**Innovation Grant**

Innovation Name: Thriving and Healthy Residents

Organization Name: Humanim

Award Amount: $50,000.00

Summary of Innovation: Humanim seeks to create an innovative, first of its kind Direct Service Professionals (DSP) cooperative to better serve Howard County families and direct care providers. Humanim will use the funds to pilot a separate LLC (DSP Cooperative) whose purpose will be to provide quality direct service professionals to human service providers, including, but not limited, to, Humanim. The DSP Cooperative’s control and ownership will be divided among the Employee-Owners, Humanim, and the families/individuals with disabilities in the form of a Family Trust.

Results/Outcome:

* Completed a financial analysis of the cost of employing a DSP, factoring-in training, turnover, and supervision expenses.
* Completed risk/reward analysis of moving to a coop staffing model.
* Created a business model for a joint venture and vetting multiple business model options.
* Educated the work group on various business models.
* Interviewed other staffing cooperatives to further evaluate the coop model.
* Met with  [Cooperative Home Care Associates (CHCA)](https://gcc02.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.chcany.org%2F&data=04%7C01%7Cdmtinker%40howardcountymd.gov%7Ce316c30664da4922bd7e08d8bc845469%7C0538130803664bb7a95b95304bd11a58%7C1%7C0%7C637466623833101520%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=mZA1q9xhUXtca4bTKtZIJOgvVsK5K05CXsE3dPtOTH8%3D&reserved=0) and [PHI](https://gcc02.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.phinational.org%2F&data=04%7C01%7Cdmtinker%40howardcountymd.gov%7Ce316c30664da4922bd7e08d8bc845469%7C0538130803664bb7a95b95304bd11a58%7C1%7C0%7C637466623833111477%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=VENv0Na%2F%2B5tZsHmQz5DaS52FdRf6G2S7plj7f78YysU%3D&reserved=0) home health care. cooperative in New York to discuss their services and model.
* Met regularly with Obran (“Staffing Cooperative” in grant application) to complete a pro forma on the proposed model and to evaluate the best structural model for both entities.