

Direct Service Workforce Investment Grant

Investing in Our People

Noble's Plan for the Direct Service Workforce Investment Grant Award

In December, the Indiana Family and Social Services Administration announced another round of Direct Service Workforce Investment Grants to be funded by pandemic relief funding from the federal government.

A critical element of FSSA's Home-and Community-Based Services Spend Plan for the federal funds is to support the Direct Service Workforce. Part of the DSW State Plan includes short-, mid- & long-term strategies around wages & benefits; training & career pathways; promotion; and planning. To help meet those goals, FSSA has launched a key short-term wages & benefits strategy in the form of Direct Service Workforce Investment Grants.

At Noble, DSWs are essential in providing daily in-person supports for people with disabilities to live, work & fully participate in the community. FSSA has dedicated \$130 million to this opportunity with the requirement that 95% of the funds flow directly to DSWs.

Noble applied for this grant opportunity in December 2022 and received word in January 2023 that we were awarded a generous Direct Service Workforce Investment Grant. We are excited to announce that we have been passing along these funds to eligible DSWs in the form of a \$1.00/hour increase for all of our Direct Service staff members. We have also utilized these funds for staff bonuses, as well as other recruitment & retention activities.

Per grant requirements, these funds must be obligated and spent by December 2023. At this point, we project that grant funds will be fully utilized by the end of October.

Any questions regarding specific programs and amounts may be directed to CFO Judy Tidwell at j.t@mynoblelife.org.

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