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February 8, 2023

Re: HB 2049 - Changing the length of the nurse aide course required for unlicensed employees in adult care homes to 75 hours  
Testimony - Opponent - Oral In-person

From: Glenda DuBoise, AARP Kansas State Director  
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Chair [Rep. Brenda Landwehr](#)  
House Health and Human Services Committee

Good afternoon Madam Chair and members of the House Health and Human Services Committee. My name is Glenda DuBoise and I am the AARP Kansas State Director. Thank you for allowing us to provide our testimony in opposition to HB 2049.

AARP has more than 278,000 members in Kansas. We are a non-profit, non-partisan organization that works across Kansas to strengthen communities and advocate for issues that matter most to families, such as healthcare, employment and income security, retirement planning, affordable utilities and protection from financial abuse.

AARP opposes the proposed reduction in training requirements for direct care staff in long-term services and supports (LTSS) settings. Research has found that providing better initial and on-going training improves direct care staff satisfaction and retention across all long-term care settings. Given this bill includes a proposed reduction of existing standards which could place Kansas seniors and people with disabilities receiving or in need of LTSS, at risk of relying on direct care staff with less training, we oppose HB 2049. We know that workforce challenges are prevalent in the LTSS industry. The direct care workforce shortage is due in part to low compensation (including poor benefits), a lack of adequate training, and limited opportunities for job growth. Solving the crisis will require addressing each of these areas through integrated policy initiatives.

Kansas should direct resources to ensure direct care staff are provided increased educational and training opportunities to further expand on a goal of professionalizing the direct care workforce. Kansas should also encourage education and training programs to require gerontology courses and practical experience for all appropriate health professionals.



For example, Kansas should require direct care workers to be trained to care for people living with dementia. They should also be required to have competency-based training in personal assistance. These requirements should include all direct-care workers who will work in Kansas adult care homes, including nursing homes and assisted living facilities, as well as those providing services in home and community-based settings

AARP urges Kansas to require direct care workforce training for Certified Nursing Assistants (CNAs) be increased beyond the federal requirement to at least 100 hours, not decreased. Direct care workers should continue to be required to complete a competency-based assessment in practice before providing care, in addition to passing a state exam that includes a written and oral component.

Kansas should ensure that our state's direct care workforce receives all the necessary training and continuing education they need to succeed in their important work. Advanced training opportunities for the Kansas direct care workforce can lead to a positive and fulfilling work culture.

Kansas should focus on creating opportunities for the direct care workforce and maximizing quality of care for residents. Kansans receiving direct care in any LTSS setting deserve the highest level of independence, autonomy, dignity and privacy. Supporting the proposed reduction in direct care workforce training standards will not improve the lives of Kansas residents or the direct care workforce.

Therefore, we ask that you not support HB 2049.

Respectfully,



Glenda DuBoise