
THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE RESOLUTION

No. 194 Session of
2023

INTRODUCED BY TARTAGLIONE, FONTANA, HUGHES, COMITTA, CULVER,
BREWSTER, COSTA, CAPPELLETTI AND SCHWANK, NOVEMBER 9, 2023

REFERRED TO HEALTH AND HUMAN SERVICES, NOVEMBER 9, 2023

A RESOLUTION

1 Directing the Legislative Budget and Finance Committee to
2 conduct a study on the effect of workforce shortages on State
3 supported Medicaid home and community-based services waiver
4 programs, Pennsylvania Lottery funded area agency on aging
5 programs and Act 150 services in this Commonwealth.

6 WHEREAS, Widespread workforce shortages are the biggest
7 challenges facing State Medicaid home and community-based
8 service (HCBS) programs and the Pennsylvania Lottery funded
9 OPTIONS program; and

10 WHEREAS, Widespread workforce shortages were greatly
11 amplified by the COVID-19 pandemic; and

12 WHEREAS, State officials have reported shortages of all types
13 of HCBS providers, including home health aides, personal care
14 attendants, direct support professionals, older adult daily
15 living center providers and community-based mental health
16 providers; and

17 WHEREAS, The impact of this reduced direct-care staffing is
18 reverberating through the health care system; and

19 WHEREAS, Hospitals have reported that they are delaying

1 patient discharges to post-acute settings because long-term care
2 facilities and HCBS providers have insufficient staff to accept
3 patients for their next stage of care; and

4 WHEREAS, Low wages, inconsistent training requirements,
5 limited training opportunities and inadequate career advancement
6 pathways have historically dissuaded individuals from pursuing
7 and retaining jobs as direct care workers; and

8 WHEREAS, Medicaid paid for about two-thirds of all HCBS in
9 2020; and

10 WHEREAS, Statewide more than 140,000 people are served by
11 this Commonwealth's Medicaid HCBS, Pennsylvania Lottery funded
12 area agency on aging programs and Act 150 services; therefore be
13 it

14 RESOLVED, That the Senate direct the Legislative Budget and
15 Finance Committee to conduct a study on the effect of workforce
16 shortages on State supported Medicaid home and community-based
17 services waiver programs, Pennsylvania Lottery funded area
18 agency on aging programs and Act 150 services in this
19 Commonwealth, including all of the following:

20 (1) Wage rates for home health aides, personal care
21 attendants, direct support professionals, older adult daily
22 living center providers and community-based mental health
23 providers in the HCBS system.

24 (2) Rates charged by contract staffing agencies that
25 provide HCBS workers.

26 (3) The increase in wages paid to HCBS providers and
27 direct care staff from 2018 through today using the latest
28 available figures.

29 (4) The increase in wages paid to contract HCBS
30 providers and direct care staff from 2018 through today using

1 the latest available figures.

2 (5) The increase in wages paid to HCBS providers and
3 direct care staff as compared to the nation's inflation rate
4 over the same time period.

5 (6) The increase in wages paid to contract HCBS
6 providers and direct care staff as compared to the nation's
7 inflation rate over the same time period.

8 (7) Whether HCBS providers needed to increase staffing
9 levels during the same time period.

10 (8) The ratio of home health aides, personal care
11 attendants, direct care workers, direct support
12 professionals, adult daily living center providers,
13 community-based mental health providers and direct care staff
14 working in the programs from 2018 to today using the latest
15 available figures.

16 (9) Whether current medical assistance program
17 reimbursement rates and funding for the area agencies on
18 aging programs impact the recruitment and retention of the
19 HCBS workforce and what level of funding would be required to
20 ensure a qualified and sustainable workforce.

21 (10) Whether HCBS providers experienced an increase in
22 need for staff members with specific expertise or
23 certification;

24 and be it further

25 RESOLVED, That the Legislative Budget and Finance Committee
26 issue a report of its findings, along with any statutory or
27 regulatory recommendations, to the General Assembly within 12
28 months of the adoption of this resolution.