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**HOUSE BILL 1851**

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**State of Washington**

**66th Legislature**

**2019 Regular Session**

**By** Representatives Senn, Eslick, Kilduff, Sells, Chapman, Appleton, and Shewmake

Read first time 02/01/19. Referred to Committee on College & Workforce Development.

1 AN ACT Relating to creating the care worker research and resource  
2 center; adding a new section to chapter 28C.18 RCW; and creating a  
3 new section.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5 NEW SECTION. **Sec. 1.** (1) The legislature recognizes that care  
6 workers provide support to others who are not able to fully care for  
7 themselves or live independently without support. Care workers are  
8 paid to support individuals in their homes, in the community, in the  
9 workplace, and in classroom settings. By providing support to an  
10 individual or a small group in need of care, these care workers  
11 improve the lives of the recipients by attending to their specific  
12 needs, assisting them with their daily tasks, and when possible,  
13 helping them to transition to higher levels of independence and  
14 community engagement. Care workers work with children, the elderly,  
15 and people with disabilities or other significant barriers.

16 (2) The legislature also recognizes that care workers are among  
17 the lowest paid workers in the labor market. Currently, these  
18 positions offer little room for economic advancement and rarely offer  
19 employee benefits. Additionally, care worker schedules can be  
20 unpredictable, making it difficult to supplement income with other  
21 jobs or to go to school to prepare for higher paid employment

1 opportunities. Erratic schedules and low income also can burden  
2 families and cause chaos to home and family life.

3 (3) The legislature also recognizes that the need for paid care  
4 workers is expected to grow over the next twenty years. These jobs  
5 cannot be internationally outsourced and there will always be a need  
6 for care workers.

7 (4) It is the legislature's intent to support the career,  
8 economic, and professional success of care workers in order to  
9 improve the health, safety, and social outcomes of the individuals  
10 receiving care. Therefore, the legislature is establishing the care  
11 worker research and resource center.

12 NEW SECTION. **Sec. 2.** A new section is added to chapter 28C.18  
13 RCW to read as follows:

14 (1) The board's health care stakeholder group, described under  
15 RCW 28C.18.120, shall select an entity to create, administer, and  
16 maintain a care worker research and resource center.

17 (2) The purpose of the center is to provide:

18 (a) Support and resources to care workers; and

19 (b) Research and relevant data to policymakers and caregiving  
20 organizations.

21 (3) The center shall provide research and relevant data by:

22 (a) Identifying the various types of care workers who are in  
23 service across the state and developing an occupational code for  
24 each;

25 (b) Tracking turnover rates and gathering information to better  
26 understand the reasons why care workers remain in the occupation and  
27 why care workers leave the occupation;

28 (c) Maintaining a searchable repository of research and  
29 periodically disseminating summaries of latest findings;

30 (d) Performing research and analysis on trends within Washington,  
31 including but not limited to, numbers and demographics of care  
32 workers in each subfield, care workers' trajectories to health and  
33 education professions, care workers' health and longevity on the job,  
34 the outcomes and impacts that care worker interventions have on  
35 recipients of care, income and benefit trends among care workers, and  
36 impacts of care worker shortages on communities, families, and  
37 workplaces.

38 (4) The center shall provide support to care workers by:

1 (a) Developing recommendations for new career and economic  
2 pathway models for care workers, especially within the health care  
3 and education sectors;

4 (b) Mapping care worker jobs to the necessary skill sets,  
5 competencies, abilities, and experiences, and identifying  
6 similarities and differences across care-worker specialties;

7 (c) Identifying other career opportunities that value the  
8 competencies attained through care work, and creating navigational  
9 maps and supports to help care workers access new careers;

10 (d) Working with secondary career and technical education and  
11 postsecondary education and training provider communities to develop  
12 education pathways to support care workers in progressing in their  
13 current occupations or navigating within new occupations;

14 (e) Working with postsecondary education and training providers  
15 to allow for credit for prior and work-based learning;

16 (e) Facilitating the elimination of racial and ethnic disparities  
17 in health care and education for care workers;

18 (f) Establishing an online portal and physical on-site networks  
19 for care workers to receive services. Services include, for example,  
20 career and educational guidance, benefits information, job search  
21 assistance, and referrals to services to help care workers address  
22 family and personal issues. The physical on-site networks may be  
23 located at sites such as WorkSource centers, libraries, and  
24 educational institutions;

25 (g) Creating online professional development learning  
26 opportunities and facilitated online learning opportunities at the  
27 local sites;

28 (h) Establishing peer support or peer mentoring opportunities;

29 (i) Providing care workers information on caring for the care  
30 worker that includes information about free and low-cost services or  
31 other resources to support the well-being of care workers and their  
32 families; and

33 (j) Developing emerging best practices information, reference  
34 guides, and other materials about the various subfields of care work.

35 (5) By December 31, 2019, the board's stakeholder group must  
36 present an initial report to the appropriate committees of the  
37 legislature on its progress of implementing this section.

38 (6) The care worker research and resource center must be  
39 established by July 1, 2020. By December 31, 2020, and each December  
40 31st thereafter, the center must present a report to the appropriate

1 committees of the legislature and the board's health care stakeholder  
2 group. The report must include, at a minimum, a summary of data  
3 collected and a summary of the types of support and resources  
4 provided to care workers, as required under this section.

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