



2009-11 Biennial Budget Requests

Family Care

- Expand Family Care statewide in a timely fashion.
- Require Family Care Managed Care Organizations to demonstrate that their provider contracts and rates are sufficient to assure a living wage to direct care workers. An inflationary factor is key.
- Any increase in Family Care rates should be reflected in increases in provider contracts.
- An actuarial study needs to be done to better review Family Care capitation rates.

Direct Care Workers

- Many direct care workers do not receive a living wage that is adequate to support a family.
- The current rate setting mechanism for direct care worker rates builds in poverty.
- There is already a shortage of direct care workers in Wisconsin. It is estimated that at least 10,000 new direct care workers will be needed to provide care for individuals on waiting lists and as Family Care expands.
- Without an increase in funding, the direct care worker labor pool and competency level of direct workers will continue to shrink.
- More educational and career advancement opportunities for direct care workers will help retain current direct care workers and attract new individuals to the profession.
- Provide funding for training of direct care workers via a Train-the-Trainer model.

Train-the-Trainer

- A lack of professional development opportunities is a major roadblock for promotion to entry-level management for direct care workers.
- If properly trained, more direct care workers would be qualified for entry-level supervisory positions.
- Establishing a visible career ladder for direct care workers will help providers recruit and retain staff.
- CAPOW is well positioned to provide statewide Train-the-Trainer workshops and is requesting \$150,000 over the biennium for a Train-the-Trainer program.