



24-5577

DATE: May 7, 2024 (Item No. {{item.number}})
TO: Board of Supervisors
FROM: Daniel Little, Director, Social Services Agency
SUBJECT: Sourcewise - IHSS Career Pathways Program

RECOMMENDED ACTION

Approve Second Amendment to Agreement with Sourcewise relating to providing In-Home Supportive Services Career Pathways Program increasing the maximum contract amount by \$444,855 from \$233,708 to \$678,563, with no change to the term of the agreement, that has been reviewed and approved by County Counsel as to form and legality. A single source exception to competitive procurement has been approved by the Office of Countywide Contracting Management pursuant to Board of Supervisors Policy 5.6.5.1(D)(2)(a). (LA-1)

FISCAL IMPLICATIONS

There is no negative impact to the County General Fund as a result of the Recommended Action.

The fiscal year (FY) 2023-2024 approved budget appropriation for the In-Home Supportive Services (IHSS) Career Pathways Program is \$194,400, with \$194,400 in state revenues. The Agency will submit a budget modification request for the difference of approved budget and amended contract in the amount of \$168,080 during FY 2023-2024 Year-end Budget Clean-up process.

CONTRACT HISTORY

On December 29, 2022, the Procurement Department approved a single source exception to Competitive Procurement pursuant to Board Policy 5.6.5.1 (D)(2)(a). The Single Source recognized Sourcewise, Public Authority services provider, as the best-qualified organization to provide training courses for eligible IHSS providers within the County.

On April 6, 2023, the Procurement Department approved the IHSS Career Pathways retroactive contract with Sourcewise in the amount of \$233,708 for the period October 1, 2022, through December 31, 2023.

On March 1, 2024, the Procurement Department approved the First Amendment to the IHSS Career Pathways contract extending the contract term from December 31, 2023 to December 31, 2024.

REASONS FOR RECOMMENDATION AND BACKGROUND

The mission of SSA is to provide resources and opportunities in a culturally responsive manner to enhance the quality of life in our community by protecting, educating, and empowering individuals and families. In alignment with this mission, the IHSS Career Pathways Program offers training opportunities designed to enhance the caregiving skills of IHSS providers, thereby directly and positively benefiting the IHSS recipient. Offering this program to the community supports the SSA Department of Aging and Adult Services (DAAS) mission to help older adults, dependent adults, and the disabled live a safe and independent lifestyle.

In 2021, Section 24 of California Senate Bill 172 added Welfare & Institutions Code Section 12316.1 and mandated the California Department of Social Services (CDSS) to develop and administer the Career Pathways Pilot Program for providers of IHSS. \$200 million was set aside to fund the program through December 31, 2023. The goal of the program is to incentivize, support, and fund career pathways for IHSS providers, allowing these workers to build on their direct care experience and obtain positions such as certified home health aide, certified nursing assistant, licensed vocational nurse, and more. Sourcewise is uniquely qualified to provide these professional services due to their long-standing presence in the community and extensive understanding of the administration of the IHSS Career Pathways Program. IHSS providers who participate, and complete particular training modules receive a payment incentive. These trainings are offered online, in person and in various languages and locations throughout California. Many are held at the County's IHSS building to maximize the number of enrollees in Santa Clara County.

In 2023, CDSS granted an extension of funding for the IHSS Career Pathways Program through December 31, 2024. Sourcewise fully utilized its entire state-reimbursed budget by December 31, 2023. In response to the CDSS extension and based on the program's success, Sourcewise integrated additional classes. This Second Amendment is set to provide approximately 738 3-hour training classes for IHSS providers and the active participation in the program indicates a significant need for training opportunities designed to enhance provider skills through payment incentives.

In accordance with Board of Supervisors (Board) Policy 5.3.5.1, the Board is the only body that has the authority to enter into contracts and issue solicitations on behalf of the County, unless the contracting authority has been delegated explicitly to someone other than the Board pursuant to state law, County Ordinance Code, resolution, or express action of the Board.

CHILD IMPACT

The recommended action will have no/neutral impact on children and youth.

SENIOR IMPACT

The recommended action will have a positive impact on seniors by providing current training to IHSS caregivers resulting in enhanced, higher quality care for IHSS recipients and serving as a viable alternative to out-of-home care.

SUSTAINABILITY IMPLICATIONS

The recommended action will have no/neutral sustainability implications.

CONSEQUENCES OF NEGATIVE ACTION

SSA will not implement the IHSS Career Pathways Program, which will restrict services to IHSS providers in the County.

STEPS FOLLOWING APPROVAL

Upon approval, the Clerk of the Board is requested to notify Jorge Montes, Alana Rainville, Crystal Chavez, and Patrice Robles from SSA.

ATTACHMENTS:

- FY23-24 Non-Std Service Agreement IHSS Career Pathways_Sourcewise Signed
- FY23-25 Second Amendment Board Contract IHSS Career Pathways
FINAL_Sourcewise