

LeadingAge Maryland - FAV SB449

Uploaded by: Greenfield, Aaron

Position: FAV



6811 Campfield Road
Baltimore, MD 21207

TO: The Honorable Delores G. Kelley
Chairwoman, Finance Committee

FROM: LeadingAge Maryland

SUBJECT: Senate Bill 449, Labor and Employment- Direct Care Workforce Innovation Program

DATE: February 27, 2020

POSITION: **Favorable**

LeadingAge Maryland supports Senate Bill 449, Labor and Employment – Direct Care Workforce Innovation Program.

LeadingAge Maryland is a community of not-for-profit aging services organizations serving residents and clients through continuing care retirement communities, affordable senior housing, assisted living, nursing homes and home and community-based services. We represent more than 120 not-for-profit organizations, including the vast majority of CCRCs in Maryland. Our mission is to expand the world of possibilities for aging in Maryland. We partner with consumers, caregivers, researchers, faith communities and others who care about aging in Maryland.

Senate Bill 449 establishes a Direct Care Workforce Innovation Program in the Division of Workforce Development and Adult Learning within the Maryland Department of Labor. This program would provide matching grants to eligible entities to create and expand successful recruitment and retention strategies that address the potential barriers to increasing the number of direct care workers.

The Maryland Regional Direct Services Collaborative, in which LeadingAge Maryland is a founding member, serves as a network of organizations and individuals working together to build and sustain a well-trained direct services workforce in the Maryland region. The challenge associated with hiring and retaining direct care workforce tops the list of concerns that our nonprofit organizations express, not only for the future, but also right now. Direct care workers are critically important in providing round-the-clock supports and care services to frail older

adults and people with disabilities. These dedicated professionals accomplish difficult work with demanding schedules and low wages (median hourly wage in Maryland is \$13.03/hour – a median annual income of \$22,700). Forty-three percent of direct services workers in Maryland rely on some form of public assistance.

Older adults are growing as a proportion of the population which means that care needs are expanding. A study of Maryland conducted by PHI in 2018 indicated that the number of older adults is predicted to grow by 75% within the next 30 years from 837,500 in 2015 to nearly 1.5 million in 2045. During the same time, adults over 85 will increase by nearly 200 percent. With only 5% expected growth among working-age adults, the ratio of working-age adults to those over 85 will shrink from 32-1 in 2015 to 12-1 in 2045.

While we have much more information we could offer to support the challenge of finding, training and retaining caregivers and direct service workers, we also have the daily experience of nonprofits who recognize that a well-trained and sufficient workforce is a critical component of quality care and yet struggle to find workers. Senate Bill 449 offers the opportunity for a variety of partners to collaborate to find innovative solutions to these challenge, to pilot approaches that are showing promise elsewhere, and to assure that older adults and people with disabilities in Maryland can get the care they need.

For these reasons, LeadingAge Maryland respectfully requests a favorable report for Senate Bill 449.

For additional information, please contact Aaron J. Greenfield, 410.446.1992

MNCHA_Dawn Seek_FAV_SB0449

Uploaded by: Seek, Dawn

Position: FAV



February 27, 2020

The Honorable Delores Kelley
Chair
Senate Finance Committee,
3 East
Miller Senate Building
Annapolis, MD 21401

RE: **SUPPORT** – Senate Bill 449 – *Labor and Employment – Direct Care Workforce Innovation Program*

Dear Chair Kelley and Members of the Committee:

Thank you for allowing us to submit comments on this very important subject. The Maryland-National Capital Homecare Association (MNCHA) is a trade association representing Home Health, Home Care, and Durable Medical Equipment agencies across Maryland. These providers include those who deliver services to Medicaid recipients across the entire State. MNCHA is in strong support of Senate Bill 449, which establishes a Direct Care Innovation Program in the Department of Labor whose purpose is to provide matching grants to eligible entities to create and expand on successful recruitment and retention strategies that address the range of potential barriers to increasing the number of direct care workers.

MNCHA members rely on the care provided by personal care aides and certified nursing assistants. Because of Maryland's increasing senior population, there is a growing need for home care services, which then increases the demand for direct care workers. However, for our members that participate in the Medicaid program, budgetary constraints place pressure on the ability to attract and retain direct care workers. It is important to understand that Medicaid only reimburses agencies \$18.03/hour. This hourly rate must be used to cover personnel wages, payroll taxes, unemployment insurance, worker's compensation and any other personnel benefit as well as non-personnel expenses. This is already an insurmountable task. For example, included in the \$18.03 is the requirement by the State for home care agencies to contract with a registered nurse to assess patients, write care plans and make ongoing intermittent visits to evaluate the patients. Covering the expense of the registered nurse combined with other direct care workers has agencies already operating on razor thin margins.

While Senate Bill 449 will not address these funding issues, it is an essential piece of legislation that is needed to build Maryland's workforce to ensure that the needs of Marylanders can be met in the upcoming years.

We thank the sponsor, and we thank the Committee for its consideration of this important legislation.

Respectfully,

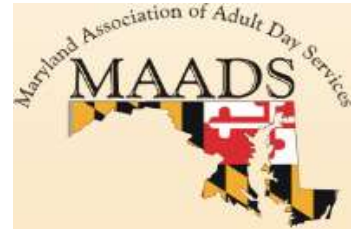
A handwritten signature in blue ink that reads 'Dawn E. Seek'.

Dawn E. Seek
Executive Director
MNCHA

LifeSpan, MAADS_Danna Kauffman_FWA_SB0449

Uploaded by: Kauffman, Danna

Position: FWA



TO: The Honorable Delores G. Kelley, Chair
Members, Senate Finance Committee
The Honorable Guy Guzzone

FROM: Danna L. Kauffman
Pamela Metz Kasemeyer

DATE: February 27, 2020

RE: **SUPPORT WITH AMENDMENT** – Senate Bill 449 – *Labor and Employment – Direct Care Workforce Innovation Program*

On behalf of the LifeSpan Network and the Maryland Association of Adult Day Services (MAADS), we **support** Senate Bill 449. Members of the LifeSpan Network and MAADS provide post-acute care services to Maryland's elderly and disabled residents, many of whom are on Medicaid. Services are provided in a variety of settings, including nursing facilities, assisted living, and medical adult day centers. Senate Bill 449 establishes a Direct Care Innovation Program in the Department of Labor whose purpose is to provide matching grants to eligible entities to create and expand on successful recruitment and retention strategies that address the range of potential barriers to increasing the number of direct care workers.

Our workforce is the cornerstone of our operations. However, Maryland is facing a workforce crisis. Maryland's 60+ population is anticipated to increase from 1.2 million to 1.7 million by 2030, a 40% increase. This demographic shift impacts Maryland's post-acute care settings in two ways. First, the increasing senior population increases the need for services, which then increases the need for direct care workers. According to the Maryland Regional Direct Services Collaboration, Maryland will need approximately 40% more direct care workers to meet this increased need for care. Second, the increasing senior population will have a negative effect on the availability of direct care workers given that the primary labor pool for direct care workers are women aged 25-64, whose demographic is growing at less than one percent.

LifeSpan, through its' education affiliate The Beacon Institute, has introduced several programs to bolster the direct care workforce. For example, LifeSpan has partnered with Morgan-Keller Construction, Inc and other organizations to award over \$100,000 in scholarships to qualified senior caregivers in the past decade to further their education in senior care. However, this is only a small fraction of what is needed to grow and sustain a quality workforce to meet the rapidly growing needs of Maryland's aging population.

Senate Bill 449 will enable and encourage organizations to find innovative methods for increasing the number of direct care workers. We appreciate the sponsor's amendment to clarify that a geriatric nursing assistance is a category of worker that would qualify under Senate Bill 449. With this amendment, we urge a favorable vote.

For more information call:

Danna L. Kauffman
Pamela Metz Kasemeyer
410-244-7000

PJC_FWA_SB 449

Uploaded by: Rodwin, David

Position: FWA



David Rodwin, Attorney
Public Justice Center
1 North Charles Street, Suite 200
Baltimore, Maryland 21201
410-625-9409, ext. 249
rodwind@publicjustice.org

SB 449: Labor and Employment - Direct Care Workforce Innovation Program

Hearing before the Senate Finance Committee, Feb. 27, 2020

Position: SUPPORT WITH AMENDMENT

The Public Justice Center (PJC) is a not-for-profit civil rights and anti-poverty legal services organization which seeks to advance social justice, economic and racial equity, and fundamental human rights in Maryland. Our Workplace Justice Project works to expand and enforce the right of low-wage workers to an honest day's pay for an honest day's work. The PJC supports SB 449 with a friendly amendment requiring eligible entities to offer information to training participants concerning their rights as workers.

SB 449 would advance forward-thinking approaches to the increasingly dire shortage of direct care workers. The bill accomplishes this by tackling financial and other barriers facing those who would otherwise seek training in care-related certifications, such as Certified Nursing Assistants (CNAs) and Geriatric Nursing Assistants (GNAs), and Patient Care Technicians (PCTs).

One reason for the shortage of direct care workers is the poor quality of many direct care jobs. A 2018 [study](#) found that Maryland will need nearly 40 percent more direct services workers over the next ten years, but suggested that poor job quality is a key cause a worker shortage. In the PJC's experience, this is especially true for home care jobs. Home care employees are routinely misclassified as independent contractors and denied overtime wages, travel-time wages, and other benefits. Misclassification of home care employees as independent contractors also creates a serious problem when workers are injured on the job. Direct care jobs have among the highest injury rates of any job category – higher even than factory work, agricultural work, and public safety work. If an injured care worker has been misclassified as an independent contractor, it is much harder to receive workers' compensation, and the process can take months or years rather than weeks.

The PJC supports SB 449, with a friendly amendment requiring eligible entities to also provide training to participants concerning their rights as workers. Offering informational training on direct care workers' rights would empower workers to choose high-road employers, thus elevating the entire industry. This could be accomplished by simply adding to 11-1404(c) a provision providing "how the eligible entity will provide information to training participants about their rights as direct care workers."

For the foregoing reasons, the PJC **SUPPORTS SB 449 WITH AMENDMENT** and urges a **FAVORABLE WITH AMENDMENT** report. Should you have any questions, please call David Rodwin at 410-625-9409 ext. 249.