



# Indiana's Direct Service Workforce Investment Strategy

[Indiana's HCBS Spend Plan](#) outlines how FSSA is maximizing the one-time opportunity provided by Section 9817 of the American Rescue Plan Act (ARPA) to invest an estimated **\$727M** into the HCBS landscape through March 2025.

## HCBS Spend Plan

**Indiana's HCBS Spend Plan is split into 2 phases:**

### Phase I: Stabilization

**\$176M** ✓

FSSA issued \$176M in funding to 1,195 providers in Spring of 2022 to stabilize the workforce and provider network and meet urgent needs in the HCBS landscape.\*

\*Providers were required to pass through at least 75% of the grant directly to their workforce

### Phase 2: Targeted Initiatives

**\$551M** ★

FSSA identified 4 Priority Areas through engagement with over 660 stakeholders:

#### 1. Workforce: \$192M

2. Enhance HCBS
3. Build Provider Capacity
4. Caregiver Training and Support

## Direct Service Workforce (DSW) Plan

The goal of the DSW Plan is to improve workforce retention, ensure quality of LTSS services, and support the well-being of the workforce and the individuals they serve. After a year of research and stakeholder outreach, FSSA established three Action Areas.

### Three Action Areas for DSW Investments

#### Wages & Benefits:

- ✓ Conduct a LTSS Rate Study
- ★ Distribute direct payments to DSWs
- ★ Explore strategies to support access to health insurance and benefits
- ★ Create wages & benefits action group



#### Training & Pathways:

- ★ Streamline roles and create a registry
  - Standardize base-level training
  - Develop training pathways for career advancement



#### Promotion & Planning in Collaboration with IDOH:

- Improve workforce data and tracking
- Create State Website for DSWs
- Initiate statewide marketing strategy to support recruitment
- ✓ Participated in the National A&D Staff Survey Pilot to collect data on DSWs
- Support new license type and renewal for direct support professionals on the Indiana Licensing Enterprise portal



**Key:** Underway: ★ Complete: ✓



## DSW Workforce Investment Grant

To recognize the extraordinary efforts of DSWs, FSSA is distributing \$130M of grant funding to support DSWs.

# \$130M

## in Direct Benefit to DSWs

*\*Providers are required to pass through 95% to DSWs*

**Allowable Costs:** Providers can utilize grant funds to invest in DSWs through financial compensation, retention efforts, and wraparound benefits.

**To Qualify:** Submit an attestation form at this [link](#) by **December 22, 2022**.

**Payment Timing:** The grant funding will be issued as three quarterly payments starting in January 2023.

*For more information, please see the [HCBS Website linked below](#)*