



## Memorandum of Understanding (MOU) Cover Page

**Agreement Number: M0152**

**Brief Description of MOU:** Cooperation between the Chancellor's Office, the Department of Aging, and the Labor & Workforce Development Agency under this MOU shall be focused primarily on achieving the following shared goals:

- Expand the number of trained caregivers in the state's direct care workforce and improve their economic mobility through access to health care pathway programs;
- Increase equitable access to job training opportunities that result in living wages and have viable paths to completing a certificate, associate degree, or bachelor's degree; and
- Maximize employment opportunities for older adults and people with disabilities to support meaningful engagement, provide supplemental income for financial self-sufficiency, address the state's growing workforce needs, and contribute to the state's economy.

### PROJECT MONITOR INFORMATION

Project Monitor Name	Project Monitor Email	Project Monitor Phone
LaCandice Ochoa	lochoa@cccco.edu	(916) 323-1758

### MOU PARTY

California Department of Aging

2880 Gateway Oaks Dr, Sacramento, CA 95833, USA

**MOU Signatory Name:** Susan DeMarios      Director      susan.demarois@aging.ca.gov      (916) 419-7513

**Project Director Full Name:** Sarah Steenhausen      Deputy Director of Policy, Research, and Equity      sarah.steenhausen@aging.ca.gov      (916) 419-7513

### MOU INFORMATION

**Program Name:** Direct Care Workforce MOU

<b>Implementing Statute:</b>	<b>Term of</b>	<b>Estimate Term of Agreement From Date:</b>	<b>Estimate Term of Agreement Through Date:</b>
N/A	MOU:	12/23/2024	01/01/2027



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**Memorandum of Understanding  
by and between  
the California Community Colleges Chancellor's Office  
and  
the California Department of Aging  
and  
The California Labor & Workforce Development Agency**

This memorandum of understanding (MOU) between the California Community Colleges Chancellor's Office, located at 1102 Q Street, 6th Floor, Sacramento, CA 95811, and the California Department of Aging located at 2880 Gateway Oaks Drive, Suite 200, Sacramento, CA 95833, and the California Labor & Workforce Development Agency located at 800 Capitol Mall, 5th Floor, Sacramento, CA 95814 establishes a partnership to support lifelong learning and employment opportunities that provide a powerful sense of purpose and connection for older adults and people with disabilities and, to grow the caregiving workforce through training that results in relevant skills, certificates, credentials, and pathways to economic mobility.

Whereas, the Chancellor's Office, a state government agency, has developed Vision 2030 that envisions a higher education system inclusive of all Californians with access points for every learner, whether that be to pursue a certificate, credential, degree, or transfer; and that prioritizes flexible skill building and workforce training and education leading to living wage jobs.

Whereas, the Department of Aging, a state government agency, has developed a Master Plan for Aging that includes strategies to increase the inclusion of older adults and people with disabilities in the workforce by scaling flexible work and education models, and envisions a caregiving workforce that can be grown through caregiver training and professional development opportunities.

Whereas, the Labor & Workforce Development Agency, a state government agency, is co-leading strategy development and implementation for the Master Plan for Career Education with the Chancellor's Office and other state agencies, which includes strategies to prepare students and workers--including older adults--for living wage, fulfilling careers by providing expanded opportunities to explore and pursue career options.



The Chancellor's Office, the Department of Aging, and the Labor & Workforce Development Agency agree as follows:

**Term of MOU** – This MOU will be effective as of the date it is fully executed by the signatories and will expire January 1, 2027.

### **Goals**

**Cooperation between the parties under this MOU shall be focused primarily on achieving the following shared goals:**

- Expand the number of trained caregivers in the state's direct care workforce and improve their economic mobility through access to health care pathway programs;
- Increase equitable access to job training opportunities that result in living wages and have viable paths to completing a certificate, associate degree, or bachelor's degree; and
- Maximize employment opportunities for older adults and people with disabilities to support meaningful engagement, provide supplemental income for financial self-sufficiency, address the state's growing workforce needs, and contribute to the state's economy.

### **Activities**

The following is a summary of potential partnership activities that are intended to meet the above-stated goals:

#### **1) Caregiver Training**

- a. The Chancellor's Office will review the available curriculum from the California GROWS (CalGrows) Program to determine if a crosswalk exists to similar community college certificate or credential programs.
- b. The Chancellor's Office will look for opportunities in such programs where caregivers may be eligible to receive credit for prior CalGrows training received.
- c. The Department of Aging will establish a process to refer individuals to relevant community college programs, courses or trainings.
- d. The Chancellor's Office will map out potential pathways for caregivers to improve their economic mobility through relevant health care pathways.
- e. The Department of Aging and the Chancellor's Office will work together to develop outreach strategies for promoting caregiver educational opportunities at California community colleges.
- f. The Department of Aging and the Labor & Workforce Development Agency will collaborate in drafting core competencies across caregiver roles in order



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to create greater access to career advancement and economic mobility and will work with state partners to gain agreement on adopting core competencies and integrating them into certification and licensure.

## 2) **Maximizing Older Adult Employment Opportunities**

- a. The Chancellor's Office will work with its workforce development partners to identify the most relevant skills employers look for when hiring older adults and people with disabilities to inform skill building.
- b. The Chancellor's Office will work across the community college system to share those findings to help inform workforce training and upskilling program content.
- c. The Department of Aging and the Chancellor's Office will jointly develop a marketing strategy to promote upskilling and reskilling education and training opportunities to older adults to help them remain competitive and, to highlight for employers the many advantages of hiring older workers, along with effective practices for recruiting and retaining them.
- d. The Labor & Workforce Development Agency and the Department of Aging will co-lead research to understand the barriers and challenges older workers experience in the labor force and use the findings to drive policy and programmatic initiatives to address those barriers and challenges and promote economic security for older adults.



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On Behalf of the California Community Colleges Chancellor's Office

*Chris Ferguson*

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**Chris Ferguson**  
Executive Vice Chancellor

*Anthony Cordova*

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Vice Chancellor,  
Workforce Development

On Behalf of the California Department of Aging

*Susan DeMarois*

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*Mark Beckley*

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**Mark Beckley**  
Chief Deputy Director

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*Stewart Knox*

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**Stewart Knox**  
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Deputy Secretary, Workforce Strategy