

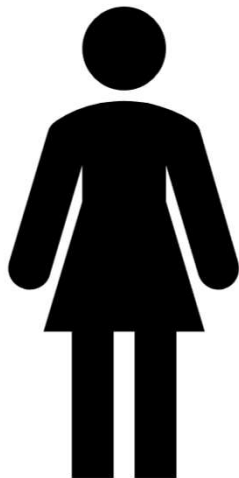
## The State of Caregiving in Wisconsin



- There are an estimated 580,000 family caregivers and more than 90,000 direct care workers in WI.
- The percentage of the population age 65 and older is increasing, and people with chronic conditions and disabilities are living longer, contributing to an even higher demand for paid and family caregivers.
- In Wisconsin currently 64% of people with intellectual and developmental disabilities live with family and 25% of these family caregivers (typically parents) are over 60 years old.
- Statewide survey of people with disabilities/families: 95% of respondents reported difficulties in finding home care workers. 85% did not have enough workers to fully cover open shifts.
- Statewide survey of family caregivers: fatigue (72%), decreased social life (64%), negative impacts on relationships with friends and/or family (53%), and worsening emotional and/or physical health (90%).
- Personal care worker average hourly wage is estimated to be about \$12.00 per hour.
- COVID-19 has worsened the caregiving crisis on all fronts.

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## Caregiving Impact on Women and Minorities



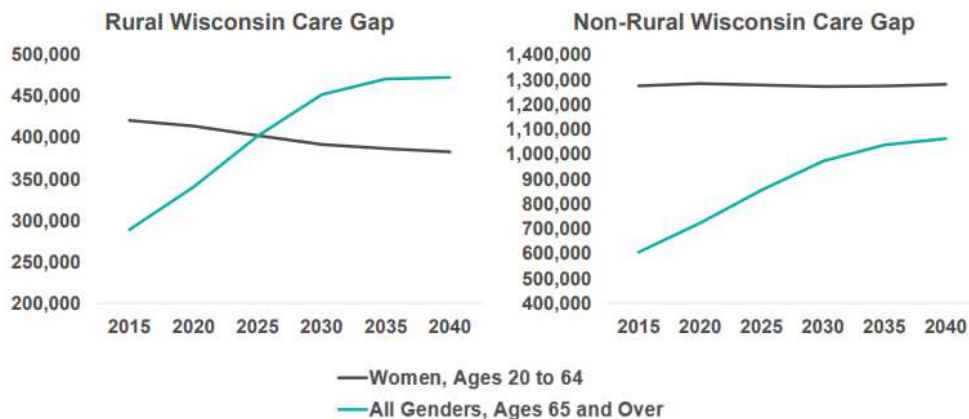
- Three in five caregivers are women (61%)\*.
- African American caregivers are providing more hours of care each week (31.2 hours on average), as are Hispanic caregivers (26.0 hours of care weekly). White caregivers (21.2 hours); Asian American caregivers (24.1)\*
- 9 in 10 paid direct care workers are women.\*\*
- 1 in 4 paid direct care workers is a person of color.\*\*

\*AARP Caregiving in the US 2020 Report

\*\*PHI Direct Care Workforce Data Center

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## THE CARE GAP WILL BE WIDER IN RURAL AREAS THAN IN URBAN AREAS.



Campbell, Stephen. 2017. *State of Care: Wisconsin's Home Care Landscape*. Bronx, NY: PHI. <https://phinational.org/resource/state-of-care-wisconsin-home-care-landscape/>



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## The Governor's Task Force on Caregiving

- Task Force of 28 members started meeting in fall 2019 to address priorities and charges outlined by the Governor in Executive Order #11.
- The Task Force divided into subgroups to work on family caregiver issues and paid direct care workforce issues.
- The public provided input and feedback at each meeting and participated in a statewide survey – over 1500 responses.



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## Overview of the Task Force on Caregiving

- The Task Force (which included bi-partisan legislators) passed 16 proposals with super majority support.
- The full report can be found: <https://gtfc.wisconsin.gov/gtfcfiles/docs/gtfc-report.pdf>
- The Governor included 12 of the 16 proposals in his state budget bill.
- Some proposals did not make it through the budget process, but are now being funded through ARPA funding, are being pursued as separate legislation or being prepared for future budget requests.



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## Direct Care Workforce Support: 2021-2023 State Budget



- In response to the direct care workforce crisis, increases funding for direct care services in Family Care (\$104 M over biennium)
- Increases funding for personal care services to support workers who provide medical services through personal care agencies (\$78 M over biennium)
- Provides 12% increase to nursing home rates, investing \$252 M over the biennium – of this amount \$103 M is to be invested in direct care staff.
- Provided \$3.525 M to expand the dementia care specialist program to all tribes and aging and disability resource centers (ADRCs) in the state. Funds 18 dementia care specialist positions.

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## Task Force Recommendations Implemented with ARPA Funding

The American Rescue Plan Act (March) provided \$12.7 billion to increase access to Home and Community-Based Services

Wisconsin will receive approximately \$350 million

WI can use the increased funds through March 31, 2024

Wisconsin's plan:  
<https://www.dhs.wisconsin.gov/arpa/hcbs.htm>



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## Wisconsin's ARPA Plan



Increased provider rates



Workforce Training



Career Ladder



Children



Residential/Assisted Living



Independent Living Pilot



Family Caregivers

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## WI ARPA Plan: Workforce Investments



### Increased provider rates

- increase rates for all home and community-based services by five percent.
- would occur in 2022
- DHS would develop a rate schedule for providers
- Provide one-time funding for fiscal years 2023 and 2024



### Workforce Training

- statewide workforce training modules
- grant funding opportunities for providers
- trainings connect with career advancement initiatives,



### Career Ladder

- statewide professional credentialing and continuing education system
- system to recognize the expertise and tenure of existing workforce

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## Promoting Workforce Solutions at the National Level

### Outline ROI

- Make the ROI connection to sustaining family caregiver contributions with necessary paid direct care supports

### Collect Data

- Collect data from states on impact of workforce crisis on family caregivers

### Encourage Collaboration

- Encourage health agencies to work collaboratively with workforce development; this is an economic issue!

### Invest

- Invest in career ladder strategies that can build and sustain the workforce.

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