

**House File 2177 - Introduced**

HOUSE FILE 2177

BY HEATON

**A BILL FOR**

- 1 An Act relating to the planning, development, and
- 2 implementation of a centralized direct care workforce
- 3 database.
- 4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. CENTRALIZED DIRECT CARE WORKFORCE DATABASE —  
2 STAKEHOLDER WORKGROUP — IMPLEMENTATION PLAN.

3 1. The department of inspections and appeals shall convene  
4 a workgroup of stakeholders to plan, develop, and implement  
5 a centralized direct care workforce database as an extension  
6 of the Iowa nurse aide registry. The purposes of the database  
7 are to ensure that the direct care workforce, employers, and  
8 consumers have access to a central database that provides  
9 information related to direct care worker verified education  
10 and training records, credentials or certifications, and  
11 experience; to provide for portability of training and  
12 credentials across settings; to lessen the burden on workers  
13 and employers and provide employers and consumers with access  
14 to information in the recruitment, selection, and employment  
15 of direct care workers; and to provide the data necessary  
16 to ensure a well-prepared direct care workforce to meet the  
17 growing demand for their services.

18 2. The members of the stakeholder workgroup shall include  
19 one representative of the department of education, Iowa  
20 workforce development, the department on aging, the department  
21 of public health, the department of human services, the Iowa  
22 caregivers, AARP Iowa, the board of nursing, a rural community  
23 college and an urban community college, the lifelong smiles  
24 coalition, the Iowa skills2compete coalition, the university  
25 of Iowa college of nursing, a certified nursing assistant  
26 (CNA) testing center, Iowa state university, the older Iowans  
27 legislature, the Olmstead consumer task force, the national  
28 alliance on mental illness-Iowa, leadingage Iowa, HCI care  
29 services, the Iowa health care association, the Iowa assisted  
30 living association, the Iowa hospital association, a rural  
31 public health entity and an urban public health entity,  
32 at least four direct care workers employed in a variety of  
33 settings, consumers, and other entities as deemed appropriate.  
34 If available, the stakeholder workgroup shall include  
35 the department of inspections and appeals information and

1 technology staff who are familiar with prior efforts to expand  
2 the registry.

3 3. The stakeholder workgroup shall do all of the following:

4 a. Utilize recommendations from the direct care worker  
5 advisory council including the final report published in  
6 2012 and the report of the direct care workforce initiative  
7 summit report published in December 2016 by the department  
8 of public health as a basis for development of a centralized  
9 direct care workforce database to provide a comprehensive  
10 direct care workforce data collection and tracking system.  
11 Such system shall provide information related to a direct care  
12 worker's verified education and training records, credentials  
13 and certifications, and experience, including a means for  
14 grandfathering existing qualified direct care workers into the  
15 database; include an interface for employers and consumers to  
16 identify direct care workers with particular knowledge and  
17 skills; and provide demographic and other information to assist  
18 in tracking, analyzing, and making projections regarding the  
19 direct care workforce.

20 b. Review prior efforts including the results of the Iowa  
21 better jobs better care program demonstration and the AMANDA  
22 portal developed through the federal personal and home care  
23 aide state training (PHCAST) grant to determine if these  
24 technologies could be brought to scale or implemented to save  
25 costs and resources in implementing the database.

26 c. Solicit input from stakeholders on the types of data to  
27 be collected and the types of analyses to be performed by the  
28 department of education, Iowa workforce development, and other  
29 entities involved in building and retaining the high-demand  
30 direct care workforce.

31 d. Recommend strategies to provide a state-recognized,  
32 competency-based, comprehensive, cross-discipline training,  
33 such as prepare to care, to provide a recognized career path  
34 and increase professionalism in and improve retention by  
35 employers of the direct care workforce.

1 e. Develop a public awareness plan to inform workers,  
2 employers, consumers, advocates, educators, and others about  
3 the database.

4 f. Explore state, federal, and other sources of funding  
5 and review the status of prior private foundation investments  
6 in modifications of the Iowa nurse aide registry to support  
7 expansion of the registry to include the centralized direct  
8 care workforce database.

9 g. Develop a phased-in plan for implementation of the  
10 centralized direct care workforce database to begin no later  
11 than July 1, 2019.

12 4. The stakeholder workgroup shall convene no later than  
13 September 1, 2018, and submit a report, including the phased-in  
14 implementation plan to the governor and the general assembly by  
15 December 15, 2018.

16 EXPLANATION

17 The inclusion of this explanation does not constitute agreement with  
18 the explanation's substance by the members of the general assembly.

19 This bill relates to planning, development, and  
20 implementation of a centralized direct care workforce database.

21 The bill requires the department of inspections and appeals  
22 to convene a workgroup of stakeholders to plan, develop, and  
23 implement a centralized direct care workforce database as an  
24 extension of the Iowa nurse aide registry. The purposes of  
25 the database are to ensure that the direct care workforce,  
26 employers, and consumers have access to a central database that  
27 provides information related to direct care worker verified  
28 education and training records, credentials or certifications,  
29 and experience; to provide for portability of training and  
30 credentials across settings; to lessen the burden on workers  
31 and employers and provide employers and consumers with access  
32 to information in the recruitment, selection, and employment  
33 of direct care workers; and to provide the data necessary  
34 to ensure a well-prepared direct care workforce to meet the  
35 growing demand for their services.

1 The bill specifies the membership of the stakeholder  
2 workgroup and the duties of the workgroup, including  
3 development of a centralized direct care workforce database to  
4 provide a comprehensive direct care workforce data collection  
5 and tracking system; reviewing prior efforts to expand  
6 the nurse aide registry to determine if these technologies  
7 could be brought to scale or implemented to save costs and  
8 resources in implementing the database; soliciting input from  
9 stakeholders on the types of data to be collected and the types  
10 of analyses to be performed in building and retaining the  
11 high-demand direct care workforce; recommending strategies to  
12 provide a state-recognized, competency-based, comprehensive,  
13 cross-discipline training for direct care workers; developing a  
14 public awareness plan to inform workers, employers, consumers,  
15 advocates, educators, and others about the database; exploring  
16 state, federal, and other sources of funding and reviewing the  
17 status of prior private foundation investments in modifications  
18 of the Iowa nurse aide registry to support the database;  
19 and developing a phased-in plan for implementation of the  
20 centralized direct care workforce database to begin no later  
21 than July 1, 2019.

22 The bill requires the stakeholder workgroup to convene no  
23 later than September 1, 2018, and submit a report, including a  
24 phased-in implementation plan for the centralized direct care  
25 workforce database, to the governor and the general assembly by  
26 December 15, 2018.