

## **FSSA Grant Program**

FSSA is issuing Advocates Home Health Care funding to support our direct service workforce. We plan to use the funding in the following ways to invest in our Direct Service Workers (DSWs):

1. Financial Compensation (75% of total):
  - a. Hourly Wage Increase: As a part of our long term strategy, we will be increasing hourly wages. Increases will be based on an employee's time employed, hours worked per week, availability to work when time slots are uncovered, etc.
  - b. One time bonuses: To provide immediate support to our workforce, we plan to issue bonuses to (i) DSWs who have demonstrated strong willingness to work when needed and loyalty to the company, (ii) DSWs who refer new employees to work, and (iii) to DSW's who sign on during the grant period. We will dedicate 15% of the grant amount towards this activity.
2. Transportation Vouchers: In order to relieve some of the pressure of increased cost of travel, we will issue transportation vouchers to help pay for gas, travel, and other car related expenses. We will dedicate 5% of the grant amount towards this activity.
3. Training/Professional Development: In order to provide opportunities to grow within the company, we will provide training to DSWs that will enable them to excel in their field. We will dedicate 5% of the grant amount towards this activity.

Timing wise, our goal is to use the funding as soon as possible after receipt so that we can provide immediate support to our workforce. Please reach out to Steve Pecar at (317) 580-0700 with any questions regarding how the funds will be spent.