

Recommendations to assist in the recruitment and retention of the entirety of the health and long-term service and supports (LTSS) workforce, inclusive of direct care workers (DCWs), and to support family caregivers who are also critical to ensuring lowans receive the care and services they need when and where they choose.



STRONG SOLUTIONS TO THE DIRECT CARE WORKFORCE SHORTAGE

NEED IS PRESSING — TIME TO SOLVE SHORT

The circumstances are now dire for many lowans. The following solutions and now issue priorities have been vetted by direct care workers, health and long term service and supports (LTSS) employers, advocates, and community college representatives. Taking action to support the proposed solutions will better prepare a stable health and LTSS workforce that is critical to lowans of all ages and abilities and our state overall.

IOWA CAN LEAD IN SOLVING THIS PROBLEM

- 1. Education and Training of the Direct Care Workforce** — Ensuring that the State has competency-based, portable training, and that direct care workers (DCWs) are “Prepared To Care” in all settings where they provide service to lowans;
- 2. A Central Direct Care Workforce Database System** — Expanding the existing Direct Care Worker Registry will provide infrastructure needed to ensure training portability and maintenance of accurate data that will align with various workforce pipeline initiatives. It will help to ensure that workers, employers, and consumers have access to information related to DCW training and credentials;
- 3. Ensure that Direct Care Jobs Are Good Jobs** — Convening a multi-stakeholder interim legislative committee to investigate ways to increase DCW compensation.

OTHER THINGS TO CONSIDER:

- Expand forgivable loans, scholarships, and incentives for high-demand healthcare occupations such as mental health workers, psychiatrists, faculty nurses, therapists, and others.
- Support appropriate regulation such as eliminating barriers to workers moving from one care or support setting or work environment to another.
- Build upon existing programs proven to have a positive impact on recruitment and retention of the direct care workforce.
- Increase in the minimum wage that assures other needed benefits are not lost (e.g. child care subsidy)
- Explore strategies to boost family caregiver supports via tax credits or other incentives and options.

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