

DIRECT CARE WORKFORCE INNOVATION PROGRAM

QUESTIONS AND ANSWERS

Question 1:

In the policy it states under project requirements, “projects awarded funds through this program must be used to supplement, not supplant, the amount of funds that would be available absent the grant award.” What does this mean?

Answer:

A grantee must use funding as a supplement to existing resources available to address the recruitment, retention, or advancement of direct care workers in the region being served. The funds cannot replace or supplant existing funds.

Question 2:

In the policy it states the period of performance is three years. What does this mean?

Answer:

The length of the grant will be three years, meaning grantees have up to three years to spend the grant funding and meet the deliverables of the grant.

Question 3:

Would we need to submit monthly reports for the entire three years, or could we specify a shorter performance and reporting period?

Answer:

Grantees will be required to submit reports monthly until funding is spent and grant deliverables are met.

Question 4:

Is there a grant orientation meeting? And is there a grant due date?

Answer:

Labor will not hold a pre-proposal conference, but applicants are encouraged to email questions to dlwdaldcwip-labor@maryland.gov. Applications are due on December 30, 2022.

Labor may have an orientation with any applicant who is awarded a grant however no final decision has been made. Grantees will be notified if an orientation is held.

Question 5:

Who are the “participants” in this grant – direct care workers or those individuals they serve?

Answer:

The target population for this grant are individuals currently serving in direct care roles, or individuals who wish to enter a career as a direct care worker. As a requirement of the enabling legislation, MD Labor must also track the number of individuals and/or families that will receive services as a result of these newly trained direct care workers.

Question 6:

To be eligible for the program, the employer needs to provide workforce training and credentials for CNA/GNAs, Home Health Aides, Nursing Assistants, Personal Aides, and Psychiatric Aides. Our organization does not currently provide CNA or GNA training, but we do hire CNAs and GNAs and then provide paid training to become Registered Medication Aides. Would this qualify for the program?

Answer:

Yes. Because the individuals who would be trained in this scenario are current CNAs or GNAs, this would be allowable.

Question 7:

Our question involves the table provided in the policy that defines a “Direct Care Worker.” Our team would like to propose a program that will train Psychiatric Technicians. Our Psychiatric Technicians perform many of the duties described in the table but labels them as Psychiatric Aides. Based on our internal assessment, the positions are comparable with some minor exceptions. Our techs would be eligible for certification, but from the American Association of Psychiatric Technicians rather than the Maryland Board of Nursing. We are wondering if this would be acceptable for this funding opportunity or is the funding opportunity only focused on the duties and specific certifications listed on that table?

Answer:

The [legislation](#), defines the four eligible occupations using the *2018 Standard Occupational Classifications of the US Department of Labor*, The Standards identify psychiatric technician as a a different classification, and thus, is an ineligible occupation for the Direct Care Workforce Innovation Program.

Question 8:

Is it correct that there is a total of 250K grant funds available statewide? (Or have you allocated more than the 250K required minimum?)

Answer:

The Direct Care Workforce Innovation Program will receive an annual allotment of at least \$250,000 per fiscal year.

Question 9:

What do you anticipate will be the average grant award?

Answer:

Grant awards cannot exceed \$50,000.

Question 10:

What kind of matching funds can a nonprofit use?

Answer:

Matching funds can include staff time, training space, and instructor costs. If you have specific questions about what may count as matching funds, please contact dlwdaldcwip-labor@maryland.gov.

Question 11:

Does this grant cover home care aides who deliver personal care and light housekeeping (but not direct health care)?

Answer:

Funds are for individuals who provide direct care. Specifically, funding must be used for the following occupations: GNA/CNA, Home Health Aide, Nursing Assistant, Personal Aide, and Psychiatric Aide.

Question 12:

Is there a recording of a webinar explaining more about this funding opportunity?

Answer:

No, applicants can find more information about the Direct Care Workforce Innovation by visiting the [website](#) which includes the Direct Care Workforce Innovation Fund Program [policy](#). Applicants may also send any questions to dlwdaldcwip-labor@maryland.gov.

Question 14:

Can you please further explain what is meant by the Participant / Activity Category:

- Total number of participants placed into unsubsidized employment as a direct care worker
- Median earnings for individuals placed into unsubsidized employment

Answer:

Grantees are required to report monthly on performance measures. The following definitions will be used specific to the above outcomes:

Unsubsidized Employment is employment in the private sector or public sector for which the employer does not receive a subsidy from public funds to offset all or a part of the wages and costs of employing an individual.

Median Earnings – 2nd Quarter After Exit is the median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program. Total quarterly earnings, for all participants employed in the second quarter after exit, are collected by either direct wage record match or supplemental wage information. The collected quarterly wage information values are listed in order, from the lowest to the highest value. The value in the middle of this list is the median earnings value, where there is the same quantity of numbers above the median number as there is below the median number.