



The Indiana Family and Social Services Administration

**Direct Service Workforce Investment
Grant Webinar**




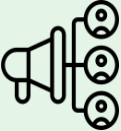

December 1, 2022

Agenda

- Direct Service Workforce State Plan
- Direct Service Workforce Investment Grant
 - Purpose
 - Eligibility
 - Methodology
 - Attestation Form
 - Grant Requirements
 - Distribution Process

Indiana Direct Service Workforce Plan

Indiana's HCBS Spend Plan highlights the Workforce as one of the top priorities to invest in using the one-time American Rescue Plan Act (ARPA) funding which provides an estimated \$817M into the HCBS landscape through March 2025.

Challenge		Address workforce shortages resulting from low wages and intense demands on the occupation.
Solution		Indiana developed the Direct Service Workforce Plan to invest in and support a diverse, stable and well-trained workforce that is essential to providing quality person-centered services and supports to individuals living in their community of choice.
Target Population		DSWs include certified nursing assistants, home health aides, direct support professionals, personal care aides and other non-licensed personnel.
Stakeholder Engagement		Stakeholders and organizations informed every piece of the plan since early 2021: <ul style="list-style-type: none">○ Indiana University School of Medicine Bowen Center for Health Workforce Research and Policy○ Individuals with lived experience○ Direct Service Workforce Advisory Board○ Providers and advocacy organizations
Implementation		The DSW plan will be implemented in a phased approach targeting short-term, mid-term and long-term strategies in three action areas to build and sustain this workforce.

Indiana Direct Service Workforce Plan (cont.)

The Indiana DSW Plan focuses on short-term, mid-term and long-term strategies in three areas to build and sustain this workforce:

1. Wages & Benefits

Goal: Increase the number of DSWs by providing support through enhanced wages and benefits through strategic investment in Medicaid reimbursement.



Short Term:

- ★ **Workforce Investment Grants**
- HCBS Provider Stabilization Grants

Mid Term:

- Staff Stability Survey
- HCBS Rate Methodology

Long Term:

- Wages and Benefits Action Group
- Self-Directed Options
- Addressing Benefits Cliffs

2. Training & Pathways

Goal: Help guide the establishment of a minimum statewide standard training that would allow for portability for workers who move between providers or for those who hold several part-time positions.



Short Term:

- Standardize Definition of DSWs

Mid Term:

- Career Pathways
- DSW Registry

Long Term:

- Training Opportunities

3. Promotion & Planning

Goal: Increase general awareness of the DSW career path and increase available data to understand the workforce.



Short Term:

- Data Collection

Mid Term:

- Data Action Group
- Marketing Action Group

Long Term:

- DSW Website Hub

Direct Service Workforce Investment Grant Purpose

As a part of the short term strategies for Wages & Benefits, FSSA developed the DSW Workforce Investment Grant.

- In alignment with the Indiana Direct Service Workforce State Plan, the grant opportunity will leverage Federal HBCS dollars to support the short-term wages and benefits strategies by dedicating **\$130 million** to this opportunity with a requirement that **95% of funding awarded flow through to direct service workers**
- **Goal:** To support direct service workers as they are essential in providing the day-to-day, in-person HCBS supports necessary for people to live, work, and participate in their communities

Grant Eligibility

Provider Eligibility Criteria

Providers must meet ALL criteria listed below to be eligible:

1. **Active during State Fiscal Year 2022:** Defined as having submitted claims for qualifying paid expenditures during State Fiscal Year 2022 (July 1, 2021 - June 30, 2022)
2. **Currently active:** Defined as currently providing services to Medicaid beneficiaries
3. Medicaid Provider that provides services to individuals in the home and community: As of the date of attestation, providers must be an actively enrolled IHCP provider and **delivering the following types of services:**

- a. Adult Day Services
- b. Adult Foster Care
- c. Assisted Living
- d. Attendant Care (including Self-Directed Attendant Care)
- e. Community/Day Habilitation
- f. Extended Services
- g. Facility Based Supports
- h. Facility Habilitation
- i. Homemaker
- j. Home Health Services
- k. Participant Assistance and Care
- l. Pre Vocational
- m. Program of All-Inclusive Care for the Elderly (PACE)
- n. Residential Habilitation and Support (Hourly & Daily)
- o. Respite Care
- p. Structured Family Caregiving
- q. Waiver Transportation
- r. Workplace Assistance

Grant Methodology

Award notices and the first grant payment round will be issued in January 2023.

Grant Amount Calculation

- \$130 million in total funding will be awarded.
- Payments will be a flat percentage of qualifying SFY 2022 claims expenditures for each provider.
- The grant will be distributed in three equal payments, expected around January 2023, spring and summer of 2023.
- Providers must complete the attestation form prior to the attestation deadline to qualify.

\$130M
Total in funding

Attestation Form

By signing the [Attestation Form](#), each provider attests to the following. For providers with more than one eligible Medicaid Provider ID, one form is necessary for each active ID.

Microsoft Form*

Direct Service Workforce Investment Grant Attestation Form

A key and critical focus of the Indiana Family and Social Services Administration (FSSA)'s Home and Community-Based Services Spend Plan is on supporting our direct service workforce. To that end, we are putting the final touches on a Direct Service Workforce State plan that will include short-, mid-, and long-term strategies around wages and benefits; training and pathways; and promotion and planning.

In advance of the DSW State Plan release, FSSA is excited to launch a critical short-term wages and benefits strategy in the form of a Direct Service Workforce Investment grant opportunity. Direct service workers are essential in providing the day-to-day, in-person HCBS supports necessary for people to live, work, and participate in their communities. FSSA is dedicating \$130 million to this opportunity with a requirement that 95% of funding awarded flow through to direct service workers.

Purpose: The purpose of the grant is to help providers invest in their direct service workforce through financial compensation, wraparound benefits, and retention activities.

**Intro of the Attestation Form*

Attestation

1. The above described provider is a current Medicaid provider with claims submission to Indiana Health Coverage Programs during State Fiscal Year 2022
2. The above described provider agrees that by accepting the grant payment, the provider organization is subject to audit by the State of Indiana. The Provider should maintain documentation and any records to support the amount received so that it can be available upon audit.
3. By typing my name and submitting this form, I attest that I am an agent of the Provider, whose name and information is set forth in this form, and am authorized to agree to and bind the Provider to the aforementioned terms.

Grant Requirements

Grant awardees are required to comply with the following:

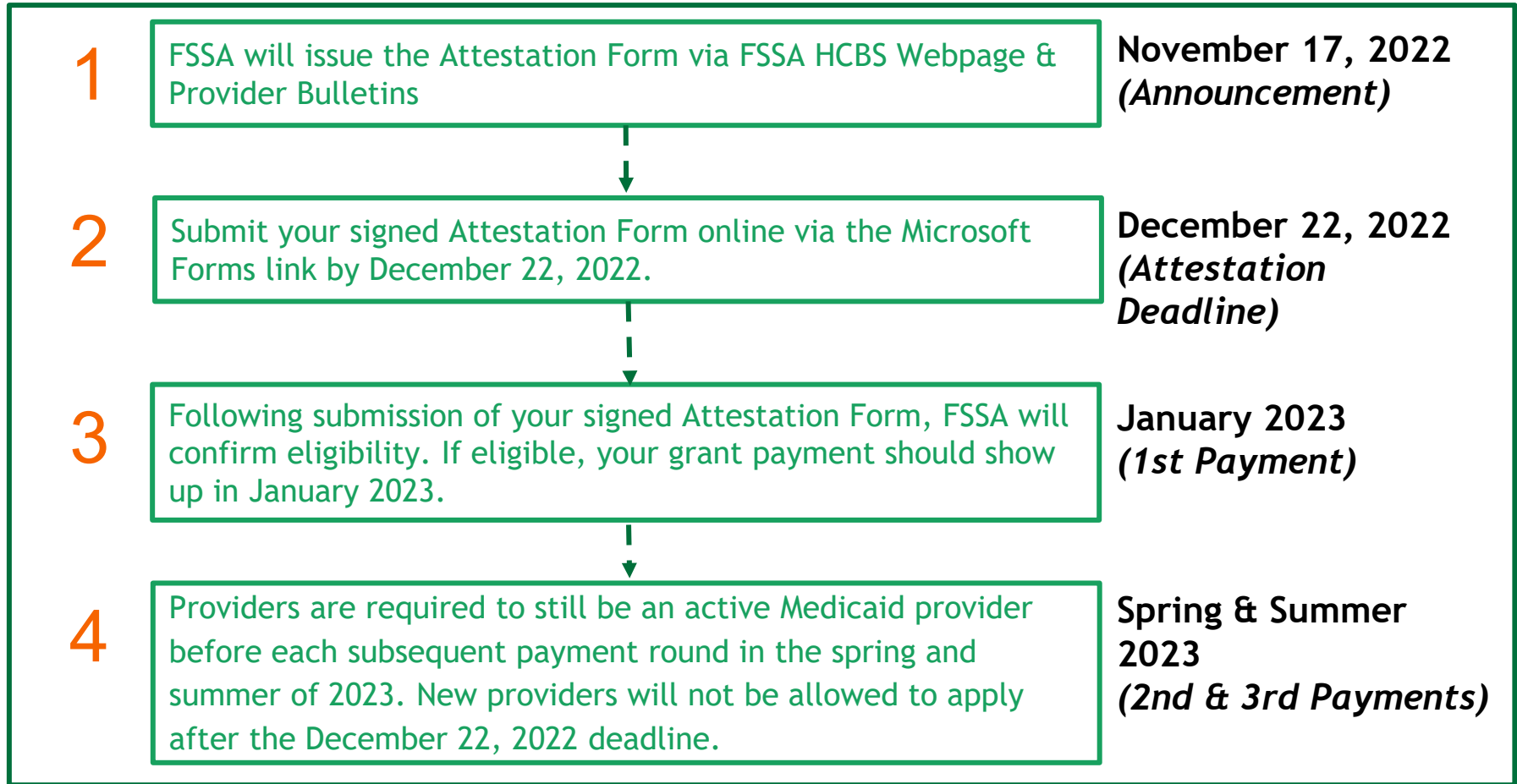
- ❑ Direct **95%** of the grant funding to Direct Service Workers
- ❑ Develop a plan for how they will direct grant funding to direct service workers. Completed plans must be submitted in the attestation no later than Dec. 22, 2022. Providers must post their spend plan to the provider's public-facing website when they receive the award notice.
- ❑ Respond to a **final grant impact survey** that captures how the dollars were spent
- ❑ Obligate money from each round prior to receiving the next round of funding
- ❑ Comply fully with the HCBS Settings Rule: After the March 17, 2023 deadline, providers must be compliant in order to receive further rounds of funding. For further detail on the settings compliance, **please see the FAQ** to be posted on the HCBS website or the guidelines outlined by CMS.

Grant Distribution Process

Prior to the first round of payments, each provider must sign and submit an Attestation Form to qualify.

Attestation/Payment Process

Key Dates



Questions?

For more information, please access the FAQ at in.gov/fssa/ompp and select the link to the HCBS Enhanced FMAP on the left hand side.

Direct all inquiries to hcbs.spendplan@fssa.IN.gov

