

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE RESOLUTION

No. 165 Session of 2023

INTRODUCED BY KIM, CERRATO, HANBIDGE, MADDEN, KENYATTA, KINSEY, HILL-EVANS, M. JONES, MADSEN, BRENNAN, SCHLOSSBERG, HOHENSTEIN, SANCHEZ, FREEMAN, CEPEDA-FREYTIZ, KHAN, BENHAM, D. WILLIAMS, PARKER, BOROWSKI, GIRAL, GREEN, CIRESI, KRAJEWSKI AND OTTEN, JUNE 27, 2023

AS REPORTED FROM COMMITTEE ON AGING AND OLDER ADULT SERVICES, HOUSE OF REPRESENTATIVES, AS AMENDED, SEPTEMBER 27, 2023

A RESOLUTION

1 Directing the Legislative Budget and Finance Committee to
2 conduct a study on the effect of workforce shortages on State
3 supported Medicaid home and community-based services waiver
4 programs and the Pennsylvania Lottery funded ~~OPTIONS programs~~ <--
5 AREA AGENCY ON AGING PROGRAMS AND ACT 150 SERVICES in this <--
6 Commonwealth.

7 WHEREAS, Widespread workforce shortages are the biggest
8 challenges facing State Medicaid home and community-based
9 service (HCBS) programs and the Pennsylvania Lottery funded
10 ~~OPTIONS programs~~ AREA AGENCY ON AGING PROGRAMS AND ACT 150 <--
11 SERVICES and those shortages were greatly amplified by the
12 COVID-19 pandemic; and

13 WHEREAS, State officials have reported shortages of all types
14 of HCBS providers, including home health aides, personal care
15 attendants, direct support professionals, older adult daily
16 living center providers and community-based mental health
17 providers; and

18 WHEREAS, The impact of this reduced direct-care staffing is

1 reverberating through the health care system; and

2 WHEREAS, Hospitals have reported that they are delaying
3 patient discharges to post-acute settings because long-term care
4 facilities and HCBS providers have insufficient staff to accept
5 patients for their next stage of care; and

6 WHEREAS, Low wages, inconsistent training requirements,
7 limited training opportunities and inadequate career advancement
8 pathways have historically dissuaded individuals from pursuing
9 and retaining jobs as direct care workers; and

10 WHEREAS, Medicaid paid for about two-thirds of all HCBS in
11 2020; and

12 WHEREAS, Statewide, more than 140,000 people are served by
13 this Commonwealth's Medicaid HCBS ~~and OPTIONS programs,~~ <--
14 PENNSYLVANIA LOTTERY FUNDED AREA AGENCY ON AGING PROGRAMS AND
15 ACT 150 SERVICES; therefore be it

16 RESOLVED, That the House of Representatives direct the
17 Legislative Budget and Finance Committee to conduct a study on
18 the effect of workforce shortages on State supported Medicaid
19 home and community-based services waiver programs ~~and the~~ <--
20 ~~Pennsylvania Lottery funded OPTIONS programs,~~ PENNSYLVANIA <--
21 LOTTERY FUNDED AREA AGENCY ON AGING PROGRAMS AND ACT 150
22 SERVICES in this Commonwealth, including all of the following:

23 (1) Wage rates for home health aides, personal care
24 attendants, direct support professionals, older adult daily
25 living center providers and community-based mental health
26 providers in the HCBS system.

27 (2) Rates charged by contract staffing agencies to
28 provide HCBS workers.

29 (3) The increase in wages paid to HCBS providers and
30 direct care staff working from 2018 through today using the

1 latest available figures.

2 (4) The increase in wages paid to contract HCBS
3 providers and direct care staff from 2018 through today using
4 the latest available figures.

5 (5) The increase in wages paid to HCBS providers and
6 direct care staff as compared to the nation's inflation rate
7 over the same time period.

8 (6) The increase in wages paid to contract HCBS
9 providers and direct care staff as compared to the nation's
10 inflation rate over the same time period.

11 (7) Whether HCBS providers needed to increase staffing
12 levels during the same time period.

13 (8) The ratio of home health aides, personal care
14 attendants, DIRECT CARE WORKERS, direct support <--
15 professionals, adult daily living center providers,
16 community-based mental health providers and direct care staff
17 working in the programs from 2018 through today using the
18 latest available figures.

19 (9) WHETHER CURRENT MEDICAL ASSISTANCE PROGRAM <--
20 REIMBURSEMENT RATES AND FUNDING FOR THE AREA AGENCIES ON
21 AGING PROGRAMS IMPACT THE RECRUITMENT AND RETENTION OF THE
22 HCBS WORKFORCE AND WHAT LEVEL OF FUNDING WOULD BE REQUIRED TO
23 ENSURE A QUALIFIED AND SUSTAINABLE WORKFORCE.

24 ~~(9)~~ (10) Whether HCBS providers experienced an increase <--
25 in need for staff members with specific expertise or
26 certification;
27 and be it further

28 RESOLVED, That the Legislative Budget and Finance Committee
29 issue a report of its findings, along with any statutory or
30 regulatory recommendations, to the General Assembly within seven <--

1 12 months of the adoption of this resolution.

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