

2024 Direct Care Workforce Survey

Due date: March 15, 2024

Introduction

The 2021-2023 biennial budget, along with additional COVID-19 federal dollars, provided \$130.4 million in SFY 2022-2023 for Direct Care Workforce Funding Initiative payments.

The 2023-2025 biennial budget provided \$136 million in SFY 2023-2024 for Direct Care Workforce Funding Initiative payments.

Purpose of Survey

To ensure the Direct Care Workforce Funding is used as the Wisconsin legislature intended, the Wisconsin Department of Health Services (DHS) is requiring all providers receiving Direct Care Workforce Funding to complete the following survey questions. The information collected from the survey will help inform future discussions regarding direct care workforce initiatives.

Due Date: March 15, 2024

Providers must complete the survey according to the due date to indicate how the funds are being used and determine the effectiveness of the program. Information about future surveys will be updated as it becomes available on the Direct Care Workforce Funding Initiative FAQs webpage. Providers should complete this survey based on Direct Care Workforce payments received since June 2023. These payments include:

2022 Payment 2 distributed in June 2023

2023 Payment 1 distributed in December 2023

Redistribution payments should not be included

Definition of Direct Care Worker

For the purposes of the Direct Care Workforce Funding Initiative, a direct care worker is defined as an employee who contracts with, or is an employee of, an entity that contracts with an MCO to provide:

- Adult day care services
- Daily living skills training
- Habilitation services
- Residential care (adult family homes of 1–2 beds, adult family homes of 3–4 beds, community-based residential facilities, residential care apartment complexes)
- Respite care services provided outside of a nursing home

- Supportive home care
- Supported employment services

And who provides one or more of the following services through direct interaction with members:

- Assisting with activities of daily living or instrumental activities of daily living
- Administering a member's medications
- Providing personal care or treatments for a member
- Conducting activity programming for a member
- Providing services such as food service, housekeeping, transportation, individual or group supported employment, prevocational employment, or vocational futures planning to the member

Staff not in the definition of direct care worker include, but are not limited to:

- Licensed practical nurses, registered nurses, nurse practitioners
- Nursing home staff and personal care agency staff
- Staff in marketing, sales, reception, finance, or maintenance and plant operations
- Staff who work exclusively in food service, transportation, and housekeeping and do not have direct contact with members

Payment Information

DHS is requesting the following information to indicate how the Direct Care Workforce funds are being used to determine the effectiveness of the program.

1. Please enter the total dollar amount of payments you received since June 2023. *

VALIDATION Must be numeric

2. Indicate how you allocated the Direct Care Workforce Funding for the total dollar amount you entered in Question 1. The sum should equal the total dollar amount you entered in Question 1. *

Wage increases

Retention or longevity bonuses

Performance bonuses

Employee paid time off

Staff referral bonuses

Sign on bonuses

Employer payroll taxes resulting from other Direct Care Workforce payments

Allowable COVID-19 expenses including, but not limited to, additional paid time off, hazard pay, increased overtime, and increased weekend and night differentials

Total : 0

3. Why did your organization choose the funding uses indicated in Question 2? *

4. Are you aware of any instances in your organization where the Direct Care Workforce Funding made the difference in your ability to retain or recruit a direct care worker? If so, how many instances are you aware of? *

- No.
- Yes, one instance.
- Yes, two instances.
- Yes, three or more instances.

5. Overall, how much of an impact do you believe the Direct Care Workforce Funding has had on your ability to recruit and retain direct care workers? *

- Significant positive impact
- Some positive impact
- No impact
- Some negative impact
- Significant negative impact

6. Are you an owner-occupied provider? *

- Yes
- No

Attestation

I hereby attest that I have been authorized to complete this survey on behalf of my organization.

I attest that the Direct Care Workforce Funding my organization received was or will be used within six months of receiving payment for wage increases, retention and/or longevity bonuses, performance bonuses, employee paid time off, staff referral bonuses, sign-on bonuses to direct care workers, allowable COVID-19 direct care workforce expenses including, but not limited to, additional paid time off, hazard pay, increased overtime, and increased weekend and night differentials, or that part of the funding was used to pay for employer payroll tax increases that resulted from the aforementioned increased payments to direct care workers.

I further attest that my organization has documentation and will maintain documentation proving the amounts paid to individual direct care workers and documentation proving the amounts paid to individual direct care workers and that these payments to direct care workers were distributed within six months of receiving the payment. I attest that this documentation will be provided upon request. I attest that the information in the remainder of this survey response is accurate to the best of my knowledge and ability.

7. *

First Name *

Last Name *

Title *

Organization *

Work Address *

City *

State *

Zip Code *

Email Address *

Phone Number *

1113334444

Date *

MM/DD/YYYY



Please provide your electronic signature and typed name below.

*

Sign name using mouse or touch pad

Signature of

Thank you for completing the 2024 Direct Care Workforce Survey!

You will receive confirmation to the provided email address. For your own records, the email will include a copy of your survey answers.

You will now be redirected to the Direct Care Workforce Funding Initiative FAQ webpage.

2024 Direct Care Workforce Survey Completion

To: [question("value"), id="18"]

From: Wisconsin Department of Health Services (noreply@alchemer.com)

Subject: 2024 Direct Care Workforce Survey Completion

Action: URL Redirect

Direct Care Workforce Funding Initiative FAQ Webpage