

HOUSE COMMERCE AND ECONOMIC DEVELOPMENT
COMMITTEE SUBSTITUTE FOR
HOUSE BILL 256

55TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2021

AN ACT

RELATING TO WORKFORCE DEVELOPMENT; REQUIRING THE AGING AND
LONG-TERM SERVICES DEPARTMENT TO CONVENE A TASK FORCE TO
DETERMINE THE FEASIBILITY OF LAUNCHING ELDER WORKFORCE
DEVELOPMENT OPPORTUNITIES IN SELECTED RURAL AND TRIBAL
COMMUNITIES.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

SECTION 1. TEMPORARY PROVISION--ELDER WORKFORCE
DEVELOPMENT IN RURAL AND TRIBAL COMMUNITIES TASK FORCE--
MEMBERS--DUTIES.--

A. As used in this section:

(1) "elder workforce development" means
opportunities for an individual to grow skills and develop the
tools necessary to support older adult independence;

(2) "home- and community-based services" means

1 the types of person-centered care delivered in the home and
2 community that address health, wellness and other services
3 needed to support daily living activities to enable older
4 adults to remain in their homes as they age; and

5 (3) "older adults" means persons sixty years
6 of age and older.

7 B. The "elder workforce development in rural and
8 tribal communities task force" is created. The secretary of
9 aging and long-term services shall convene and support the task
10 force. The task force shall have the following members:

11 (1) the secretary of health or the secretary's
12 designee;

13 (2) the secretary of economic development or
14 the secretary's designee;

15 (3) the secretary of higher education or the
16 secretary's designee;

17 (4) the secretary of human services or the
18 secretary's designee;

19 (5) the secretary of Indian affairs or the
20 secretary's designee;

21 (6) the secretary of veterans services;

22 (7) the secretary of public education or the
23 secretary's designee;

24 (8) the secretary of workforce solutions or
25 the secretary's designee;

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- 1 (9) the president of central New Mexico
- 2 community college or the president's designee;
- 3 (10) the president of the New Mexico
- 4 association of community colleges or the president's designee;
- 5 (11) the president of eastern New Mexico
- 6 university or the president's designee;
- 7 (12) one representative of the New Mexico
- 8 Indian council on aging;
- 9 (13) one representative of the Apache tribes
- 10 with expertise in senior services;
- 11 (14) one representative of the Navajo Nation
- 12 with expertise in senior services;
- 13 (15) one representative of the nineteen
- 14 pueblos with expertise in senior services;
- 15 (16) three tribal leader representatives or
- 16 the tribal leaders' designees;
- 17 (17) one representative of a tribally owned or
- 18 operated long-term care service;
- 19 (18) one representative from tribal health
- 20 care;
- 21 (19) one representative of the non-metro area
- 22 agency on aging;
- 23 (20) one rural representative of the New
- 24 Mexico association of counties;
- 25 (21) one rural representative of the New

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1 Mexico municipal league;

2 (22) one representative of the New Mexico
3 rural hospital network;

4 (23) one representative of the New Mexico
5 association for home and hospice care;

6 (24) one representative of the eastern plains
7 council of governments; and

8 (25) one representative of AARP New Mexico.

9 C. The secretary of aging and long-term services
10 may appoint additional task force members or may appoint
11 nonvoting advisory members.

12 D. Public members of the task force are entitled to
13 per diem and mileage as provided for state employees in the Per
14 Diem and Mileage Act and shall receive no other compensation,
15 perquisite or allowance.

16 E. The task force shall conduct an asset mapping
17 and gap analysis to determine the availability, accessibility
18 and need for:

19 (1) services that support elder independence
20 by providing opportunities for healthy and independent living
21 in rural and tribal communities;

22 (2) elder workforce opportunities that
23 contribute to the improved economic well-being and security of
24 the selected rural and tribal communities; and

25 (3) services that support elder independence

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1 and elder workforce opportunities for rural and tribal
 2 veterans.

3 F. The asset mapping and gap analysis shall be
 4 conducted within three rural counties in northeast New Mexico
 5 and three tribal communities, based upon existing data,
 6 surveys, interviews and, when possible, site visits and
 7 convenings, and shall include:

8 (1) a study of existing services and the gaps
 9 in services for older adults, which includes:

10 (a) the number of older adults within
 11 the selected communities estimated to currently need home- and
 12 community-based services or that will need home- and community-
 13 based services in the future;

14 (b) the number of older adults within
 15 the selected communities who have received or requested home-
 16 and community-based services;

17 (c) the availability of and need for
 18 congregate and home-delivered meal services, including services
 19 tailored to the nutritional needs of older adults;

20 (d) the availability of and need for
 21 transportation services to support access to medical
 22 appointments, grocery stores, pharmacists, activities related
 23 to health and wellness, social opportunities and related needs
 24 to support independent living;

25 (e) the availability of and need for

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1 home maintenance programs to reduce the risk of falls, improve
2 energy efficiency and ensure homes meet health and safety
3 needs;

4 (f) the availability of and need for
5 services that enhance quality of life among older adults,
6 including social engagement, volunteerism, congregate meals and
7 social connection opportunities;

8 (g) the availability of and need for
9 services that promote intergenerational opportunities;

10 (h) the availability of and need for
11 programs and services that support family caregivers, including
12 those who are supporting people living with a form of dementia;

13 (i) the availability of and need for
14 volunteer programs designed to support elder independence;

15 (j) the barriers in the selected rural
16 and tribal communities to offering adequate services and
17 supports for older adults; and

18 (k) other factors and information deemed
19 beneficial by the task force; and

20 (2) a study of existing elder workforce
21 opportunities and gaps in opportunities that contribute to
22 improved economic well-being and security, including:

23 (a) the current or projected employment
24 opportunities and vacancies in the elder workforce;

25 (b) the availability of and need for

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1 career counseling opportunities to support pathways to
 2 employment in the elder workforce;

3 (c) the availability of and need for
 4 educational training or certificates to equip current and
 5 future employees with the skills necessary to enter and remain
 6 in the elder workforce;

7 (d) the manner in which current
 8 employees in the elder workforce learned about employment
 9 opportunities in the field;

10 (e) whether and how workforce
 11 development organizations, including programs provided by the
 12 workforce solutions department, are leveraging existing
 13 resources through city, county, state and federal government to
 14 support elder services;

15 (f) the barriers to establishing and
 16 maintaining elder workforce opportunities that contribute to
 17 economic well-being and security for the selected rural and
 18 tribal communities; and

19 (g) other factors and information deemed
 20 beneficial by the task force.

21 G. The final report of the task force shall
 22 provide:

23 (1) an analysis of available home- and
 24 community-based services and the community-based services
 25 needed to support elder independence within the geographic

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1 boundaries of each selected tribal and rural community;

2 (2) an analysis of elder workforce
3 opportunities that contribute to the improved economic
4 well-being and security of residents of the selected rural and
5 tribal communities and what elder workforce opportunities are
6 needed to support economic well-being and security within the
7 geographic boundaries of each selected tribal and rural
8 community;

9 (3) an analysis of the barriers preventing the
10 selected rural and tribal communities from offering needed
11 home- and community-based services and supports for older
12 adults;

13 (4) an analysis of the barriers preventing the
14 selected rural and tribal communities from offering needed
15 educational and workforce training to current and potential
16 elder workforce members;

17 (5) an analysis of the workforce needs
18 necessary to providing services for older adults in the
19 selected rural and tribal communities;

20 (6) short-term policy and funding
21 recommendations for:

22 (a) ensuring the availability of home-
23 and community-based services that support older adults in the
24 selected rural and tribal communities;

25 (b) ensuring that current and potential

1 members of the elder workforce are equipped with appropriate
2 training, education and career opportunities; and

3 (c) building the volunteer
4 infrastructure necessary to support comprehensive home- and
5 community-based services for older adults and elder workforce
6 development in the selected rural and tribal communities; and

7 (7) long-term policy and funding
8 recommendations for:

9 (a) providing home- and community-based
10 services for older adults in rural and tribal communities in
11 New Mexico; and

12 (b) strengthening the volunteer
13 infrastructure necessary to support services that promote older
14 adult independence and elder workforce development in rural and
15 tribal communities in the state.

16 H. The task force shall report its preliminary
17 findings and recommendations to the secretary of aging and
18 long-term services by December 31, 2021.

19 I. The task force shall report its final findings
20 and recommendations to the secretary of aging and long-term
21 services by June 30, 2022.