

A Blueprint for Ensuring PA Seniors Have Access to **Quality** Aging Services & Supports:

- ✓ **MITIGATE** the Workforce Crisis
- ✓ **INVEST** in the Aging Services Ecosystem
- ✓ **REMOVE BARRIERS** to Accessing Quality Care

MITIGATE THE WORKFORCE CRISIS

- Mitigate the impact of staffing mandates and any other regulatory barriers or enforcement practices which further exacerbate the effects of the existing workforce crisis by fighting for regulatory change and appropriate flexibility.
- Support efforts that will help build a robust direct care workforce infrastructure by, among other things:
 - Reforming the nurse aide training program by, for example, allowing LPN and RN nursing students to immediately take the nurse aide exam upon completing relevant coursework and reducing the waiting time for approval of nurse aide training programs.
 - Continuing to monitor and address capacity and operational issues with the nurse aide credentialing system.
 - Providing a pathway for those interested in working as a direct care staff person in a personal care home or assisted living residence by providing for a skills competency exam in lieu of having a high school diploma or GED.
 - Expanding opportunities for high school students to gain exposure to and ignite a passion for aging services.
- Amend Act 128 of 2022 to clarify and expand provisions to guard against predatory pricing practices of temporary staffing agencies.
- Leverage state resources and identify opportunities to push for state support of various LeadingAge PA and other initiatives that will support growth of the workforce (e.g., LeadingAge PA's "Careers to Love," a statewide public awareness campaign, etc.).

GOVERNMENT AFFAIRS TEAM

Chuck Quinnan

Sr. VP & Chief Gov. Affairs Officer
cquinnan@leadingagepa.org

Austin Cawley

Director, Legislative Affairs
acawley@leadingagepa.org

Anna Warheit

Director, Regulatory Affairs
awarheit@leadingagepa.org

Emily Kendall-Brown

Manager, Housing & Data Analytics
ekendallbrown@leadingagepa.org

2025-2026 LeadingAge PA Policy Priorities

INVEST IN THE AGING SERVICES ECOSYSTEM

- Secure consistent, proportional investment of state funding for the full ecosystem of aging services (to more accurately reflect costs) and reforms needed to ensure less volatility with payment systems and greater predictability, including Medicaid for nursing homes and the Living Independence for the Elderly (LIFE) Program.
 - This entails securing greater alignment and parity of funding to reflect the interplay of various components of the ecosystem, equitable distribution of funds, and timely approval of Medicaid applications/renewals and payments.
- Secure funding outside of standard payment systems to support aging services providers with workforce development, innovation, staff recruitment/retention, and infrastructure and technology upgrades (i.e., monitoring, infection control, emergency preparedness) to ensure access to quality services and supports that enhance care delivery.
- Secure funding to help employ service coordinators in low-income affordable housing programs (ensuring residents can remain independent as long as possible).
- Target a portion of existing and new affordable housing funding sources to help address the shortage of housing for low-income seniors (this is especially critical given the continued significant growth of this segment of the population).
- Expand access to and availability of assisted living (AL) services by providing Medicaid coverage with adequate rates for providers and reasonable and efficient pathways to licensure for providers interested in converting to AL.
- Promote greater accountability and responsiveness of Community HealthChoices Managed Care Organizations in negotiating and executing various aspects of payment and services coordination for nursing homes (e.g., establishing greater uniformity and reasonableness in Quality Incentive Programs, willingness to negotiate rates, etc.).

REMOVE BARRIERS TO ACCESSING QUALITY CARE

- Enhance awareness of and eliminate barriers to enrolling in the LIFE program to ensure older Pennsylvanians have equitable access to this innovative care delivery model.
- Promote capacity for innovation and efficient utilization of various care delivery models (e.g., allowing aging in place, increased flexibility in leveraging skills and qualifications of various staff positions, and providing for solutions to meeting behavioral health needs of residents).
- Identify and address high-priority issues raised by our members that are the result of antiquated, unnecessary, or overly burdensome rules, regulations, policies, and guidance that hinder quality, access, and innovation.
- Advocate against any new barriers imposed on the provision of quality aging services (which often create unfunded mandates and additional workforce challenges/pressures).
- Remove cost barriers that hinder the ability to construct and maintain vital housing communities (e.g., exempt affordable housing construction materials from state sales tax).
- Address various elements contributing to inequitable application of regulatory enforcement across regions and survey bodies.
- Support commonsense tort reform measures, including, but not limited to, reinstating the prohibition on venue shopping in medical liability cases and amending the Fair Share Act to restore protections against disproportionate damages due to exceptions applied by the courts in recent years.

While these priorities have been categorized into three areas of focus, they are interconnected and may overlap into multiple areas.

WHO WE ARE: LeadingAge PA represents 420+ high-quality, mission-driven aging services providers. We're on a mission to advance the evolving continuum of aging services in Pennsylvania.