HOUSE . . . . . No. 2156

The Commonwealth of Massachusetts

In the Year Two Thousand Twelve

An Act to establish a task force relative to the Commonwealth's direct-care workforce.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. There is hereby established a task force to assess the Commonwealth's direct-care workforce and its preparedness to provide long term care services and supports to the growing population of elderly and disabled consumers. The executive office of health and human services will convene the task force to include, at a minimum, members of the executive office of health and human services and the executive office of labor and workforce development. Other members of government entities providing management, delivery or funding of direct-care services and employment shall also be included. The task force will report on the following:

(a) Assessment of current direct-care workforce data and recommendations for improvement including:

(1) A Collection of all available sources of data on the workforce, across all direct care occupations. This data will include: (a) numbers of direct service workers (full time and part time), (b) stability of workforce (turnover and vacancies), and (c) average compensation of workers (wages and benefits);

(2) Identification of gaps in data;

(3) A plan for collecting and analyzing this workforce data on an annual basis;

(4) Recommendations on how to develop a sustainable, regular reporting system.

(b) Assessment of infrastructure for supporting the efficient provision of long term services and supports and mechanisms for ensuring quality and recommendations for improvement, including:

22 (1) An analysis of current and projected workforce capacity, to provide the
23 workforce view of the state's recently commissioned report on consumers of long-term services
24 and supports (LTSS), "Long-term Supports in Massachusetts: A Profile of Service Users";
25 analysis will include, but is not limited to:

26 • A profile of current paraprofessional workforce capacity by LTSS
27 program;

28 • A description of the basic employment characteristics of
29 Massachusetts' direct-care occupations;

30 • A use of current service utilization patterns, projected caseloads,
31 and state rebalancing objectives to project future needed workforce capacity;

32 • An exploration of unmet need in Massachusetts;

33 • An assessment of implications of the Massachusetts "care gap"; by
34 2016, demand for 22,600 new direct-care worker positions is expected, but at the same time
35 women aged 25-54 entering the labor force is expected to decline by over 40,000; and,

36 • Recommendations for changes in public policy and provider
37 practice to promote staff

38 retention and lower turnover.

39 (2) An assessment of the current training and credentialing infrastructure and
40 recommendations for strengthening the current system, including strategies for increasing the
41 professionalism of the workforce;

42 (3) An assessment of the quality of support for consumers as employers,
43 supervisors and trainers and recommendations for improvement; and,

44 (4) An assessment of the adequacy of the existing infrastructure for
45 connecting consumers and workers and recommendations for improvement including the
46 feasibility of expanding the existing PCA referral directory.

47 SECTION 2. The task force will present an initial report to the governor, the house ways
48 and means committee, the senate ways and means committee, the joint committee on children,
49 families, and persons with disabilities, the joint committee on labor and workforce development,
50 and the joint committee on elder affairs no later than December 31, 2012.