



CalGrows Eligibility Scenarios

Example Paid Caregiver Roles: Home Care Aides, Care Coordinators or Care Managers, Dementia Care Specialists, Non-IHSS Affiliated Personal Care Assistants, Activities Coordinators, Transportation Providers

See Eligibility bullets for Incentives on [this Incentives page of the CalGrows.org](#) website.

Eligible Key

Unlicensed Caregivers

- **PAID** Unlicensed caregivers who work in a home - or community-based setting ARE eligible for the CalGrows program - courses, coaching, AND incentives.
***Caregivers can be employed by private individuals - neighbors, friends, family, or a stranger - as long as they are paid, have been paid for at least 60 days at 40 hours/month, and have proof of payment (letter from employer, paystub, timecard), they ARE eligible for incentives.*
- **UNPAID** Unlicensed caregivers who work in a home - or community-based setting ARE eligible for the CalGrows program (courses and coaching), NOT incentives.
***Caregivers who are paid (under the table) and do not claim payment as income are considered unpaid caregivers and are therefore eligible for the CalGrows program (courses and coaching), but NOT incentives.*

Licensed Caregivers - only CNAs and HCAs

- **PAID** CNAs and HCAs who get paid for any amount of time working in a home- or community-based setting ARE eligible for the CalGrows program AND incentives. (*Who meet all other eligibility requirements*).
- **UNPAID** CNAs and HCAs who work in a home- or community-based setting ARE eligible for the CalGrows program (courses and coaching), NOT incentives.

IHSS Provider - HAS NOT participated in the IHSS Career Pathways program

- IHSS Providers who ALSO work as a **PAID** Unlicensed caregiver or Licensed CNA or HCA who work at least some time in a home - or community based setting ARE eligible for the CalGrows program AND incentives.



- IHSS Providers who also work as an **UNPAID** Licensed CNA or HCA working in a home - or community based setting **ARE** eligible for the CalGrows program (courses and coaching), **NOT** incentives).

Ineligible Key

*NOT Eligible for any part of the CalGrows Program (courses, incentives, coaching).

Unlicensed Caregivers

- BOTH **PAID** and **UNPAID** Unlicensed caregivers who solely work in an institutional setting

Licensed Caregivers

- BOTH **PAID** and **UNPAID** Licensed caregivers who solely work in an institutional setting
- RNs and LVNs (Only CNAs and HCAs are eligible for the CalGrows program).

IHSS Provider - HAS NOT participated in the IHSS Career Pathways program

- IHSS Providers who **ALSO** work as a **PAID** or **UNPAID** Unlicensed caregiver or Licensed CNA or HCA who solely work in an institutional setting

IHSS Provider - HAS participated in the IHSS Career Pathways program

- ALL Providers/Caregivers (*Paid, Unpaid, Licensed, Unlicensed*) who **HAVE** participated in the IHSS Career Pathways program, regardless of what setting they work in.