

2017 Regular Session

HOUSE RESOLUTION NO. 205

BY REPRESENTATIVE BROADWATER

WORKFORCE DEVELOPMENT: Urges and requests the Louisiana Department of Health and the Louisiana Workforce Commission to organize a special committee to develop strategies for addressing the direct support professional workforce shortage

1 A RESOLUTION

2 To urge and request the Louisiana Department of Health and the Louisiana Workforce
3 Commission to organize a committee to discuss and develop strategies for addressing
4 the shortage of direct support professionals and submit a quarterly report to the
5 House Committee on Health and Welfare and the House Committee on Labor and
6 Industrial Relations.

7 WHEREAS, direct support professionals: direct care workers, personal assistants,
8 personal attendants, in-home support workers, and paraprofessionals are the backbone of
9 publically funded long-term support services for thousands of Louisiana residents; and

10 WHEREAS, direct support professionals provide a broad range of support including
11 the preparation of meals, medication management, bathing, dressing, mobility assistance,
12 transportation, as well as any other number of necessary daily affairs required by persons in
13 need; and

14 WHEREAS, the direct care professional workforce shortage in Louisiana and around
15 the nation has created a national and state public health crisis while the need for services
16 grows greater and greater; and

17 WHEREAS, with low pay, sporadic hours, and a high rate of injury, the direct
18 support professionals industry has an unusually high turnover in employment which has a
19 highly disruptive affect on those for whom the workers are caring, causing emotional
20 concerns as well as a potential compromise of safety and health; and

1 WHEREAS, low Medicaid provider rates perpetuate the poverty level of direct
2 support professionals, leaving many of the professionals eligible for need-based services
3 themselves, regardless of the fact that they work and pay taxes; and

4 WHEREAS, providers, who are price-takers and not price-setters, struggle to
5 compete against other employers who have the funds and security to attract and retain
6 qualified staff; and

7 WHEREAS, in-home support provided by direct support staff is essential to the
8 prevention of more costly healthcare interventions such as hospitalization or
9 institutionalization.

10 THEREFORE, BE IT RESOLVED that the House of Representatives of the
11 Legislature of Louisiana does hereby recognize the vital role of direct support professionals
12 in enhancing the lives of individuals with disabilities and does hereby urge and request the
13 Louisiana Department of Health and the Louisiana Workforce Commission to organize a
14 committee, called the Direct Service Professional Workforce Committee, to discuss and
15 develop strategies for addressing the shortage of direct support professionals and submit
16 quarterly reports to the House Committee on Health and Welfare and the House Committee
17 on Labor and Industrial Relations.

18 BE IT FURTHER RESOLVED that the committee shall be chaired by the secretary
19 of the Louisiana Department of Health or his designee and composed as follows:

- 20 (1) The secretary of the Louisiana Department of Health or his designee.
- 21 (2) The executive director of the Louisiana Workforce Commission or his
22 designee.
- 23 (3) The executive director of the governor's office of women's policy or his
24 designee.
- 25 (4) The president of the Louisiana Community and Technical College System or
26 his designee.
- 27 (5) The president of the Community Provider Association or his designee.
- 28 (6) The executive director of the Arc of Louisiana or his designee.
- 29 (7) The coordinator of the Supported Living Network or his designee.

1 (8) The executive director of the Developmental Disabilities Council or his
2 designee.

3 (9) The president of People First of Louisiana or his designee.

4 (10) The president of the Support Coordination Alliance or his designee.

5 (11) One family member of an individual with a disability appointed by People
6 First of Louisiana.

7 (12) One direct support professional appointed by People First of Louisiana.

8 BE IT FURTHER RESOLVED that the members of the committee shall serve
9 without compensation and the committee may utilize the services of the staff of the
10 Louisiana Department of Health.

11 BE IT FURTHER RESOLVED that the committee shall concentrate on the following
12 functions:

13 (1) Reviewing strategies utilized by other states.

14 (2) Outlining onboarding processes and costs.

15 (3) Studying the best practices for recruitment and retention of employees.

16 (4) Identifying policies, resources, and programs available for employers of
17 direct support professionals.

18 (5) Compiling an inventory of resources for the employers of direct support
19 professionals.

20 (6) Soliciting input and perspective on policies and practices, training
21 requirements, onboarding requirements, medication administration
22 requirements, and other policies impacting the direct support professional
23 workforce.

24 BE IT FURTHER RESOLVED that the first meeting of the Direct Support
25 Professional Workforce Committee shall be held no later than July 15, 2017, and shall meet
26 at least monthly.

27 BE IT FURTHER RESOLVED that the Direct Support Professional Workforce
28 Committee shall submit a written report to the House Committee on Health and Welfare and
29 the House Committee on Labor and Industrial Relations on a quarterly basis.

1 BE IT FURTHER RESOLVED that the Direct Support Professional Workforce
2 Committee shall complete its study no later than thirty days after the convening of the 2020
3 Regular Session of the Legislature of Louisiana.

4 BE IT FURTHER RESOLVED that a copy of this Resolution be transmitted to the
5 secretary of the Louisiana Department of Health and the executive director of the Louisiana
6 Workforce Commission.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

HR 205 Original

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Broadwater

Urges and requests the La. Dept. of Health and the La. Workforce Commission to organize a committee to discuss and develop strategies for addressing the shortage of direct support professionals and to submit a quarterly report to the House Committee on Health and Welfare and the House Committee on Labor and Industrial Relations.