

*DC COALITION
FOR
LONG TERM
CARE*

WORKFORCE UPDATE



THE DIRECT CARE WORKFORCE CRISIS

- *An estimated 36,000 D.C. residents have difficulty with self-care/and or with living independently.*
- *Of these, 19,500 are persons 18-64 who need temporary or permanent care.*
- *16,500 are 65 and over and unable to live independently without support.*
- *These numbers are projected to increase by 10% every 5 years*

THE PROBLEM

- *Over 50% of home health agencies responding to a recent survey stated that they did not have enough aides to staff all their clients on every shift.*
- *Institutional providers reported that approximately 1/5 of CNA positions are vacant*
- *Across all care settings, providers report that direct care staff are leaving the workforce or are not reporting to work.*
- *One out of three people in need cannot get the care they need because there are not enough workers.*
- *We are training fewer direct care workers today than we did before the pandemic, yet demand is growing. According to WIC, we need 3,000 new workers every year for the next seven years.*

WHO DOES THIS AFFECT?

- *Hospital patients needing to be discharged into home care*
- *Persons in rehabilitation facilities*
- *Residents in long-term care facilities and nursing homes*
- *Adult children, spouses and other caregivers of loved ones*
- *Seniors, people with disabilities and other vulnerable persons who need help with their daily care.*
- *Long-term care providers across the spectrum: Home health, adult day health, assisted living, etc.*

WHY ARE WE FACING THIS CRISIS

- Historically, these workers, who are largely black, brown and female, have been underpaid and undervalued.
- Despite educational and certification requirements and the skills needed to do this job well, the pay scale is at or below retail sales and other jobs that have lower entry level requirements and involve less physical labor, mental stress and skill.
- The pay scale of workers who care for seniors is significantly lower than the pay scale of child care workers.
- A full time DC childcare worker with a 120-hour Child Development Associates Certification, by law, must be paid a minimum wage of not less than \$51,006. A full-time Home Health Aide with a 125 - hour Home Health Aide is paid *on average \$38,896* – most entry level workers make less.

WHAT CAN BE DONE?

- Raise minimum wages and ensure a progressive wage scale that compensates direct care workers for experience and advanced credentials
- Increase the pipeline of new workers by training high school students who can work part time until they graduate.
- Eliminate separate licensure tracks for Home Health Aides and Certified Nursing Assistants; base certification on competency.
- Reduce bureaucracy and eliminate training costs and licensure fees to encourage more people to enter this field.

SUPPORT THE DIRECT CARE WORKER AMENDMENT ACT OF 2023 – B25-0565

- Introduced by Councilmember Henderson, Chair of the Committee on Health with seven Co-Sponsors, Charles Allen, Brianne K. Nadeau, Matthew Frumin, Janeese Lewis George, Zachary Parker, Brooke Pinto, and Trayon White, Sr.

- 1. Establish a new minimum wage that is not less than 120% of the District Living Wage for all direct care workers.***
- 2. Require DC Health to establish a new universal credential for direct care workers that combines home health aide and certified nursing assistant competencies.**
- 3. Lowers the age of certification for direct care workers to 16 (except that a certified direct care worker could not work in a home care setting until they turned 18).***
- 4. Allow qualified entities to evaluate direct care worker competency.**
- 5. Allow Maryland and Virginia home health aides and CNAs to work in DC**
- 6. Requires the Mayor to review and eliminate barriers to the development and support of on-the-job training programs and registered apprenticeship programs.**

WHAT CAN YOU DO?

- Share your personal/professional stories to help us demonstrate the need for this legislation
- Reach out to Councilmember Anita Bonds, Robert White, Vincent Gray, Kenyon McDuffie and Phil Mendelson to ask them to support this legislation
- Reach out to Councilmembers Christina Henderson, Brianne Nadeau, Charles Allen, Brooks Pinto, Janeese Lewis George, Trayon White, Zachery Parker and Matt Frumin to thank them for their support.
- Educate your friends, neighbors, colleagues, ANC members, community and faith leaders and ask them to support this legislation.
- MOST IMPORTANT: SIGN UP TO TESTIFY.
- Join our meetings to stay up to date! When: Tuesdays at 9 :00 AM
Link: <https://us02web.zoom.us/j/82781111725>
- For more info: Claudiaschlosberg@gmail.com.

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