



DC Long Term Care Workforce Candidate Questionnaire

2026 Election

A strong, stable long term care workforce is essential to ensuring that aging adults and people with disabilities in Washington, DC receive timely, high-quality care — whether in their homes, in assisted living communities, or in nursing facilities. Today, the District faces an escalating workforce crisis affecting access to care, service quality, and equity. The majority of these essential workers are women of color and immigrants, making this both a health and economic justice issue. The District must take seriously its responsibility to stabilize, grow, and respect this workforce in order to protect the dignity, health, and independence of residents.

The Coalition is a 30-year-old alliance of consumers, advocates, and healthcare providers committed to ensuring that DC residents with chronic conditions and disabilities can age safely and with dignity in their communities, supported by high-quality long-term care services. Our network includes more than 300 inspired leaders, organizations and long term care stakeholders including AARP, Leading Age, Maryland-National Capital Homecare Association, SEIU1199 – all with people who deeply care about this issue. As former First Lady Rosalynn Carter famously said “ There are four kinds of people in the world:

1. Those who have been caregivers
2. Those who are currently caregivers
3. Those who will be caregivers
4. Those who will need caregivers

<https://dclongtermcare.org/>

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Candidates who submit responses will be featured on the DC Coalition on Long Term Care’s website and social media platforms and will be invited to address the Coalition at a future convening.

The Coalition regularly works with elected officials and senior staff, provides testimony before the DC Council, and collaborates with government agencies, providers, workforce partners, and

community organizations across the District, including in the Wilson Building, on Capitol Hill, and in other public forums.

This questionnaire is intended to inform voters, stakeholders, and Coalition members about candidates' priorities, perspectives, and proposed actions related to the long-term care workforce and the growing needs of DC residents who rely on these services.

Candidate & Campaign Information

1. **Name**
2. **Office Seeking** (Mayor / At-Large / Ward Council Seat – specify ward)
3. **Campaign Contact Person**
4. **Email & Phone**
5. **Website / Social Media**
6. **Preferred Public Title for Endorsement Materials**

SECTION I — Understanding the Issue

1. Understanding the Crisis

Washington, DC's long term care workforce shortage impacts every part of the care continuum, including home care, assisted living, and nursing facilities. When there are not enough trained professionals—particularly Certified Nurse Aides (CNAs), Home Health Aides (HHAs), and related direct care staff—families face delays accessing services, providers struggle to retain staff, and vulnerable residents risk reduced quality of care, preventable institutionalization, and unnecessary hospitalizations or even accessing care at all. The crisis is both a staffing shortage and a structural problem rooted in compensation, training access, and working conditions.

What are your thoughts regarding the workforce shortage?

2. Who is Impacted

Gaps in the long term care workforce affect multiple populations simultaneously. Older adults and people with disabilities lose independence or face relocation out of their homes. Low-income residents reliant on Medicaid are disproportionately impacted when providers cannot adequately staff. Families experience strain when forced to step into caregiving roles without support. Meanwhile, workers face high expectations with insufficient wages, minimal benefits, and limited advancement, creating instability and burnout. Policymakers must recognize this as both a public health and economic equity challenge.

Have you or a family member ever received long term care?

SECTION II — Policy Commitments

A. Oversight & Implementation

3. Medication Aide Training Expansion

Medication Aides play a critical role supporting seniors and people with disabilities, especially in residential and assisted living settings. However, without sufficient approved Medication Aide training programs, facilities struggle to meet care needs, and workers lose valuable opportunities for career growth and higher wages. Expanding access to approved training providers is a tangible step toward ensuring better staffing, better care continuity, and workforce mobility. The DC Board of Nursing has not approved a training provider in over 4 years.

How would you advocate with the Board of Nursing to ensure a training provider is approved for this important certification?

4. Implementation of Certified Nurse Aide Amendment Act

The Certified Nurse Aide Amendment Act is intended to improve standards, workforce support, and resident care outcomes. However, strong legislation does not matter without strong implementation. The Act's provisions address workforce protections, training, and quality oversight to stabilize the CNA pipeline. Full implementation requires coordination, oversight, and ongoing attention to ensure its goals are realized and not delayed or weakened.

Summary from [LegiScan](#)

- **Law Passed:** The *Certified Nurse Aide Amendment Act of 2024* became **law with effect on December 12, 2024** after Council approval and the statutory congressional review period. [D.C. Law Library](#)
- **Primary Sponsor:** Councilmember **Christina Henderson (At-Large)**. [DC Coalition on Long Term Care](#)
- **Official Co-Sponsors:** Councilmembers **Charles Allen, Brianne K. Nadeau, Matthew Frumin, Janeese Lewis George, Zachary Parker, Brooke Pinto, and Trayon White, Sr.** [DC Coalition on Long Term Care](#)
- **Council Approval:** Passed unanimously in recorded votes.

Do you support full implementation, including workforce development provisions, improved wages and benefits, better-quality pathways, and accountability measures?

5. Long Term Care Strategic Coordinator

The creation of the District’s Long Term Care Strategic Coordinator role is meant to address fragmentation across DC agencies, programs, and funding streams impacting the LTC workforce. This role is pivotal in aligning policy, monitoring implementation, coordinating across departments, and ensuring real-time responsiveness to emerging challenges. Without leadership at this level, efforts risk remaining siloed and reactive rather than strategic and coordinated. Almost a dozen District agencies are involved in long term care and when even one of the agencies fails to execute its responsibility the entire system is held up. Critical agencies include: DC Health Care Finance, DOES, Department of Health, Board of Nursing, OSSE, DCPS, Deputy Mayor of Education, WIC, University of the District of Columbia.

Do you support the hiring, onboarding, and full integration of the District’s Long Term Care Strategic Coordinator to lead cross-agency strategy?

What are ways that District agencies can better collaborate and work together on issues like long term care?

6. Training and Career Pathways

A sustainable workforce depends on not only recruitment but retention. Workers remain in the profession when there are meaningful opportunities to advance, earn higher wages, and develop skills. Creating structured pathways—from entry-level roles to specialized credentials and leadership positions—strengthens retention and dignity in the profession. This also improves care quality by ensuring a more skilled and stable workforce. The District does not have a

comprehensive community college or career and training institution to support workers who want to take the next step in their health care careers. Until, the city addresses this problem by either creating a comprehensive post-secondary training school we are advocating for partnerships with PG Community College, Montgomery College and Northern Virginia Community College as well as increased support for the adult charter schools in the city. The District does not currently have the training capacity to train the amount of workers we need now and in the future.

What policies or investments would you support to improve training, upskilling, and advancement opportunities for DC’s direct care workers?

7. Continued Legislative Oversight

The long term care workforce challenge is evolving, influenced by federal policy changes, demographic trends, and local implementation realities. Continued Council oversight—through hearings, roundtables, and accountability mechanisms—is essential to ensuring the District keeps pace with needs and commitments. Ongoing dialogue ensures transparency, keeps momentum, and prevents stagnation.

Would you support a follow-up DC Council Committee on Health roundtable or hearing focused on LTC workforce impacts, implementation of the CNA Act, and federal changes?

Would you support a follow up to the long delayed Council of the Whole hearing on post-secondary challenges in the city?

Yes No Unsure

If yes, how would you use this platform to advance solutions?

SECTION III — Budget & Funding Commitments

8. Wage Implementation

Wage strength is one of the most significant predictors of workforce stability. The wage provisions in the Certified Nurse Aide Amendment Act are intended to ensure competitive

compensation that reflects the difficulty and importance of this work. Without adequate pay, workers leave the sector, often for higher-paying entry-level jobs in retail and hospitality, worsening care shortages. Adequate wages also help address long-standing racial and gender inequities embedded in care labor. In 2021, the District passed the Paid Equity Fund that provided for higher wages and better benefits for early childhood teachers. We believe that CNAs and other caregivers should also be paid a living wage. Would you support a higher Medicaid reimbursement or consider a tax on high wealth individuals in order to make this bill comply with the law that dictates higher wages.

Do you support full implementation and funding of the wage provisions in the Act?

9. Budget Prioritization

Budget decisions reflect values. Investments in aging and disability services, workforce stability, and community-based care are investments in public health, family stability, and equity. Even during tight fiscal conditions, decisions to protect or weaken the care workforce fundamentally shape whether residents can remain safely at home, avoid hospitalization, and live with dignity.

If faced with budget constraints, how would you prioritize long term care workforce investment relative to other health, housing, and social service needs?

SECTION IV — Equity, Economic Mobility, and Worker Dignity

10. Racial, Gender, and Immigrant Equity

The long term care workforce is disproportionately comprised of women of color and immigrants, many of whom face barriers to advancement, immigration vulnerabilities, language access challenges, limited worker protections, and systemic inequities. Policies designed with equity at the center can improve job quality, economic mobility, and stability for families while

strengthening DC’s care infrastructure. Historically, home health workers were considered domestic servants and this class of workers has almost entirely been made up of women and people of color. These workers have always been paid the lowest wages possible.

What policies would you champion to address inequities, worker protections, immigration barriers, and economic mobility for this workforce?

SECTION V — Accountability, Collaboration, and Leadership

11. Partnership Commitment

Solving the long term care workforce crisis requires collaboration between government, providers, workers, advocates, and community leaders. Elected officials who engage transparently and consistently with stakeholders can drive meaningful progress and ensure policies reflect on-the-ground realities

If elected, will you commit to ongoing collaboration with the DC Long Term Care Coalition and other stakeholders on implementation and oversight?

12. Additional Insights

Candidates bring different lived experiences, professional backgrounds, and policy perspectives to this work. Understanding your broader philosophy and personal commitments helps clarify how you will lead, prioritize, and respond to future challenges in long term care.

Is there anything else you would like us to know about your values, commitments, or experience related to aging, disability services, or long term care?

Submission Instructions

Please return your completed questionnaire by:

Deadline: March 15, 2026

Submit to: LTC Coordinator, Neil Richardson ltcoalition@homecarepartners.org

Format: PDF or Word preferred

<https://dclongtermcare.org/>

