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H.B. 530
136th General Assembly

Bill Analysis

Version: As Introduced

Primary Sponsors: Reps. Brewer and Salvo

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SUMMARY

- Establishes the Long-term Care Workforce Study Commission to study the direct care and long-term care workforce in Ohio and make policy recommendations.
- Requires the Commission, by August 31, 2027, to issue a report of its findings and recommendations to the General Assembly, at which time the Commission will cease to exist.
- Establishes the Commission's membership, meeting, and other administrative requirements.

DETAILED ANALYSIS

Long-term Care Workforce Study Commission

Establishment and duties

The bill establishes the legislative Long-term Care Workforce Study Commission. The Commission must study the direct care and long-term care workforce in Ohio and make policy recommendations in each of the following areas:

- Measuring current demand for direct care workers and projecting future needs of that workforce;
- Developing a campaign and statewide recruitment strategies to encourage people to join the facility-based and home and community-based long-term care workforce;
- Supporting career ladders throughout various long-term care settings;
- Identifying educational needs and methods to fill those needs for direct care workers, including establishing a program to provide contributions to the postsecondary education of long-term care direct care workers in related fields;

- Identifying barriers to hiring direct care workers and methods to overcome those barriers;
- Developing strategies to improve the quality of long-term care jobs;
- Increasing opportunities for shared staffing among long-term care providers;
- Recommendations on funding mechanisms, and establishing pilot programs regarding the direct care workforce, such as to pool hours worked by part-time home care workers with the purpose of providing greater employment opportunity and access to employee benefits, or to provide postsecondary education in relevant fields for direct care workers.¹

In carrying out its duties, the Commission must take into consideration the findings of the Direct Care Workforce Expansion Working Group, an initiative established to advance the conversation about labor shortages in direct care professions. (See the Direct Care Expansion Working Group's [Final Report \(PDF\)](#), which is available on the Department of Job and Family Services (ODJFS) website: jfs.ohio.gov.) General Assembly staff will provide technical and administrative support as needed by the Commission.

The Commission must, no later than August 31, 2027, issue a report of its findings and recommendations to the General Assembly. In producing the report, the Commission must hear testimony from interested parties and provide a public comment period for the draft report language. On submission of its report, the Commission will cease to exist.²

Membership and meetings

The Commission must consist of 16 appointed voting members:

- Four members of the General Assembly, as follows:
 - Two members of the Senate, one from the majority party and one from the minority party, each appointed by the Senate President;
 - Two members of the House of Representatives, one from the majority party and one from the minority party, each appointed by the Speaker of the House of Representatives.
- Six members who possess expertise in the subject matter of the Commission's study, appointed by the Senate President, as follows:
 - A direct care worker;
 - A provider of home-based long-term care who is a member of a statewide association representing home-based long-term care providers;
 - A representative of a statewide association representing nonprofit housing and senior service programming;

¹ Section 1(A)(1).

² Section 1(A)(2), (D)(2), (E), and (F).

- A representative of an organization providing services to individuals with intellectual disabilities and autism, including employment services and long-term home and community-based services;
- A family member of an individual with a developmental disability;
- A consumer participating in a home and community-based services waiver administered by the Department of Aging.
- Six members who possess expertise in the subject matter of the Commission's study, appointed by the Speaker of the House of Representatives, as follows:
 - A provider of facility-based long-term care providers;
 - A representative of a service coordination agency providing service coordination to individuals receiving home-based and community-based long-term care;
 - A representative of an institution of higher education engaged in workforce development;
 - A representative of an organization promoting independent living for individuals with disabilities;
 - A consumer participating in a home and community-based services waiver administered by the Department of Medicaid;
 - A consumer participating in a home and community-based services waiver administered by the Department of Medicaid.³

Additionally, the Commission may invite the following to serve as nonvoting members:

- The Director of Health, or the Director's designee;
- The Director of Aging, or the Director's designee;
- The Director of Job and Family Services, or the Director's designee;
- The Medicaid Director, or the Director's designee;
- The Director of the Governor's Office of Workforce Transformation, or the Director's designee;
- Members of the Direct Care Workforce Expansion Working Group.⁴

Commission members must be appointed no later than December 31, 2025.⁵ General Assembly members appointed will serve so long as they continue to be members of the General

³ The last two seats are duplicates. The bill will require a corrective amendment to remove the duplicate.

⁴ Section 1(B).

⁵ The bill will require an amendment to update the appointment deadline, as December 31, 2025, will pass before the bill could be effective.

Assembly. A vacancy must be filled in the same manner as the original appointment. Members serve without compensation and may be reappointed.

The appointed majority party members of the Senate and House of Representatives will serve as Commission co-chairpersons. The Commission must meet at least quarterly at the call of either co-chairperson.

The Commission co-chairperson may establish subcommittees to assist and carry out the Commission's required duties. The subcommittees must be composed of Committee members and interested persons who are not Commission members and who volunteer to serve on the subcommittee.⁶

HISTORY

Action	Date
Introduced	10-21-25

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⁶ Section 1 (C) and (D)(1).