

Workforce Charge of the Long-term Care Advisory Council

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WISCONSIN DEPARTMENT
of HEALTH SERVICES



Agenda

- Share current charge of the LTCAC
- Share charges and the work of the Governor's Task Force on Caregiving (and current status)
- Task Force and LTCAC feedback on integration of this work
- Consider revisions to the LTCAC charges to adapt to this change
- Share plan for new membership



**Current Council
Workforce Charge**

CHARGE 5: WORKFORCE

- Explore ways to survey direct care workforce and providers regarding vacancies; salaries; and benefits. Provide advice and guidance on suitable wages and benefits for direct care workers. Provide advice and guidance on required financial reporting related to assessing workforce shortages.
- Provide advice and guidance regarding how to measure workforce shortages by provider type.

CHARGE 5: WORKFORCE

- Provide advice on the use of technology to improve the workforce shortage.
- Explore tiered certification and universal worker to help with portability and a career ladder.
- Liaison with the Governor's Taskforce on Caregiving. Recommend strategies to the taskforce and implement recommendations from the taskforce.

Governor's Task Force on Caregiving

Overview and Status Update

Governor's Task Force on Caregiving (GTFC)



Task Force Charges & Methods

Executive Order #11 charged the Task Force with the following strategies to strengthen the direct care workforce and support families providing caregiving supports and services:



Analyze strategies to attract and retain a strong direct care workforce.



Establish one or more registries of home care providers and develop a plan to provide referral or matching services for individuals in need of home care.



Support families providing care for their loved ones through respite services and other supports.



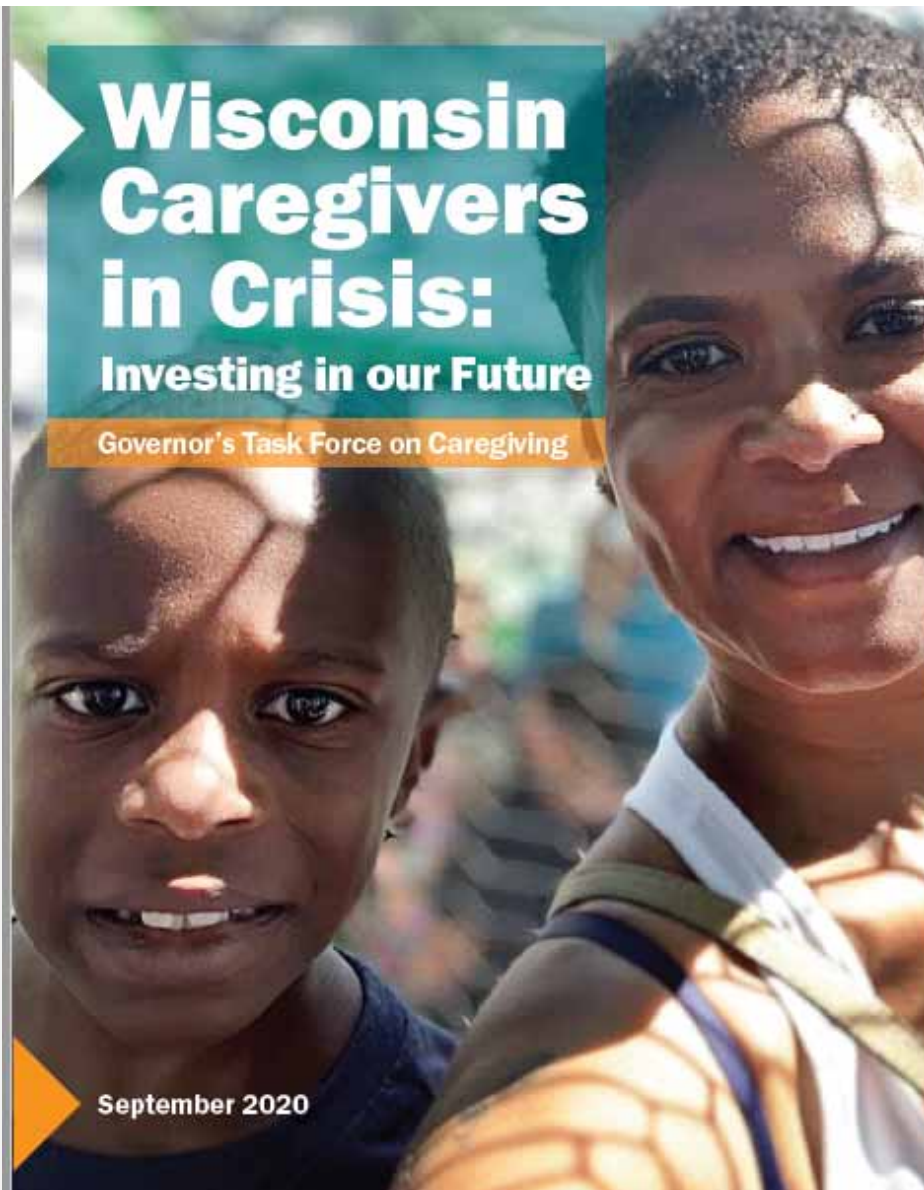
Develop a plan to implement recruitment and retention programs to expand the pool of providers.



Assess compensation and fringe benefits for caregivers, including ways to make healthcare affordable for the caregiving workforce through employer-sponsored plans, Medicaid buy-in plans, or other health insurance coverage options.



Explore and develop solutions, in collaboration with other relevant departments and agencies, to support and strengthen the direct care workforce, increase access, and improve the quality of caregiving in Wisconsin.



- 16 recommendations
- Report to the Governor on September 30, 2020
- Governor's Budget included 12 of the 16 recommendations
- Joint Finance Committee of the Legislature is proposing to remove seven additional recommendations, leaving **5** in the JFC version

Recommendations: for Family Caregivers

- Tailored Caregiver Assessment and Referral (T-Care) proposal
- Aging and disability resource center (ADRC) caregiver support coordinators
- Family Medical Leave Act amendments
- **WI Credit for Caring**
- The Care Act
- Homecare provider registry



Recommendations: for Direct Care Workforce

- Rate Bands
- Nursing Home and Personal Care Payment Reform
- **Direct Care Worker Fund**
- MA Loss Ratio
- Medicaid Expansion
- **Earnings Disregard**
- Direct Care Worker Training
- Recognition/Recruitment
- Background Checks
- Medicaid Provider Oversight



GTFC AND LTCAC FEEDBACK

CONSIDERATIONS AND CONCERNS

GTFC and LTCAC Feedback on Integration



- Considerations
- Concerns



FUTURE WORKFORCE CHARGE

**ADVICE ON FRAMING KEY ISSUES AND
STRATEGIES ... AND NEW MEMBERSHIP**

FUTURE WORKFORCE CHARGE AND NEW MEMBERSHIP

- What to keep from previous charge?
- What to keep from GTFC charges?
- Hybrid?



The End

**Questions and
Discussion**

