training provides the professional development and recognition that make caregiving a viable, sustainable career rather than temporary work.

Since 2000, CCA has trained more than **35,000** nursing home workers and in-home caregivers through free, accessible training delivered in eight languages. Our impact is clear: 96% of participants say they learned new skills, 94% report improved communication with those they care for, and trained caregivers demonstrate stronger retention and career commitment.

2026 Policy Priorities

Priority 1: State Funding for IHSS Caregiver Training Pilot

The Problem: Despite proven return on investment, there is no state investment in IHSS caregiver training. Based on analysis of recent collective bargaining agreements, an estimated 30 cents per worker per year is allocated for IHSS training. Current funding mechanisms are inadequate, temporary, and rely heavily on time-limited grants that cannot support the scale of training California needs. This funding gap directly impacts the quality of care for older adults and people with disabilities who depend on IHSS services. Without consistent investment in caregiver training, California's most vulnerable populations lack access to caregivers with the specialized skills necessary to provide safe, effective, person-centered care.

The Evidence: CCA's partnerships with UCSF, UCLA, UC Irvine, and MIT's J-PAL North America demonstrate that caregiver training improves care for older adults and people living with disabilities and strengthens workforce retention. Yet California has no permanent funding stream to support quality IHSS caregiver training.

What's Needed:

- \$20 million dedicated allocation to pilot multi-lingual IHSS caregiver training statewide to ensure accessible training reaches workers in the languages they speak
- Maximize federal funding opportunities through Medicaid and Workforce Innovation and Opportunity Act (WIOA)
- Establish transparency and accountability with regular reporting on retention and recruitment outcomes by geography, race/ethnicity and language

Why It Matters: California cannot meet its care crisis without investment in the workforce that makes all other work possible. Training is not optional; it is essential infrastructure for our health care system and our state's future.

2026 Policy Priorities

Priority 2: Restore Live Online Instruction for CNA Continuing Education

The Problem: California currently prohibits CNAs from completing continuing education units (CEUs) through live online instruction (such as Zoom). This creates significant barriers for CNAs in rural areas, those working non-traditional schedules, and workers with family caregiving responsibilities, disproportionately affecting women of color and immigrant workers.

The History: During the COVID-19 pandemic, live online instruction was permitted and proved effective. Workers were able to maintain their certifications while continuing to provide essential care. That flexibility ended when emergency orders expired.

What's Needed:

- Restore authorization for CNAs to complete CEUs through live, instructor-led online instruction
- Modernize regulations to permanently include hybrid learning options while maintaining quality standards

Why It Matters: Accessible continuing education is essential to workforce retention and quality of care. CNAs should not have to choose between keeping their certification and caring for their own families or traveling long distances for training.



About the Center for Caregiver Advancement

Founded in 2000 by SEIU Local 2015, CCA is California's most experienced provider of free, accessible training for long-term care workers. Since our founding, we have trained more than 35,000 skilled nursing facility workers and in-home caregivers through evidence-informed curriculum delivered in eight languages. Our research partnerships with leading institutions demonstrate the tangible impact of caregiver training on health care quality and costs.

For more information: www.advancecaregivers.org

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