



WA CARES WEBINARS

The Next Generation of Caregivers

October 6, 2022



What we'll cover

Host

Kristen Maki

Community Relations & Outreach
Program Manager, WA Cares Fund

Agenda

- Introductions
- Why we're here
- Panelist remarks
- Discussion and audience Q&A
- Closing

Panel

Susan Engels

Office Chief
State Unit on Aging (DSHS)

Christine Morris

Office Chief
Training, Communications and
Workforce Development (DSHS)

Dani Rice

Caregiver

Defining long-term care and caregiving

Help with activities of daily living like bathing, eating, dressing & taking medication



paid care from a
professional



help from a
family member
or friend, generally unpaid

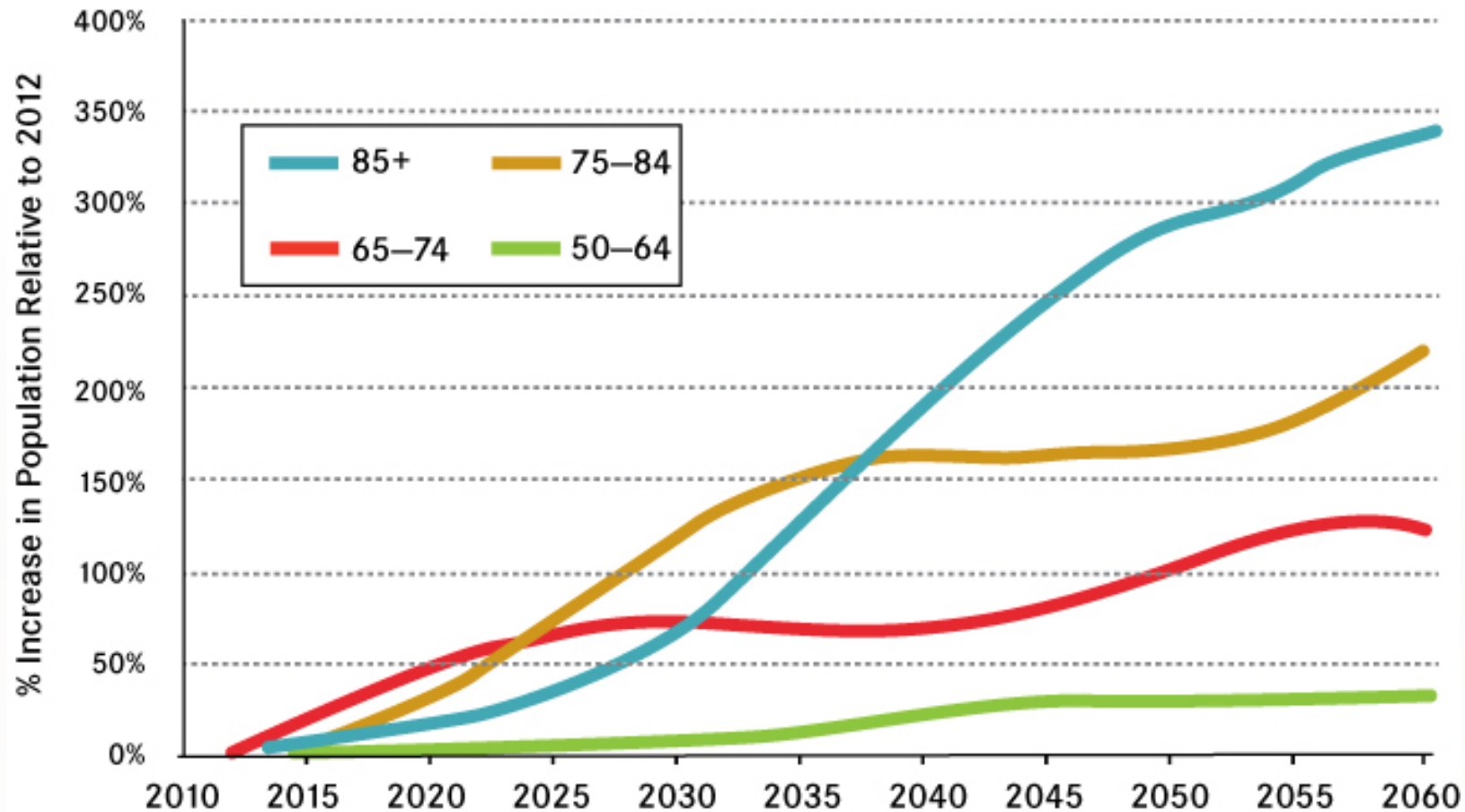


in your own
home



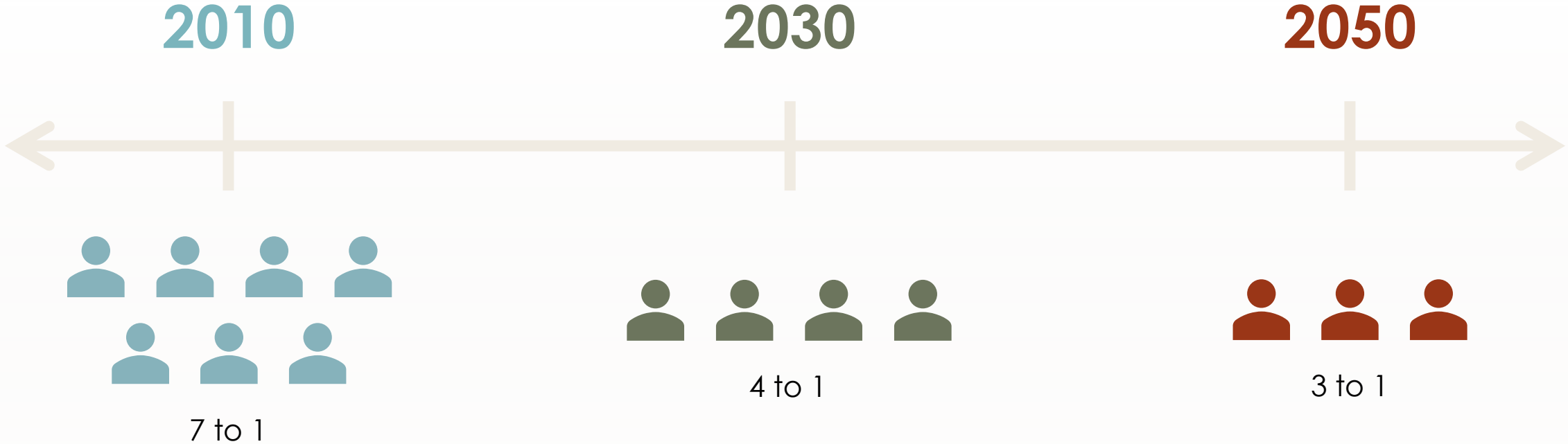
at a facility
like a nursing home

Our population is aging rapidly and most of us will need long-term care

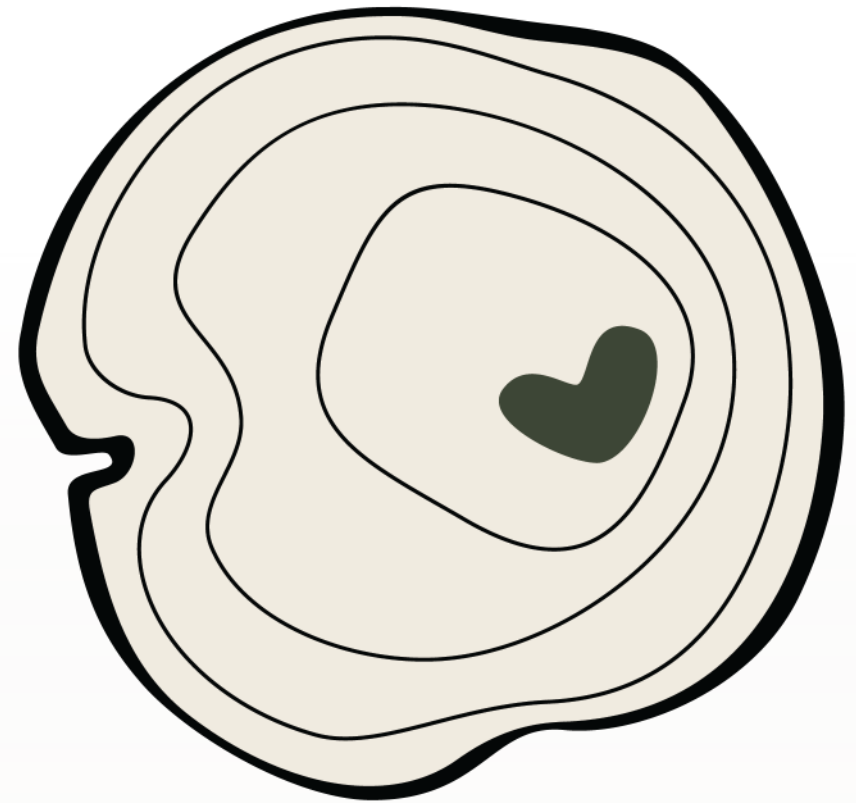


Families are increasingly unable to meet care needs

Number of potential family caregivers for each person who needs care



Remarks from panelists



The Path to Medicaid is Common & Predictable

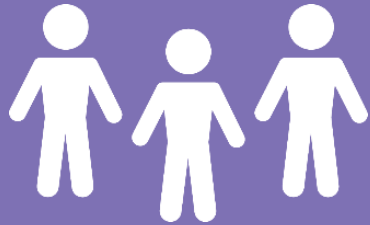
Average Senior Retirement Savings: \$148 k; Average Life Cost of LTSS: \$260 k



When family caregivers and financial resources are exhausted, Medicaid becomes a safety net.

Long Term Services and Support
Medicaid

Unpaid Caregivers Shoulder the Burden



There are over 850,000 unpaid caregivers in Washington State.



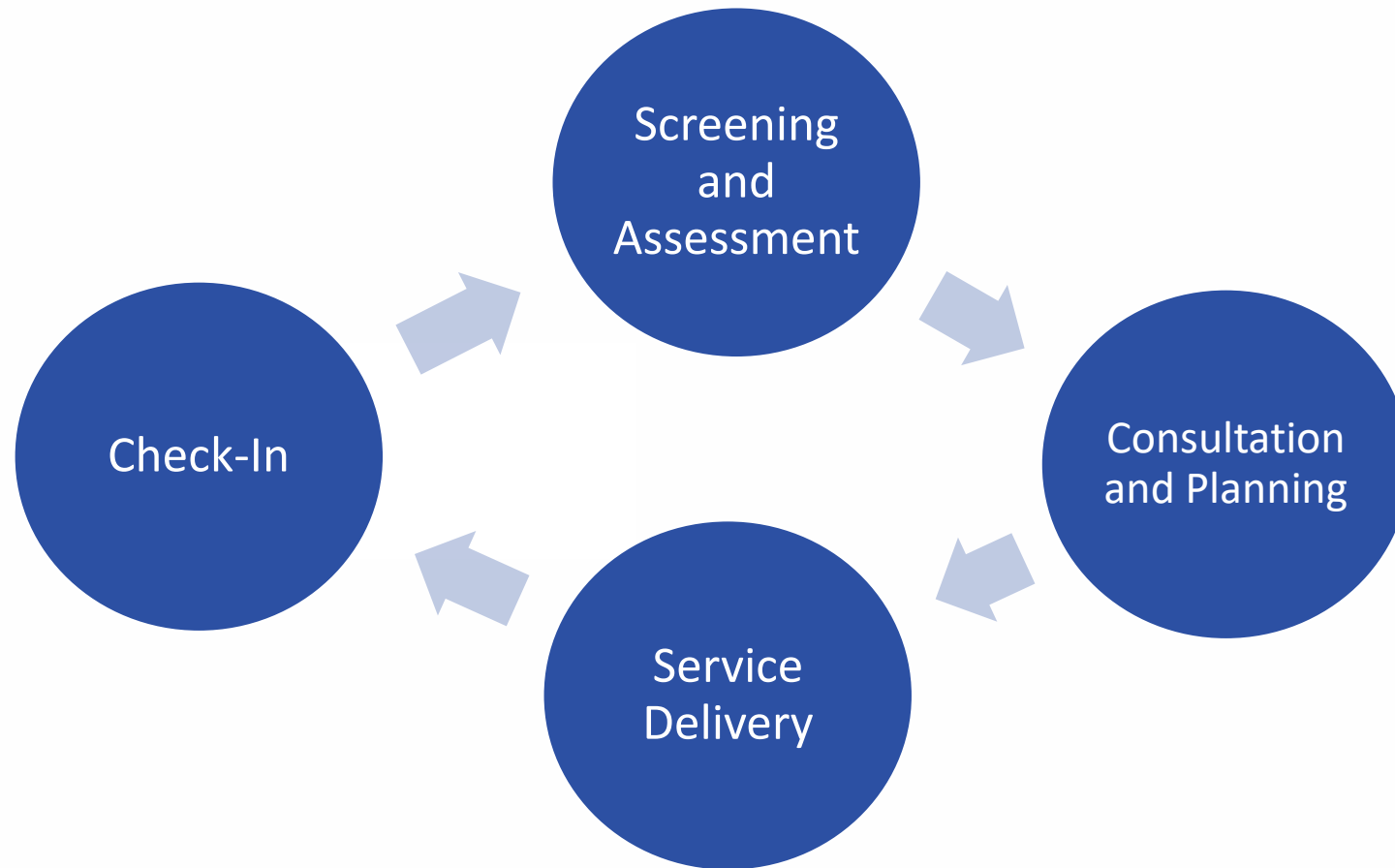
The work of these unpaid caregivers is valued at \$10.6 billion per year.



Caregivers may burn out, increasing the need for paid workers

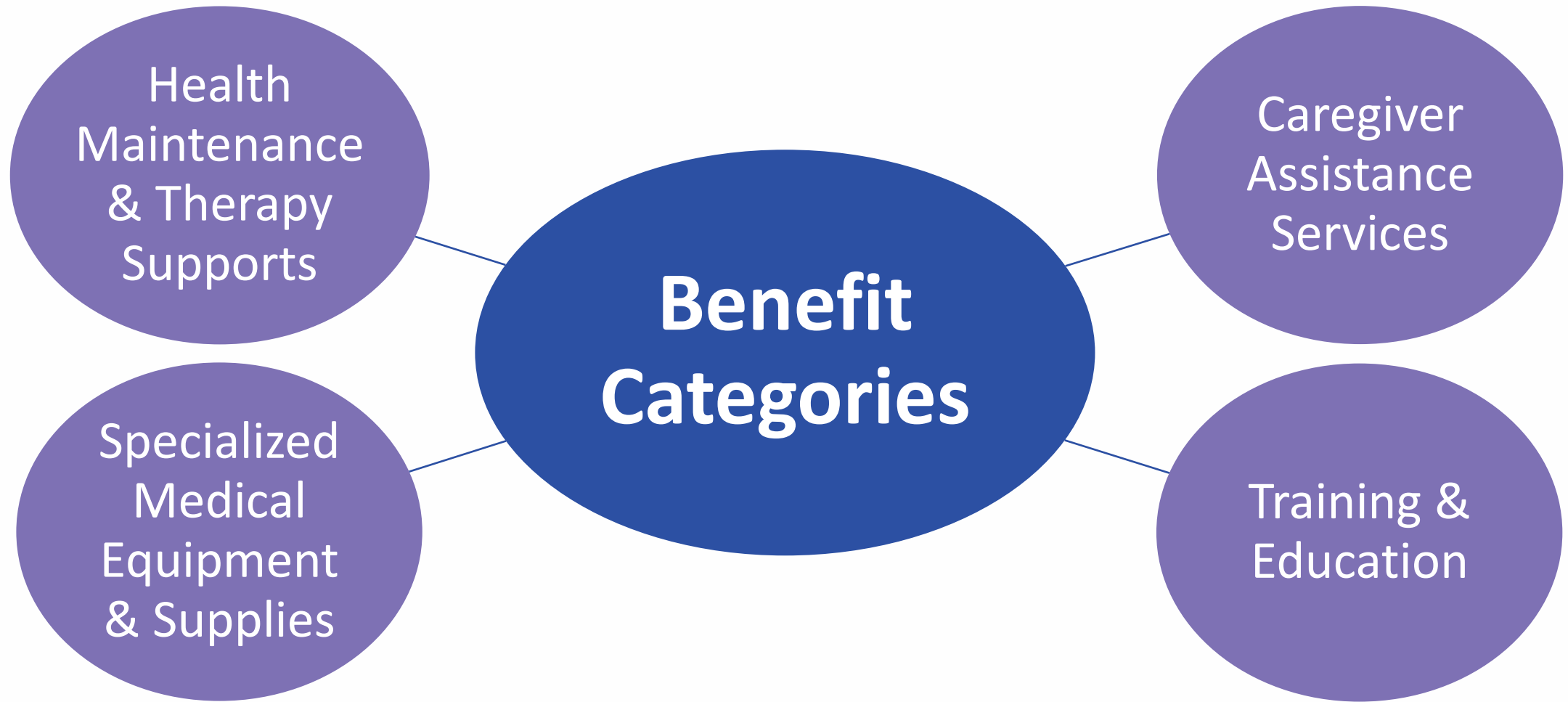
Caregiver Evidence-Based Assessment: T-CARE

Tailored Caregiver Assessment and Referral



The model for T-CARE is to provide the right service at the right time.

1115 Medicaid Alternative Care Benefits



Positive Outcomes for Family Caregivers

Over a 6-month period, caregivers who receive ongoing support show statistically significant improvements in:

- Stress burden
- Relationship burden
- Objective burden
- Depression
- Comfort with caregiving role

Spousal caregivers also show a decreased “intention to place.”



84%

of caregivers
show significant
improvements on key
outcomes

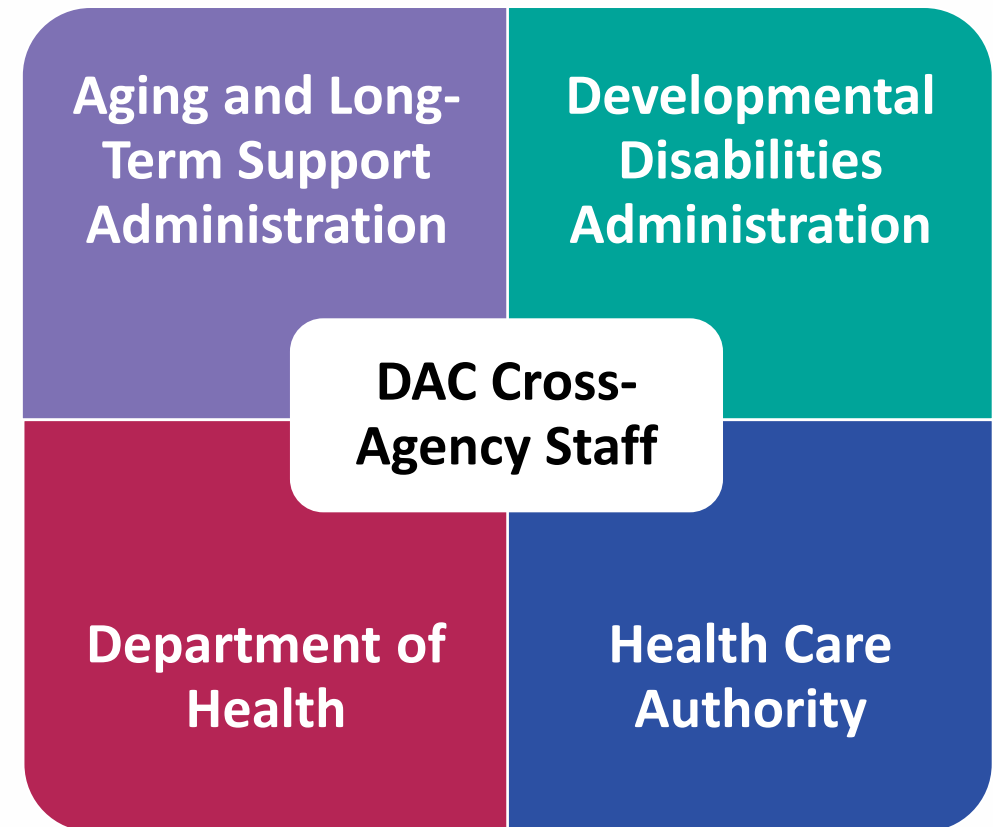
Dementia Action Collaborative

Washington State's Plan to Address Alzheimer's Disease and other Dementias

- Alzheimer's Disease Working Group (ADWG) developed the State Plan.
- 2016: ADWG created Dementia Action Collaborative (DAC) to implement the Plan's 7 goals and 134 recommendations.

The DAC consists of 60+ organizations and individuals representing many sectors and perspectives.

- 2023: The DAC will update the Plan.



Dementia Support for Caregivers

Resources and Information for Caregivers

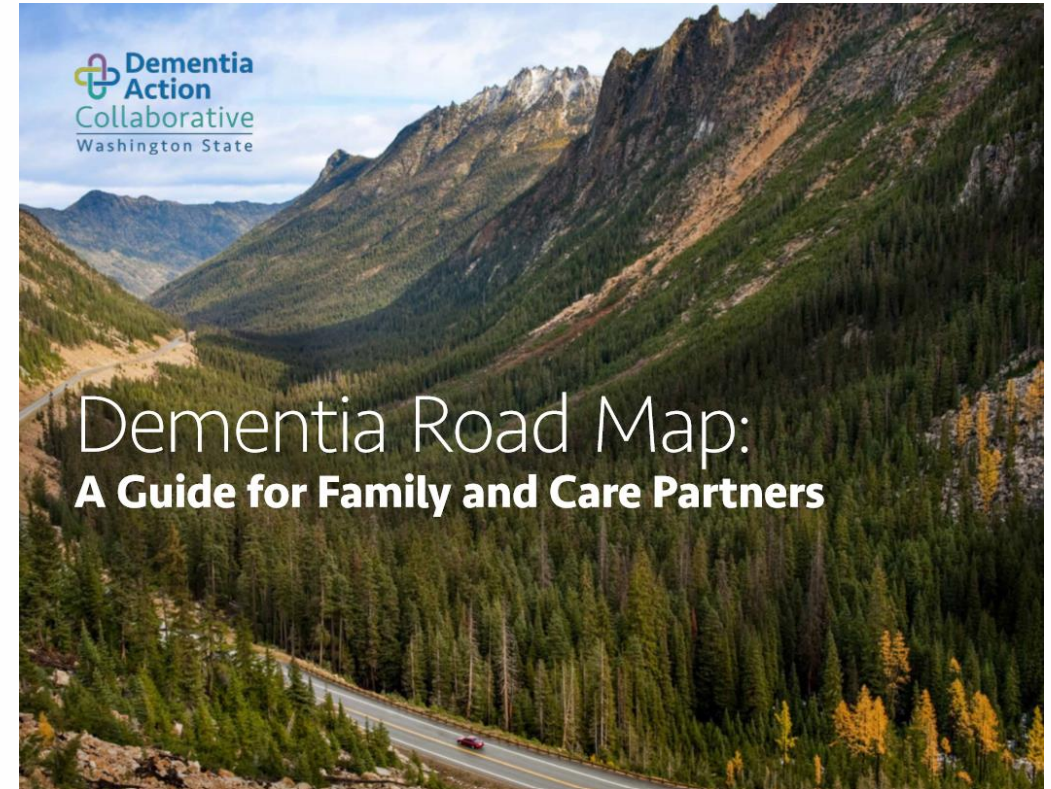
Publication

Dementia Roadmap:

A Guide for Family and Care Partners

Support through the stages of dementia:

- *Wondering and Worried*
- *Mild Cognitive Impairment*
- *Early-Stage Dementia*
- *Mid-Stage Dementia*
- *Late-Stage Dementia*



Link: [Dementia Road Map: A Guide for Family and Care Partners](#)

Paid Family and Medical Leave



Provides up to 12 weeks of paid leave per year to care for family member with serious health condition.



May care for spouses, partners, grandparents, parents, siblings, children and grandchildren.



Receive up to 90% of weekly pay, maximum of \$1,000 per week.

Paid Family Caregivers Supporting Client Autonomy

- Washington has paid family members to provide personal care since 1981
- Training and certification is offered in 11 languages
- Paid family members are entitled to the same pay and benefits as other workers



Addressing Workforce Challenges

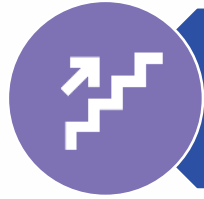
The Future of Home Care



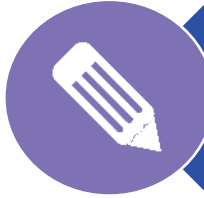
There is a need to:

- Grow the workforce in several areas
- Broaden recruitment and retention efforts
- Increase visibility and showcase the importance of the workforce in delivering essential, person-centered services

Workforce Benefits



Career advancement & career lattices



Testing, training and certification



Base pay of \$17.89-20.30 per hour and built-in increases for certification, credentials, seniority for Individual Providers



Content and testing available in 13 languages for Home Care Aides

AL TSA Workforce Initiatives

Training Programs

Retention Efforts

Marketing



Training Programs

- **High School Home Care Aide Program**
- **AFH Training Network**
- **Community Instructors**
 - SEIU 775
- **Pathways to Career Advancement**



Workforce Retention

A workforce retention toolkit framework is being developed for supervisors, with input from direct care workers and supervisors across settings

Current strategies include developing a resource guide that includes:

- Recognition
- Wellbeing
- Communication
- Onboarding
- Navigating
- Train the Trainer courses



Marketing Efforts

Washington Care Careers Website

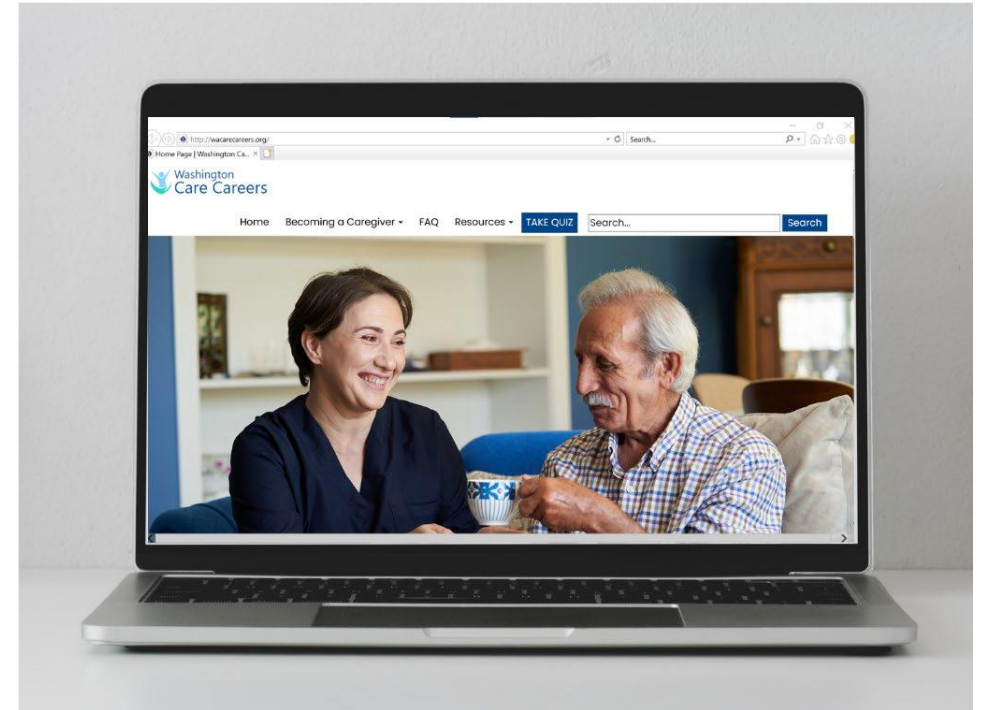
- Highlights career opportunities in long-term care and informs of the path to becoming direct-care workers.

Caregiver Video Project

- Documentary-style video project

Outreach Efforts

- Attend Career and Resource Fairs and Conferences
- Community Instructor Campaign
- Various Associations
- Military Spouses and Veterans



Wacarecareers.org

How WA Cares Fund works

- Universal long-term care program in Washington state
- Earned benefit – only those who contribute are eligible
- Self-funded from worker contributions
- Only pay in while you're working
- Everyone covered at same rate regardless of pre-existing conditions
- Reduces need to raise taxes to pay for Medicaid long-term care costs as population ages
- More efficient and effective way to pay for long-term care

Contributions

0.58%

Amount workers contribute from wages



Contributions begin

Benefits

\$36,500

Lifetime maximum benefit
(adjusted annually up to inflation)



Benefits available

Contributing to WA Cares Fund

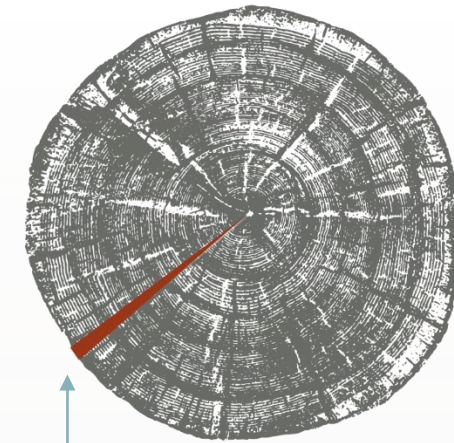
Employees contribute 0.58% of wages

- Premiums go into dedicated trust fund used only for this program
- Federal employees excluded
- Employees of Tribes not automatically included
- Self-employed individuals can opt in

Certain workers can apply for an exemption

- Workers who live out of state
- Temporary workers with non-immigrant visa
- Spouses of active-duty military
- Veterans with service-connected disability rating of 70% or greater
- Workers who had private long-term care insurance before Nov. 2021

Typical WA Income: \$52,075
Typical Contribution: \$302/year



**0.58% of each
paycheck**

Affordable contributions across your career

\$35,000 annual salary	
Each year	\$203
Over 10 years	\$2,030
Over 20 years	\$4,060
Over 30 years	\$6,090

\$50,000 annual salary	
Each year	\$290
Over 10 years	\$2,900
Over 20 years	\$5,800
Over 30 years	\$8,700

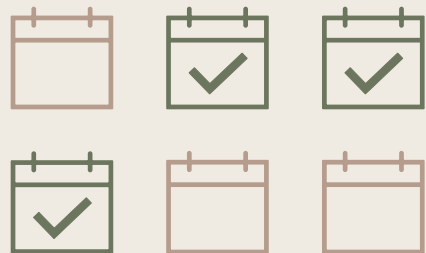
\$75,000 annual salary	
Each year	\$435
Over 10 years	\$4,350
Over 20 years	\$8,700
Over 30 years	\$13,050

\$36,500 benefit amount will be adjusted annually up to inflation.

Qualifying for coverage

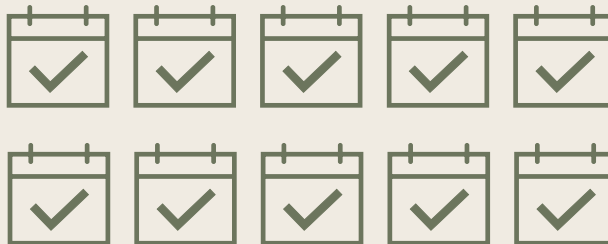
Early access to full benefit

Contributed at least **3 of the last 6 years** at the time you apply for benefits



Lifetime access to full benefit

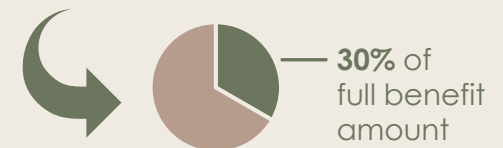
Contributed for a **total of 10 years** without a break of 5+ consecutive years



NEW FOR NEAR-RETIREES

Lifetime access to partial benefit

People born before 1968 earn **10% of benefit amount** for each year worked



To earn benefits, must work at least 500 hours per year (about 10 hours per week)

The benefit is flexible

Up to **\$36,500** for any combination of services and supports, including:



Professional care at home or in a facility



Adaptive equipment & technology like hearing or medication reminder devices



Training & paying family member or friend to be your caregiver



Home-delivered meals



Home safety evaluations & environmental modifications like wheelchair ramps



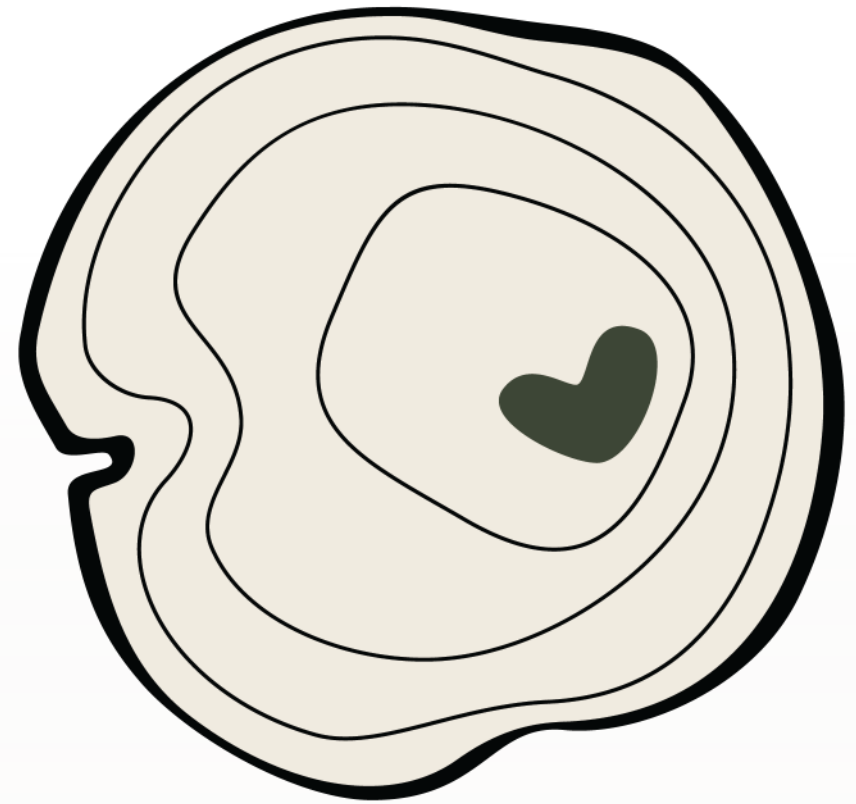
Support & respite for family caregivers



Transportation

Must need help with **3 activities of daily living** like bathing, dressing, eating, medication management

Audience Q&A





Thank you

For a recording of this webinar and other resources, visit wacaresfund.wa.gov/learn-more

Join us later this month for a conversation about **long-term care planning for younger workers.**

Contact

wacaresfund@dshs.wa.gov

844-CARE4WA