



2026 Election Candidate Questionnaire

DC Coalition on Long Term Care Workforce Candidate Questionnaire

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.

Candidates who submit responses will be posted on the Coalition's website and social media platforms and may 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

A strong, stable long-term care workforce is essential to ensure 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 DC Coalition on Long Term Care ("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, DCHCA, Maryland-National Capital Homecare Association, SEIU1199 and many others – all with people who deeply care about the people who need and the people who provide long term care.

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/>

Please answer each question in three paragraphs or less. You can add your responses directly to this sheet or provide a separate document. We will notify you when posting your response on our website. Do not hesitate to contact the DC Coalition on Long Term Care Coordinator, Neil Richardson if you have any questions lrc@homcarepartners.org

Candidate & Campaign Information

1. Name: **Janeese Lewis George**
 2. Office Seeking: **Mayor of DC**
 3. Campaign Contact Person: **Shannon Talbert**
 4. Email & Phone: **shannon@janeesefordc.com**
 5. Website / Social Media: **janeesefordc.com**
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SECTION I — Understanding the Issue

1. Understanding the Crisis

Washington, DC’s long term care workforce shortage impacts on 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 predicament is both a staffing shortage and a structural problem rooted in compensation, training access, and working conditions.

Have you ever been part of policy work or advocacy focusing on long term care or aging adults or people with disabilities? Please describe.

Caregivers are the heart of our society. It is the responsibility of our DC government to stand up for the rights of our care workforce. That means advocating for fair wages, paid training opportunities, safer working environments, and unobstructed access to care for those who need it.

I know what it's like to care for a family member. When my dad got sick, I took unpaid leave to care for him, and that's one of the reasons I fought for DC's Paid Family Leave program so that others wouldn't have to make that difficult choice. Everyone should be able to take time off to care for the people they love.

For all these reasons, I have worked hard on the DC Council to pass legislation that supports our caregivers. I co-introduced a [bill](#) to eliminate barriers to certification and establish a new minimum wage for long-term care workers and it was recently passed into law. Just last year, I co-introduced a bill to [increase financial support for family caregivers](#).

In recognition of the 15,000 family caregivers who support 15,000 DC residents living with Alzheimer's disease, I co-introduced a resolution to [declare June 2025 "Alzheimer's and Brain Awareness Month"](#) here in our city.

2. Who is Impacted

Gaps in the long-term care workforce affect multiple populations simultaneously. Older adults and people with disabilities lose mobility and independence and/or face dislocation from their homes and communities. Low-income residents reliant on Medicaid are disproportionately impacted when providers cannot retain adequate staff. Families experience emotional and financial 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? Please describe.

When my father got sick, I took unpaid family leave to take care of him. Please see above.

SECTION II — Policy Commitments

3. Medication Aide Training Expansion

Medication Aides play a critical role supporting older adults 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? Please describe.

In 2024, I co-introduced a bill that [eliminated barriers to certified apprenticeship programs for direct care workers and lowered the age requirement for direct care workers to 16 years of age](#). This law established a minimum wage for direct support services and allowed those certified in Maryland or Virginia to practice in the District.

There is more work to do to expand access to training for these important jobs, and it is a cornerstone of my campaign to create year-round opportunities for full-time paid work and make workforce programs a real part of the pipeline to careers, including in the caregiving field.

As mayor, I will examine why the DC Board of Nursing has not approved new providers recently and explore ways to make Medication Aide training and certification more accessible.

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?

Yes. I co-sponsored this legislation because those who are caregivers should be able to access effective training, work in safe environments, and earn fair compensation for their vital contributions to our community. I look forward to working with the DC Coalition on Long Term Care and community advocacy leaders to ensure this law is fully implemented.

5. 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 with corresponding wage increases—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 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 number 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 long term care workers? Please describe.

I'd like to see more opportunities for long-term care workers, health care workers more broadly, and all workers to build their skills. That's good for them and their careers but also for the community as a whole. I am eager to meet with the DC Coalition on Long Term Care to hear your ideas about how we can improve training and advancement opportunities for long-term care workers.

SECTION III — Funding Priorities

6. Wage Implementation

Wage strength is one of the most significant predictors of workforce stability. The wage provisions in the Certified Nurse Aide Amendment Act (CNAAA) 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 an equitable 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?

I would like to see wages rise, turnover decline, and caregivers grow in their careers. This will result in more satisfying careers, more economic stability, and higher-quality care for patients. The next stretch is likely to be very challenging economically so new investments may be more feasible once my housing plan begins to bring more residents to DC, enabling more robust investments across a range of issues.

Do you support full implementation and funding of the wage provisions in the Certified Nurse Aide Amendment Act?

Yes, absolutely. I voted in favor of the Certified Nurse Aide Amendment Act, and I have co-introduced and passed additional [legislation](#) to establish a minimum wage for direct support services. As mayor, I will work to fully implement fair pay for care workers.

Protecting the right of health workers to bargain and win fair contracts is directly connected to quality care, improving health outcomes for people giving care and for those receiving care. Collective bargaining also fosters health equity by ensuring a level playing field for Black residents and other residents of color, who are targeted for dismissal far more than their white counterparts, which ultimately leads to more practicing physicians of color and reduced health disparities.

SECTION IV — Equity, Economic Mobility, and Worker Dignity

7. 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, care providers were considered domestic servants with no labor or wage protections. At the same time, they are absolutely essential to a functioning economy.

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

Putting people first is the foundation of my policies. District residents are hurting when it comes to access to care—and some communities have faced far higher barriers than others. The expiration of Affordable Care Act subsidies have forced many DC families to choose whether to forgo health care access or to risk the economic distress of spending hundreds or thousands of dollars on health insurance premiums. Changes in eligibility to Medicaid have forced many patients on a basic health care plan that may no longer cover the care they need. And deep cuts and changes in eligibility to the DC Health Care Alliance have cut off a vital access to health care that should meet the needs of DC residents, especially our immigrant community. I have fought to protect the Alliance and the right of all residents to access quality, affordable care. We need to create more pathways to a public option for families for whom health care is out of reach. I believe that health care is a fundamental human right. Ensuring everyone has access to health care is also the smart thing to do for the economic health of our communities.

As a Councilmember, I have worked to raise wages and improve protections for sectors of the workforce that have disproportionately high numbers of women of color, including early childhood education and restaurant work. In that same spirit of equity, as mayor, I will champion the broader caregiver workforce.

SECTION V — Accountability, Collaboration, and Leadership

8. 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 Coalition on Long Term Care?

Yes, I appreciate the work that this Coalition does every day to make care more effective, accessible, and sustainable.

9. 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?

I fight for working families because I know firsthand what working people in DC are up against. As Councilmember, I've made a point to always choose the side of DC residents, workers, and families—including those who work in long-term care, our aging community members, and DC residents with disabilities. As mayor, I'll always side with working people to make DC safe and affordable, and create a government that listens to and delivers for residents in all eight Wards.

Submission Instructions

Please return your completed questionnaire by:

Deadline: March 15, 2026

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

Format: PDF or Word preferred

<https://dclongtermcare.org/>

