

Vendor name	Local Ambassadors Incorporated
Vendor number(s)	HA1018
Primary regional center	Alta California Regional Center
Service type(s)	Adult Day Program
Service code(s)	510
Number of consumers currently serving	24
Please describe your person-centered approach <sup>1</sup> in the concept development process; how did you involve the individuals for whom you provide services?	The HCBS Rules and the person-centered ideology were presented and discussed with clients to empower clients to exercise their rights in pursuing personal preferences and making individual choices affecting their personal situation. In the context of the HCBS rules, the impact of each rule on individual clients was further examined through a dialog facilitated by staff during self-advocacy training. Staff facilitated discussion and collected data specific to each client's own personal situation for better personal outcomes and desires for community integration.
Does the concept address unmet service needs or service disparities? If so, how?	The concept addresses unmet service needs because the day program does not support paid community integrated employment opportunities. The concept will allow Local Ambassadors Incorporated to support employment needs of two main segments of our client base. First, clients with prior paid employment experience seeking to regain their skills by resuming employment. Second, clients who desire to develop pre-employment skills to secure employment in the future. The prospect of employment has been established as a goal for many of our clients towards achieving greater independence and self-sufficiency. From the client perspective, employment is an end-all be-all, and the ultimate benchmark for their personal measure of success.
Barriers to compliance with the HCBS rules and/or project implementation	<ol style="list-style-type: none"> <li>1. Due to lack of resources, the day program does not support employment services. The program does support pre-employment skills training and volunteer work. However, this opportunity is limited to clients who are ambulatory because of limited transportation resources. Clients with prior paid work experience and clients who have spent a year developing their employment skills do not have the opportunity to pursue paid employment.</li> <li>2. Clients with limited mobility do not have the same opportunities as their peers for volunteer work and pre-employment skills development due to lack of wheelchair</li> </ol>

<sup>1</sup> A person-centered approach emphasizes what is important to the individual who receives services and focuses on personal preferences, satisfaction, and choice of supports in accessing the full benefits of community living. For more information regarding person-centered practices, please visit <http://www.nasddds.org/resource-library/person-centered-practices/>

	<p>accessible vans. These clients are limited in their options for pursuing skill development training opportunities of their choosing as they tend to be accommodated in venues closer in proximity to the day program. Program staff support clients who require wheelchairs by pushing them to their destinations.</p> <ol style="list-style-type: none"> <li>3. As a licensed facility, Local Ambassadors Incorporated strives to support the needs of every client. However, due to the burden of maintaining proper staffing ratios (1:3) due to staff/client absences, it is not feasible to execute 100% of scheduled activities for pre-employment skills training and volunteer work.</li> <li>4. Due to lack of adequate transportation, clients are limited in their choice of volunteer placement. This affects both ambulatory and non-ambulatory clients. The program makes reasonable accommodation for client placement in close proximity to the day program.</li> <li>5. Clients are limited in their income and resources to personally support funding of public transportation costs for employment/training purposes.</li> </ol>
<p>Narrative/description of the project. Identify which HCBS federal requirements are currently out of compliance; include justification for funding request</p>	<p>The program is non-compliant with Requirement 1.</p> <p>Local Ambassadors Incorporated is seeking funding to develop a person-centered employment program. The program design will support the employment needs and personal choices of clients. It will also provide information, training, support and education on person-centered planning and integrated employment to all stakeholders including the community at large.</p> <p>It is noteworthy that 70% of our clients have expressed interest in paid employment. These clients either have prior paid experience or are now prepared to enter the job market. The remainder of our client base wishes to develop their pre-employment skills in the hopes of securing paid employment. The employment program design will incorporate community outreach and training for all stakeholders and employment sponsors on person-centered ideology and the value of integrated employment. The core elements of the program are:</p> <ol style="list-style-type: none"> <li>1. Secure and provide employment opportunities with employer of choice for clients who wish to work.</li> <li>2. Continue to provide opportunities for pre-employment skills development through volunteer opportunities by incorporating a wider variety of external settings.</li> </ol>

	<p>3. Educate clients and members of their support network on the benefits of community integrated employment</p> <p>4. Develop relationships and conduct outreach and training for community employers and sponsors on person-centered employment to secure placement with employer of choice.</p>
<p>Estimated budget; identify all major costs and benchmarks — attachments are acceptable</p>	<p>Proposed Budget:</p> <p>Employment Program Staff: One Employment Coordinator salary @ \$35,000 per year One Job Coach salary @ \$28,000</p> <p>Transportation: 1 passenger van (15 seats) @ \$40,000 1 wheelchair accessible van with lift gate @ \$40,000</p> <p>Technology Support: Computers, tablets, and printer @ \$5,000</p>
<p>Requested funding for 2017-18</p>	<p>\$148,000</p>
<p>Estimated timeline for the project</p>	<p>January–March 2019 Recruit employment coordinator and job coach Develop written program</p> <p>April-June 2019 Train clients, families and their support teams Develop client resumes/employment profiles, necessary documents Conduct outreach and develop community stakeholder/employer relationships</p> <p>July-September 2019 Train prospective employers on community integrated employment and person-centered ideology Secure job/volunteer/skill development opportunity placement</p> <p>October-December 2019 Initiate client job placement, orientation and training</p> <p>January-June 2019 Monitor client transition Identify and implement retention plan as needed</p> <p>July-September 2019 Evaluate employment program effectiveness and client successes Continue to implement improvement plans for retention</p>