

Recruiting and Retention for Direct Support Professionals Project

Contract Purpose:

The parties have entered in this contract for the purpose of retaining the contractor to pilot a Direct Support Professional (DSP) Recruitment Strategy for Community Home and Community Based (HCBS) waiver Providers. The Contractor will solicit service agreements with HCBS providers committed to developing an innovated strategy to hiring and retaining qualified DSPs. The hiring and retaining strategy must be developed and implementation must begin by September 30, 2021. HCBS providers entering into service agreements with the Contractor will also agree to transition at least two individuals living in one of the two State Resource Centers (Woodward and Glenwood) by September 30 2022. The contractor will be responsible for evaluating the effectiveness of the hiring and recruiting strategies implemented for future use.

Scope of work:

Deliverables:

Provide partial FTE (.20) to coordinate, monitor and provide evaluation of the project.

Provide partial FTE (.10) to provide administrative support to the project.

Develop service agreement templates with required timelines, payment structure and transition requirements with approval from the DD Council.

Identify four HCBS providers committed to develop new hiring and recruiting strategies for DSPs and enter into service agreements with identified providers. Reimburse HCBS providers as outlined in the payment structure on the service agreements.

Provide evaluation report on the effective of hiring and recruitment strategies used and make recommendations for future initiatives to share with providers and policy makers and managed care organizations.

Performance Measures:

- Service Agreements developed
- Service Agreements Executed
- Quarterly Reports.
- Final Evaluation Report.
- Eight individuals transition from Glenwood and/or Woodward Resource Center by September 30 2022.