

HCBS NON-AGENCY DIRECT CAREGIVER WORKFORCE RETENTION INCENTIVE

North Dakota retention incentive for direct caregivers who provide home and community-based services and who work either as an Individual QSP or who provide Self Directed support services

Purpose: Stabilize and strengthen the network of direct caregivers who offer home and community-based services (HCBS) designed to help individuals with disabilities and chronic health conditions continue to live in non-institutional settings.

Description: A person who is hired in a direct caregiving role, for an eligible HCBS client, as of January 1, 2022, may be eligible to receive a **retention** incentive of up to \$2,100.

Who is eligible to participate: Non-Agency direct caregivers who are providing services to HCBS clients are eligible to receive one retention incentive as per guidelines outlined below.

- **Self-directed** (DD, Autism & Medically Fragile Waiver (MFW)) – caregiver who is actively enrolled with Veridian, the State’s designated Medicaid intermediary, and who has delivered an eligible service to a HCBS client during the period in which the retention incentive is being claimed.
- **Individual QSP** (HCBS) - caregiver who is an active Medicaid-enrolled provider and who has delivered an eligible service to at least one public pay client under an existing state or federally funded HCBS program as demonstrated by active billing in the period in which the retention incentive is being claimed.

Note: If the caregiver becomes ineligible during the performance period (i.e., self-terminates, terminated from participation in the Medicaid program or is the subject of a pending or substantiated quality of service incident), the State may pursue recoupment of retention funds that have been distributed.

Note: As this incentive is designed to support direct caregiving in the HCBS sector, the following service types are excluded from consideration when determining eligibility to participate:

- HCBS service types of emergency response, home delivered meals, equipment and supplies, environmental modifications, and behavior modification planning; or
- Any service delivered in an institutional setting, basic care, or assisted living.

Request process:

Caregivers who meet the eligibility criteria will be given the opportunity to opt-in to the retention incentive program. The opt-in notification will be mailed by the State at the mailing address on file.

After the State receives a response from caregiver that they agree to participate, the State will verify quarterly that the caregiver provided service to at least one client during the previous quarter. Verification will be determined by data from sources, such as Veridian, MMIS, and Therap.

Timeframes:

The HCBS Non-Agency Direct Caregiver Incentive Program will operate with a period of performance of January 1, 2022 – June 30, 2023, or until funds are no longer available, whichever is sooner.

Period of Performance	Eligibility Determination	Payment Processing
<i>“Was a service delivered to a public pay client in this time frame?”</i>	<i>State verify caregiver is active, opted-in, and delivered service during period of performance</i>	<i>State process caregiver incentive and distribute payments</i>
Jan-Mar 2022	Aug 15-31 2022	Sept 15-Oct 15 2022
Apr-Jun 2022	Sept 1 – Sept 15 2022	Sept 15-Oct 15 2022
Jul-Sep 2022	Nov 15-30 2022	Dec 15-Jan 15 2023
Oct-Dec 2022	Feb 15-28 2023	Mar 15-Apr 15 2023
Jan-Mar 2023	May 15-30 2023	Jun 15-Jul 15 2023
Apr-Jun 2023	Aug 15-31 2023	Sep 15-Oct 15 2023

Amount of Incentive:

An eligible caregiver can receive retention incentives totaling up to \$2,100 with distribution of funds over four quarters (\$525/quarter).

Program Effectiveness:

To help the State learn from this workforce stabilization effort, participating caregivers may be required to provide information that describes the impact of these funds and the effectiveness of the incentive.

DHS will approve requests as per program criteria until funds have been fully expended, with a program end date set no later than June 30, 2023.