

**SENATE . . . . . No. 45**

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**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 adoption 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>Denise Andrews</i>	<i>2nd Franklin</i>
<i>Cory Atkins</i>	<i>14th Middlesex</i>
<i>Christine E. Canavan</i>	<i>10th Plymouth</i>
<i>Gale D. Candaras</i>	
<i>James B. Eldridge</i>	
<i>Kay Khan</i>	<i>11th Middlesex</i>
<i>Karen E. Spilka</i>	
<i>Walter F. Timilty</i>	<i>7th Norfolk</i>

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By Ms. Jehlen, a petition (accompanied by bill, Senate, No. 45) of Patricia D. Jehlen, Denise Andrews, Cory Atkins, Christine E. Canavan and other members of the General Court for legislation to establish a task force relative to the Commonwealth's direct care workforce. Children, Families and Persons with Disabilities.

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**The Commonwealth of Massachusetts**

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**In the Year Two Thousand Eleven**  
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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 readiness for the CLASS program and the workforce implications thereof. The executive office  
3 of health and human services will convene the task force to include, at a minimum, members of  
4 the executive office of health and human services and the executive office of labor and  
5 workforce development. Other members of government entities providing management, delivery  
6 or funding of direct-care services and employment shall also be included. The task force will  
7 report on the following:

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

10           (1)A Collection of all available sources of data on the workforce, across all direct  
11 care occupations. This data will include: (1) numbers of direct service workers (full time and

12 part time), (2) stability of workforce (turnover and vacancies), and (3) average compensation of  
13 workers (wages and benefits);

14 (2) Identification of gaps in data;

15 (3) A plan for collecting and analyzing this workforce data on an annual basis;

16 (4) Recommendations on how to develop a sustainable, regular reporting system.

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

20 (1) An analysis of current and projected workforce capacity, to provide the workforce  
21 view of the state's recently commissioned report on consumers of long-term services and  
22 supports, "Long-term Supports in Massachusetts: A Profile of Service Users" ;

23 (2) An assessment of the current training and credentialing infrastructure and  
24 recommendations for strengthening the current system, including strategies for increasing the  
25 professionalism of the workforce;

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

28 (4) An assessment of the adequacy of the existing infrastructure for connecting  
29 consumers and workers and recommendations for improvement including the feasibility of  
30 expanding the existing PCA referral directory ;

31                   (5)An analysis of the impact of Community First on workforce issues to ensure that  
32 the response to CLASS will address the needs of this state initiative as well.

33                   SECTION 2. The task force will present an initial report to the governor and legislature  
34 no later than June 30, 2012.