



How is the Community Based Direct Care Workforce Funded?

Wisconsin's long term care workforce is funded primarily by Wisconsin's Medicaid programs such as, Family Care, IRIS, CLTS and Family Care Partnership, etc.

What are today's big concerns about the long-term care workforce?

People are not able to get the services they need.

Wisconsinites of all ages and needs are waiting and/or being turned away completely due to the ongoing workforce shortage. Families, if available are providing care 80% of the care per recent Survival Coalition statewide survey. Individuals are stuck in hospitals, at home with no supports or forced to move into costly facilities.

Wisconsin's need for Direct Care Workers will continue to grow.

WI employs more than 70,000 Direct-Care Workers. It is projected in 2026, Wisconsin will need to employ more than 93,000 workers to provide this necessary care to children and adults with disabilities, and the elderly. These workers are essential and the backbone of Wisconsin's Long-Term Care system.

Wisconsin's Direct Care workforce is charged with supporting the health, safety, and independence of people with disabilities, the elderly and their families. A history of underfunding has led to inadequate wages and maintained the ongoing, statewide crisis.

- Long term care services do not function within the typical business model. Many long-term care workforce employers (agencies and individuals) do not have the flexibility held by other businesses to raise their "prices" to create funds to offer increased wages. In contrast, they rely upon state and federal determined reimbursement rates that dictate the wages they can pay their employees.
- Wisconsin's long term care system is in crisis. Across Wisconsin, there are too few workers and no new applicants to provide basic daily supports like dressing, bathing, meals, household chores and tasks, getting ready for work, transportation and helping with chronic health conditions—to remain employed, independent, and contributing members of their communities.
- Direct Care jobs are one of the fastest growing jobs in Wisconsin, with little to no available applicants.
- People with disabilities and older adults are on provider held waiting lists for needed services and supports.



LONG-TERM CARE WORKFORCE

- Low reimbursement rates from Family Care and IRIS are forcing provider agencies to permanently close and jeopardizing system sustainability.
- The crisis and lack of providers forces family caregivers to provide significant time and resources to fill the gap.
- Direct Care Workers are abandoning caregiving jobs due to lack of benefits, low wages and high stress.

