



CAPA

California Association of
Public Authorities for IHSS

Strategic Plan

2023-2027



Advocacy

1. Advocate for policies that support IHSS Public Authorities' ability to provide quality In-Home Supportive Services to consumers

Short Term Goals:

- Adjust the timing the Public Authority Allocations County Fiscal Letter (CFL) distribution to align with the beginning of each fiscal year
- Support IHSS Advisory Committees and Governing Boards

Long Term Goals:

- Increase federal and state contributions toward public authority allocations to equalize funding based on the numbers of cases served in each county
- Advocate for policies to support independent living for consumers
- Make administrative funding for counties caseload based

2. Prioritize provider recruitment as an ongoing effort year-round

Short Term Goal:

- Pursue ways to support and retain and diverse provider pool

Long Term Goals:

- Ensure that IHSS caregiving is a meaningful career
- Support training opportunities for IHSS consumers and providers

3. Support the Master Plan on Aging (MPA) initiatives

- Participate in stakeholder meetings that promote MPA initiatives
- Support MPA policy initiatives

4. Support policies against ageism and ableism

Data

1. Collect and share meaningful and relative data to convey the value of IHSS Public Authorities (PAs)

Short Term Goals:

- Streamline sharing of resources and information
- Uniform collection of data from all PAs to support the ongoing and upcoming initiatives and funding requests

Long Term Goal:

- Searchable platform for resources and information

2. Align PA data collection

Short Term Goal:

- Research and discuss strategy, costs, and benefits for statewide database

Long Term Goals:

- Universal software system tailored to collect and share data among all PA's

Education

1. Offer professional development for PA directors and staff

Short Term Goals:

- Create a formal onboarding process and training hub for new directors
- Develop PA director curriculum

Long Term Goals:

- Offer training in PA mandates/responsibilities
- How to advocate support for IHSS legislative priorities from county executives/Board of Supervisors/Governing Board

2. Create opportunities for peer training

- Disability and age culture competency
- Collective bargaining

3. Expand educational resources for IHSS Public Authorities

Short Term Goal:

- Engage CDSS on staying up to date on provider orientation and training materials

Long Term Goal:

- Work with CDSS to develop statewide training videos for consumers

Communication

1. Establish and maintain strategic partnerships with legislators and CDSS

Short Term Goal:

- Strengthen CAPA's ability to communicate the PA's value

Long Term Goals:

- Coordinate with state, county IHSS, and PA leaders to discuss/communicate pending issues, concerns, successes to help better coordinate service delivery
- Improve collaborative strategies between PAs

Organizational Development

1. Create a leadership succession plan

2. Strengthen strategic partnerships

- Define organizations we want to partner with that have common missions and goals
- Strategize what the partnerships would look like

3. Maintain financial sustainability

Short Term Goals:

- Budget discussions include what would be needed to deliver goals
- Ongoing review of membership dues

Long Term Goal:

- Non-dues revenue opportunities

4. Create opportunities for PA Directors and staff to share information and resources

Short Term Goals:

- Continue board meetings, workgroups, and information sharing

- Ensure SharePoint and Intranet have updated content and users are trained in locating and sharing information
- Share best practices and policy resource guides

Long Term Goals:

- Create a knowledge base repository for commonly asked questions and resources for leadership development
- Host a platform for information sharing exclusively for PA directors and staff