

SENATE No. 1165

The Commonwealth of Massachusetts

PRESENTED BY:

Harriette L. Chandler

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:	
Harriette L. Chandler	First Worcester	
Carol A. Doherty	3rd Bristol	
Jack Patrick Lewis	7th Middlesex	2/25/2021
Angelo J. Puppolo, Jr.	12th Hampden	3/3/2021
Michael D. Brady	Second Plymouth and Bristol	3/3/2021
Jason M. Lewis	Fifth Middlesex	3/5/2021
Michael O. Moore	Second Worcester	3/9/2021
David Henry Argosky LeBoeuf	17th Worcester	3/10/2021
Walter F. Timilty	Norfolk, Bristol and Plymouth	3/17/2021
Julian Cyr	Cape and Islands	3/19/2021
Erika Uytterhoeven	27th Middlesex	3/25/2021
Maria Duaine Robinson	6th Middlesex	4/14/2021
John J. Cronin	Worcester and Middlesex	4/14/2021
Adam G. Hinds	Berkshire, Hampshire, Franklin and Hampden	4/20/2021

SENATE No. 1165

By Ms. Chandler, a petition (accompanied by bill, Senate, No. 1165) of Harriette L. Chandler, Carol A. Doherty, Jack Patrick Lewis, Angelo J. Puppolo, Jr. and other members of the General Court for legislation to provide pathways for Certified Nursing Assistants. 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
14 opportunities in multiple care settings, and other opportunities for career advancement;
- 15 2) Expanded Training Sites & Slots: Expansion of the types of approved clinical
16 training sites and available slots for those training to become CNAs including but not limited to
17 the establishment of clinical training slots in additional health care settings beyond long term
18 care facilities, the use of clinical training alternatives through simulations and/or virtual reality,
19 and/or a reduction in the numbers of clinical placement hours required for CNA certification;
- 20 3) Alternative Trainings: Expansion of alternative education programs, including
21 but not 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
26 initiatives conducted by the Executive Office of Labor and Workforce Development, the
27 Department of Higher Education, the Commonwealth Corporation, and by any other state
28 agencies and 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 (b) 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 (c) 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.