

# **Family Caregiving & Caregiver Workforce**

**WWC Webinar Series**

**Budget, Policy and Innovation: Helping Women Thrive**

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# Overview

- The state of caregiving in Wisconsin
- Governor's Task Force on Caregiving
- Overview of direct care workforce and family caregiver proposals
- What can you do?
- Questions



# The State of Caregiving in WI

- The percentage of the population age 65 and older is increasing. People with chronic conditions and disabilities are living longer, contributing to an even higher demand for paid and family caregivers.
- There are an estimated 580,000 family caregivers and more than 90,000 direct care workers in WI.
- 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 family caregivers noted impacts such as: fatigue (72%), decreased social life (64%), negative impacts on relationships with friends and/or family (53%), and worsening emotional and/or physical health (90%).

# The State of Caregiving in WI (cont.)

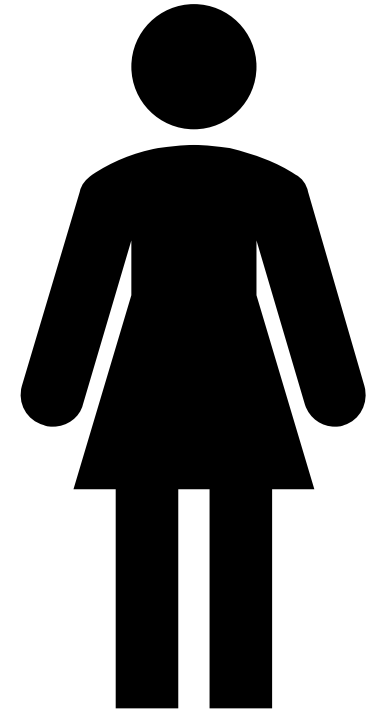
- Thousands of paid direct care worker positions remain open or are in a state of perpetual turnover.
- Personal care worker average hourly wage is estimated to be about \$12.00 per hour.
- Statewide survey of people with disabilities/families: 95% of respondents reported difficulties in finding home care workers. 85% did not have enough workers to fully cover open shifts.
- COVID-19 has worsened the caregiving crisis on all fronts.

# 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



# The Governor's Task Force on Caregiving

- Task Force of 28 members met from Sept. 2019 to Sept. 2020 to address priorities and charges outlined by Governor Evers.
- The Task Force divided into two primary subgroups to work on family caregiver issues and paid direct care workforce issues. A third workgroup focused on developing ideas for a homecare provider registry.
- The public provided input and feedback at each meeting and participated in a statewide survey – over 1500 responses.



# 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.
- The legislature is making decisions about which family caregiver and direct care worker proposals to include in the final budget (**6 of the remaining 12 proposals were removed from further budget discussion by motion #19**).



# Policy Proposals Included in the Governor's Task Force on Caregiving Final Report

## **Family Caregiving**

- 1. Caregiver Assessment: Tailored Caregiver Assessment and Referral Proposal
- 2. Aging and Disability Resource Center (ADRC): Reinvestment/Caregiver Support
- 3. Family Medical Leave Act Amendments
- 4. The Wisconsin Credit for Caring Act
- 5. The Care Act

## **Direct Care Workforce Proposals: Rates**

- 6. Rates Band Proposal
- 7. Nursing Home and Personal Care Payment Reform
- 8. Medical Loss Ratio for Family Care Managed Care Organizations
- 9. Direct Care Worker Fund

## **Direct Care Workforce Proposals: Benefits**

- 10. Medicaid Expansion
- 11. Earnings Disregard for Direct Care Workers

## **Direct Care Workforce Proposals: Untapped Workers**

- 12. State-Wide Direct Support Professional Training
- 13. Recognition and Recruitment of Direct Support Professionals
- 14. Background Check Policies
- 15. Medicaid Provider Regulatory Oversight

## **Home Care Provider Registry**

- 16. Home Care Provider Registry Pilot

# Direct Care Workforce Support: Rates

- Home and community-based services (HCBS) programs rate bands:
  - Directs DHS to develop a statewide rate band that would establish equitable and sustainable minimum rates for HCBS long-term care supports
  - Requires DHS to include a proposal to implement rate bands in its 2023–25 biennial budget request
- **Nursing Home and Personal Care Payment Reform:**
  - Provides an 11.5%/11.7% increase to nursing home rates, investing \$241 mil. over the biennium – of this amount \$77.8 mil. is to be invested in direct care staff
  - Increases funding for personal care services to support workers who provide medical services through personal care agencies (\$77 mil. over biennium)
- **Direct Care Worker Fund - increases funding for direct care services in Family Care (\$77 mil. over biennium)**



**Bold** = Included in the Governor's Budget and not removed from further discussion by JFC's budget motion #19.

# Direct Care Workforce Support: Benefits

- Medicaid Expansion: Fully Expands BadgerCare to 138% of Federal Poverty Level
  - Access to coverage to nearly 91,000 people
  - State Saves \$630 Million over two years
- **Earnings disregard for Direct Care Workers:**  
**No loss of eligibility for Wisconsin Shares from income related to caregiving**



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# Direct Care Workforce Support: Untapped Workers

- State-wide Direct Support Professional Training: Directs DHS to implement a pilot program to provide professional training for direct support professionals and a career ladder for caregivers leading to potential certification as a nurse aide.

\*Does not provide funding



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# Aging and Disability Resource Centers (ADRCs)/Family Caregiver Support

- Expands caregiver support to address the needs of caregivers of adults with disabilities age 19–59
- Expands the tribal aging and disability resource specialist (ADRS) program
- Expands the tribal benefit specialist program
- Expands dementia care specialists statewide by providing \$3 mil. over biennium (18 for county ADRCs, 7 for tribes)



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**Green** = Included in the Governor's budget and not removed by motion #19, but not part of the Task Force on Caregiving's final proposals.

# Family Caregiver Support

- Create and fund a one-year pilot (\$60,000 in FY '22) of the Tailored Caregiver Assessment and Referral (TCARE) protocol designed to support family members who are providing care to adults of any age with chronic or acute health conditions
- **Increase the Alzheimer's Family and Caregiver Support Program (AFCSP) funding by \$1 mil. over the biennium and increases the income limit from \$48,000 to \$55,000**

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# Home Care Provider Registry & Guardian Training

- Home Care Provider Registry: Requires DHS to conduct a one-year pilot to create a home care provider registry that can be used by individuals and provider agencies seeking workers, and to issue an RFP to select the software platform (Does not provide funding).
- **Family and Guardian Training (language removed but funding maintained)**
  - Establishes mandatory training requirements for guardians
  - Recommends providing funding for DHS to award a grant to an organization with expertise
  - Training must be in plan language, web-based, on-line and free, with printed versions available for free



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# Family Caregiver Support

- **Creates an individual income tax caregiver credit for qualified expenses up to \$500 (Wisconsin Credit for Caring Act).**
- Requires hospitals to allow caregiver designation and to provide instruction for patient care after discharge (CARE Act).
- Wisconsin Family Medical Leave Act (FMLA) expansion:
  - Permits leave to be taken to care for a grandparent, grandchild or sibling with a serious health condition
  - Expands definition of “serious health condition” to include medical quarantine (for the individual or a caregiver)
  - Applies the law to employers with fewer employees (25 min.) and reduces the number of hours an employee is required to work before qualifying (680 hours)



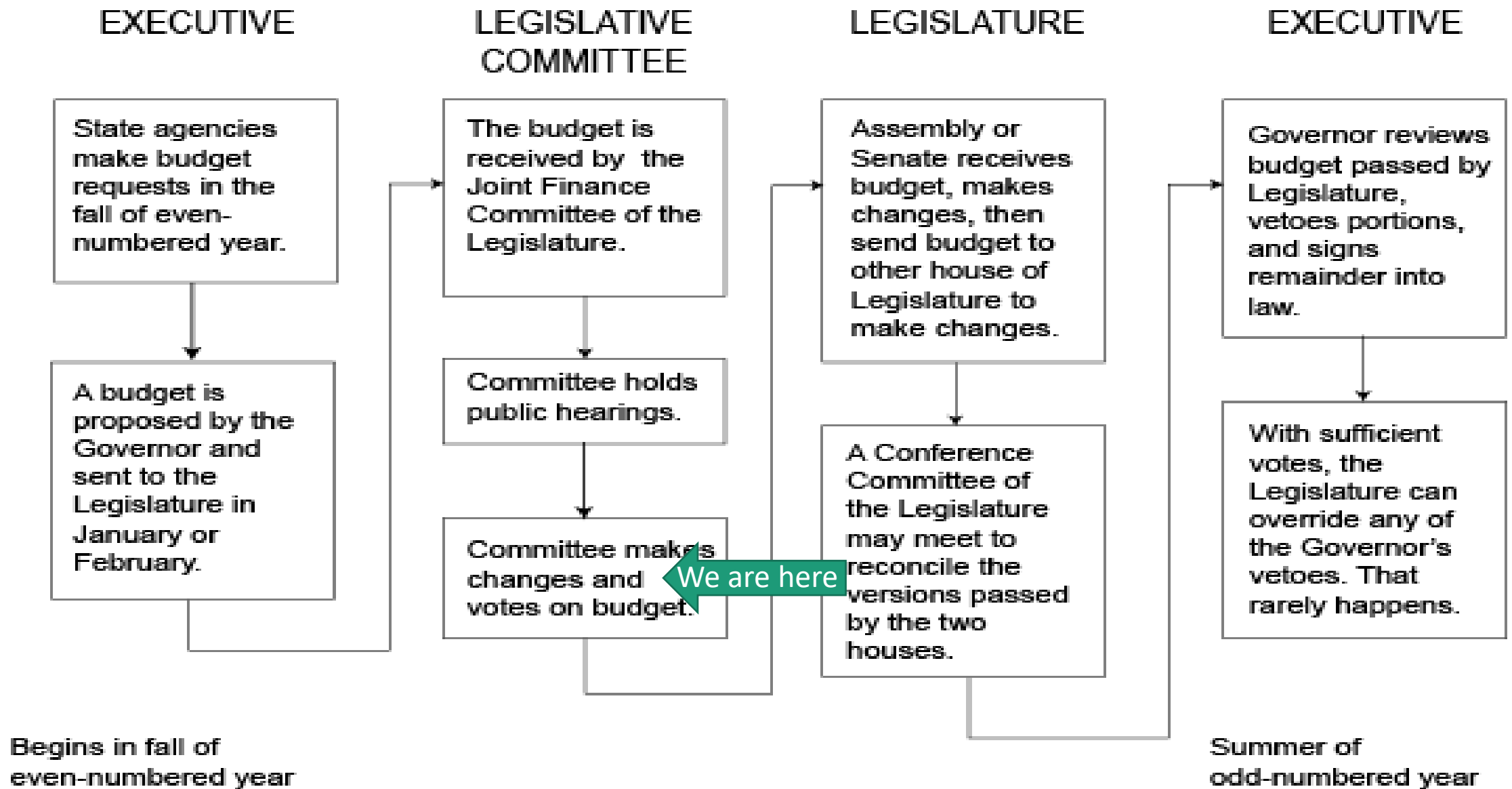
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# Why is the State Budget Important?

- A statement of values
- Sets priorities for the next two years and determines how much money will be spent on different state programs and services
- Includes funding for programs and services important to older adults and people with disabilities (e.g. ADRCs, Family Care, transportation)
- Some budget changes may impact policy and change programs without impacting cost
- Most important bill and the only one that must pass

# The Budget Process in Wisconsin



# More information on the budget

- Budget in Brief: <https://doa.wi.gov/Pages/2021-23%20Executive%20Budget.aspx>
- The Budget Bill: <https://docs.legis.wisconsin.gov/2021/related/proposals/sb111>
- Legislative Fiscal Bureau – Budget Papers:  
[https://docs.legis.wisconsin.gov/misc/lfb/budget/2021\\_23\\_biennial\\_budget/102\\_budget\\_papers](https://docs.legis.wisconsin.gov/misc/lfb/budget/2021_23_biennial_budget/102_budget_papers)
- Organizational Policy Priorities for the 2021-23 session:
  - AARP Wisconsin Blog: <https://states.aarp.org/wisconsin/joint-finance-2021>
  - BPDD: <https://wi-bpdd.org/index.php/what-are-the-issues/>
  - DRW: <https://disabilityrightswi.org/public-policy/drw-priorities-for-the-2021-2023-biennial-budget/>
  - Survival Coalition: <http://www.survivalcoalitionwi.org/wp-content/uploads/2021/01/SC-Budget-Priorities-2021-23.pdf>
  - The Arc Wisconsin: <https://arcwi.org/content/uploads/sites/17/2021/02/The-Arc-WI-2021-Policy-Priorities-FINAL-1.pdf>
  - Wisconsin Aging Advocacy Network/GWAAR: <https://gwaar.org/api/cms/viewFile/id/2006535> - Budget and Policy Priorities

# Together: Your role in the process

“Every policy is **designed by someone...** It’s time for us to **be that someone.**”



# Building Relationships

1. Your own elected officials – local, state, and federal (and their staff)
2. Legislators who represent many of your participants/ customers, even if they don't represent you personally
3. Legislators to whom your issue is crucial
4. Legislators or aides with a personal passion for your issue
5. Chairs or vice-chairs or members of key committees and/ or their aides
6. Individual legislators and staff and chairs of committees that are important to specific issues



# What grassroots advocacy looks like

- Phone
- Letter/e-mail
- Social media
- In-district meeting
- Townhall meeting
- Site visit
- Testify at a public hearing
- Advocacy/Rally Day



# Make your ask



- **Introduce yourself**
  - Your name, where you live (you want to establish yourself as a constituent)/work, a few details to establish your credibility and connection to your community.
- **Introduce your issue and experience**
  - Introduce your issue and how your issue impacts older adults and/or people with disabilities. Share your personal/professional experience with the issue.
- **Make your ask**
  - Make sure to let your legislator know what you want. Example: Do you support what is in the Governor's budget, want to see something added or changed, or want something removed?

# Opportunities to Engage

- Contact your state senator and state representative (by email or phone) with your budget priorities:
  - ❖ **Look up your legislators here:** <http://legis.wisconsin.gov/>
- Like your elected officials' social media pages (Facebook, Twitter) and comment on budget related posts
- Sign up to receive your legislators' newsletters to learn about upcoming local listening sessions/town halls
- Attend advocacy/rally days and/or participate in issue campaigns
- Invite your elected officials to an event or for a site visit



# Questions

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