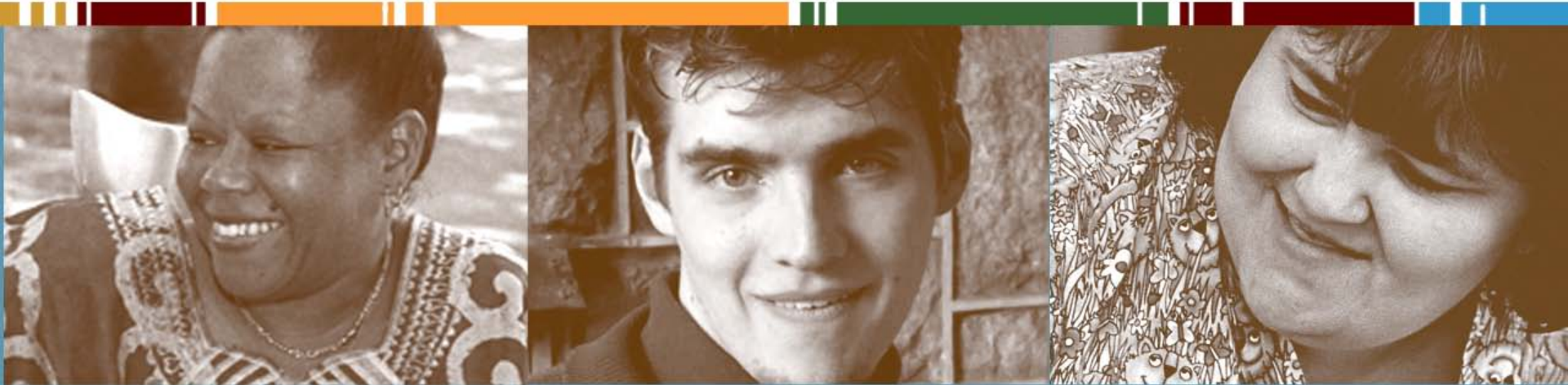




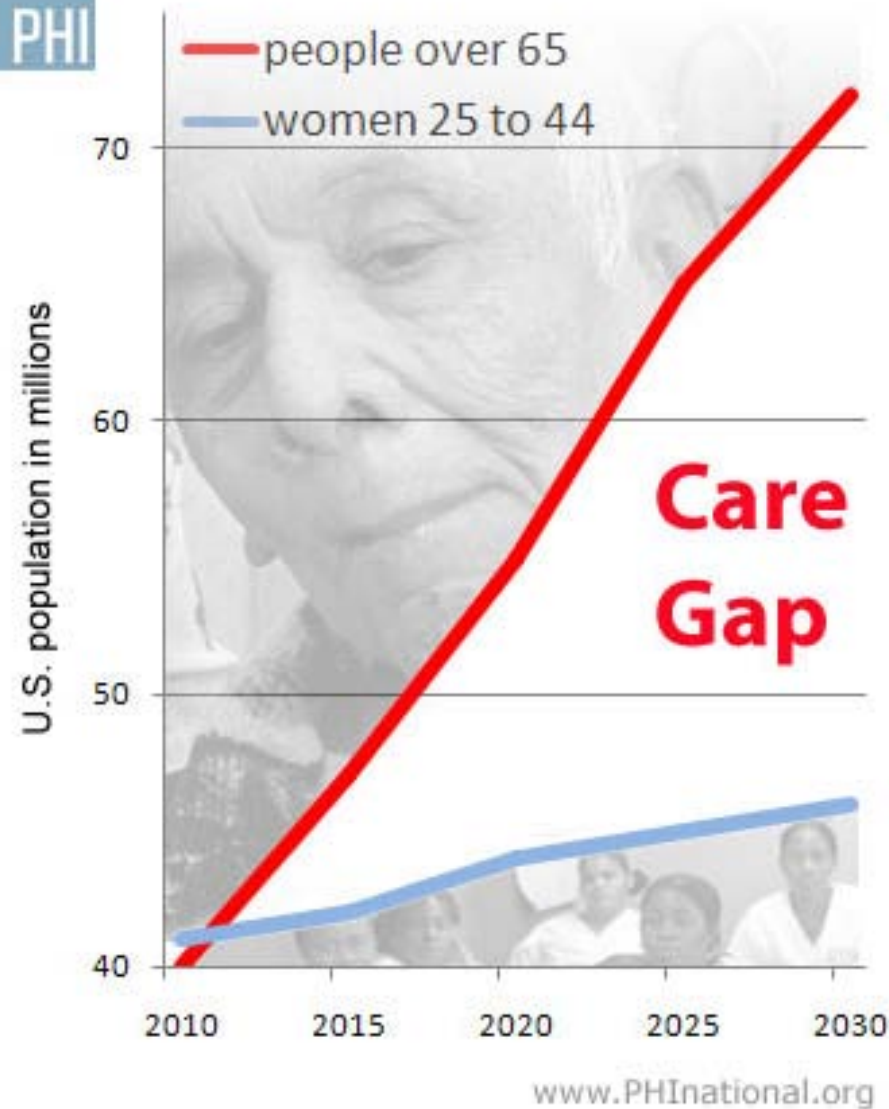
The CLASS Program and Building the Workforce to Deliver Services

Families USA Annual Conference
January 28, 2011



Quality Care THROUGH Quality Jobs

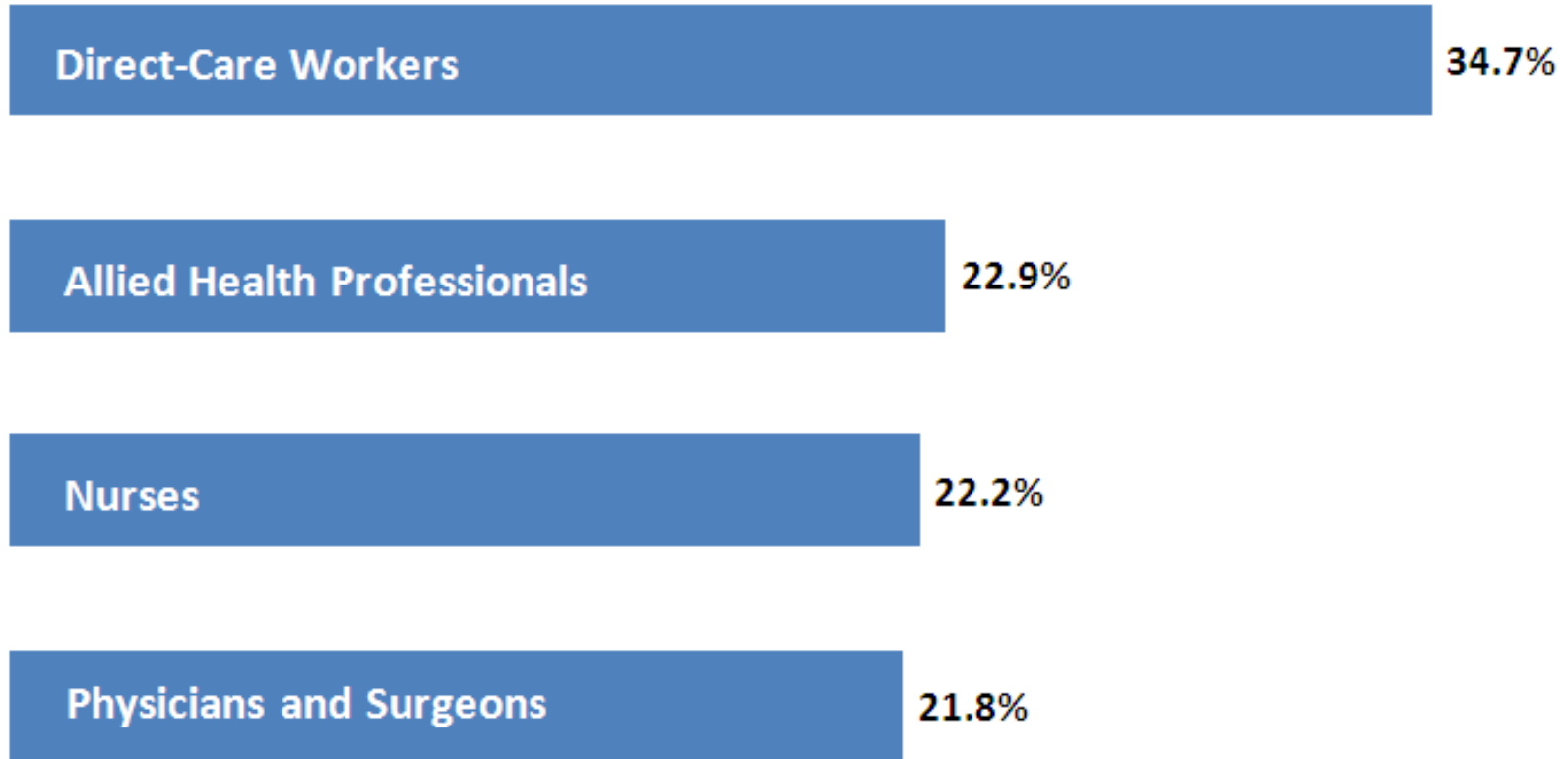
Critical Shortage of Direct Care Workers



Occupations with Largest Job Growth 2008-2018

	Occupation	New Positions
1	Registered Nurses	581,500
2	Home health aides	460,900
3	Customer service reps	399,500
4	Combined food prep & serving workers (includes fast food)	394,300
5	Personal & home care aides	375,800
6	Retails salespersons	374,700
7	Office clerks, general	358,700
8	Accountants and auditors	279,400
9	Nursing aides, orderlies, & attendants	276,000
10	Postsecondary teachers	256,900

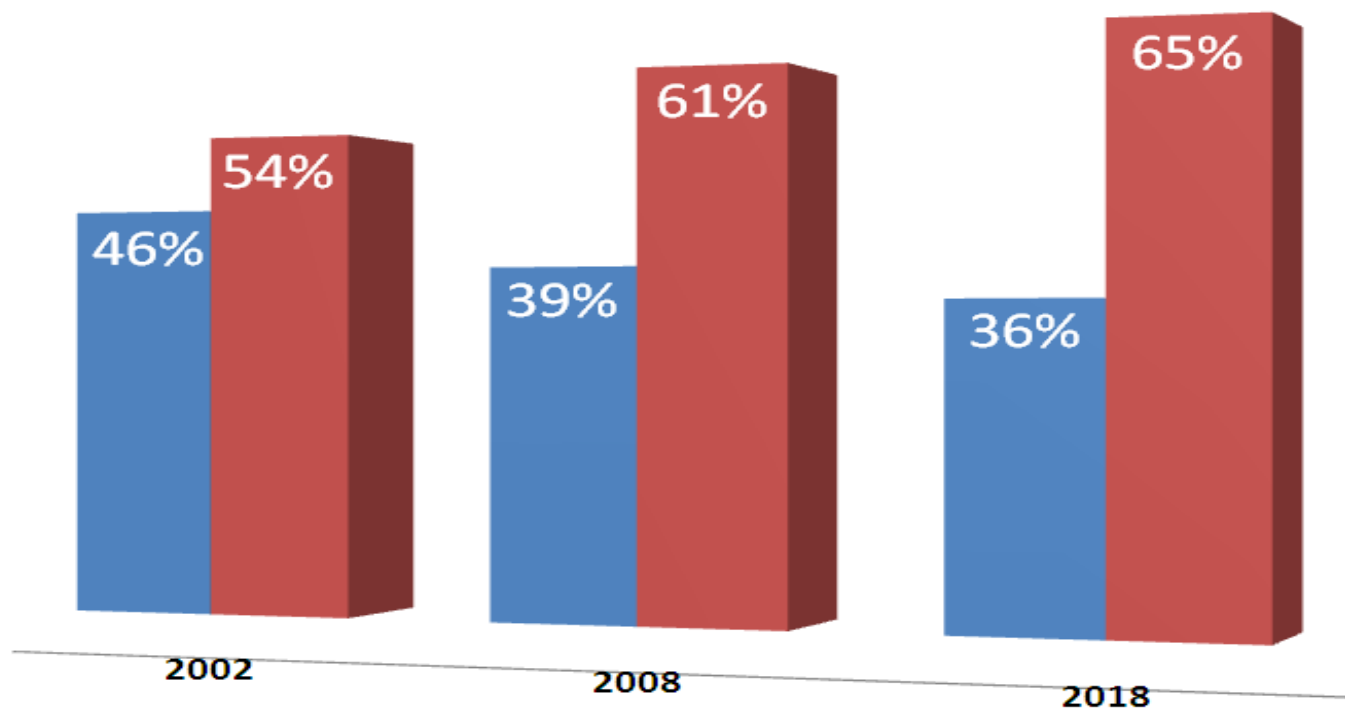
Health Care Employment Growth 2008-2018



DCW employment shifting to HCBS

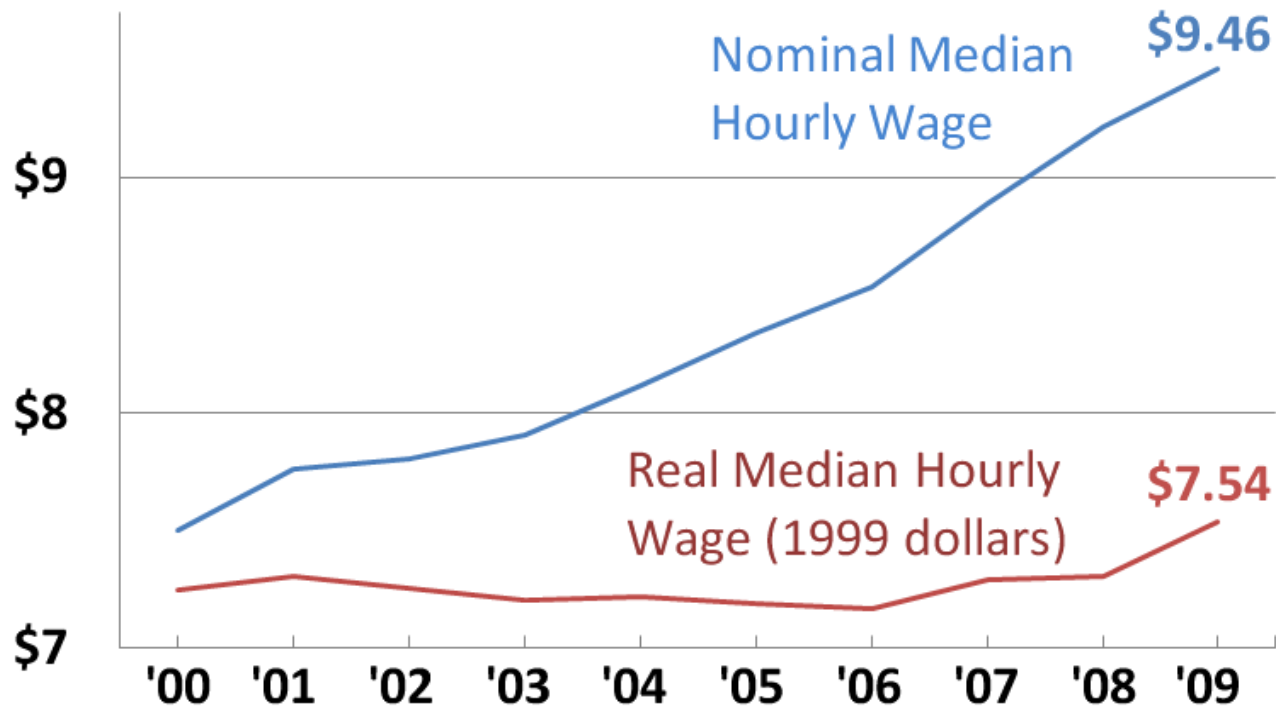
Where Direct-Care Workers Work

■ Facility settings ■ Home & community settings



Wages for Personal Care Workers

Wages for Personal & Home Care Aides

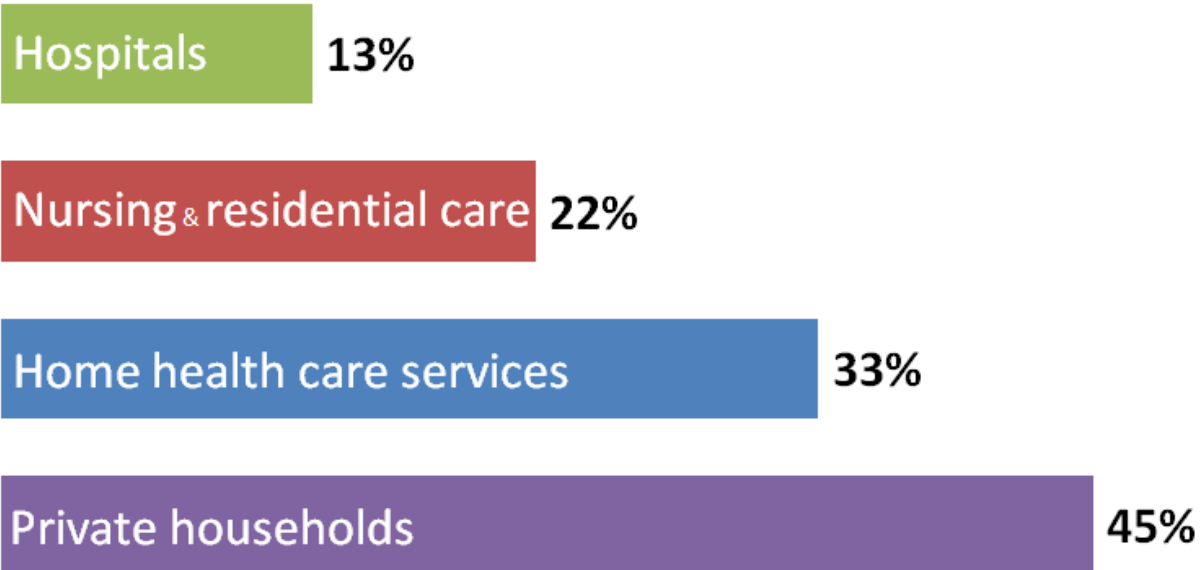


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PCAs Lack Health Insurance Coverage

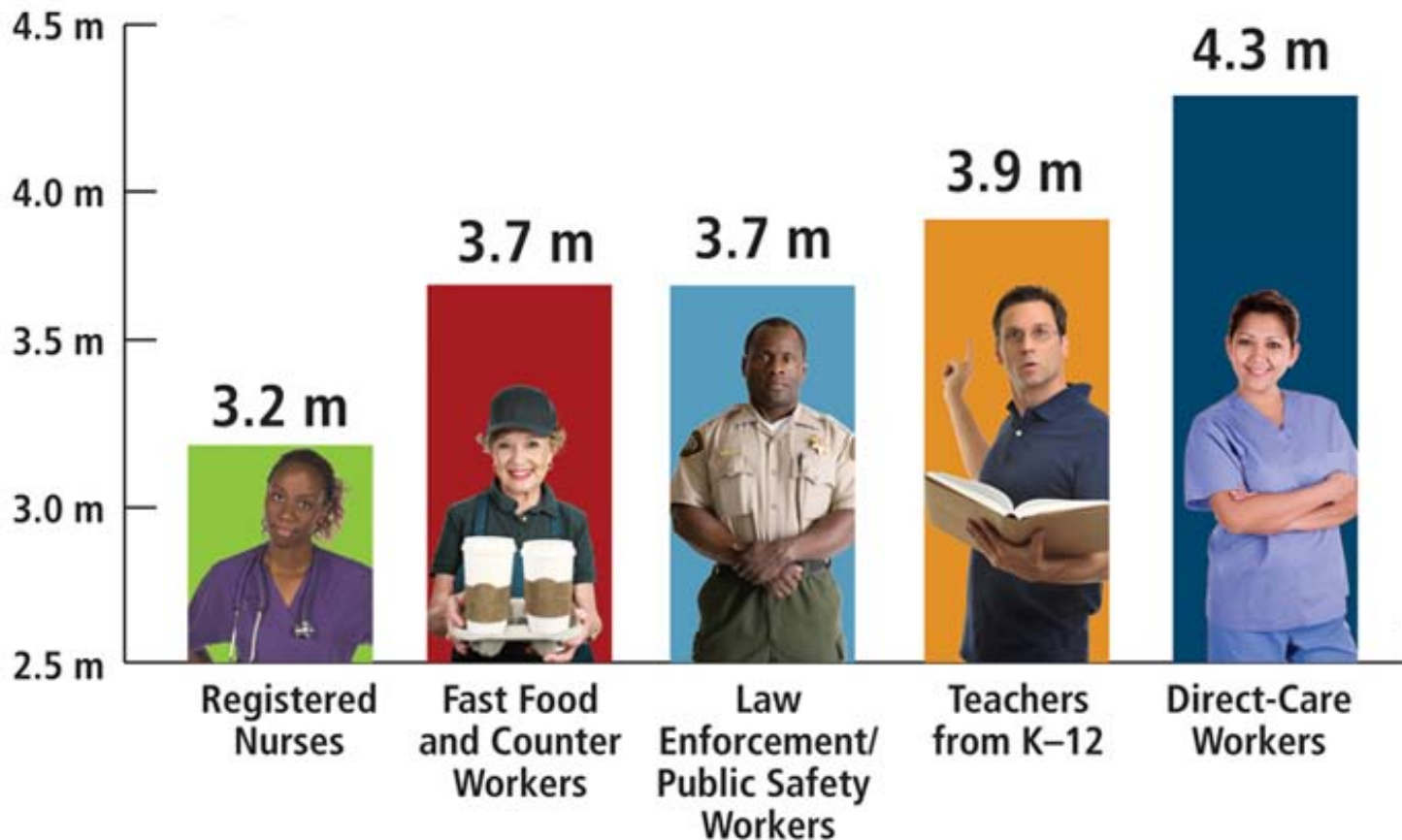
Direct-Care Workers Without Health Coverage by Setting, 2008



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Historic Demand for Direct Care Workforce



Importance of Direct Care Workers

- Provide 70 to 80 % of all paid care
- Spend the most time with those receiving services
- Best positioned to observe changes in condition and catch problems early
- Are key to “Quality Care”

Are We Prepared to Care?

- Poor compensation
- No federal training requirements for PCAs
- No organized list of workers; no registry
- Limited infrastructure to support workers and consumers in consumer directed model

ACA Workforce Committees

- National Health Care Workforce Commission
- Personal Care Attendants Workforce Advisory Panel

PCA Workforce Advisory Panel

- 15-member panel responsible for advising the Secretary of HHS and Congress on issues related to the PCA workforce, with respect to:
 - The adequacy of the size of the workforce
 - Worker wages and benefits
 - Access to the personal care attendant services.

States Need to Prepare in Several Ways

- States must ensure “*an adequate infrastructure for the provision of personal care attendant (PCA) workers.*”
 - By March 2012, states are directed to assess whether their existing infrastructure for providing Medicaid LTSS has the capacity to supply PCA workers to provide services to CLASS beneficiaries, and
 - Designate or create entities in order to ensure a sufficient supply of PCAs while not impeding existing self-directed home and community services.

What you can do

- Get states moving on building or revamping infrastructure for consumers *and* workers
- Ask states to describe the composition and adequacy of their current workforce and to make sure workforce assessment is underway
- Collect workforce data = volume, composition, stability
- Advocate for strong industry standards on compensation

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