**Direct Service Workforce Investment**

Independent Adult Day Care Centers, LLC (“IADC”), through its operating subsidiaries has enrolled to participate in The Indiana Family and Social Services Administration Direct Service Workforce Investment Grant.

Below is the IADC’s spend plan for monies received:

* Recruitment:
  + Referral bonuses paid to existing employees for referring new Direct Service workers
  + Sign on bonuses paid to new Direct Service Workers
  + Paid job postings (max 5% of total grant amount)
* Hiring:
  + Salary and benefits for additional Direct Service Workforce employees
* Retention:
  + Employee rewards & recognition:
    - ‘IADC Stars Program’ Awards – prizes and gift cards
    - Employee recognition events
  + Shift meals
  + Retention bonuses and/or wage increases
* Training and Development:
  + Up to 2 weeks onboarding training for new hires and 2 days annually for existing Direct Service Workers
  + HHA Certificate training available to all Direct Service Workforce employees
  + Tuition assistance for CNA, CMA/QMA, Activities Professional credentialing