

## HCBS AGENCY DIRECT CAREGIVER WORKFORCE RECRUITMENT INCENTIVE

North Dakota recruitment incentive for direct caregivers who provide home and community-based services as an employee of an agency.

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**Purpose:** Stabilize and strengthen the network of direct caregivers who offer home and community-based services designed to help individuals with disabilities and chronic health conditions live in non-institutional settings.

**Description:** A person who is hired to a direct caregiving role within an eligible agency, between January 1, 2022, and December 31, 2022, is eligible, at the discretion of their employer, to receive a **recruitment** incentive of up to \$750.

**Who is eligible to participate:** For the purpose of this initiative, an “**eligible agency**” is:

- Medicaid-enrolled
- Has staff who provide HCBS services in non-institutional settings under either a state or federally funded home and community-based program, which include:
  - DD 1915(c) waiver;
  - HCBS 1915(c) waiver;
  - Autism 1915(c) waiver;
  - Medically Fragile Children’s 1915(c) waiver;
  - Children’s Hospice 1915(c) waiver;
  - 1915(i) service types of: training and support for unpaid caregivers, respite, family peer support, and non-medical transportation;
  - Service Payments for the Aged and Disabled (SPED)
  - Expanded SPED; and
  - Medicaid State Plan personal care services that are delivered in community.
- Is actively serving public-pay clients as demonstrated by active billing in the period for which the incentives are being requested.
- Can be either a for-profit or not-for-profit private agency, or a Human Service Zone that is providing direct HCBS services as a QSP.
- Note: As this incentive is designed to support direct caregiving in the HCBS sector, the following service types are excluded from consideration when determining eligibility to participate:
  - HCBS service types of emergency response, home delivered meals, equipment and supplies, environmental modifications, and behavior modification planning; and
  - Any service delivered in an institutional setting, basic care, or assisted living.

**Note:** If an eligible provider becomes ineligible during the performance period (ex., self-terminates or is terminated from participation in the Medicaid program), the State may pursue recoupment of recruitment funds that had been distributed.

## Program Description

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### Documentation of individual

#### Employee eligibility:

Participating employer must be able to demonstrate that the employee who is receiving the incentive is hired for a direct care role in a non-institutional setting (based on documented hours worked during first 60 days post-hire).

#### Amount of Incentive:

The employer can set the exact amount of the recruitment incentive (up to the per person max of \$750), factoring in number of hours a person is hired to work (i.e., part time / full time), nature of work to be done, location of work to be done, etc.

Employers are **not** allowed to take an admin percentage on the recruitment incentive; the full amount of recruitment incentive requested must be passed on to the employee for whom it is being requested.

#### Incentive Parameters:

The recruitment incentive can be paid any time from date of hire through the first 90 days of employment.

As this is intended to be a sector-wide workforce strategy, employees who have worked for another provider of HCBS services in the 90 days immediately preceding hire are not eligible for the recruitment incentive.

#### Reimbursement Process:

Once approved, the eligible agency can submit for reimbursement to DHS on a monthly basis.

DHS will establish specific reporting criteria which will include documentation that verifies the incentive dollars were passed through to the awarded employees.

#### Program Evaluation:

To help the state learn from this workforce stabilization effort, participating employers will be asked to provide information that describes their approach to utilizing the funds, including information that can help describe the efficacy of the incentive.

#### Estimated Beneficiaries:

Approximately 500 new direct caregiver hires

#### Projected Expenditure:

\$375,000 (500 incentives at \$750 each)

*DHS will approve requests as per program criteria until funds have been fully expended.*