

SENATE No. 54

The Commonwealth of Massachusetts

PRESENTED BY:

Patricia D. Jehlen

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the passage of the accompanying bill:

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

PETITION OF:

NAME:	DISTRICT/ADDRESS:
<i>Patricia D. Jehlen</i>	<i>Second Middlesex</i>
<i>Kay Khan</i>	<i>11th Middlesex</i>
<i>Denise Andrews</i>	<i>2nd Franklin</i>
<i>James M. Murphy</i>	<i>4th Norfolk</i>
<i>Thomas M. Stanley</i>	<i>9th Middlesex</i>

SENATE No. 54

By Ms. Jehlen, a petition (accompanied by bill, Senate, No. 54) of Patricia D. Jehlen, Kay Khan, Denise Andrews, James M. Murphy and others for legislation to establish a task force relative to the Commonwealth's direct-care workforce. Children, Families and Persons with Disabilities.

[SIMILAR MATTER FILED IN PREVIOUS SESSION
SEE

□ □ SENATE
□ , NO. 2156 OF 2011-2012.]

The Commonwealth of Massachusetts

In the Year Two Thousand Thirteen

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:

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

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

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

- 15 (2) Identification of gaps in data;
- 16 (3) A plan for collecting and analyzing this workforce data on an annual basis;
- 17 (4) Recommendations on how to develop a sustainable, regular reporting system.

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

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

- 25 • A profile of current paraprofessional workforce capacity by LTSS program;
- 26 • A description of the basic employment characteristics of Massachusetts’ direct-
27 care occupations;
- 28 • A use of current service utilization patterns, projected caseloads, and state
29 rebalancing objectives to project future needed workforce capacity;
- 30 • An exploration of unmet need in Massachusetts;
- 31 • An assessment of implications of the Massachusetts “care gap”; by 2016, demand
32 for 22,600 new direct-care worker positions is expected, but at the same time women aged 25-54
33 entering the labor force is expected to decline by over 40,000; and,
- 34 • Recommendations for changes in public policy and provider practice to promote
35 staff
36 retention and lower turnover.

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

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

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

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