

# Health & Human Needs Committee Healthcare & Public Health Workforce Subcommittee

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# Hard Times

- Thank you to all of those in healthcare
- Many lives were saved from our efforts
- There are not enough workers
- Everyone is struggling right now
- No one is making staffing decisions on purpose
- They are doing the best they can do

# Current Wisconsin Workforce Issues

- Not enough workers
- **23,165** vacant caregiving positions, but only **19,600** Wisconsinites not in the labor force who currently want a job and are available to work
- BLS data shows long term care compensation increasing 6.0% in 2021 while inflation up 7.5%
- Vacancy rate for caregivers in WI is 27.8%
  - Was 12.9% in 2016

# How Capitol Lakes is Coping

- Asking staff to pick up additional hours
- Staff working overtime
- Offering bonuses and shift-differentials
- Working with fewer staff
- Hiring less qualified people
  - Results in higher turnover

# What Capitol Lakes Is Doing

- Limiting our admissions
  - 18,482 times in the past year, a Wisconsinite sought but could not receive services from a long term care provider due to a lack of staff. \*
- Only caring for the residents we have staff to safely care for
  - This is an issue with hospitals. They say they need to discharge people, but there is nowhere for them to go.
- Spent 10 times as much on recruiting in FY22 than we did in FY21
  - Hired more people, but also have more turnover

\*The Long-Term Care Workforce Crisis: A 2022 Report (DRAFT)

# What Capitol Lakes Is Doing

- Raised wages
- Regular recognition events
- Adjust sick time and gave free sick time w/pay
- Increased tuition reimbursement and loan repayment
- Fund to help pay for childcare
- Fund to help pay for large bills
  - Resident donations funded

# How Dane County Can Help

- Advocate for better Medicaid reimbursement
- Offer free training/education for people to become caregivers
- Offer free childcare for healthcare workers
  - They cannot work remotely or take hours off here and there to attend to family
- Advocate for more immigration to get workers here

Thank you