

Vendor name	Progressive Employment Concepts
Vendor number(s)	PA1192
Primary regional center	Alta California Regional Center
Service type(s)	Community Integrated Work Training
Service code(s)	055
Number of consumers currently serving	111
Please describe your person-centered approach ¹ in the concept development process; how did you involve the individuals for whom you provide services?	The individuals we support have access to services which are focused on supporting their goals of community employment, micro-enterprise ownership, volunteerism, and education. Many of the individuals we serve share their stories at conferences and workshops already. Individuals who are interested in being involved in providing training to other providers, families and consumers will be included in the trainings. All individuals providing training will be paid for their work.
Does the concept address unmet service needs or service disparities? If so, how?	This concept addresses the unmet need of Technical Assistance for providers in not only how to convert services but also on what to convert to. There are very few providers supporting individuals in Customized Employment. Those that are have long waiting lists. Individuals with the most significant needs do not have as much access to employment or community based programs because providers are unsure of how to meet their needs in the community. This project will address these areas and seek to increase the availability of providers who have the capacity to serve individuals with significant disabilities in employment focused community services.
Barriers to compliance with the HCBS rules and/or project implementation	One of the main barriers to compliance in our local community is the need for specific hands on Technical Assistance for providers to transition. While we do not purport to having it all figured out or to “know it all”, as an agency we have been providing individualized community based employment, micro-enterprise, education and volunteer support for 21 years. We do not have a site or facility and never have. All of our services are community based, individualized and based on an individual’s needs and preferences. All employment we assist individuals in finding is directly hired at or above minimum wage. We have a zero-exclusion policy which means we work with anyone requesting our services regardless of their needs or challenges. We have supported people with a very wide range of support needs including individuals who have come out of state developmental

¹ 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>centers. We believe all people deserve respectful individualized services.</p> <p>We routinely share our knowledge and skills with other providers directly and through presentations. However, our ability to provide more in depth support or to coordinate more in depth training and support is limited.</p> <p>We are in contact with many providers who are struggling to even see how people can leave their building let alone find ways for those individuals to participate in meaningful ways in their community. As a board member of Cal APSE I have heard these same struggles from across the state. The barriers we see agencies facing fall into these four areas; 1) values and vision, 2) attitude, 3) fiscal, and 4) knowledge and skills.</p> <p>We have heard from many providers that they aren't even sure what funding to ask for through this process. Meaning they may not even ask for funding or may ask for funding that won't get them to where they want or need to be. In talking with many providers, regional center staff, state agency staff and experts in this field about how to address this larger need we cultivated the idea for this proposal. Combine conversion with Employment First so people address both moving from segregated settings as well as what to do "out in the community".</p> <p>Give providers access to support to assess their barriers, set goals based on person centered values, evaluate their fiscal challenges and opportunities, and provide training and support to increase skills and knowledge base thereby providing a framework for better outcomes. I am sure there are many providers who are clear on what they need and how to move from noncompliant services to compliant ones. This proposal seeks to assist the others who want to, but need assistance to do so.</p>
<p>Narrative/description of the project. Identify which HCBS federal requirements are currently out of compliance; include justification for funding request</p>	<p>This project seeks funding to provide specific Technical Assistance to 10 agencies supporting them in converting their services from non HCBS compliant services to compliant services with a focus on Customized (Competitive) Integrated Employment outcomes. We will work with ACRC and the provider community to identify providers that may need/want assistance. Preference will be given to ACRC providers but if there is space available we will open it to providers outside ACRC catchment area. Identified providers will have the final choice on whether they wish to participate.</p> <p>Californian's with disabilities continue to be unemployed, under-employed, and segregated. Providing staff with critical skills, an easy</p>

	<p>to follow road map, and on-going training and technical assistance, as well as utilizing a concrete tool to monitor effectiveness and fidelity of application, will demonstrate that Customized Employment and Discovery make competitive integrated employment for all a reality. According to the Department of Labor, “Customized employment is a flexible process designed to personalize the employment relationship between a job candidate and an employer in a way that meets the needs of both. It is based on an individualized match between the strengths, conditions, and interests of a job candidate and the identified business needs of an employer. Customized Employment utilizes an individualized approach to employment planning and job development — one person at a time . . . one employer at a time.”</p> <p>The Project Scope will include individual onsite agency assessments to identify barriers to compliance in each of the four areas: 1) values/vision, 2) attitude, 3) fiscal, and 4) knowledge/skills. Agency specific training to address the identified barriers. Trainings will be provided by our agency as well as other providers, regional centers, and internationally respected leaders in the field of conversion and Customized Employment. We will work with our regional center to assist in identifying specific training needs and will develop the trainings with their input and guidance. Agencies will be able to sign up to be included in this Technical Assistance Project. Each agency will receive a minimum of 40 hours direct support to complete assessments, targeted goal setting, direct training and support, and resource and material development. Each agency will also receive a minimum of 20 hours of external training with specific subject matter expert contractors tailored to their needs to include but not limited to; training for families and consumers on HCBS rules and Person Centered Planning, and training for staff on Discovery and Customized Employment development. These trainings will be a combination of group classes and individual consults. Additionally, each participating agency will have access to \$5000 to use toward alleviating identified barriers. Agencies included in the project will have specific outcomes identified as part of their participation.</p>																								
<p>Estimated budget; identify all major costs and benchmarks — attachments are acceptable</p>	<table border="1"> <thead> <tr> <th data-bbox="557 1518 906 1549">Conversion Training</th> <th data-bbox="906 1518 1027 1549">Hours</th> <th data-bbox="1027 1518 1263 1549">Rate</th> <th data-bbox="1263 1518 1498 1549"></th> </tr> </thead> <tbody> <tr> <td data-bbox="557 1549 906 1612">Assessments- 8 hours each X 10 agencies</td> <td data-bbox="906 1549 1027 1612">80</td> <td data-bbox="1027 1549 1263 1612">100</td> <td data-bbox="1263 1549 1498 1612">8,000</td> </tr> <tr> <td data-bbox="557 1612 906 1675">Goal setting- 8 hours each X 10 agencies</td> <td data-bbox="906 1612 1027 1675">80</td> <td data-bbox="1027 1612 1263 1675">100</td> <td data-bbox="1263 1612 1498 1675">8,000</td> </tr> <tr> <td data-bbox="557 1675 906 1738">Material development- 8 hours each X 10 agencies</td> <td data-bbox="906 1675 1027 1738">80</td> <td data-bbox="1027 1675 1263 1738">100</td> <td data-bbox="1263 1675 1498 1738">8,000</td> </tr> <tr> <td data-bbox="557 1738 906 1801">On site training- 16 hours each X 10 agencies</td> <td data-bbox="906 1738 1027 1801">160</td> <td data-bbox="1027 1738 1263 1801">100</td> <td data-bbox="1263 1738 1498 1801">16,000</td> </tr> <tr> <td data-bbox="557 1801 906 1890">Contractors- Combination of group training and individual consult</td> <td data-bbox="906 1801 1027 1890">60</td> <td data-bbox="1027 1801 1263 1890">300</td> <td data-bbox="1263 1801 1498 1890">18,000</td> </tr> </tbody> </table>	Conversion Training	Hours	Rate		Assessments- 8 hours each X 10 agencies	80	100	8,000	Goal setting- 8 hours each X 10 agencies	80	100	8,000	Material development- 8 hours each X 10 agencies	80	100	8,000	On site training- 16 hours each X 10 agencies	160	100	16,000	Contractors- Combination of group training and individual consult	60	300	18,000
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**Home and Community-Based Services (HCBS) Rules
CONCEPT FORM**

Enclosure C

	Travel for Contractors			2,000
	Individual Agency conversion funding		5000 per agency	50,000
	Total			110,000
Requested funding for 2017-18	110,000.00			
Estimated timeline for the project	July 2018-June 2019			