

## Strategies to Increase Attendant Recruitment

The population in the United States is changing. Baby boomers are in retirement. The number of people with disabilities in this age group is growing as well. The need for personal care by way of attendants for people with disabilities in this age group and the general population is growing. Recruitment & retention of people to provide hands-on personal care in the home is vital.

States are ratcheting-down the appropriations, particularly in Medicaid, the largest provider of home care services. Without adequate appropriations, the Attendant workforce is being shortchanged and those who would do the work are unable to stay in the Community Attendant workforce.

Stakeholders are working desperately to **recruit and maintain a stable Community Attendant Workforce**. New strategies are being used and new resources are being developed in order to meet the growing attendant workforce crisis.

ADAPT is working diligently on strategies to meet this need. Some of the strategies to increase the pool of Community Attendant Workforce are listed below.

- Work with Workforce Commissions, Universities/ Association of University Centers on Disabilities and Vocational Rehabilitation Commissions to train people with disabilities as Community Attendants
- Use of EB3 Visa allows a skilled worker, professional, or other to enter the United States for employment. This could be used as a pathway to citizenship.
- Identification of Senior or post-retirement workforce programs and agencies
- Development of a public relations effort highlighting some of the positive aspects of being a Community Attendant such as limited hours, job flexibility, assisting people to be able to Age in Place and be as independent as possible;
- In states that HCBS is delivered through managed care organizations, include Community Attendant availability as part of the network adequacy requirements;
- Explore ways to offer affordable health insurance to Community Attendants;
- Explore funding for an ongoing Community Attendant Registry (CAR) with Workforce Commissions