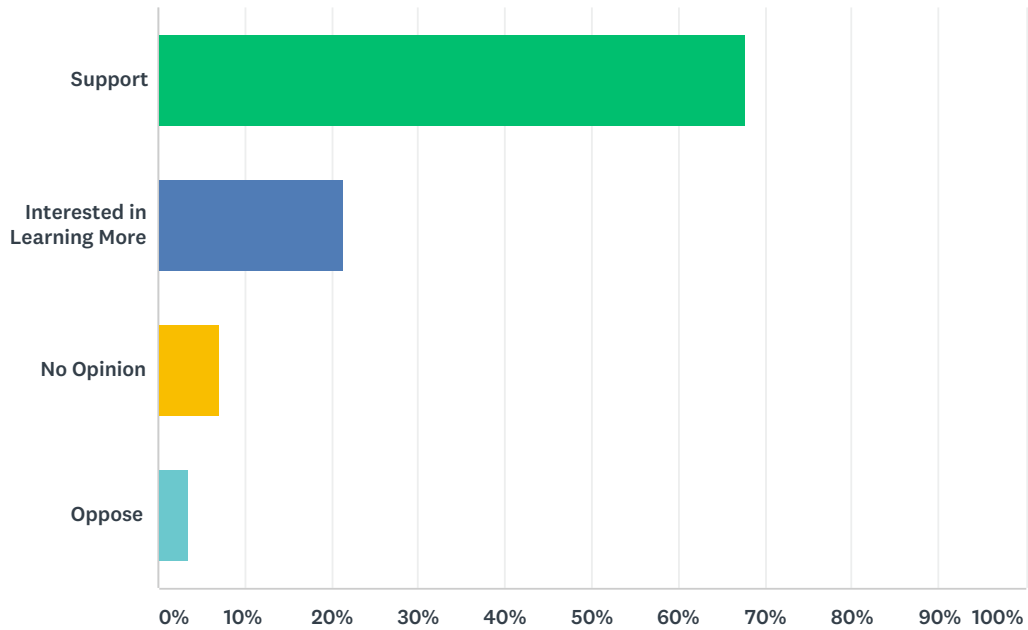


Q1 Increase the minimum wage and index it to inflation.

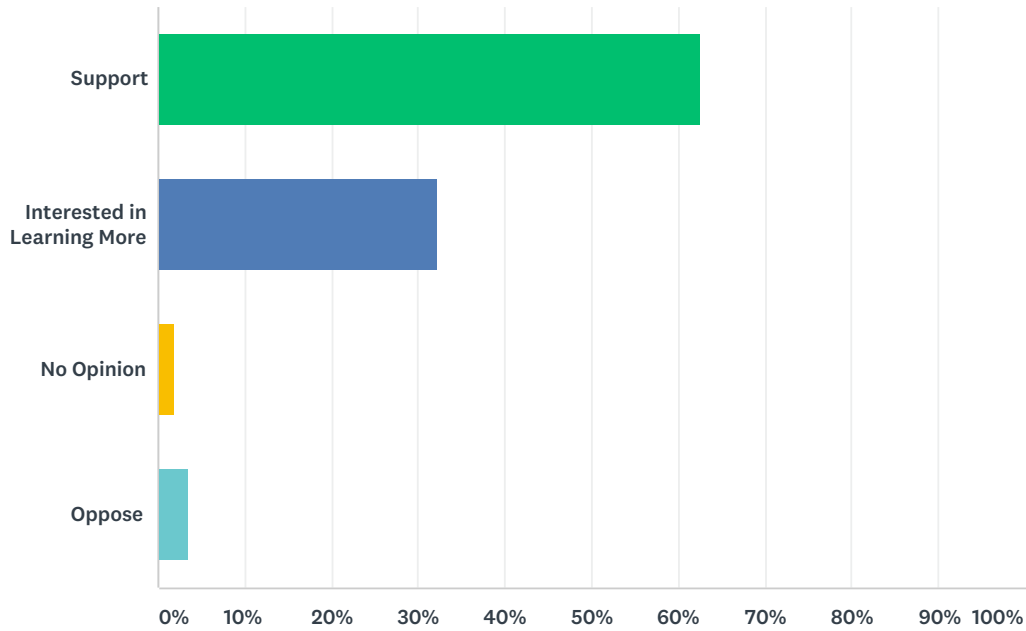
Answered: 56 Skipped: 0



ANSWER CHOICES	RESPONSES	
Support	67.86%	38
Interested in Learning More	21.43%	12
No Opinion	7.14%	4
Oppose	3.57%	2
TOTAL		56

Q2 Provide an individual tax incentive/credit for those entering or currently working in high demand and lower income occupations.

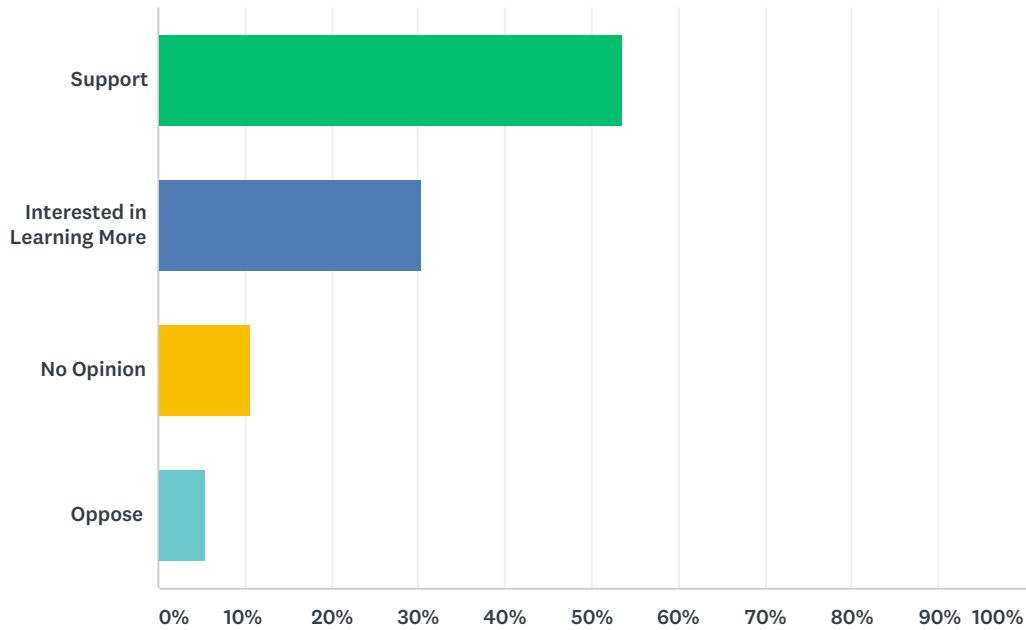
Answered: 56 Skipped: 0



ANSWER CHOICES	RESPONSES	
Support	62.50%	35
Interested in Learning More	32.14%	18
No Opinion	1.79%	1
Oppose	3.57%	2
TOTAL		56

Q3 Increase the state earned income tax credit for low income families.

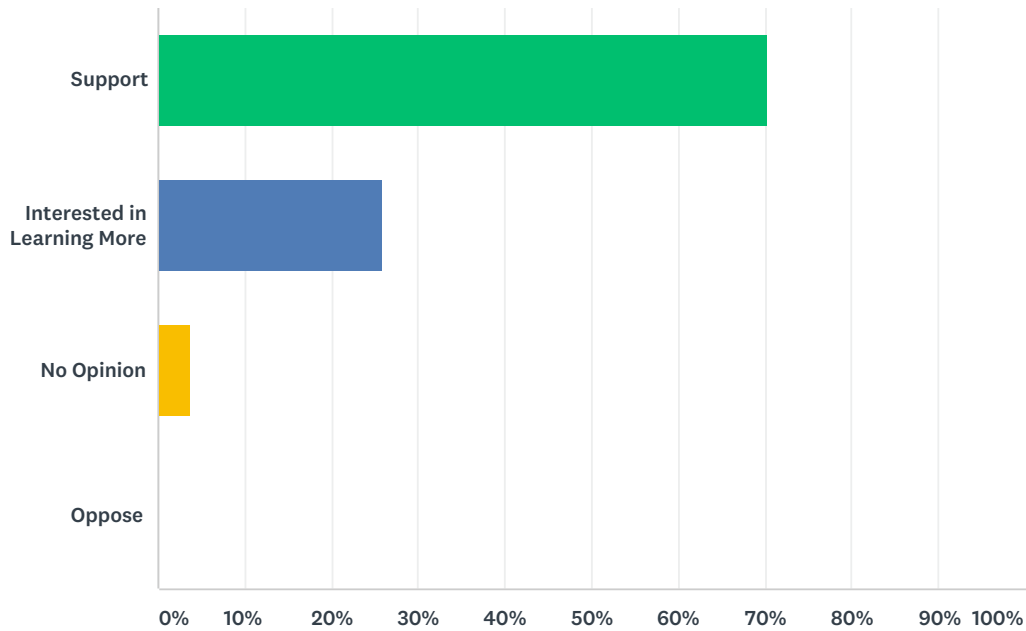
Answered: 56 Skipped: 0



ANSWER CHOICES	RESPONSES	
Support	53.57%	30
Interested in Learning More	30.36%	17
No Opinion	10.71%	6
Oppose	5.36%	3
TOTAL		56

Q4 Establish a new workforce innovation program to focus only on high demand/low paid occupations (e.g. direct care and child care) OR include the direct care and child care workforce as a priority in the Governor's signature Future Ready Iowa Initiative and eliminate the \$14/hour wage eligibility threshold.

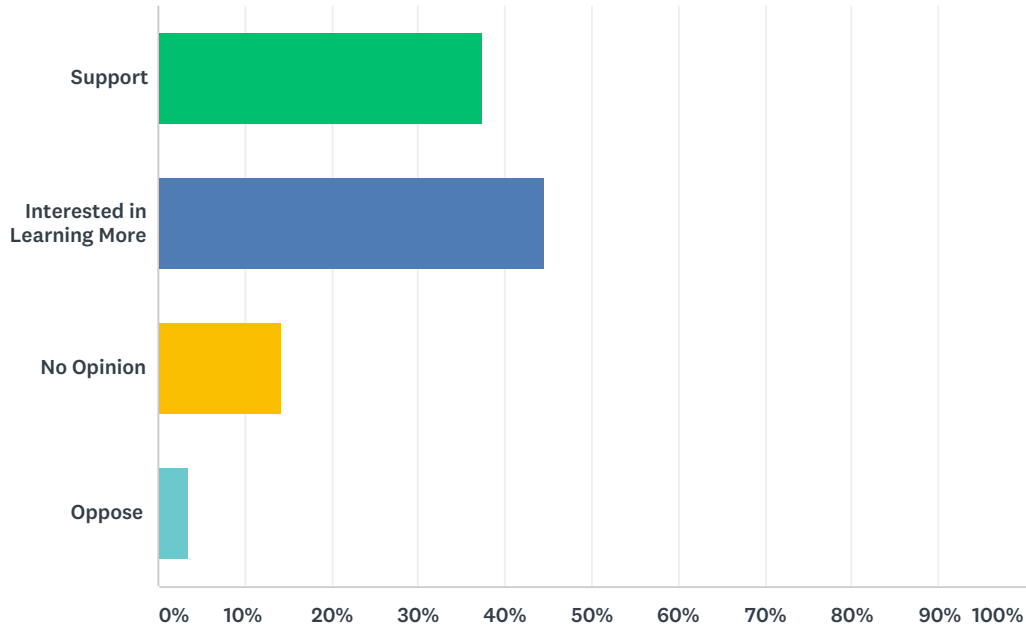
Answered: 54 Skipped: 2



ANSWER CHOICES	RESPONSES	
Support	70.37%	38
Interested in Learning More	25.93%	14
No Opinion	3.70%	2
Oppose	0.00%	0
TOTAL		54

Q5 Standardize eligibility requirement formulas for subsidy programs such as childcare subsidies, State Nutrition Assistance Program (SNAP), housing, etc.

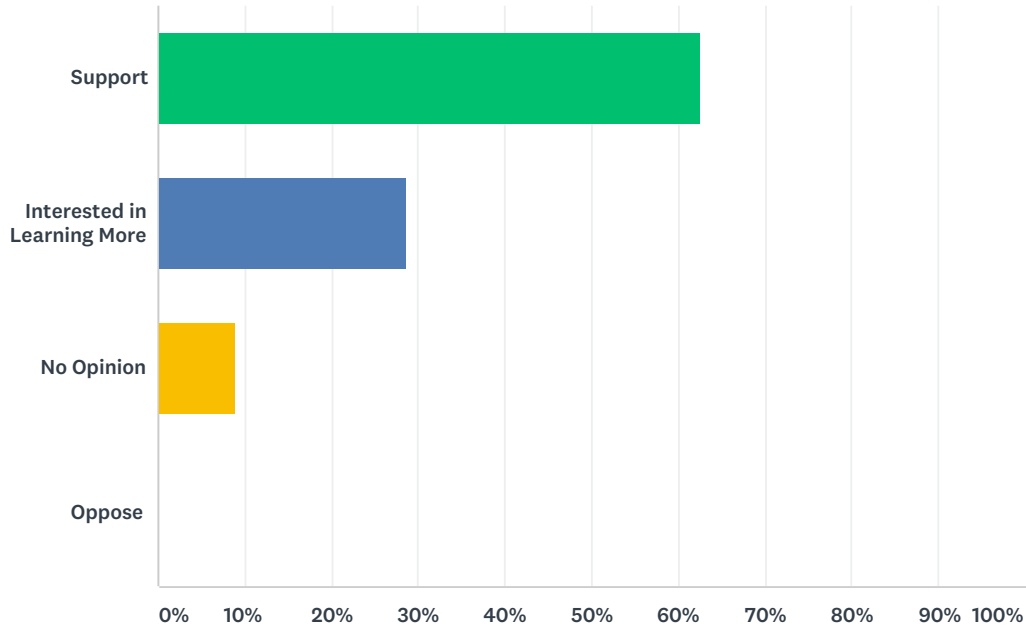
Answered: 56 Skipped: 0



ANSWER CHOICES	RESPONSES	
Support	37.50%	21
Interested in Learning More	44.64%	25
No Opinion	14.29%	8
Oppose	3.57%	2
TOTAL		56

Q6 Assure income thresholds are not overly restrictive in permitting adequate or better access to critical work supports (child care, nutrition assistance, etc.)

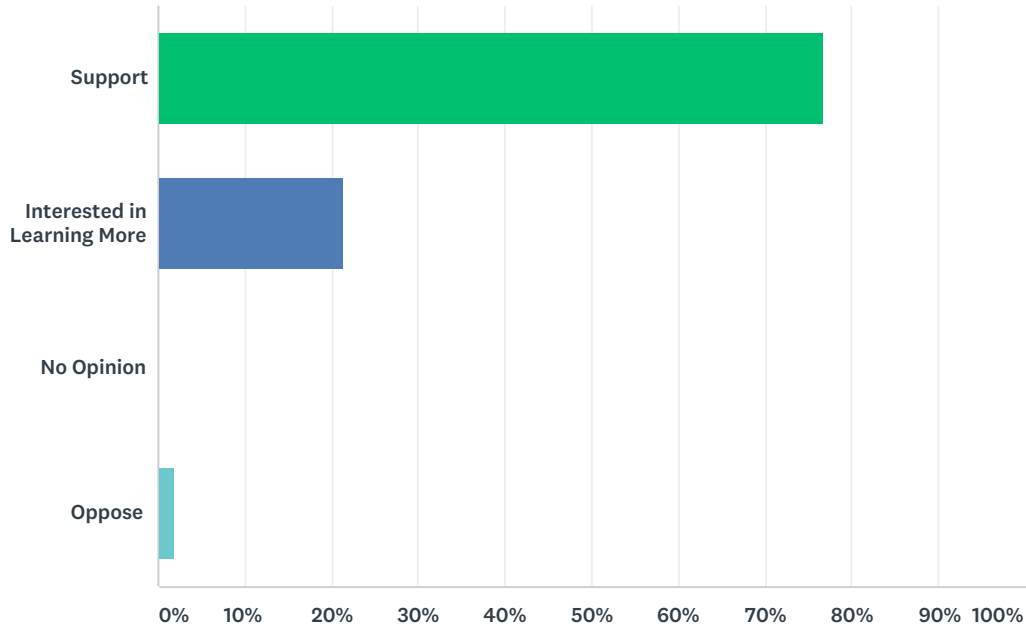
Answered: 56 Skipped: 0



ANSWER CHOICES	RESPONSES	
Support	62.50%	35
Interested in Learning More	28.57%	16
No Opinion	8.93%	5
Oppose	0.00%	0
TOTAL		56

Q7 Ensure that provider/employer payment systems and reimbursements are equitable and promote good wages for those in direct care, nursing, and human service workers.

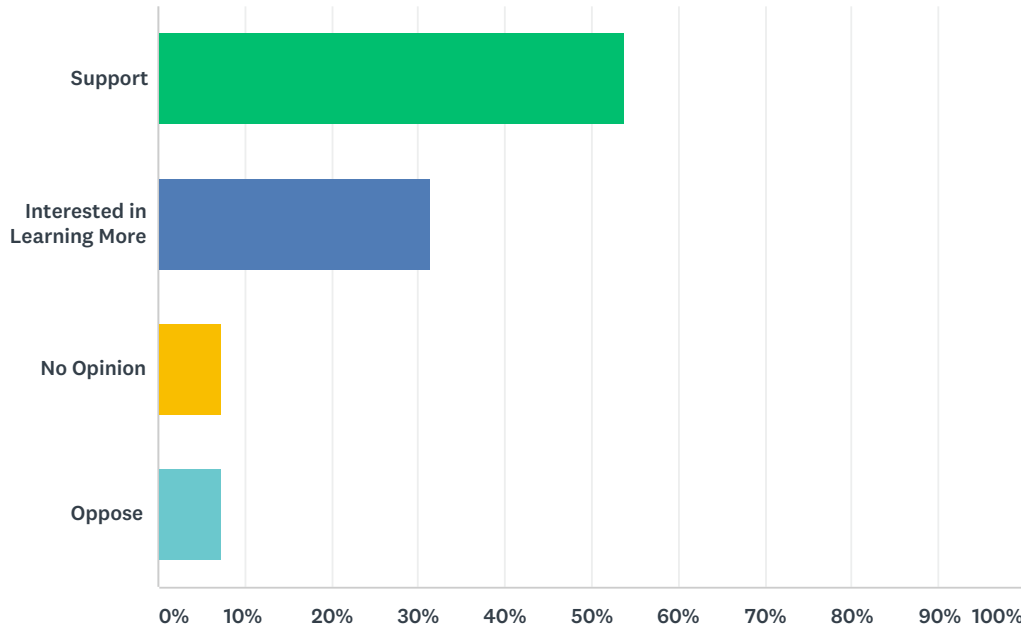
Answered: 56 Skipped: 0



ANSWER CHOICES	RESPONSES	
Support	76.79%	43
Interested in Learning More	21.43%	12
No Opinion	0.00%	0
Oppose	1.79%	1
TOTAL		56

Q8 Require all publicly funded care to pay direct care/support workers, and nursing wages to align with union wages of veterans' hospitals/facilities and other such providers, and ensure the reimbursement rates support it.

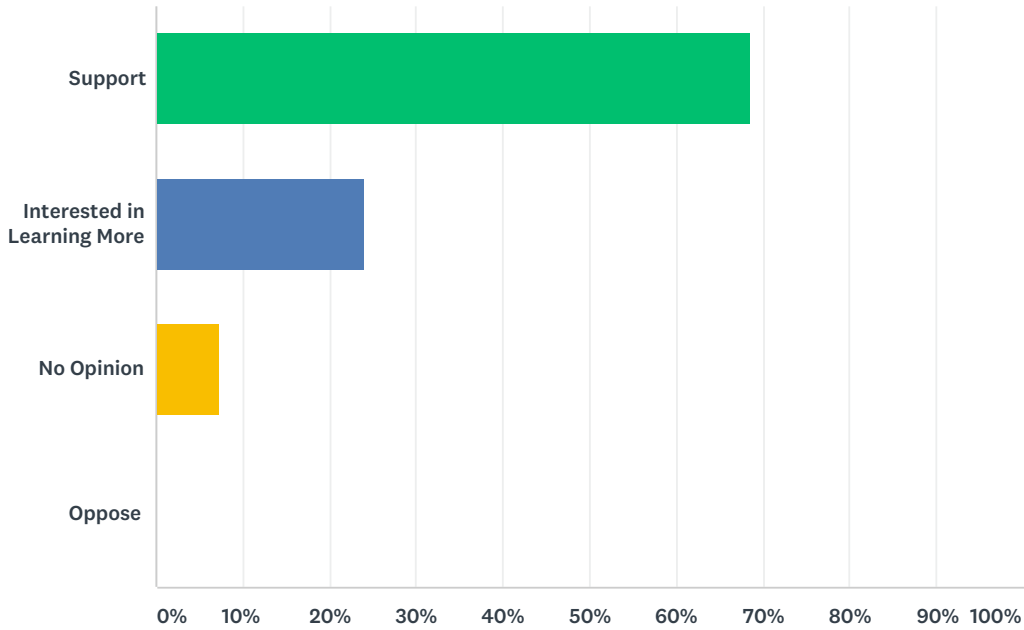
Answered: 54 Skipped: 2



ANSWER CHOICES	RESPONSES	
Support	53.70%	29
Interested in Learning More	31.48%	17
No Opinion	7.41%	4
Oppose	7.41%	4
TOTAL		54

Q9 Build upon the State-recognized Prepare to Care competency-based training program and other programs for direct care workers to develop 2 or 3 levels of training and specialty endorsements to which pay ranges would be attached.

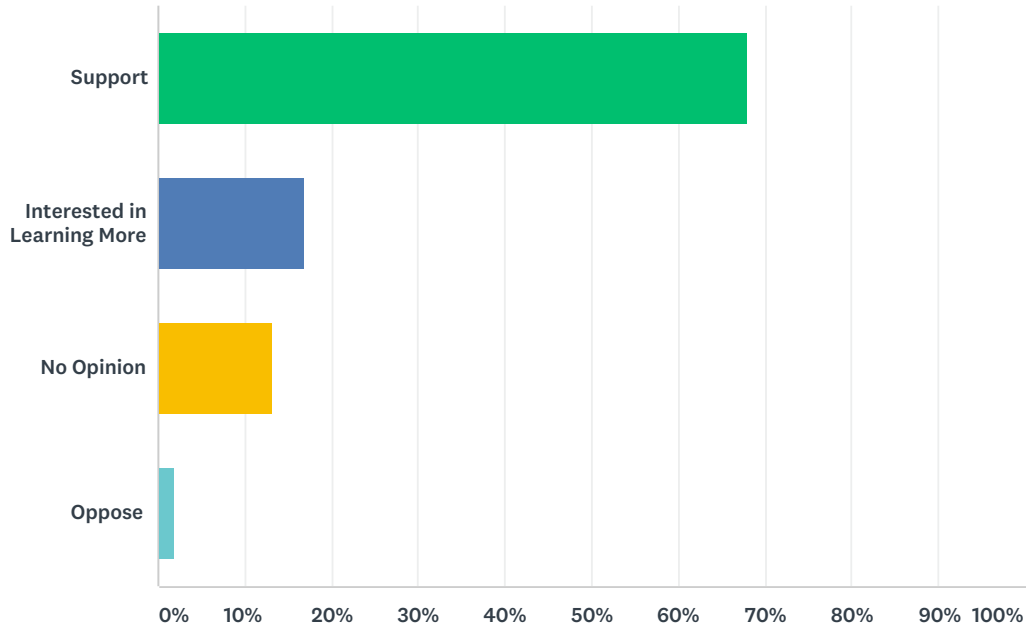
Answered: 54 Skipped: 2



ANSWER CHOICES	RESPONSES	
Support	68.52%	37
Interested in Learning More	24.07%	13
No Opinion	7.41%	4
Oppose	0.00%	0
TOTAL		54

Q10 Advocate for a state-based (public/private) stakeholder committee to identify strategies to increase wages for health care/support workers across settings or populations served.

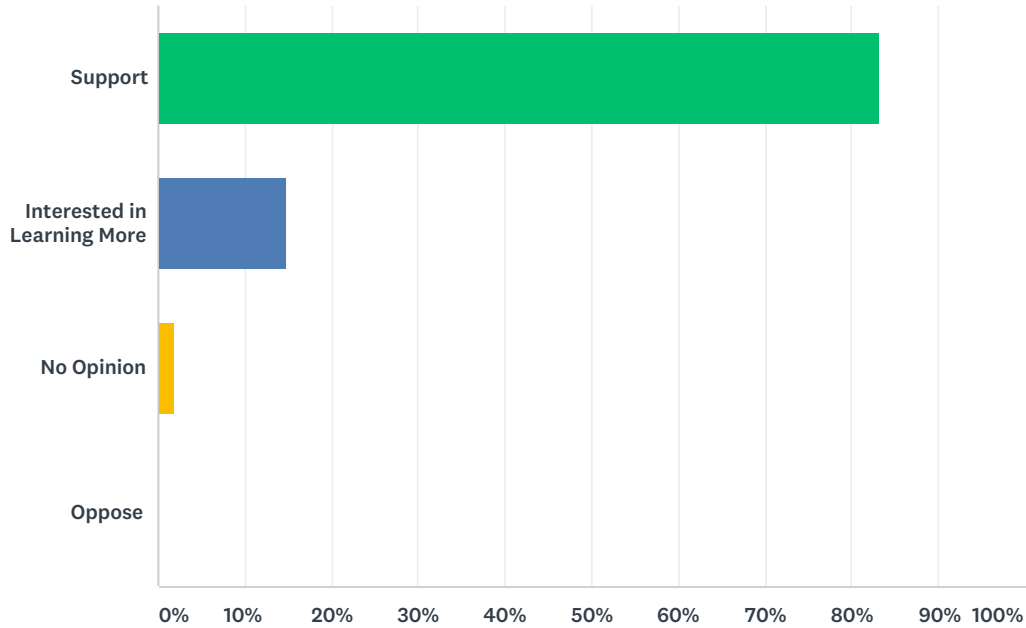
Answered: 53 Skipped: 3



ANSWER CHOICES	RESPONSES	
Support	67.92%	36
Interested in Learning More	16.98%	9
No Opinion	13.21%	7
Oppose	1.89%	1
TOTAL		53

Q11 Raise caps on Medicaid and Medicare reimbursement rates to make sure reimbursements are in line with the cost of services which includes staff wages and other personnel costs.

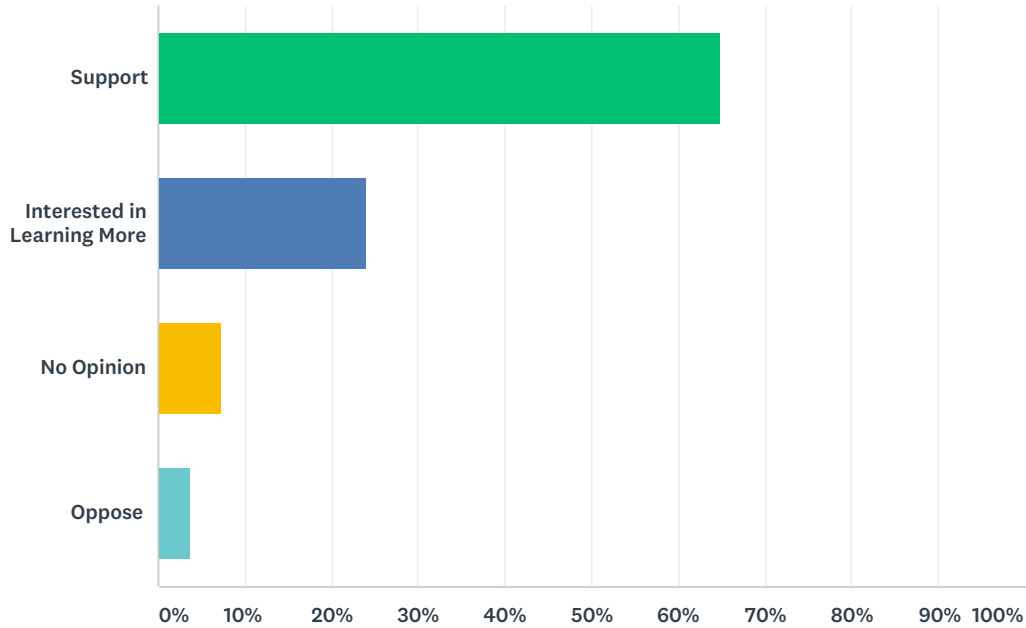
Answered: 54 Skipped: 2



ANSWER CHOICES	RESPONSES	
Support	83.33%	45
Interested in Learning More	14.81%	8
No Opinion	1.85%	1
Oppose	0.00%	0
TOTAL		54

Q12 Establish a Legislative Caregiver Caucus with a focus on direct care workforce, family caregivers, and childcare workers to raise awareness about caregiving issues among elected officials.

Answered: 54 Skipped: 2



ANSWER CHOICES	RESPONSES	
Support	64.81%	35
Interested in Learning More	24.07%	13
No Opinion	7.41%	4
Oppose	3.70%	2
TOTAL		54

Q13 Other recommendations:

Answered: 13 Skipped: 43

#	RESPONSES	DATE
1	Add a code for training direct care workers to be paid, remove Medicaid caps on reimbursements	10/31/2019 11:48 AM
2	Engage elected officials, spheres of influence, community leaders to understand the role of direct care staff as the most important conduit of care and well-being.	10/31/2019 11:44 AM
3	I'll be there! Call me!	10/31/2019 11:42 AM
4	I think Rob's point about re-instituting "Come Care With Me" is good, I would ask him to help find the money to allow Iowa CareGivers to do that.	10/31/2019 11:40 AM
5	Employers should find ways to recognize longer tenured workers as mentioned by the panel. Things like self-scheduling, special parking spots, accolades in newsletters, invited to help with new orientation of new employees, help train and orient new employees, etc.	10/31/2019 11:35 AM
6	As the rural populations declines and there are more elderly in these areas; how will we as a state address these concerns?	10/31/2019 11:33 AM
7	Determine what we have focus on to get the needed changes working.	10/31/2019 11:31 AM
8	Shift ways of thinking: we have too many high school students fixated on a four year degree, which is not necessary. We need workers that can be trained at community colleges to be prepared to have a career in care giving with no debt. Kuddos to DMACC for recognizing this!	10/31/2019 11:27 AM
9	More support to family caregivers - training for them	10/31/2019 11:25 AM
10	Consider extra certification the DCWs obtain through the Prepare to Care program. This is additional education and training they obtain that is not required by the state to become a DCW.	10/31/2019 11:24 AM
11	We need to continue to look at ways to tap into hiring people with disabilities to be caregivers [hard to read]	10/31/2019 11:22 AM
12	Quit being afraid of talking about gendered wages.	10/31/2019 11:18 AM
13	Create a public education and recognition campaign (see SOLUTIONS) to result in a groundswell.	10/31/2019 10:54 AM

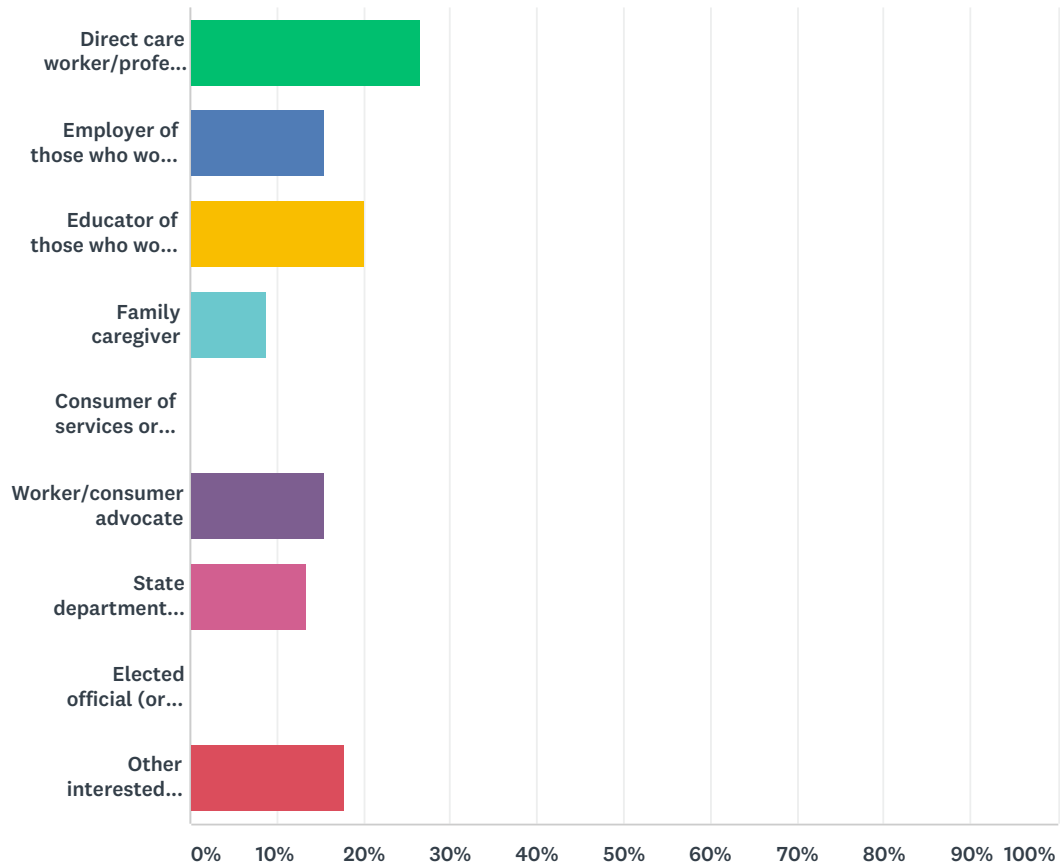
Q14 Name

Answered: 6 Skipped: 50

#	RESPONSES	DATE
1	Elizabeth Beach	10/31/2019 11:50 AM
2	Robin	10/31/2019 11:42 AM
3	Heather Elammari, RN	10/31/2019 11:24 AM
4	[hard to read]	10/31/2019 11:22 AM
5	Angela Ruda-Bruns	10/31/2019 11:19 AM
6	Joy Laudeck	10/31/2019 10:55 AM

Q15 Please select the one which best describes you:

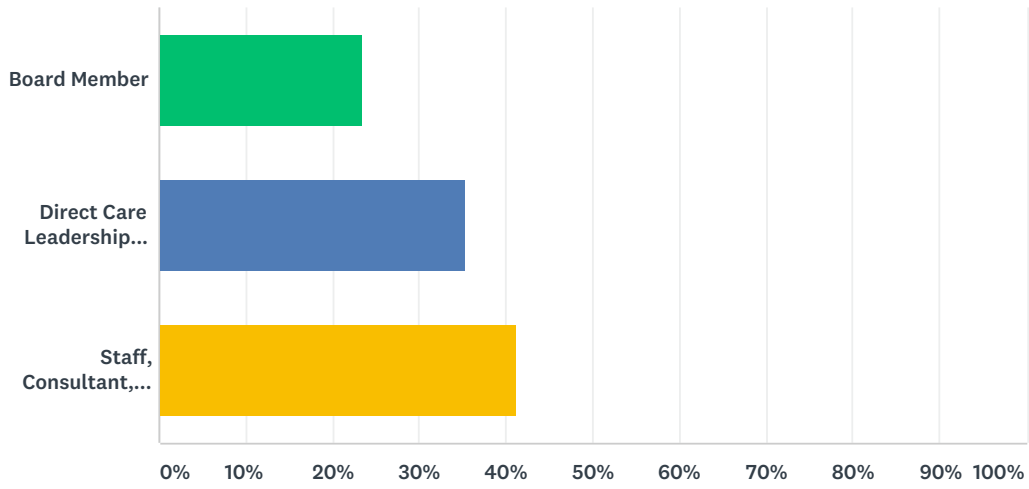
Answered: 45 Skipped: 11



ANSWER CHOICES	RESPONSES	
Direct care worker/professional or direct support professional	26.67%	12
Employer of those who work in direct care/support	15.56%	7
Educator of those who work in direct care/support	20.00%	9
Family caregiver	8.89%	4
Consumer of services or supports	0.00%	0
Worker/consumer advocate	15.56%	7
State department representative	13.33%	6
Elected official (or representative)	0.00%	0
Other interested party	17.78%	8
Total Respondents: 45		

Q16 Please indicate if you are an Iowa CareGivers:

Answered: 17 Skipped: 39



ANSWER CHOICES	RESPONSES	
Board Member	23.53%	4
Direct Care Leadership Council Member	35.29%	6
Staff, Consultant, Volunteer	41.18%	7
TOTAL		17