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# Support: Implement Recommendations Direct Care Worker Stabilization Board [HB25-1328]

Perrine Monnet, Senior Policy Analyst, April 22, 2025

Thank you Mr. Chair, and members of the committee. My name is Perrine Monnet, and I am a Senior Policy Analyst at the Bell Policy Center. The Bell provides policymakers, advocates, and the public with reliable resources to create a practical policy agenda that promotes economic mobility for every Coloradan.

I am here to express our support for House Bill 25-1328, to implement the recommendations from the Direct Care Worker Stabilization Board. I first want to thank the sponsors for their work on this bill and Majority Leader Duran's leadership and partnership in this space over the past several years.

As a rapidly aging state, direct care work is and will continue to be in-demand. However, with turnover rates increasing to [over 70 percent](#), we know that we currently do not have [enough paid care](#) to meet the need for care in our state. [Low wages](#), [minimal benefits](#), and challenging workplace conditions are some of the main factors hindering recruitment and retention in the field.

Importantly, when our direct care workforce suffers, so do our communities. Approximately [80 percent](#) of care being provided is by an unpaid family member or friend. While in some cases, this is the preferred type of care, many of these unpaid caregivers are providing more care than they otherwise would have due to the recruitment and retention challenges in the direct care workforce.

This unpaid care comes at a cost. Providing unpaid care impacts the caregiver's mental health and causes many to drop out of the workforce. From the Bell's Home Care Cost

Model, we found that unpaid caregivers that either shift from full time to part time work, or leave the workforce completely in order to provide care, represents [\\$6 billion](#) in lost wages. This negatively impacts their ability to provide for their families and our broader economy.

Additionally, from the over 180 unpaid caregivers we have surveyed and almost 20 caregivers we heard from in focus groups over the last year, access to [consistent, reliable paid care and respite care](#) are some of the main supports needed to care for their loved one, themselves, and their families.

It is critical that Colorado look into offering health benefits and strategies to continue increasing the minimum wage to support direct care worker's well-being, those who need and receive care, and for the family and community members who step in to support when paid caregivers cannot. Thank you so much for your time, and I urge a Yes vote on HB 25-1328.