



**COUNTY OF LAKE
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May 19, 2026

Honorable Dawn Addis
Chair, Assembly Budget Subcommittee 1
California State Assembly
1021 O Street, Suite 8210
Sacramento, CA 95814

RE: Support for FY 2026–27 Budget Request – \$8,325,000 One-Time General Fund for the Healthcare Career Pathway (CNA Workforce Initiative)

Dear Chair Addis,

The Lake County Board of Supervisors is writing to express our strong support for the request that \$8,325,000 in General Fund support be allocated over five years in the FY 2026–27 State Budget to sustain and expand the Healthcare Career Pathway (HCP) Certified Nursing Assistant (CNA) Workforce Initiative.

California continues to face a significant shortage of CNAs and entry-level healthcare workers across long-term care, hospital, and residential care settings. These workforce shortages contribute to delayed hospital discharges, limited long-term care capacity, and increasing strain across the healthcare system—particularly as the state’s aging population grows. The California Department of Aging estimates that one in four Californians will be age 60 or older by 2030, further increasing the need for a stable direct care workforce.

The Healthcare Career Pathway program is a proven workforce development model designed to recruit, train, and retain individuals with addressable barriers to employment and connect them to stable, living-wage healthcare careers. The program currently operates across Alameda, Contra Costa, Lake, Mendocino, Sonoma, and Kern counties, aligning CNA training cohorts with regional employer demand and workforce projections.

HCP’s success is driven by its comprehensive approach that pairs state-approved CNA training and certification preparation with wraparound supports and 1:1 case

management that help participants complete the program and successfully enter the workforce. In addition to covering tuition, textbooks, uniforms, and supplies, these supports include transportation assistance, food resources, childcare and emergency stipends, case management, academic navigation, and direct connections to community resources and employer partners.

The program has demonstrated strong outcomes. As of February 2026, statewide data show:

- 88.3% program completion rate (program length ranges from 7 to 14 weeks)
- 92.2% CNA certification pass rate within six months of graduation
- 75.5% employment within six months of graduation

These results demonstrate that the HCP model successfully expands access to healthcare careers while strengthening California's direct care workforce pipeline.

The Lake County Board of Supervisors recognizes the healthcare industry as a vital part of Lake County's local job market, economy, and long-term community stability. In a rural county, healthcare providers, clinics, behavioral health programs, public health services, long-term care providers, and community-based organizations are not only essential to resident well-being, but they are also major employers and important economic partners. A strong healthcare workforce supports local jobs, helps families remain and work in Lake County, and strengthens the County's ability to meet the needs of residents across all stages of life.

The Healthcare Career Pathway program directly supports this priority by helping prepare local residents for meaningful careers in healthcare and related service fields. By expanding access to education, training, and career advancement opportunities, the program helps build a stronger local workforce pipeline, supports economic mobility for residents, and helps address ongoing recruitment and retention challenges faced by rural healthcare employers. For Lake County, investments in healthcare career pathways are also investments in the local economy, community resilience, and the future of accessible, high-quality care for residents.

Without continued state investment, pilot funding for the HCP CNA Workforce Initiative provided by the California Department of Health Care Access and Information will sunset on June 30, 2026. Sustained funding will strengthen California's frontline healthcare workforce, expand care capacity across long-term care and hospital systems, and create economic mobility for Californians entering healthcare careers. Continued support will allow the HCP model to maintain training cohorts, sustain employer partnerships, and increase the number of Certified Nursing Assistants entering the workforce in high-need regions.

For these reasons, The Lake County Board of Supervisors urges your support of this FY 2026–27 budget request to sustain and expand the Healthcare Career Pathway CNA Workforce Initiative.

Sincerely,

Thank you for your consideration.

Respectfully,

Chair
Lake County Board of Supervisors
COUNTY OF LAKE