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HOUSE BILL 256

**55TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2021**

INTRODUCED BY  
Jack Chatfield

AN ACT

RELATING TO WORKFORCE DEVELOPMENT; REQUIRING THE AGING AND  
LONG-TERM SERVICES DEPARTMENT TO CONVENE A TASK FORCE TO  
DETERMINE THE FEASIBILITY OF LAUNCHING ELDER WORKFORCE  
DEVELOPMENT OPPORTUNITIES IN SELECTED RURAL AND TRIBAL  
COMMUNITIES; MAKING AN APPROPRIATION.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

SECTION 1. TEMPORARY PROVISION--ELDER WORKFORCE  
DEVELOPMENT IN RURAL AND TRIBAL COMMUNITIES TASK FORCE--  
MEMBERS--DUTIES.--

A. As used in this section:

(1) "elder workforce development" means  
opportunities for an individual to grow skills and develop the  
tools necessary to support older adult independence;

(2) "home- and community-based services" means

1 the types of person-centered care delivered in the home and  
2 community that address health, wellness and other services  
3 needed to support daily living activities to enable older  
4 adults to remain in their homes as they age; and

5 (3) "older adults" means persons sixty years  
6 of age and older.

7 B. The "elder workforce development in rural and  
8 tribal communities task force" is created. The secretary of  
9 aging and long-term services shall convene and support the task  
10 force. The task force shall have the following members:

11 (1) the secretary of health or the secretary's  
12 designee;

13 (2) the secretary of economic development or  
14 the secretary's designee;

15 (3) the secretary of higher education or the  
16 secretary's designee;

17 (4) the secretary of human services or the  
18 secretary's designee;

19 (5) the secretary of Indian affairs or the  
20 secretary's designee;

21 (6) the secretary of public education or the  
22 secretary's designee;

23 (7) the secretary of workforce solutions or  
24 the secretary's designee;

25 (8) the president of central New Mexico

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1 community college or the president's designee;

2 (9) the president of the New Mexico  
3 association of community colleges or the president's designee;

4 (10) the president of eastern New Mexico  
5 university or the president's designee;

6 (11) one representative of the national Indian  
7 council on aging;

8 (12) one representative of the Apache tribes  
9 with expertise in senior services;

10 (13) one representative of the Navajo Nation  
11 with expertise in senior services;

12 (14) one representative of the nineteen  
13 pueblos with expertise in senior services;

14 (15) three tribal leader representatives or  
15 the tribal leaders' designees;

16 (16) one representative of a tribally owned or  
17 operated long-term care service;

18 (17) one representative from tribal health  
19 care;

20 (18) one representative of the non-metro area  
21 agency on aging;

22 (19) one rural representative of the New  
23 Mexico association of counties;

24 (20) one rural representative of the New  
25 Mexico municipal league;

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1 (21) one representative of the New Mexico  
2 rural hospital network;

3 (22) one representative of the New Mexico  
4 association for home and hospice care;

5 (23) one representative of the eastern plains  
6 council of governments; and

7 (24) one representative of AARP New Mexico.

8 C. The secretary of aging and long-term services  
9 may appoint additional task force members or may appoint  
10 nonvoting advisory members.

11 D. Public members of the task force are entitled to  
12 per diem and mileage as provided for state employees in the Per  
13 Diem and Mileage Act and shall receive no other compensation,  
14 perquisite or allowance.

15 E. The task force shall conduct an asset mapping  
16 and gap analysis to determine the availability, accessibility  
17 and need for:

18 (1) services that support elder independence  
19 by providing opportunities for healthy and independent living  
20 in rural and tribal communities; and

21 (2) elder workforce opportunities that  
22 contribute to the improved economic well-being and security of  
23 the selected rural and tribal communities.

24 F. The asset mapping and gap analysis shall be  
25 conducted within three rural counties in northeast New Mexico

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1 and three tribal communities, based upon existing data,  
2 surveys, interviews and, when possible, site visits and  
3 convenings, and shall include:

4 (1) a study of existing services and the gaps  
5 in services for older adults, which includes:

6 (a) the number of older adults within  
7 the selected communities estimated to currently need home- and  
8 community-based services or that will need home- and community-  
9 based services in the future;

10 (b) the number of older adults within  
11 the selected communities who have received or requested home-  
12 and community-based services;

13 (c) the availability of and need for  
14 congregate and home-delivered meal services, including services  
15 tailored to the nutritional needs of older adults;

16 (d) the availability of and need for  
17 transportation services to support access to medical  
18 appointments, grocery stores, pharmacists, activities related  
19 to health and wellness, social opportunities and related needs  
20 to support independent living;

21 (e) the availability of and need for  
22 home maintenance programs to reduce the risk of falls, improve  
23 energy efficiency and ensure homes meet health and safety  
24 needs;

25 (f) the availability of and need for

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1 services that enhance quality of life among older adults,  
2 including social engagement, volunteerism, congregate meals and  
3 social connection opportunities;

4 (g) the availability of and need for  
5 services that promote intergenerational opportunities;

6 (h) the availability of and need for  
7 programs and services that support family caregivers, including  
8 those who are supporting people living with a form of dementia;

9 (i) the availability of and need for  
10 volunteer programs designed to support elder independence;

11 (j) the barriers in the selected rural  
12 and tribal communities to offering adequate services and  
13 supports for older adults; and

14 (k) other factors and information deemed  
15 beneficial by the task force; and

16 (2) a study of existing elder workforce  
17 opportunities and gaps in opportunities that contribute to  
18 improved economic well-being and security, including:

19 (a) the current or projected employment  
20 opportunities and vacancies in the elder workforce;

21 (b) the availability of and need for  
22 career counseling opportunities to support pathways to  
23 employment in the elder workforce;

24 (c) the availability of and need for  
25 educational training or certificates to equip current and

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1 future employees with the skills necessary to enter and remain  
2 in the elder workforce;

3 (d) the manner in which current  
4 employees in the elder workforce learned about employment  
5 opportunities in the field;

6 (e) whether and how workforce  
7 development organizations, including programs provided by the  
8 workforce solutions department, are leveraging existing  
9 resources through city, county, state and federal government to  
10 support elder services;

11 (f) the barriers to establishing and  
12 maintaining elder workforce opportunities that contribute to  
13 economic well-being and security for the selected rural and  
14 tribal communities; and

15 (g) other factors and information deemed  
16 beneficial by the task force.

17 G. The final report of the task force shall  
18 provide:

19 (1) an analysis of available home- and  
20 community-based services and the community-based services  
21 needed to support elder independence within the geographic  
22 boundaries of each selected tribal and rural community;

23 (2) an analysis of elder workforce  
24 opportunities that contribute to the improved economic  
25 well-being and security of residents of the selected rural and

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1 tribal communities and what elder workforce opportunities are  
2 needed to support economic well-being and security within the  
3 geographic boundaries of each selected tribal and rural  
4 community;

5 (3) an analysis of the barriers preventing the  
6 selected rural and tribal communities from offering needed  
7 home- and community-based services and supports for older  
8 adults;

9 (4) an analysis of the barriers preventing the  
10 selected rural and tribal communities from offering needed  
11 educational and workforce training to current and potential  
12 elder workforce members;

13 (5) an analysis of the workforce needs  
14 necessary to providing services for older adults in the  
15 selected rural and tribal communities;

16 (6) short-term policy and funding  
17 recommendations for:

18 (a) ensuring the availability of home-  
19 and community-based services that support older adults in the  
20 selected rural and tribal communities;

21 (b) ensuring that current and potential  
22 members of the elder workforce are equipped with appropriate  
23 training, education and career opportunities; and

24 (c) building the volunteer  
25 infrastructure necessary to support comprehensive home- and



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1 community-based services for older adults and elder workforce  
2 development in the selected rural and tribal communities; and

3 (7) long-term policy and funding  
4 recommendations for:

5 (a) providing home- and community-based  
6 services for older adults in rural and tribal communities in  
7 New Mexico; and

8 (b) strengthening the volunteer  
9 infrastructure necessary to support services that promote older  
10 adult independence and elder workforce development in rural and  
11 tribal communities in the state.

12 H. The task force shall report its preliminary  
13 findings and recommendations to the secretary of aging and  
14 long-term services by December 31, 2021.

15 I. The task force shall report its final findings  
16 and recommendations to the secretary of aging and long-term  
17 services by June 30, 2022.

18 SECTION 2. APPROPRIATION.--One hundred thousand dollars  
19 (\$100,000) is appropriated from the general fund to the aging  
20 and long-term services department for expenditure in fiscal  
21 year 2022 to convene and pay the expenses and staffing of the  
22 elder workforce development in rural and tribal communities  
23 task force. Any unexpended or unencumbered balance remaining  
24 at the end of fiscal year 2022 shall revert to the general  
25 fund.

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