

DIRECT CARE WORKFORCE WORKGROUP MEETING ON 2/6/20 – Next Steps Template

Policy Area	Policy Idea	Draft Reframing	Data Needed	Next Steps & Timeframe	Person Responsible	Information Sharing Method
Rate Increases	<i>Ensure rates in Family Care, IRIS, and CLTS reflect workforce costs and market indicators. Within MCO capitation rates, explicitly identify amounts for provider rate increases– indexed annually (CPI)</i>	Figure out how to incorporate IRIS; how to ensure that rate increases get passed on to providers.	<p>Info from DHS re MCO behavior re MCO rate increases. Would it need a change in contract language?</p> <p>A summary of how the funding for FC and IRIS works now as it relates to caregiving. (DHS)</p> <p>How do other states do this within a managed care rate?</p> <p>Need to determine the % of market increases for workforce.</p>	Talk to DHS re tracking of rate increases. Also learn about DHS instructions to actuarial firm.	John & Ted  Ted to look at other states.	Keep in mind that the direct care workforce funding was directly passed on to workers.
Rate Increases	<i>Require Workforce Impact Statements in the budgeting process</i>	Family Care and IRIS; also CLTS	What data would be needed to create this report? John – may not need to be over-analytical. What should the sources be?	Develop framework for what it might look like; identify what should be	Ted develop initial framework, including discussion of data sources	

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			In the future, will need to connect with DHS staff. Should there be consumer end-user questions? Review NCI questions related to this issue. Ask DHS re what NCI questions currently have workforce impact correlation.	included.	needed. Jane will help; Lisa S. will as well.	
Untapped Workers	<i>Prioritize a career path for direct care workers. Expand the WisCaregiver Career Program, create dedicated units within job centers that focus on recruiting untapped workers such as high school students or retirees</i>		Ask DWD to outline functions of job centers related to supporting development in specific sectors? Understand workforce development boards and how to influence their plans.	ID the right DWD staff to get this info, to help determine if there is something to pursue.	LaVerne	
Untapped Workers	<i>Examine current background check policies keeping people from being eligible for employment.</i>	Want consistency. Consider risk for employers as well. Equity concerns as	Invite Betsy Genz and other DHS staff to share info re current background checks for the various programs and what would have to be		DHS staff to get started.	

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		well.	<p>changed (statutes? Code?)</p> <p>What are the notification requirements/differences across programs for informing recipients about the results?</p> <p>Time-frame of checks. Is there a real-time notification in case something changes?</p>			
Statewide Training	<i>Count Work Experience for CNA Certification</i>	<p>Training for PCWs could count toward CNA certification. Would create a career for PCWs; what about people who are CNAs in from another state – can we count those hours as well? Goal is how to</p>	<p>Learn more about how it would work for IRIS. Do a crosswalk of the curricula. Reciprocity without states? Follow up with DHS staff. Learn Find out about existing trainings for direct care competencies. Figure out how to recognize work experience.</p>	<p>Sit with the person who approves the CNA training program. Work with technical colleges.</p>	<p>Todd to work with technical colleges re curricula – crosswalk with CNA program. John S. to talk to DQA about counting experience. Stephanie B. willing to be involved as well.</p>	

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		attract people to the work initially. Look at barriers to completion of training/test.				
Statewide Training	<i>State Funded Training. Grants from DWD to Fund Training for Community Based Personal Care Workers Similar to the Wisconsin Caregiver Career program</i>	Could a DWD Fast Forward grant assist, with the design of WisCaregiver Career (retention bonus). On-line training for CLTS, offered for free.	Look at other states; impact of training regarding turn-over. Could a DWD Fast Forward grant assist, with the design of WisCaregiver Career (retention bonus). What is the current cost to providers for training?	Talk to DHS and DWD about options. Need to see what would support LT services and support programs.	Todd & Lisa to pursue.	
Statewide Training	<i>Adopt a Statewide Standard for Training for Direct Service Providers</i>	Standards would likely have to link to statutes. Not choosing a curriculum, but setting a standard for a quality curriculum.	Question: who would approve and how would it be maintained? Would there be a certification process? Crosswalk with current training requirements. What are the standards DQA uses in approving providers' curricula?	Start with DHS/DQA re requirements and procedures.	Ask DHS/DQA.	

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			Are current standards adequate? Something more comprehensive needs to be developed?			
Benefits	<i>Redesign IRIS and MCO rates.</i> Enhanced rate for providers who offer credible health insurance, designated percentage or amount of rate increases to MCOs and IRIS that must be used for wages and benefit increases, methodology to ensure that state reimbursements for MCOs and IRIS include pass through to workers					
Regulation & Compliance	<i>Regulatory Compliance Oversight Agency.</i> Regulatory compliance should be better coordinated or overseen by only one agency with clear guidelines on what constitutes fraud, waste and abuse					

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Regulation & Compliance	<i>Community-based Residential Facilities Hiring. Change statute to allow hiring of 16 years or older instead of 18 or older</i>					
Untapped Workers	<i>Media campaign improving image and explaining need/value of LTC workers, with a hotline for information about careers and volunteer opportunities.</i>					
Benefits	<i>Income disregard for direct care workers. Options might include state benefit programs, health insurance exchange, state income taxes</i>					
Benefits	<i>Medicaid Expansion per Federal Law</i>					
Rate Increases	<i>Payment standards for nursing homes based on actual costs of care</i>					
Untapped Workers	<i>Encourage WI Congressional delegation to support immigration policy reform</i>					
Untapped	<i>Replicate models in</i>					

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Workers	<i>other states where MCOs contractually required to create employment opportunities for people on Medicaid.</i>					