



ALLOW VIRTUAL INTERVIEWS IN HOMECARE HIRING

BACKGROUND

Current regulations at 28 Pa. Code §611.51(a)(1) require providers to conduct “face-to-face” interviews prior to hiring direct care workers (DCWs).

However, between 2020 and 2022, a COVID-19 waiver enabled homecare agencies to conduct remote video interviews with DCWs, resulting in efficient hiring practices with no adverse effects on consumers.

CALL TO ACTION

Support House Bill 155. Allow homecare providers across Pennsylvania to conduct remote ‘face-to-face’ interviews.

Virtual interviews are easier to schedule and conduct, eliminating transportation costs and obstacles to hiring for the direct care workforce.

This will help to ensure that individuals in need have timely access to a quality workforce.

OUR POSITION

- Homecare agencies in Pennsylvania face severe workforce shortages, requiring efficient recruitment and onboarding support for quality caregivers.
- Pennsylvania's Department of Labor predicts a demand for 65,000+ DCWs in the near future to address workforce shortages.
- Many DCWs rely on public transportation or hold multiple jobs, posing challenges for scheduling in-person interviews.
- The interview phase is part of a multi-step onboarding process, allowing providers ample opportunity to implement recruitment and retention best practices.
- Flexibility ensures Pennsylvania avoids unnecessary barriers to critical care access for vulnerable citizens.
- Several agencies obtained permanent exceptions to the PA Department of Health's rule interpretation; supporting this change extends flexibility to all providers.