

**NC Department of Health and Human Services
Division of Mental Health, Developmental Disabilities, and Substance Use Services**

DSP Recruitment and Retention Provider Grant Initiative

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I/DD Team Lead, IDD, TBI & Olmstead, DMHDDSUS**

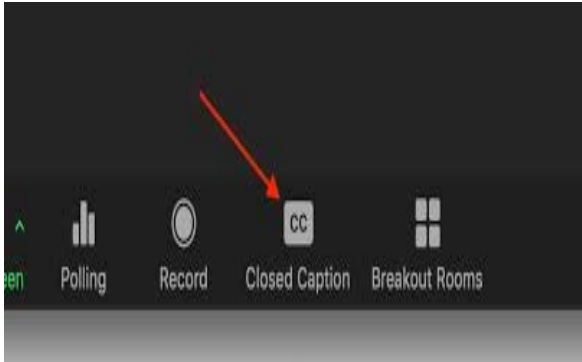
September 11, 2024

Housekeeping

- Reminders about the webinar technology:
 - Please make sure you are using a computer or smart phone connected to the internet, and the audio function is on, and the volume is turned up.
 - Please make sure your microphone is muted for the duration of the call unless you are speaking or asking questions.
 - Questions can be submitted any time during the presentation using the “Q&A” box located on your control panel, and we will answer as many questions as time allows after the presentation.



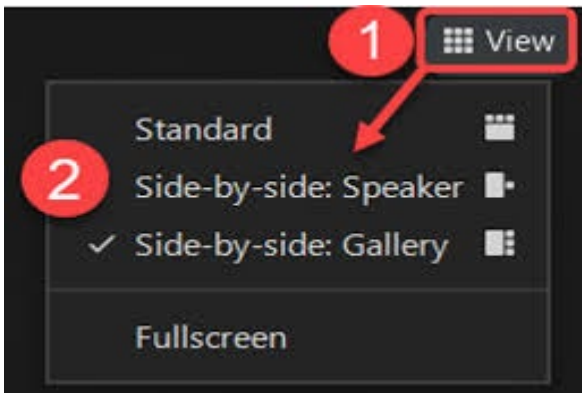
Housekeeping



- American Sign Language (ASL) Interpreters and Closed-Captioning
 - ASL Interpreters and Closed-Captioning options will be available for today's event.
 - For closed-captioning options select the "Closed Caption" feature located on your control panel.

Intérpretes en lengua de signos americana (ASL) y subtítulos:

Habrá intérpretes de ASL y opciones de subtítulos disponibles para el evento de hoy. Para opciones de subtítulos, seleccione la función "Subtítulos" ubicada en su panel de control.



- Adjusting Video Layout and Screen View
 - Select the "View" feature located in the top-right hand corner of your screen.

Agenda

1. Introductions
2. DSP Recognition Week – September 8-14
3. Overview: DSP Recruitment and Retention Provider Grants
4. Application Presentation
5. Q&A

Kelly Crosbie, MSW, LCSW, DMHDDSUS Director



- 30 years in MH/SU/IDD Field
- 13 years in DHHS
- DMHDDSUS since Dec 2022
- Licensed Clinical Social Worker (LCSW)
- Person with lived experience



Direct Support Professional RECOGNITION WEEK September 8 - 14, 2024

Direct Support Professional (DSP) Recognition Week provides us with an opportunity to pause, acknowledge, and highlight the dedicated direct support workforce that is the heart and soul of supports for people with disabilities.

- Most direct care workers are women and people of color, and women of color are a large and growing segment of the direct care workforce.
- Many people of color in the direct care workforce are immigrants.



Tina Barrett, MA, LPA, HSP-PA

I/DD Team Lead, IDD, TBI & Olmstead Section, DMHDDSUS



- MA in Psychology
- Licensed Psychological Associate
- More than 30 years of experience providing clinical & administrative services to people with IDD
- DMHDDSUS since 2023

Inclusion Connects

Inclusion Connects is a NCDHHS initiative to connect people with I/DD to more choices and more access to services and supports to live, work, and play in their community of choice

The team is focused on:

- Promoting **access to services** for all North Carolinians with I/DD including those in the Innovations Waiver Waitlist
- Enhancing access and knowledge about the full continuum of **community-based housing** and
- **Building a robust, high quality DSP workforce**

Find more information here: [Inclusion Connects](#)

To join the Inclusion Connect Advisory Committee send an email to: DMHIDDCONTACT@dhhs.nc.gov

Overview

DSP Provider Agency Recruitment and Retention Grants

This week, DMH/DD/SUS began soliciting proposals from providers to fund interventions that improve DSP recruitment and retention.

- Allowable uses for the grants include but are not limited to:
 - **Hiring/retention bonuses**
 - **Child/dependent/senior care subsidies**
 - **Transportation supports or subsidies**
 - **Food supports or subsidies**
 - **Continuing or advanced education opportunities**
 - **Other employee assistance programs**
- Funding will be made available on a one-time basis; DMH/DD/SUS expects to make awards in early 2025.
- Providers will describe their initiative's impact and budget to help inform design of long-term recruitment and retention strategies.

Applications will be open until 12:00 pm (noon) on November 8th

DSP Provider Agency Recruitment and Retention Grants

Eligible Provider Agencies:

- Can be for profit OR non-profit/not for profit
- Deliver Medicaid and/or state-funded I/DD services, including providers that operate an Agency with Choice (AWC) model.
- Can employ any number of DSPs

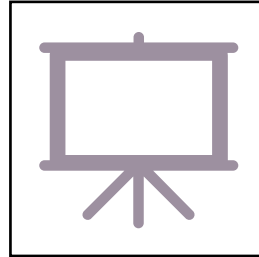
Participants in Self-directed/Employer of Record (EOR) are not eligible for participation
(there will be another opportunity available for these members)

Presentation of Application

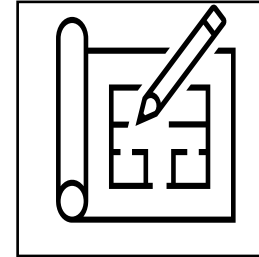
Q&A



Questions and feedback are welcome at DMHIDDCONTACT@dhhs.nc.gov



The recording and presentation slides for this webinar will be posted to the [Inclusion Connects](#) webpage.



Office hours are available by request on 9/19/24, 9/26/24, and 10/3/24 from 2-3 pm Contact Tina Barrett at tina.l.barrett@dhhs.nc.gov for more information/link



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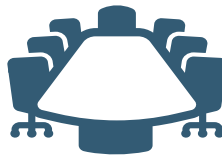
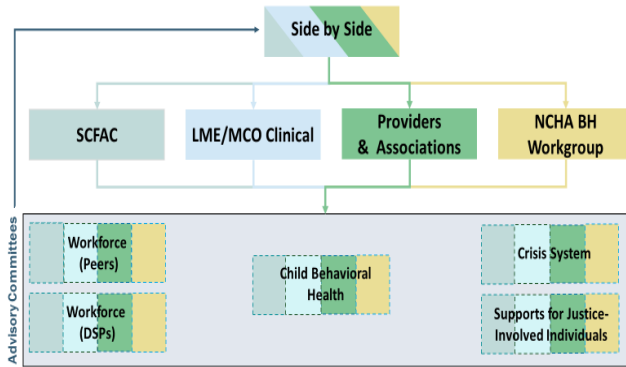
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