



**PHI** QUALITY CARE  
THROUGH  
QUALITY JOBS

**Health and Human Services Public Hearing:** LD 1932 An Act to Support Essential Support Workers and Enhance Workforce Development

**Date:** January 20, 2026

**Additional Materials from:** PHI, 261 Madison Ave, Suite 913, New York, NY 10016

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I am following up on my virtual testimony to this committee with the following citations for the answers I provided to the committee's questions:

- The 5 Pillars of Direct Care Job Quality:  
<https://www.phinational.org/resource/the-5-pillars-of-direct-care-job-quality/>
- New Jersey's Direct Care Workforce Strategic Plan:  
[https://www.nj.gov/humanservices/news/publications/DCW%20Strategic%20Plan%20Draft\\_final%20draft\\_v6.pdf](https://www.nj.gov/humanservices/news/publications/DCW%20Strategic%20Plan%20Draft_final%20draft_v6.pdf)
- State Policy Strategies for Strengthening the Direct Care Workforce:  
<https://www.phinational.org/resource/state-policy-strategies-for-strengthening-the-direct-care-workforce/>
- The Direct Care Workforce State Index:  
<https://www.phinational.org/state-index-tool/>