

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 AND GIRAL, JUNE 27, 2023

REFERRED TO COMMITTEE ON AGING AND OLDER ADULT SERVICES,
JUNE 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 in this Commonwealth.

6 WHEREAS, Widespread workforce shortages are the biggest
7 challenges facing State Medicaid home and community-based
8 service (HCBS) programs and the Pennsylvania Lottery funded
9 OPTIONS programs and those shortages were greatly amplified by
10 the COVID-19 pandemic; and

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

16 WHEREAS, The impact of this reduced direct-care staffing is
17 reverberating through the health care system; and

18 WHEREAS, Hospitals have reported that they are delaying

1 patient discharges to post-acute settings because long-term care
2 facilities and HCBS providers have insufficient staff to accept
3 patients for their next stage of care; and

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

8 WHEREAS, Medicaid paid for about two-thirds of all HCBS in
9 2020; and

10 WHEREAS, Statewide, more than 140,000 people are served by
11 this Commonwealth's Medicaid HCBS and OPTIONS programs;
12 therefore be it

13 RESOLVED, That the House of Representatives direct the
14 Legislative Budget and Finance Committee to conduct a study on
15 the effect of workforce shortages on State supported Medicaid
16 home and community-based services waiver programs and the
17 Pennsylvania Lottery funded OPTIONS programs in this
18 Commonwealth, including all of the following:

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

23 (2) Rates charged by contract staffing agencies to
24 provide HCBS workers.

25 (3) The increase in wages paid to HCBS providers and
26 direct care staff working from 2018 through today using the
27 latest available figures.

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

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

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

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

9 (8) The ratio of home health aides, personal care
10 attendants, direct support professionals, adult daily living
11 center providers, community-based mental health providers and
12 direct care staff working in the programs from 2018 through
13 today using the latest available figures.

14 (9) Whether HCBS providers experienced an increase in
15 need for staff members with specific expertise or
16 certification;
17 and be it further

18 RESOLVED, That the Legislative Budget and Finance Committee
19 issue a report of its findings, along with any statutory or
20 regulatory recommendations, to the General Assembly within seven
21 months of the adoption of this resolution.