

## Staffing: Home and Community-Based Services

Issue:	Staffing crisis in Mass. Home and Community Based Services (HCBS)
Goal:	Create a professional homecare workforce with living wages, opportunities for advancement, and benefits.
Problem Statement:	Individuals are being forced to remain in institutions or in unsafe home conditions due to lack of available homecare professionals.
Background/History:	Adequate numbers of staff available in HCBS has been a major challenge for several years. With COVID, the numbers leaving this profession have made it a crisis situation.
Options:	<ol style="list-style-type: none"><li>1. <u>No or moderate improvement</u> – individuals will still be at risk of being forced to live in institutional settings or unsafe home settings.</li><li>2. <u>Ideal Improvement</u> – older adults and those living with disabilities will be able to live in the setting of their choice.</li></ol>
Analysis/Factor Analysis:	There are no cons to this. This is a basic human rights issue
Estimated Cost/Savings:	On average, homecare is half the cost of institutional care (Paying for Senior Care.com October 2021)
Recommendations:	Support legislation that: <ul style="list-style-type: none"><li>• Allows all family members to be paid caregivers</li><li>• Adequately funds living wages, benefits, and opportunities for advancement</li><li>• Creates quality homecare worker jobs that ensure Massachusetts retains a sufficient workforce to meet the growing demand</li></ul>
Conclusions/Summary:	While every industry is having difficulty filling open positions, this staffing crisis directly threatens the health, wellbeing & safety of those served by this workforce.

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