

**HOUSE . . . . . No. 1957**

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**The Commonwealth of Massachusetts**

PRESENTED BY:

*Carol A. Doherty*

*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 provide pathways for certified nursing assistants.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
<i>Carol A. Doherty</i>	<i>3rd Bristol</i>	<i>2/5/2021</i>
<i>Angelo J. Puppolo, Jr.</i>	<i>12th Hampden</i>	<i>2/24/2021</i>
<i>Steven Ultrino</i>	<i>33rd Middlesex</i>	<i>2/24/2021</i>
<i>Carmine Lawrence Gentile</i>	<i>13th Middlesex</i>	<i>2/24/2021</i>
<i>Brian W. Murray</i>	<i>10th Worcester</i>	<i>2/24/2021</i>
<i>Susan L. Moran</i>	<i>Plymouth and Barnstable</i>	<i>2/25/2021</i>
<i>Lindsay N. Sabadosa</i>	<i>1st Hampshire</i>	<i>2/25/2021</i>
<i>Peter Capano</i>	<i>11th Essex</i>	<i>2/25/2021</i>
<i>John J. Lawn, Jr.</i>	<i>10th Middlesex</i>	<i>2/25/2021</i>
<i>Daniel J. Ryan</i>	<i>2nd Suffolk</i>	<i>2/25/2021</i>
<i>Elizabeth A. Malia</i>	<i>11th Suffolk</i>	<i>2/25/2021</i>
<i>Brandy Fluker Oakley</i>	<i>12th Suffolk</i>	<i>2/25/2021</i>
<i>Steven C. Owens</i>	<i>29th Middlesex</i>	<i>2/26/2021</i>
<i>Adam J. Scanlon</i>	<i>14th Bristol</i>	<i>2/26/2021</i>
<i>Antonio F. D. Cabral</i>	<i>13th Bristol</i>	<i>2/26/2021</i>
<i>David M. Rogers</i>	<i>24th Middlesex</i>	<i>2/26/2021</i>
<i>Harriette L. Chandler</i>	<i>First Worcester</i>	<i>2/26/2021</i>
<i>James K. Hawkins</i>	<i>2nd Bristol</i>	<i>2/26/2021</i>

<i>Michelle M. DuBois</i>	<i>10th Plymouth</i>	<i>2/26/2021</i>
<i>Jack Patrick Lewis</i>	<i>7th Middlesex</i>	<i>2/26/2021</i>
<i>James B. Eldridge</i>	<i>Middlesex and Worcester</i>	<i>2/26/2021</i>
<i>Brian M. Ashe</i>	<i>2nd Hampden</i>	<i>3/3/2021</i>
<i>David Biele</i>	<i>4th Suffolk</i>	<i>3/3/2021</i>
<i>Michael D. Brady</i>	<i>Second Plymouth and Bristol</i>	<i>3/4/2021</i>
<i>Rob Consalvo</i>	<i>14th Suffolk</i>	<i>3/2/2021</i>
<i>Frank A. Moran</i>	<i>17th Essex</i>	<i>3/8/2021</i>
<i>David Henry Argosky LeBoeuf</i>	<i>17th Worcester</i>	<i>3/10/2021</i>
<i>Marcos A. Devers</i>	<i>16th Essex</i>	<i>3/11/2021</i>
<i>Tommy Vitolo</i>	<i>15th Norfolk</i>	<i>3/14/2021</i>
<i>Christine P. Barber</i>	<i>34th Middlesex</i>	<i>3/16/2021</i>
<i>Walter F. Timilty</i>	<i>Norfolk, Bristol and Plymouth</i>	<i>3/17/2021</i>
<i>Edward R. Philips</i>	<i>8th Norfolk</i>	<i>3/19/2021</i>
<i>Gerard J. Cassidy</i>	<i>9th Plymouth</i>	<i>3/22/2021</i>
<i>Erika Uyterhoeven</i>	<i>27th Middlesex</i>	<i>3/22/2021</i>
<i>Jacob R. Oliveira</i>	<i>7th Hampden</i>	<i>3/26/2021</i>
<i>Michael P. Kushmerek</i>	<i>3rd Worcester</i>	<i>3/26/2021</i>
<i>Sally P. Kerans</i>	<i>13th Essex</i>	<i>3/31/2021</i>
<i>Maria Duaine Robinson</i>	<i>6th Middlesex</i>	<i>4/1/2021</i>
<i>Michelle L. Ciccolo</i>	<i>15th Middlesex</i>	<i>4/7/2021</i>
<i>Jessica Ann Giannino</i>	<i>16th Suffolk</i>	<i>4/20/2021</i>
<i>William J. Driscoll, Jr.</i>	<i>7th Norfolk</i>	<i>5/5/2021</i>
<i>Danillo A. Sena</i>	<i>37th Middlesex</i>	<i>5/7/2021</i>
<i>Jon Santiago</i>	<i>9th Suffolk</i>	<i>5/18/2021</i>
<i>Tami L. Gouveia</i>	<i>14th Middlesex</i>	<i>7/20/2021</i>
<i>Tram T. Nguyen</i>	<i>18th Essex</i>	<i>7/27/2021</i>
<i>Natalie M. Higgins</i>	<i>4th Worcester</i>	<i>9/3/2021</i>

**HOUSE . . . . . No. 1957**

By Ms. Doherty of Taunton, a petition (accompanied by bill, House, No. 1957) of Carol A. Doherty and others for legislation to develop a comprehensive strategic plan for reducing certified nursing assistant labor shortages. Labor and Workforce Development.

**The Commonwealth of Massachusetts**

**In the One Hundred and Ninety-Second General Court  
(2021-2022)**

An Act to provide pathways for certified nursing assistants.

*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. Comprehensive Strategic Plan

2 Notwithstanding any general or special law to the contrary, the Executive Office of  
3 Health and Human Services (EOHHS), in consultation with the Department of Public Health, the  
4 Massachusetts Healthcare Collaborative, the Commonwealth Corporation, the 1199SEIU  
5 Training and Upgrading Fund, the Massachusetts Senior Care Association, the Massachusetts  
6 Hospital and Health Systems Association, and other stakeholders as the executive office may  
7 determine, shall develop a comprehensive strategic plan for reducing expected Certified Nursing  
8 Assistant (CNA) labor shortages by creating education and training programs at the scale  
9 required and matching those programs with clinical slots and employment opportunities with  
10 health care providers across the Commonwealth. This new comprehensive strategic plan shall  
11 include but not be limited to strategies, programs, initiatives, and new state funding addressing  
12 the following matters:

13           1) General Awareness: Improving awareness of the range of CNA career opportunities in  
14 multiple care settings, and other opportunities for career advancement;

15           2) Expanded Training Sites & Slots: Expansion of the types of approved clinical training  
16 sites and available slots for those training to become CNAs including but not limited to the  
17 establishment of clinical training slots in additional health care settings beyond long term care  
18 facilities, the use of clinical training alternatives through simulations and/or virtual reality, and/or  
19 a reduction in the numbers of clinical placement hours required for CNA certification;

20           3) Alternative Trainings: Expansion of alternative education programs, including but not  
21 limited to more flexible scheduling, stackable credentialing programs, and work-based  
22 apprenticeships;

23           4) Additional Testing: Expansion of state contracting for CNA testing that creates  
24 additional sites for and administrators of the Nurse Aide Competency Evaluation tests; and

25           5) Improved Coordination: More coordination among existing worker training initiatives  
26 conducted by the Executive Office of Labor and Workforce Development, the Department of  
27 Higher Education, the Commonwealth Corporation, and by any other state agencies and  
28 subcontracted organizations.

29           Not later than nine months after passage of this Act, the executive office shall prepare  
30 and distribute a final report detailing the elements of the comprehensive strategic plan and  
31 offering findings and recommendations for subsequent legislative, regulatory or other state  
32 action to the joint committee on labor and workforce development, the joint committee on health  
33 care financing, and to the house and senate committees on ways and means.

34 SECTION 2. Incumbent Health Care Worker CNA Certification Pilot Program

35 (a) EOHHS shall, within six months of the effective date of this act, fund, establish and  
36 implement an Incumbent Health Care Worker CNA Certification Pilot Program (the Pilot) to  
37 demonstrate the impact of a program for work-based learning programs that offer paid training of  
38 incumbent health care workers with limited access to current CNA certification training and  
39 difficulty attending traditionally scheduled classes while fulfilling their current work  
40 responsibilities. Such Pilot shall include state funding and/or supplemental provider rates that  
41 offset employer's cost of providing this training and that shall be utilized to offer paid training  
42 opportunities.

43 (b) There shall be a Health Care Worker CNA Certification Pilot Program Advisory  
44 Committee. The secretary of health and human services or their designees shall appoint such  
45 advisory committee to represent significant constituencies, beneficiaries and stakeholders  
46 including but not limited to the chairs of the joint committee on labor and workforce  
47 development, labor organizations, community-based organizations and nonprofit education,  
48 training or other service providers, a representative from the Commonwealth Corporation, the  
49 1199SEIU Training and Upgrading Fund, the Massachusetts Senior Care Association, the  
50 Massachusetts Hospital and Health Systems Association, and other stakeholders as the executive  
51 office may determine.

52 (c) The advisory committee shall advise the coordinator on matters and policies affecting  
53 Health Care Worker CNA Certification Pilot Program. The committee shall supply constituent  
54 focused labor market information, review general programmatic parameters and guidelines, and

55 assist with the identification of issues and barriers to Pilot's efficiency and effectiveness. The  
56 committee shall meet from time to time, but not less frequently than bi-monthly.

57 (d) Not later than six months after the implementation of the Pilot, the executive office  
58 shall provide a final report detailing the results of the Pilot and offering findings and  
59 recommendations for subsequent state action to the joint committee on labor and workforce  
60 development, the joint committee on health care financing, and to the house and senate  
61 committees on ways and means.