



## Vermont Agency of Human Services, Home and Community-Based Services Grant Opportunity: Summary of Awards

Updated May 2024

Utilizing funding made available through [Section 9817 of the American Rescue Plan Act of 2021](#), the Vermont [Home and Community-Based Services \(HCBS\) Grant Opportunity](#) is a pivotal initiative aimed at bolstering the quality, accessibility, and sustainability of Vermont’s system of care for individuals and their families who rely on HCBS to lead independent and fulfilling lives. Through a competitive application process, HCBS providers, community-based organizations (CBOs) that serve Medicaid members with HCBS needs, and other entities that support the HCBS landscape in Vermont were invited to apply for funding across four tracks. Below is a summary of the 45 awards funded through the HCBS Grant Opportunity.

Infrastructure Improvement	
Organization Name & Type	Project Summary
<b>Bennington Project Independence</b> <i>Adult Day Center</i>	Through the renovation of their Adult Day Center building, Bennington Project Independence will expand program capacity and increase the range and availability of on-site healthcare, personal care, as well as restorative and personal enrichment services for participants.
<b>Counseling Service of Addison County (CSAC)</b> <i>Designated Mental Health and Developmental Disability Services Agency</i>	CSAC will enhance the quality and dependability of transportation services provided to its Developmental Services clients through the purchase of new vehicles. The organization will also contract for an architectural analysis of its current office space and assess whether its program needs exceed current capacity and space configuration.
<b>Elderly Services</b> <i>Adult Day Center</i>	Elderly Services will expand program capacity and improve staff and participant experience by funding comprehensive improvements to the Adult Day Center building's infrastructure, including insulation enhancements, repair of leaks and windows, replacement of an aging chiller with an efficient HVAC geothermal solution, and the installation of solar panels.
<b>Lamoille County Mental Health Services (LCMHS)</b> <i>Designated Mental Health and Developmental Disability Services Agency</i>	LCMHS will replace the roof on its main office building, enabling LCMHS to reopen previously closed sections of the building and create new office spaces for outpatient services. LCMHS will also purchase two new vans to replace aging vehicles for client transportation.
<b>NFI Vermont</b> <i>Specialized Service Agency</i>	NFI’s award will allow the agency to remodel The Brattleboro Cottage. It will also fund the installation of a roof-mounted solar voltaic array to produce sustainable energy for the Community Based Services Program and administrative building.
<b>Northern Counties Health Care</b> <i>Home Health Agency</i>	Northern Counties Health Care will fund the replacement of outdated HVAC systems, windows, and a boiler to increase energy efficiency, improve staff experience, and lower energy costs for their Home Health services.

Please visit the [HCBS Grant Opportunity website](#) for additional information.



<b>Northwestern Counseling &amp; Support Services (NCSS)</b> <i>Designated Mental Health and Developmental Disability Services Agency</i>	The NCSS award will fund the replacement of aging vehicles and the purchase of vehicle safety equipment to provide dependable client transportation and improve client and staff experience. It will also allow the agency to optimize workflows and communication by purchasing tablets and intake kiosks to allow for real-time health record access.
<b>Springfield Area Adult Day Service, Springfield Hospital</b> <i>Adult Day Center</i>	Springfield Area Adult Day Service will install a nurse call system and upgraded security system to enhance safety for clients and improve the working environment for staff.
<b>Springfield Area Parent Child Center</b> <i>Parent Child Center</i>	Springfield Area Parent Child Center will renovate their newly acquired Training Center building to facilitate high-quality training sessions for HCBS providers in a safe and accessible environment. Renovations include bringing the building entrance into ADA compliance, repairing and painting exterior trim, replacing the roof, and repairing chimney and flue components.
<b>The Gathering Place</b> <i>Adult Day Center</i>	The Gathering Place grant will fund investments and upgrades to its Adult Day Center facility – a Victorian residence dating to approximately 1870 –as well as upgrade aging communication, networking, and software solutions. These improvements will help to strengthen and stabilize the physical environment by addressing safety, energy efficiency and active repair needs, and will improve program delivery as well as client experience.
<b>Washington County Mental Health Services (WCMHS)</b> <i>Designated Mental Health and Developmental Disability Services Agency</i>	The WCMHS grant will fund critical infrastructure improvements to improve safety, accessibility, staff and client experience, and environmental sustainability at its Community Developmental Services program location. Upgrades include replacing the roof, adding an elevator, replacing windows, installing ADA compliant bathrooms and more.

<b>Care Model Innovation Pilots</b>	
<b>Organization Name &amp; Type</b>	<b>Project Summary</b>
<b>Age Well</b> <i>Area Agency on Aging</i>	Age Well will refine its Transitions of Care Program to reduce hospital re-admissions of aging Vermonters. Age Well will continue to build relationships with the three hospitals in its service area; provide options counseling and support the transition of individuals from the hospital to a community-based setting; coordinate with key stakeholders; monitor and track the status of clients; and collect and report information about the barriers to discharge and the challenges associated with remaining in a community-based setting.
<b>Burlington Housing Authority</b> <i>Community-Based Organization</i>	The Burlington Housing Authority will provide tenancy sustaining services to promote health and safety for community members who utilize Medicaid HCBS and face housing instability due to hoarding. These services complement the supports provided by their team of Housing

Please visit the [HCBS Grant Opportunity website](#) for additional information.



	Retention Specialists and site-based providers and work toward eliminating housing insecurity.
<b>Green Mountain Self-Advocates (GMSA)</b> <i>Community-Based Organization</i>	GMSA will create a network of trained peer advocates to increase decision-making skills and peer-to-peer empowerment of individuals receiving Developmental Services. Their grant will fund the establishment of an advisory committee, development of a comprehensive training curriculum, and hiring of up to 15 peer advocates across the state.
<b>Lamoille County Mental Health Services (LCMHS)</b> <i>Designated Mental Health and Developmental Disability Services Agency</i>	LCMHS will create and maintain a trauma-informed, patient-centered medical respite pilot program with comprehensive wraparound services for individuals who meet the Housing and Urban Development (HUD) definition of homelessness with complex needs. The program will provide individualized case management and care coordination to address medical and social needs, onsite screenings and clinical services, medication management, and referrals to primary care, home health, mental health, and substance use services.
<b>Northeast Kingdom Human Services (NKHS)</b> <i>Designated Mental Health and Developmental Disability Services Agency</i>	NKHS will develop two Community Skills Groups, in St. Johnsbury and in Derby, to provide support and skill building for individuals with intellectual and developmental disabilities. Examples of topics include independent living skills, social skills, employment skills, healthy living, and mental health. The Skills Groups provide participants with an opportunity to develop meaningful relationships, practice positive mental health strategies, and increase independent living skills.
<b>Northern Counties Health Care</b> <i>Home Health Agency</i>	Northern Counties Health Care will develop a project to reduce hospital admissions and re-admissions by improving care integration and continuity of care. The project will leverage data and technology to identify Medicaid beneficiaries with complex needs who are at risk for hospitalization and re-hospitalization. Activities include risk stratification; education for patients and staff; acquisition of tele health technology and staffing; implementation of an enhanced assessment protocol; hiring of a complex care coordinator; and leveraging technology to automate scheduling and better address patient needs.
<b>Northwestern Counseling &amp; Support Services (NCSS)</b> <i>Designated Mental Health and Developmental Disability Services Agency</i>	NCSS will partner with Northwestern Medical Center to launch the Pediatric Developmental Clinic and Care Team Collaboration Pilot, offering early interventions for families impacted by developmental disabilities like autism. The Pilot will include autism screenings and auditory processing disorder testing, streamlined referrals, interdisciplinary case conferences, and programming to empower families in caring for their child with special health needs. The grant will also fund The Abenaki Cultural Wellness Project to bridge cultural gaps by recruiting an Abenaki support specialist, providing cultural literacy training for staff, conducting outreach to the Abenaki community, offering individual community support compatible with Abenaki traditions, and including traditional healing practices within therapeutic plans.
<b>Pathways Vermont</b> <i>Specialized Service Agency (mental health services)</i>	Pathways Vermont will use its award to support the development of a peer respite pilot project based in Chittenden County. Peer respites are voluntary, short-term, overnight programs that provide community-



	based, trauma-informed, and person-centered crisis support and prevention 24 hours a day in a homelike environment.
<b>The University of Vermont (UVM) Health Network - Home Health &amp; Hospice</b> <i>Home Health Agency</i>	UVM- Home Health & Hospice will fund the expansion of the Longitudinal Care Program (LCP) in Chittenden and Grand Isle counties. The LCP provides care management and support for high-risk patients who are no longer eligible for traditional adult home health services. The grant will also support an impact evaluation to inform future policy and program sustainability.
<b>Washington County Mental Health Services (WCMHS)</b> <i>Designated Mental Health and Developmental Disability Services Agency</i>	The WCMHS grant will support the agency in expanding wellness, nursing, training, and programmatic resources that equip staff to prioritize client's wishes and preferences in care plan development and service delivery. The grant award includes several projects, such as a pilot to introduce smart home technology into HCBS client homes; implementation of a peer support service model; additional wellness activities for HCBS clients; and a Zero Suicide program improvement project.

Workforce Development	
Organization Name & Type	Project Description
<b>BAYADA Home Health Care</b> <i>Home Health Agency</i>	The HCBS grant will allow BAYADA Home Health Care to recruit and train HCBS providers by funding a dedicated Clinical Educator to train 200 new Direct Care Workers, covering wages for new workers to attend trainings, and offering Wound Care and Ostomy Care certification courses.
<b>Central Vermont Council on Aging (CVCOA)</b> <i>Area Agency on Aging</i>	To support the development of a hybrid work environment, CVCOA will use its grant to make improvements to technology systems, hire a Learning and Development Specialist to design training materials and provide staff trainings, and support two Lead Case Manager positions to build supervisory, team building and mentorship skills.
<b>Champlain Community Services (CCS)</b> <i>Designated Developmental Disability Services Agency</i>	CCS will address challenges with understaffing and wait times by hiring an Outreach & Recruitment Coordinator dedicated to creating new pipelines for recruiting professional staff.
<b>Counseling Service of Addison County (CSAC)</b> <i>Designated Mental Health and Developmental Disability Services Agency</i>	CSAC aims to improve recruitment, retention, and growth by conducting a demographic and compensation study, enhancing the agency's branding, and further developing an initiative to recruit and support substitute staff for their Developmental Services program.
<b>Garden Path Elder Living</b> <i>Assistive Community Care Services Provider</i>	Garden Path Elder Living will create career pathways by supporting staff in acquiring Licensed Nursing Assistant (LNA) licensure and encourage further education for LNAs and Licensed Practical Nurses (LPNs) toward higher nursing accreditations. The agency will also implement cultural and linguistic competency and LBGQT competency trainings and establish a wellness program to boost staff skills and increase staff retention.

Please visit the [HCBS Grant Opportunity website](#) for additional information.



<p><b>Lamoille County Mental Health Services (LCMHS)</b> <i>Designated Mental Health and Developmental Disability Services Agency</i></p>	<p>LCMHS will offer training opportunities to improve staff retention and recruitment efforts. In particular, LCMHS will bring the National Council for Mental Wellbeing's Middle Management Academy training to agency staff.</p>
<p><b>Lamoille Home Health &amp; Hospice</b> <i>Home Health Agency</i></p>	<p>Lamoille Home Health &amp; Hospice will enhance professional development by funding conferences, courses, and trainings as well as utilizing a simulation lab to offer realistic training opportunities. Lamoille Home Health &amp; Hospice will address staff retention by purchasing equipment and technology to improve staff experience, productivity, and wellness.</p>
<p><b>NFI Vermont</b> <i>Specialized Service Agency (mental health services)</i></p>	<p>NFI will expand its capacity to support a diverse workforce and client population by offering professional development courses to staff, supervisors, and clinicians to enhance cultural awareness, responsiveness, and inclusivity. NFI will also fund additional HR resources and a multi-media advertising campaign to bolster retention and recruitment efforts.</p>
<p><b>Northern Counties Health Care</b> <i>Home Health Agency</i></p>	<p>Northern Counties Health Care will support a recruitment pipeline and training program to support two nurse residents, providing hands-on experience, skill-building, and preceptor mentorship to bridge the gap between nursing school and Home Health RN roles.</p>
<p><b>Northwestern Counseling &amp; Support Services (NCSS)</b> <i>Designated Mental Health and Developmental Disability Services Agency</i></p>	<p>NCSS will offer a training program for front-line managers to enhance their supervisory, change management, and diversity competencies. They will also conduct a comprehensive compensation benchmarking study to provide data-driven insights into compensation best practices.</p>
<p><b>Senior Solutions</b> <i>Area Agency on Aging</i></p>	<p>To expand the HCBS workforce, Senior Solutions will partner with Community College of Vermont (CCV) to develop and launch a statewide media campaign to recruit prospective students to enter the CCV Human Services Certificate program. The program provides students with foundational knowledge and professional communication skills needed to work in settings that provide direct service to clients.</p>
<p><b>Southwestern Vermont Council on Aging (SVCOA)</b> <i>Area Agency on Aging</i></p>	<p>SVCOA will enhance the agency's workforce by providing training to employees on National Committee for Quality Assurance (NCQA) Standards, establishing a paid internship program and a mentoring program, and investing in tablets so that employees can enter data at the point of care.</p>
<p><b>Spectrum Youth &amp; Family Services</b> <i>Substance Use Disorder Treatment Preferred Provider</i></p>	<p>Spectrum Youth and Family Services will invest in a comprehensive training program for staff, emphasizing trauma-informed care, suicide prevention, effective strategies for high-needs youth, culturally responsive practices, and leadership development. Training will enhance staff members' professional skills, strengthen relationships within teams, and support organizational leadership and human resources infrastructure to effectively attract, retain, and cultivate professional growth to effectively serve high needs youth.</p>
<p><b>The Gathering Place</b> <i>Adult Day Center</i></p>	<p>The Gathering Place seeks to improve staff recruitment and retention by creating an environment in which staff feel supported and have the tools and training they need to do their job effectively. Grant activities include</p>



	identifying training topics and purchasing simulation-based training equipment; funding self-directed continuing education, technology and equipment upgrades; marketing open positions; and creating a peer mentorship program.
<b>The University of Vermont (UVM) Health Network - Home Health &amp; Hospice</b> <i>Home Health Agency</i>	The expansion of professional development opportunities, providing career advancement pathways, enhancement of mentoring opportunities, in combination with dedicated investments in technology will support UVM Home Health & Hospice in retaining staff and in providing pathways for talented individuals to advance in their careers.
<b>United Counseling Service of Bennington County</b> <i>Designated Mental Health and Developmental Disability Services Agency</i>	The United Counseling Service of Bennington will implement a multipronged approach to strengthening its HCBS workforce, including diverse training and coaching opportunities; recruitment advertising; revamped onboarding processes; health and wellness programs; and implementation of new software to reduce administrative burden and automate processes.
<b>Vermont Family Network (VFN)</b> <i>Community-Based Organization</i>	VFN will implement comprehensive training programs for HCBS providers focused on person-centered thinking, planning, and practice. They will also establish Family Faculty panels and a speaker series to enhance providers' understanding of the needs of families raising children with disabilities.
<b>Washington County Mental Health Services (WCMHS)</b> <i>Designated Mental Health and Developmental Disability Services Agency</i>	WCMHS will use the grant award to support educational opportunities, conferences, and certifications aimed at enhancing staff knowledge and skills in mental health care and trauma intervention; enhance Human Resources technology; fund an Employee Wellness Management System; and contract with professional consultants to develop a strategic plan for recruitment and retention, and internal career pathway development.

<b>Organizational Performance Improvement and Compliance</b>	
<b>Organization Name &amp; Type</b>	<b>Project Description</b>
<b>Counseling Service of Addison County (CSAC)</b> <i>Designated Mental Health and Developmental Disability Services Agency</i>	The HCBS award will allow CSAC to improve emergency preparedness systems by establishing back-up internet connectivity; digitizing paper client, account, and HR records; and installing battery backup systems in residential houses to ensure safety during power failures.
<b>Northeast Kingdom Human Services (NKHS)</b> <i>Designated Mental Health and Developmental Disability Services Agency</i>	NKHS will purchase tablets and related equipment for Direct Support Professionals (DSPs) to use in the field at the point of care, replacing paper records. DSPs will receive training to use the tablets, increasing their skillset and reducing administrative burden.
<b>Northwestern Counseling &amp; Support Services (NCSS)</b> <i>Designated Mental Health and Developmental Disability Services Agency</i>	Identifying gaps in the current data analytic culture, data infrastructure, technology, and staff capabilities will inform a 3-year strategic roadmap to advancing NCSS's analytics program. NCSS will also conduct a community needs assessment with a diverse stakeholder group to

Please visit the [HCBS Grant Opportunity website](#) for additional information.



	identify barriers to accessing services and gaps in service within the catchment area, especially among marginalized populations.
<b>Southwestern Vermont Council on Aging (SVCOA)</b> <i>Area Agency on Aging</i>	SVCOA will upgrade their website to include translation capabilities that meet ADA standards to ensure a broader and more diverse audience can access services. The award will fund the creation of a comprehensive cybersecurity and compliance manual and related trainings. The agency will also conduct participant satisfaction surveys to guide quality improvement initiatives.
<b>Vermont Association of Area Agencies on Aging (V4A)</b> <i>Provider Membership Organization</i>	With this award, V4A will support Vermont’s five Area Agencies on Aging (AAA) in achieving National Committee for Quality Assurance (NCQA) accreditation. This process will align the AAAs with industry best practices to improve client care coordination, reduce administrative tasks, and enhance operational efficiency.
<b>Winston Prouty Center for Child and Family Development</b> <i>Children’s Integrated Services Provider</i>	Winston Prouty Center for Child and Family Development will develop a fully customizable cloud-based case management solution to track Children’s Integrated Services (CIS) data for the Windham County region. The system will include data dashboards that summarize client information and present it in an easily digestible way allowing case managers and supervisors to track, monitor, and manage the most important metrics of the services being delivered.