

**HOUSE . . . . . No. 2245**

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**The Commonwealth of Massachusetts**

PRESENTED BY:

***Tram T. Nguyen***

*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 strengthen the direct care and dementia workforce.**

PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
<i>Tram T. Nguyen</i>	<i>18th Essex</i>	<i>1/14/2023</i>
<i>David M. Rogers</i>	<i>24th Middlesex</i>	<i>2/3/2023</i>
<i>Vanna Howard</i>	<i>17th Middlesex</i>	<i>2/6/2023</i>
<i>Tackey Chan</i>	<i>2nd Norfolk</i>	<i>2/9/2023</i>
<i>Angelo J. Puppolo, Jr.</i>	<i>12th Hampden</i>	<i>2/9/2023</i>
<i>Lindsay N. Sabadosa</i>	<i>1st Hampshire</i>	<i>2/9/2023</i>
<i>Susannah M. Whipps</i>	<i>2nd Franklin</i>	<i>2/10/2023</i>
<i>Patrick M. O'Connor</i>	<i>First Plymouth and Norfolk</i>	<i>2/10/2023</i>
<i>Steven S. Howitt</i>	<i>4th Bristol</i>	<i>2/10/2023</i>
<i>James C. Arena-DeRosa</i>	<i>8th Middlesex</i>	<i>2/10/2023</i>
<i>Steven Owens</i>	<i>29th Middlesex</i>	<i>2/12/2023</i>
<i>David Paul Linsky</i>	<i>5th Middlesex</i>	<i>2/13/2023</i>
<i>William C. Galvin</i>	<i>6th Norfolk</i>	<i>2/13/2023</i>
<i>Denise C. Garlick</i>	<i>13th Norfolk</i>	<i>2/15/2023</i>
<i>James Arciero</i>	<i>2nd Middlesex</i>	<i>2/15/2023</i>
<i>Brian W. Murray</i>	<i>10th Worcester</i>	<i>2/16/2023</i>
<i>Margaret R. Scarsdale</i>	<i>1st Middlesex</i>	<i>2/17/2023</i>
<i>John Barrett, III</i>	<i>1st Berkshire</i>	<i>2/17/2023</i>

<i>James B. Eldridge</i>	<i>Middlesex and Worcester</i>	<i>2/17/2023</i>
<i>Carol A. Doherty</i>	<i>3rd Bristol</i>	<i>2/20/2023</i>
<i>Danillo A. Sena</i>	<i>37th Middlesex</i>	<i>2/21/2023</i>
<i>Steven Ultrino</i>	<i>33rd Middlesex</i>	<i>2/21/2023</i>
<i>Natalie M. Higgins</i>	<i>4th Worcester</i>	<i>2/22/2023</i>
<i>Jason M. Lewis</i>	<i>Fifth Middlesex</i>	<i>2/23/2023</i>
<i>Samantha Montaño</i>	<i>15th Suffolk</i>	<i>2/25/2023</i>
<i>James J. O'Day</i>	<i>14th Worcester</i>	<i>2/28/2023</i>
<i>Paul McMurtry</i>	<i>11th Norfolk</i>	<i>3/1/2023</i>
<i>Steven George Xiarhos</i>	<i>5th Barnstable</i>	<i>3/2/2023</i>
<i>Michelle L. Ciccolo</i>	<i>15th Middlesex</i>	<i>3/2/2023</i>
<i>Rodney M. Elliott</i>	<i>16th Middlesex</i>	<i>3/3/2023</i>
<i>Jennifer Balinsky Armini</i>	<i>8th Essex</i>	<i>3/5/2023</i>
<i>Thomas M. Stanley</i>	<i>9th Middlesex</i>	<i>3/9/2023</i>
<i>Jacob R. Oliveira</i>	<i>Hampden, Hampshire and Worcester</i>	<i>3/13/2023</i>

**HOUSE . . . . . No. 2245**

By Representative Nguyen of Andover, a petition (accompanied by bill, House, No. 2245) of Tram T. Nguyen and others for legislation to strengthen the direct care and dementia workforce. Public Health.

**The Commonwealth of Massachusetts**

**In the One Hundred and Ninety-Third General Court  
(2023-2024)**

An Act to strengthen the direct care and dementia workforce.

*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. Chapter 111 of the General Laws, as so appearing, is hereby amended in  
2 Section 25N (a) (2) by inserting after the words “obstetrics/gynecology” in lines 7-8, the  
3 following words:-

4 “, geriatrics, geriatric psychiatry, neurology, neuropsychology”.

5 SECTION 2. Said Chapter 111 is further amended by inserting after section 2J the  
6 following two sections:-

7 Section 2K. Certified Nursing Assistant (CNA) pilot program

8 (a) Notwithstanding any general or special law to the contrary, the executive office of  
9 health and human services, in conjunction with the executive office of labor and workforce  
10 development, shall establish and implement a Certified Nursing Assistant (CNA) pilot program.  
11 The executive office of health and human services shall establish partnerships with employers

12 who are seeking individuals with CNA certification. The pilot program shall offer free CNA  
13 training and testing to up to 1000 individuals in at least three geographically diverse areas of the  
14 state experiencing high levels of direct care workforce shortages. Upon pilot participants'  
15 completion of training and testing, the executive office of health and human services shall  
16 connect pilot participants with partner employers.

17 (b) The executive office of health and human services shall coordinate a public awareness  
18 campaign that encourages enrollment in the pilot program and a career in the direct care  
19 workforce.

20 (c) If a graduate of the pilot program is employed by a long term care facility or with a  
21 home and community based services provider for at least 12 months, as certified by the  
22 employer, the executive office of health and human services shall pay the graduate an additional  
23 \$1000.00.

24 (d) The pilot program shall begin within one year of passage of this act.

25 (e) No later than 2 years after implementation of the pilot program, the executive office  
26 of health and human services shall report on the results of the pilot program and offer findings  
27 and recommendations for subsequent state action related to the pilot program to the Governor,  
28 Speaker of the House of Representatives, Senate President, house and senate committees on  
29 ways and means, the joint committee on labor and workforce development, the joint committee  
30 on elder affairs, the joint committee on health care financing and the Massachusetts Advisory  
31 Council on Alzheimer's Disease and All Other Dementias.

32 Section 2L. Nursing Career Pathway

33           Notwithstanding any general or special law to the contrary, the executive office of health  
34 and human services, in conjunction with the executive office of labor and workforce  
35 development, shall establish and implement a home health aide to certified nursing assistant to  
36 licensed practical nurse (HHA-CNA-LPN) career pathway. The plan for the pathway programs  
37 must include programs in at least three geographically diverse areas of the state experiencing  
38 high levels of direct care workforce shortages for corresponding health professions and  
39 incorporate the participation of local MassHire Workforce Boards for implementation.

40           The HHA-CNA-LPN career pathway program shall begin within one year of passage of  
41 this act.

42           No later than 2 years after implementation of the career pathway program, the executive  
43 office of health and human services shall report on the results of the program and offer findings  
44 and recommendations for subsequent state action related to the career pathway program to the  
45 house and senate committees on ways and means, the joint committee on labor and workforce  
46 development, the joint committee on elder affairs and the joint committee on health care  
47 financing.