



2/13/2025

To: Chairman Tarwater and Members of the House Commerce Committee

My name is Gretchen Sapp, and I am the Executive Director for Paramount Community Living and Rehab, a not-for-profit, continuing care retirement community (CCRC) in Newton. I have worked in senior living since 1995. We serve over 200 residents and employ 300 people across our campus. We provide independent living, assisted living, long-term care, post-acute care, and skilled rehabilitation. Our long-term care Medicaid recipients make up 70% of the residents we serve. We are unique because we offer Eden Alternative Green House Homes where long-term care residents live in small homes and receive home style living with clinical integrity – even if their payor source is Medicaid. **Thank you** for allowing me to be part of this committee and listening to the voices of your constituents.

HB2339 offers three solutions to addressing our workforce crisis and pipeline and I would like to speak with you on at least two of those today.

Intergenerational Childcare Fund

As a continuing care retirement community (CCRC), we prioritize both resident care and staff support. To meet our workforce needs, we opened an on-campus childcare center in May 2024. The investment has paid off—we've successfully recruited and retained staff, including a CMA-turned-nurse who stayed because of the daycare's convenience.

Intergenerational connections have been invaluable. On Veterans Day, toddlers delivered handmade appreciation cards to our resident veterans, bringing many to tears. Moments like these show the deep impact of our childcare center.

Additional funding via grants for adult care homes would help:

- Expand daycare access for working parents facing limited options.
- Increase awareness through advertising.
- Support our planned daycare expansion in the next six months.
- Connect younger generations with aging services, inspiring future careers.

This initiative strengthens our community and can do the same across Kansas.

Nurse Service Scholarship for Part-time Students

A major barrier to staff recruitment and retention is the lack of scholarship access for part-time students. With rising costs and the need for a stable workforce, expanding scholarship eligibility to part-time students would:

- **Retain staff by supporting their career growth.** Many dedicated LPNs want to become RNs but can't attend school full-time. Scholarships would help them advance while continuing to work in aging services, where their expertise is critical.
- **Attract new talent by offering career advancement opportunities.** By employing staff full-time and supporting their part-time education, we can build a stronger, more skilled workforce.

Allowing part-time students to apply for scholarships is a necessary step to meet workforce demands and strengthen aging services.

I would kindly request you pass HB2339 out favorably for passage. Thank you for time and I am available for questions.