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To: Janus Direct Service Workforce
From: Yolanda Kincaid, President/CEO
Date: August 10, 2023
Re: Direct Service Workforce Investment Grant

The Indiana Family and Social Services Administration (FSSA) created a state plan for Home and Community Based Services (HCBS) that is focused on supporting the workforce that provide direct service to individuals with developmental and intellectual disabilities. A component of this state spending plan was a grant opportunity. Janus applied for this grant in 2022, we were approved to receive funding. As a grant recipient, we agreed to the conditions of this grant which is to assure that at least 95% of the funds go directly to Direct Service Workers (DSW). This is the same grant that funded bonus payments in February and May of 2023 and tomorrow, August 11, 2023, will be the third and final bonus payment from this grant. This August payment will include the same participants as the May 2023 payment in compliance with the grant requirements.

As a reminder, for this grant, the state defines a Direct Support Worker (DSW) as a person who provides hands-on care or direct support in HCBS settings for individuals who need assistance to perform routine daily activities secondary to aging and/or disabilities. DSW staff typically have regularly scheduled services and are paid hourly or monthly. Contractors are eligible DSWs; and a direct supervisor who performs DSW functions when there is a lack of availability of DSWs is eligible (unless their job duties fall in the category of an ineligible recipient which includes: CEOs, CFOs, COOs, CCOs, CMOs, or equivalent agency leadership positions, administrative staff, Office staff or equivalent employee positions).

The state published a list of services, here are the identified services of their list that Janus is offering this bonus:

- Community/Day Habilitation
- Extended Services
- Facility Habilitation
- Pre-Vocational

**As always, thank you for everything that you do each day to support Janus Developmental Services, Inc.
You are truly appreciated and valued.**

Sincerely,

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