

## Help create a stronger workforce and sustainability. Support legislation that breaks down career entry barriers, expands career ladders and limits unpaid Medicaid care during state approvals.

The workforce crisis in long-term care is impacting access to care for hundreds of Pennsylvania residents who are waiting to be admitted to a nursing home. The Pennsylvania Senate has proposed multiple solutions to expand career opportunities and help remove barriers that prevent prospective caregivers from entering this field.

**Senate Bill 668:** Expands the career ladder in nursing homes by establishing a Certified Medication Aide (CMA) position. This position will help support providers struggling to obtain Licensed Practical Nurses (LPN) while expanding career opportunities for Certified Nurse Aides (CNA) who want to further their professional skills. Without caregivers specializing in certified roles, providers are unable to meet regulatory requirements and are therefore unable to meet the demands of older Pennsylvanians seeking care. Nearly 40 other states offer a CMA position.

**Senate Bill 1102:** Works to modernize Certified Nurse Aide (CNA) training in Pennsylvania by establishing a uniformed, state-wide CNA training program, allowing nurse graduates and students to take the CNA certification exam without completing the nurse aide training program. This legislation will create a more efficient process for the Department of Education and help providers expand training access to more quickly have workers certified.

**Senate Bill 1104:** Introduces a new generation of Pennsylvanians to careers in nursing by allowing high school juniors and seniors to earn up to two credits toward their graduation requirement by working in a congregate health care setting.

**House Bill 2320:** Requires the Department of Human Services (DHS) to disperse Medicaid funds to a nursing home provider as if the application were approved under certain circumstances. The bill also allows a provider to inquire about the status of an individual's application.

### FAST FACTS: Pennsylvania Nursing Homes

Registered Nurses  
6,500  
FTEs (2023)

-16%  
since 2019-20  
-1%  
since 2022

Licensed Practical Nurses  
8,200  
FTEs (2023)

-16%  
since 2019-20  
+1%  
since 2022

Nurse Aides  
18,600  
FTEs (2023)

-21.5%  
since 2019-20  
-.5%  
since 2022

Total Nursing Homes  
671  
(2024)

-22%  
since 2019-20  
-4%  
since 2022

Occupancy  
67,000  
(2023)

-9%  
since 2019-20  
+3%  
since 2022

People on Waitlists  
~1,400

Demand for care has grown with less caregivers available