



Developmental Disabilities Administration

Work Waiver Exceptions

As a result of the COVID-19 public health emergency, the Developmental Disabilities Administration (DDA) has been granted the following work waiver exceptions under the approved Appendix K authorization. These exceptions will potentially offer additional employment options for jobseekers. This includes returning citizens, dislocated workers, and youth. Department of Labor staff have been working alongside the Developmental Disabilities Administration and the Department of Disabilities to determine the number of employment vacancies across the state and have listed the available opportunities in the Maryland Workforce Exchange. The following exceptions have been granted:

Age Requirement: Individuals 16 years of age or older, including family members, neighbors and certified babysitter

Expedited hiring, training and on-boarding of direct support professionals: **Waiver of High School or GED® Requirement** – Direct Support Professionals do not need to have a traditional high school diploma/GED® diploma in order to provide Waiver program services during this emergency.

Training Requirements: To expedite the hiring of staff and their ability to work with participants immediately, the DDA will temporarily waive all but the most essential staff training requirements for direct support staff under both the self-directed and traditional service delivery models.

Background Checks: A provider who chooses to utilize non-traditional staff in direct support positions must initiate appropriate background checks, and Motor Vehicle Administration checks (if driving), but **may place the staff person on the schedule immediately after performing an abbreviated background check using the name, birthdate, and social security number of the potential new hire.**

Provider Enrollment: Criminal Background Checks: The Department requests authority to **temporarily suspend during the state of national emergency fingerprinting in criminal background checks** as required pursuant to 42 C.F.R. § 455.434. The Department intends to conduct fingerprinting post-enrollment after the requested 1135 waiver expires. Those who do not meet fingerprinting requirements will be immediately terminated.

Nursing Required Training: Temporarily waive requirement that a registered nurse receive training from DDA regarding delegating nursing until the state of emergency is terminated.

Waiving the Health Screen and PPD test: Providers may waive the basic health screen and PPD skin test as a condition of employment for all direct support professionals serving individuals enrolled in Medicaid or a waiver program, including legally-responsible family members.