# WisCaregiver Careers

A professional workforce advancement program.

WISCONSIN DEPARTMENT of HEALTH SERVICES

UNIVERSITY of WISCONSIN GREEN BAY

# Agenda

- Introductions
- WisCaregiver CNA program overview
- What's changing?
- When will these changes occur?
- Reimbursement Process and Instructions
- Questions?

# Introduction of Presenters

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# WisCaregiver Careers CNA Program

- Offers a free training program
- Recruits new individuals into a health care career
- Fills nursing home vacancies
- Prepares and supports more CNAs to provide care in nursing homes
- Brings care to those who need it to help live their best lives

# Current: WisCaregiver Careers CNA program

- Eligibility – Wisconsin Medicaid certified nursing homes
- Employment first model
- Reimbursement for
  - Training
  - 3 tests
  - Employer success bonus
  - CNA retention bonus
- Recruitment resources and marketing
- Free access to WisCaregiver Connections, a job matching platform
- Technical support

# Video: WisCaregiver CNA

www.wiscaregivercna.com/media/

# Highlights - WisCaregiver CNA

- 1,147 people completed CNA training
- 1,620 CNA tests completed
- 1,156 employer success bonuses paid
- 971 CNAs received a 6-month retention bonus

# Background and Current Events

- Previous biennial budget funded WisCaregiver CNA -$3.1M for 14 months.
- Governor Evers submitted a budget of $8.7M AF to fund WisCaregiver Careers (CNA and CDCP) for two years.

  www.dhs.wisconsin.gov/budget/budget-ltc-25-27.pdf
- Legislature approved $2M AF or 23% of the Governor's request.
- Keeping WisCaregiver CNA the same, funding would run out before the end of the first year.
- Administrative costs managing a separate reimbursement process was high.
- DHS explored creative ways to keep the important features of WisCaregiver Careers intact and support long term sustainability.

# UPCOMING CHANGES

# Employer Reimbursement Change 1/1/2026

**Concern**

- Medicaid reimbursement rate for CNA training and testing did not match the market costs.

**Solution (effective 1/1/2026)**

- DHS will increase the maximum rate for Medicaid reimbursement by 211% for training and 120% for testing.
- Nursing homes will follow Medicaid ForwardHealth reimbursement procedure for any employee who becomes certified on or after 1/1/2026.

# Increased Medicaid Reimbursement Rates

## Training

| Medicaid Utilization | Percentage of Max | Old Rate | NEW Rate |
|---|---|---|---|
| 90.0%-100% | 100% | $225 | **$700** |
| 80.0%-89.9% | 90% | $202.50 | **$630** |
| 70.0%-79.9% | 80% | $180 | **$560** |
| 60.0%-69.9% | 70% | $157.50 | **$490** |
| 50.0%-59.9% | 60% | $135 | **$420** |
| 0.0%-49.9% | 50% | $112.50 | **$350** |

## Testing

| Medicaid Utilization | Percentage of Max | Old Rate | NEW Rate |
|---|---|---|---|
| 90.0%-100% | 100% | $61.50 | **$135** |
| 80.0%-89.9% | 90% | $55.35 | **$121.50** |
| 70.0%-79.9% | 80% | $49.20 | **$108** |
| 60.0%-69.9% | 70% | $43.05 | **$94.50** |
| 50.0%-59.9% | 60% | $36.90 | **$67.50** |
| 0.0%-49.9% | 50% | $30.75 | **$36.90** |

# Employer Success Bonus

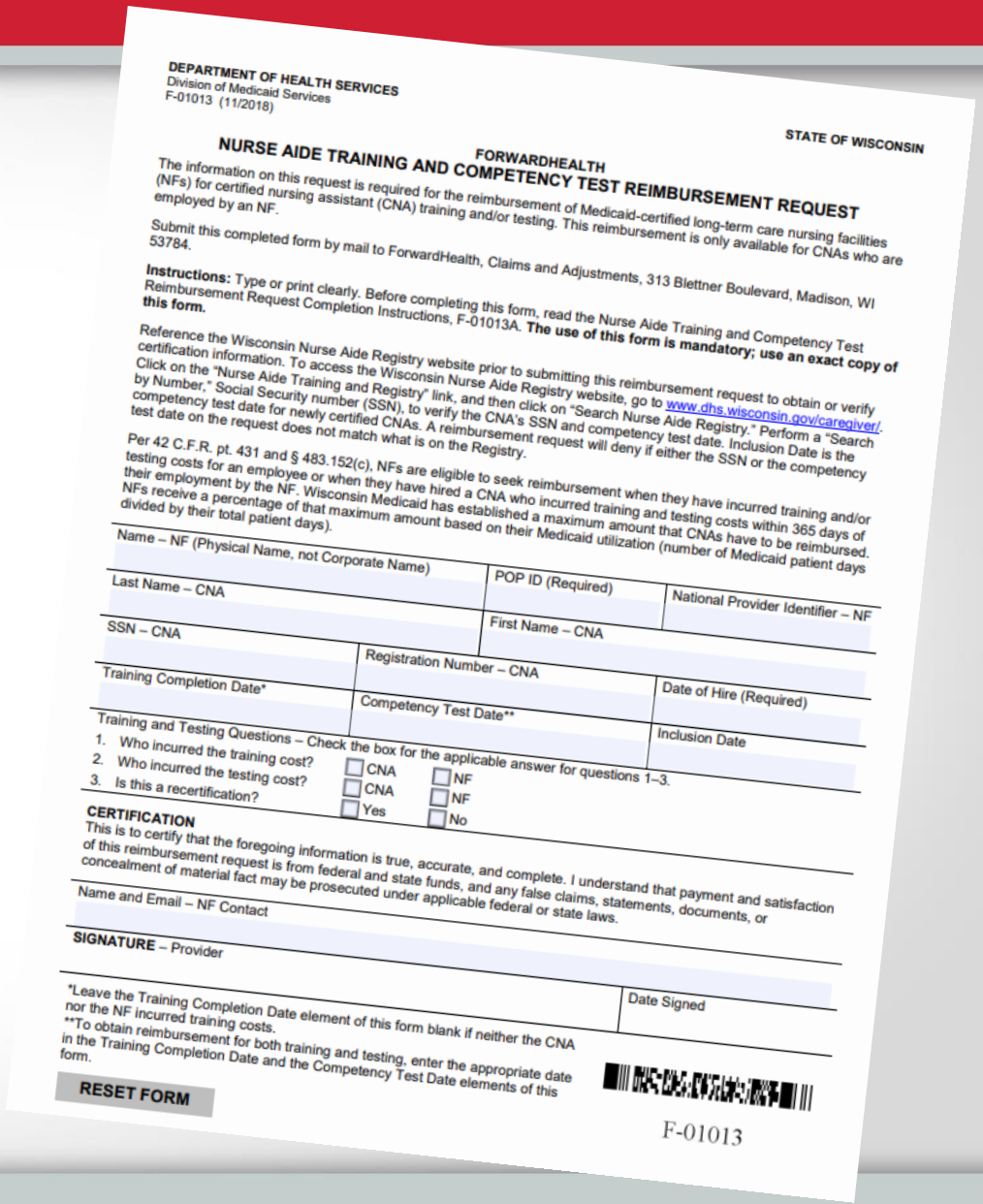
With the significant increase in Medicaid reimbursement for training and testing, the $300 Employer Success bonus will end effective **9/30/2025.**

- For employees who receive their CNA certification **on or before 9/29/2025**, participating WisCaregiver nursing homes will receive the $300 employer success bonus.
- For employees who receive their CNA certification **on or after 9/30/2025**, participating nursing homes will submit for reimbursement. Nursing homes will **not** be eligible for the Employer Success bonus.

# Reimbursement Process

DHS Forms:

- www.dhs.Wisconsin.gov/forms/f0/f01013.pdf
- www.dhs.Wisconsin.gov/forms/f0/f01013a.pdf



DEPARTMENT OF HEALTH SERVICES
Division of Medicaid Services
F-01013 (11/2018)

STATE OF WISCONSIN

FORWARDHEALTH

**NURSE AIDE TRAINING AND COMPETENCY TEST REIMBURSEMENT REQUEST**

The information on this request is required for the reimbursement of Medicaid-certified long-term care nursing facilities (NFs) for certified nursing assistant (CNA) training and/or testing. This reimbursement is only available for CNAs who are employed by an NF.

Submit this completed form by mail to ForwardHealth, Claims and Adjustments, 313 Blettner Boulevard, Madison, WI 53784.

**Instructions:** Type or print clearly. Before completing this form, read the Nurse Aide Training and Competency Test Reimbursement Request Completion Instructions, F-01013A. **The use of this form is mandatory; use an exact copy of this form.**

Reference the Wisconsin Nurse Aide Registry website prior to submitting this reimbursement request to obtain or verify certification information. To access the Wisconsin Nurse Aide Registry website, go to www.dhs.wisconsin.gov/caregiver/. Click on the "Nurse Aide Training and Registry" link, and then click on "Search Nurse Aide Registry." Perform a "Search by Number," Social Security number (SSN), to verify the CNA's SSN and competency test date. Inclusion Date is the competency test date for newly certified CNAs. A reimbursement request will deny if either the SSN or the competency test date on the request does not match what is on the Registry.

Per 42 C.F.R. pt. 431 and § 483.152(c), NFs are eligible to seek reimbursement when they have incurred training and/or testing costs for an employee or when they have hired a CNA who incurred training and testing costs within 365 days of their employment by the NF. Wisconsin Medicaid has established a maximum amount that CNAs have to be reimbursed. NFs receive a percentage of that maximum amount based on their Medicaid utilization (number of Medicaid patient days divided by their total patient days).

| | | |
|---|---|---|
| Name – NF (Physical Name, not Corporate Name) | POP ID (Required) | National Provider Identifier – NF |
| Last Name – CNA | First Name – CNA | |
| SSN – CNA | Registration Number – CNA | Date of Hire (Required) |
| Training Completion Date* | Competency Test Date** | Inclusion Date |

Training and Testing Questions – Check the box for the applicable answer for questions 1–3.

1. Who incurred the training cost? ☐ CNA ☐ NF
2. Who incurred the testing cost? ☐ CNA ☐ NF
3. Is this a recertification? ☐ Yes ☐ No

**CERTIFICATION**
This is to certify that the foregoing information is true, accurate, and complete. I understand that payment and satisfaction of this reimbursement request is from federal and state funds, and any false claims, statements, documents, or concealment of material fact may be prosecuted under applicable federal or state laws.

Name and Email – NF Contact

**SIGNATURE** – Provider

Date Signed

*Leave the Training Completion Date element of this form blank if neither the CNA nor the NF incurred training costs.
**To obtain reimbursement for both training and testing, enter the appropriate date in the Training Completion Date and the Competency Test Date elements of this form.

RESET FORM

F-01013

WisCaregiver Careers

# ForwardHealth Portal – Changes coming

- Instructions in ForwardHealth will be updated to reflect new rates and will include FAQs
- https://www.forwardhealth.wi.go.v/WIPortal/Subsystem/KW/Print.aspx?ia=1&p=1&sa=40&s=1&c=2&nt=Nurse+Aide+Training+and+Testing

wisconsin.gov home state agencies department of health services

ForwardHealth
Wisconsin serving you

Program Name: BadgerCare Plus and Medicaid

Provider Enrollment and Ongoing Responsibilities : Ongoing Responsibilities

Topic #3229

**Nurse Aide Training and Testing**

Overview

All CNAs (certified nursing assistants) employed by a nursing home must be included on the Nurse Aide Registry maintained by the DQA (Division of Quality Assurance) within four
of new aides, and those aides currently listed on the registry is available from the DQA.

Wisconsin Medicaid separately reimburses NFs (nursing facilities) for the cost of training and competency testing of CNAs they have hired. This includes training and testing provide
aide must be retested. Wisconsin Medicaid reimburses providers for this cost, but only after the aide is listed on the registry.

NFs request reimbursement for CNA training and testing using the Nurse Aide Training and Competency Test Reimbursement Request (F-01013 (11/2018)) form.

ICF/IIDs (Intermediate Care Facilities for Individuals with Intellectual Disabilities) are not eligible for separate reimbursement for the cost of training and testing of nurse aides beca

By federal law, nurse aides are not to bear any cost of training or testing. Therefore, nursing homes that hire aides who have, within the past 12 months, independently completed

Frequently asked questions regarding nurse aide training and testing are available.

Competency Testing Deadline

Prospective CNAs have 365 days from the date they complete their classroom/clinical requirements to pass the competency test. Therefore, the training completion date on the rein
competency test date, the training portion of the reimbursement request will deny. If the competency test date is invalid or incorrect, the entire request will be denied.

The training completion date is the date a CNA completes his or her classroom and clinical requirements. The competency test date is the date a CNA passes the competency test.

Reimbursement Eligibility Timelines

*Certified Nursing Assistants*

A CNA is eligible to receive partial reimbursement of training and/or testing costs if they are hired by a Medicaid-enrolled NF within 365 days of their certification (test) date. If the

*Nursing Facilities*

If a CNA's competency test date is after their hire date, the NF has 365 days from the test date to submit a reimbursement request to Wisconsin Medicaid. If a request is received n

If a CNA's competency test date is prior to their hire date and within 365 days of the hire date, the NF has 365 days from the hire date to submit a reimbursement request to Wisco

If an NF is late in submitting a reimbursement request, Wisconsin Medicaid still requires the NF to reimburse the CNA.

The NF has up to 365 days from the hire date to reimburse a CNA the maximum required amount. This is referred to in federal regulation 42 C.F.R. Part 483.152(c)(2) as *pro rata*.

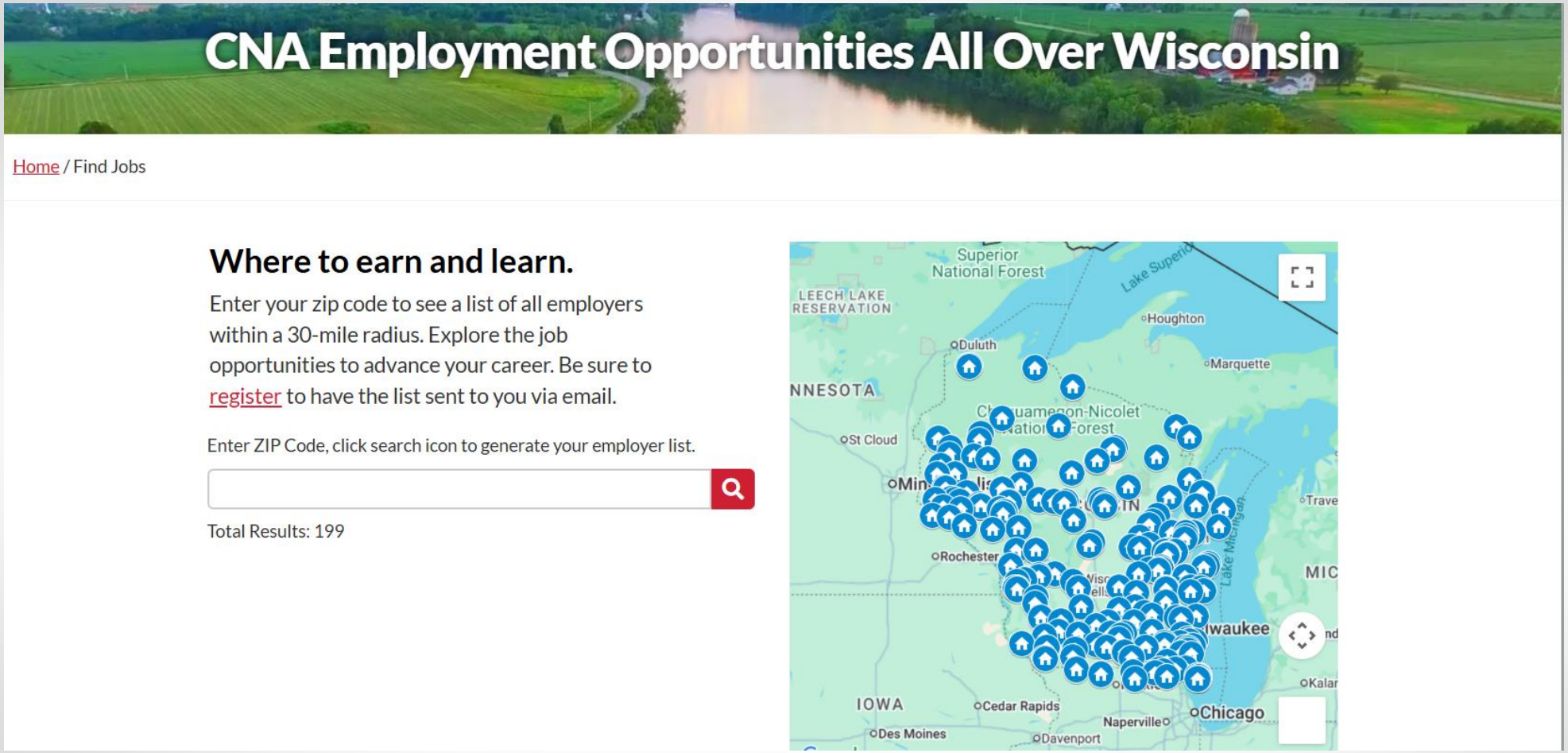
**Nurse Aide Training and Testing Reimbursement Frequently Asked Questions**

# In Summary

| Current WisCaregiver CNA | New WisCaregiver CNA |
|---|---|
| Eligibility – WI Medicaid certified nursing home | Eligibility – WI Medicaid certified nursing home |
| Employment First Model | Employment First Model |
| Reimbursement for training – WisCaregiver Guide | Effective 1/1/2026 Form - f01013 |
| Testing – TMU/Head Master invoiced DMS (3 attempts) | Effective 1/1/2026 Form - f01013 |
| $300 Employer Success bonus | Employer Success Bonus ceases effective 9/30/2025 |
| $500 6-month retention bonus | $500 6-month retention bonus from certification date |
| Free marketing | Free marketing |
| Free "on the map" support | Free "on the map" support |
| Free helpdesk support - UWGB | Free helpdesk support - UWGB |
| Sustainability – Dependent on biennial budget | Sustainability – Medicaid reimbursement increase is long term. Other provisions dependent on biennial budget. |

# WisCaregiver Connections

# WisCaregiver Connections – CNA Interactive Map




www.wiscaregivercna.com/find/

WisCaregiver Careers

# WisCaregiver Connections - CNAs

18,176 potential trainees added

3,875 students with accounts

# WisCaregiver Connections - Employers

206
active current
employers

197 employers
are featured on
the map

83 have accessed
WisCaregiver
Connections

# Poll Question Participation

# Questions? We're here to help!

## CNA program

Call: 833-315-CARE (2273)

Online: Fill out a navigator form
(wiscaregivercna.com/formnavigator)