

## Workforce Development and Training Opportunities for Direct-Care Workers

President Obama signed into law **Pub.L.111-148**, the Patient Protection and Affordable Care Act of 2010 (Affordable Care Act), on March 23, 2010, and **Pub.L.111-152**, the Health Care and Education Reconciliation Act of 2010 (HCERA), on March 30, 2010. These two laws will change both the availability of health insurance and how health care is delivered in America. In addition, several of the legislation's provisions directly impact eldercare and disability employers and direct-care staff. This is the first in a series of **fact sheets** describing those provisions.

### Summary

The following chart highlights key health reform provisions related to investments in direct-care worker training and workforce development. These include national advisory panels as well as grant opportunities for states and individual employers. These provisions will be enacted over several years, between now and when the law is fully implemented in 2014.

Direct Care Worker Training and Workforce Development Provisions		
	Provision	Implementation
<b>Commissions</b>	Personal Care Attendants Workforce Advisory Panel (Title VIII, Sec 8002)	Nominations closed <b>June 18, 2010</b> .
	National Health Care Workforce Commission (Title V, Subtitle B, Sec 5101)	Nominations due <b>June 30, 2010</b> ; appointments made by <b>September 30, 2010</b> .
<b>Training Grants</b>	Personal and Home Care Aide State Training Program (Title V, Subtitle F, Sec 5507(b))	<b>Eligible applicants:</b> states. Funds appropriated for six states for three years ( <b>FY 2010–12</b> ); applications due <b>July 19, 2010</b> .
	Nursing Assistant and Home Health Aide Program (Title V, Subtitle D, Sec 5309)	<b>Eligible applicants:</b> community colleges and community-based training programs. Funds appropriated for three years ( <b>FY 2010-12</b> ); applications due <b>July 22, 2010</b> .
	Training Opportunities for Direct Care Workers (Title V, Subtitle D, Sec 5302)	<b>Eligible applicants:</b> institutes of higher education with long-term care provider partnerships. Funds authorized for <b>FY 2011–13</b> ; no appropriations yet.
<b>Workforce Development</b>	State Health Care Workforce Development Grants (Title V, Subtitle B, Sec 5102)	<b>Eligible applicants:</b> state WIBs. Funds authorized starting in <b>FY 2010</b> ; applications due <b>July 19, 2010</b> .
	Enhancement of Long-Term Care (Title VI, Subtitle H, Sec 6703)	<b>Eligible applicants:</b> long-term care facilities and community-based service agencies. Funds authorized for <b>FY 2011–14</b> ; no appropriations yet.

## Part I: Commissions

### Personal Care Attendants Workforce Advisory Panel

The PCA Workforce Advisory Panel is part of the Community Living Assistance Services and Supports (CLASS) Act, and therefore will be managed by the CLASS Office at the Department for Health and Human Services (HHS). The 15-member panel will be responsible for advising the Secretary of Health and Human Services and Congress on workforce issues related to personal care attendant workers, with respect to:

- The adequacy of the number of these workers;
- The wages and benefits of these workers; and
- Access to the services provided by these workers.

The PCA advisory panel will play a critical role in shaping the future of one of the nation's fastest-growing occupations. In addition to addressing recruitment of an adequate supply of workers, the advisory panel will be responsible for tackling the challenge of improving wages. In terms of real wages (1999 dollars), the **wages** of these workers, which are far below the median for all occupations, have remained flat over the last decade.

Panel members, with a wide range of expertise in areas such as aging, disability, Medicare and Medicaid policy, and services and supports, will be appointed for two-year terms. Nominations for this panel closed on June 18, 2010.

### National Health Care Workforce Commission

This commission, which must meet on a quarterly basis, is responsible for making recommendations and disseminating information on health workforce priorities, goals, and policies including education and training, workforce supply and demand, and retention practices.

This section of the new law also amended Title VII of the Public Health Services Act to specifically define direct-care workers within the National Health Care Workforce (along with nurses and other healthcare workers), thereby officially charging the Commission to include the direct-care workforce in its work.

Some of the Commission's tasks are to:

- Evaluate education and training activities;
- Communicate information on important policies and practices that affect the recruitment, training, and retention of the health care workforce; and
- Make recommendations concerning national health care workforce priorities, goals, and policies.

The creation of this Commission will improve data collection and analysis of workforce needs (including direct-care workers), increase supply of workers to meet demand, enhance training and education, and address needs related to caring for special populations (such as elders).

The Comptroller General of the General Accounting Office (GAO) is responsible for taking nominations for the Commission's 15 members—who by law must represent a cross-section of stakeholders, including

the health care workforce, consumers, labor unions, employers and third-party payers. Nominations are due June 30 (for more information on the nomination process, see “**What You Can Do**,” p. 5).

## Part II: Direct-Care Worker Training Grants

### Personal and Home Care Aide State Training Programs

The law establishes new three-year demonstration programs for up to six states to develop core competencies, pilot training curricula, and develop certification programs for personal and home care aides. Of the total \$85 million per year appropriated for the next five years to address the need to strengthen the health professions workforce overall, \$5 million per year for three years is earmarked for the personal and home care aide demonstrations. States are encouraged to consult and collaborate with community and vocational colleges regarding the development of curricula to implement the project.

The agency that will have jurisdiction over the PCA demonstration program is the Division of Nursing in Bureau of Health Professions, at the Health Resources and Services Administration, under the Department for Health and Human Services (HHS).

Applications for this grant opportunity are due July 19 (see more information on the application process in “**What You Can Do**,” p. 5). Grants will be awarded by September 30, 2010.

### Nursing Assistant and Home Health Aide (NAHHA) Program

The law establishes a new three-year program for up to 10 community college and/or community-based training programs to provide infrastructure support for the development, evaluation, and demonstration of a competency-based curriculum to train qualified nursing assistants and home health aides. The goal of the NAHHA program is to promote the career advancement of direct-care workers into nursing careers. Funding for these projects, which should begin in September 2010, will average \$250,000 per award. Preference will be given to those applicants that benefit rural or underserved populations, or help meet public health nursing needs.

The agency that will have jurisdiction over the NAHHA program is the Health Resources and Services Administration, under the Department for Health and Human Services

Applications are due July 22 (see more information on the application process in “**What You Can Do**,” p. 5), with grants awarded by September 1, 2010.

### Training Opportunities for Direct Care Workers

The law establishes a category of grants for new training of direct-care workers employed in long-term care settings such as nursing homes, assisted living facilities, home care settings, and any other setting determined to be appropriate. Funding for these training grants (total of \$10 million per year), available for FY 2011-13, must be given to accredited institutions of higher education that have an established public-private educational partnership with a long-term care provider. The funds are to be used to offset the cost of tuition and other required fees for trainees. Once training is completed, the trainee must work in the field of geriatrics, disability services, long-term care, or chronic care management for at least two years.

## Part III: Workforce Development Grants

### State Health Care Workforce Development Grants

The law includes new competitive grants to encourage state partnerships to undertake planning and activities leading to comprehensive health care workforce development strategies at the state and local levels. The program will consist of two parts. One-year funding will be available for 30 states for workforce planning grants. Each state can receive a maximum of \$150,000 but will be required to provide an amount, in cash or in-kind, that is not less than 15 percent of the amount of the grant. There will also be a two-year state workforce implementation grant for the amount of \$3 million; only one state will be awarded this grant. The grantee must provide an amount, in cash or in-kind, that is not less than 25 percent of the amount of the grant. The matching funds for both grants may be provided from funds available from other federal, state, local, or private sources.

Planning grants provide states with the opportunity to analyze state labor markets and educational standards, policies and practices in order to determine obstacles to strengthening the health care workforce. Grants will be made only to eligible state partnerships. Generally the partnerships will be the State Workforce Investment Board (WIB) with some membership adjustments (for details see **RFP**). The implementation grant awarded in 2010 will also go to a state partnership to be used to support innovative approaches to increase the number of skilled health care workers. *Grant applications may include but are not limited to addressing direct-care workforce needs.*

The grant program will be administered by the Health Resources and Services Administration of the Department of HHS, in consultation with the newly created National Health Care Workforce Commission.

Applications for both grant opportunities are due July 19 (see more information on the application process in “**What You Can Do**,” p. 5).

### Enhancement of Long-Term Care

The new law contains Elder Justice Act provisions, including grants and incentives “to enhance recruitment and retention of direct-care staff and improve management practices affecting retention in either long-term care facility or community-based programs or settings.” The recruitment and retention grants will be awarded to long-term care facilities or community-based long-term care agencies to implement programs that offer employees improved training, career ladders, and wage/benefits increases over the course of FY 2011–14.

Grants to improve management practices that affect retention may be used by providers to address human resource policies, work organization and supports, or workplace culture issues.

Funding for both the recruitment and retention and the management improvement grants were authorized at \$20 million for FY 2011. The Secretary of Health and Human Services will coordinate all activities under this provision with the Secretary of Labor. Number of applicants and information required from eligible entities will be determined by the Secretaries.

## What You Can Do

### Commissions

- 1) Nominations for the PCA Workforce Advisory Panel were due on **June 18, 2010**. Stakeholders should actively monitor the suggestions and activities of the advisory panel and provide input regarding recruitment and retention strategies.
- 2) Letters of nomination for the National Health Care Workforce Commission are due **June 30, 2010**. Final appointments to the commission will be made by September 30. Stakeholders should urge adequate long-term care representation on the commission. Send nominations by email to [HCWorkforce@gao.gov](mailto:HCWorkforce@gao.gov) or regular mail to:

GAO Health Care  
Attention: National Health Care Workforce Commission Nominations  
441 G Street, NW.  
Washington, DC 20548

### Direct-Care Worker Training Program Grants

- **Personal and Home Care Aide State Training Program** grant applications are due **July 19, 2010**. Projects will be awarded by September 30. Advocates interested in this training program demonstration should work with their state to ensure it submits an application with strong organizational partnerships.
- **Nursing Assistant and Home Health Aide Program** grant applications are due July 22, 2010. Projects will be awarded by September 1. Advocates should work with community colleges and community-based training programs to ensure they submit applications.

For more info on both of these grant opportunities, contact:

Renata Thompson, Public Health Analyst  
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(301) 443-5688

See **Resources** section of this fact sheet for PHI's PCA training curricula and other relevant resources.

### State Health Care Workforce Development Grants

**Planning** and **implementation** grant applications are due **July 19, 2010**. Projects will be awarded by September 30. Advocates interested in these grants should discuss this opportunity with your state WIB. For more information, contact:

Aisha Fields  
[afields1@hrsa.gov](mailto:afields1@hrsa.gov)  
(301) 443-3656

### Other Grant Opportunities

Funding for *Training Opportunities for Direct Care Workers and Enhancement of Long-term Care* have only been authorized. Stakeholders should contact their members of Congress on the Appropriations Committee to urge passage of funding.

PHI will continue to keep stakeholders updated on these commissions and grants in our weekly newsletter and at our **Health Reform Resource Center**.

## Additional Resources

### PHI materials on training:

*Providing Personal Care Services to Elders and People with Disabilities*, a **77-hour training curricula** for personal care aides. For a list of competencies addressed by this curriculum, go to the **Appendix** file.

### **Adult Learner-Centered Training: An Introduction for Educators in Home and Residential Care**

National Policy Recommendation: **Training and Support** (pdf)

National Policy Recommendation: **Workforce Data Collection and Monitoring** (pdf)

### Government Training Grants:

Health Resources and Services Administration: **Open Opportunities**

### Additional Health Reform Resources:

PHI **Summary of Direct-Care Workforce & Long-Term Care Provisions** in Health Care Reform (pdf)

Kaiser Family Foundation's **Side-by-Side Comparison of Major Health Care Reform Proposals**

For more information, contact Carol Regan, Director of PHI Government Affairs and *Health Care for Health Care Workers* Campaign at [cregan@phinational.org](mailto:cregan@phinational.org) or 202-223-8355 or Meghan Shineman, PHI New York Policy Analyst, at [mshineman@phinational.org](mailto:mshineman@phinational.org).



Health Care for Health Care Workers, an initiative of PHI, seeks to expand health coverage for workers who provide support and assistance to elders and people living with chronic conditions and/or disabilities. These consumers need a skilled, reliable, and stable direct-care workforce to provide quality long-term care services. We believe that one way to ensure a quality direct-care workforce is to provide quality direct-care jobs—jobs that offer health coverage and pay a living wage.

This, and related publications, are available online at the PHI policy website ([www.PHInational.org/healthreform](http://www.PHInational.org/healthreform)).