

Vendor number(s)	HK2877																
Primary regional center	Kern Regional Center																
Service type(s)	Supportive Employment (Group)																
Service code(s)	950																
Number of consumers currently serving	158																
Please describe your person-centered approach ¹ in the concept development process; how did you involve the individuals for whom you provide services?	<p>BARC intends to implement a PCP approach in a manner that supports the person, including:</p> <ul style="list-style-type: none"> • Making the individual central to the IPP/PCP process and give them control of who is part of the meeting, • Recognizes the individual as an authority on their goals and needs, • Using a strengths based approach to identify positive attributes • Respecting individual preferences and cultural/linguistic needs • Assuring that the necessary information and support are provided to the individual to understand the process • Providing a full array of service and support options from which the individual can chose from, • Employment in integrated community settings will be explored 																
Vendor name	Bakersfield ARC																
Does the concept address unmet service needs or service disparities? If so, how?	<p>According to the California State Council on Developmental Disabilities Employment Report (2015) “only 12.4% of Californian’s with I/DD being served by regional centers are receiving wages of any kind. Only 4,314 out of the approximately 300,000 people with I/DD receiving services through regional centers are in individual placement supported employment. That means only 1.4% are in real jobs with real pay.” Since the goals of this project are to move individuals into CIE BARC would be addressing an unmet need for our community.</p> <p>BARC strives to service the entire Greater Bakersfield I/DD community. BARC’s intake demographics (all programs) for the last year and a half reflect our ethnic communities. BARC will work closely with KRC to increase the numbers of underserved populations in employment opportunity throughout this project.</p> <table border="1"> <thead> <tr> <th></th> <th>KRC Sept 2017</th> <th>BARC Intakes 16-17</th> </tr> </thead> <tbody> <tr> <td>Asian</td> <td>1.46%</td> <td>1.68%</td> </tr> <tr> <td>African – American</td> <td>8.47%</td> <td>16.80%.</td> </tr> <tr> <td>Hispanic/Latino</td> <td>45.27%</td> <td>34.45%</td> </tr> <tr> <td>Native American</td> <td>.63%</td> <td>.56%</td> </tr> </tbody> </table>			KRC Sept 2017	BARC Intakes 16-17	Asian	1.46%	1.68%	African – American	8.47%	16.80%.	Hispanic/Latino	45.27%	34.45%	Native American	.63%	.56%
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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.nasddd.org/resource-library/person-centered-practices/>

	Pacific Island	.50%	.84%
	White	35.83%	43.41%
	Other	6.92%	2.24%
<p>Barriers to compliance with the HCBS rules and/or project implementation</p>	<p>Employment Opportunities, Lanterman Act, the Right to Choose and Social Inclusion—Options for client access to employment, knowing their rights and integration options needs to be further developed along with removing barriers and fears that restrict these individuals from securing employment and becoming full members of the community. When it comes to improving employment opportunities, BARC needs to create a greater connection to employers for the employment placement of individuals who have been trained in job skills matching employers’ needs. In addition, there are many other dynamics that must be further addressed for individuals to step forward and succeed in community employment. For example social inclusion issues, such as barriers with transportation to the work place, fear of employment working alongside nondisabled individuals, family or individual fear of loss of SSI, lack of confidence in individual’s capacities by family or staff, resistance of staff to support individuals efforts to engage in outside employment, lack of individual knowledge of employment opportunities, no available or presented outside employment opportunities, and limited understanding of available community resources (i.e. banking options, entertainment, acquisition of a driver’s license, etc.). BARC staff requires further need of detailed training to help them to overcome their own personal bias that interferes with allowing client options of choice. The current BARC environment of traditionally limiting individual initiative, autonomy, and independence in making normal routine life choices interferes with individuals being encouraged to engage in activities of their own choosing, their interaction with others, and daily activity choices. The mindset of providing individuals with greater empowerment over choices that impact them is a cultural change for both individual and BARC staff. The rudiments of the Lanterman Act for guaranteeing freedom of choice by these individuals often times is overlooked and their rights not fully expressed to them or reinforced so that they are not fully aware that they have control over their own lives. Both staff and BARC served individuals have subordinated their roles to the dictates of the individual’s care providers or BARC program management, out of convenience or fearing the risk (not trusting that these individuals can make the right decision). BARC needs to implement policy and training guidance for all stakeholders involved to be able to put more emphasis on individual’s right to choice.</p>		
<p>Narrative/description of the project. Identify which HCBS federal requirements are currently out of compliance; include</p>	<p>BARC is out of compliance with Federal Requirements 1, 2, 3, 4 & 5 as outlined in this HCBS Compliance Evaluation Form. The organization needs to create greater individual choice, inclusion in all decisions, expanded staff training, great individual rights awareness, better care provider decision connectivity, and optimize individual initiative when it comes to making life choices. It’s a cultural change that must take place within the agency and individual Clients</p>		

<p>justification for funding request</p>	<p>served. BARC is working with the University of Massachusetts Boston’s Institute for Community Inclusion as part of their Provider Transformation Network. BARC is one of 10 ARC chapters nationwide that have been chosen for this model program. We will be using the ten essential elements for organizational change model. This will include:</p> <ul style="list-style-type: none"> • Clear and consistent goals • Agency culture that values inclusion • Active, person-centered job placement process (one person at a time) • Strong internal & external communications • Reallocated and restructured resources • Ongoing investment in staff learning • Focus on customer engagement/feedback • Effective performance measurement, quality assurance, & program oversight • Holistic approach to supports • Multiple & diverse community partnerships <p>Currently the choices offered to Individuals do not offer full access to the community. This includes limited opportunities to seek employment and work in competitive integrated employment (CIE) settings, receiving services in the community and engagement in community life. BARC needs to place greater emphasis on the individual’s goals and assure that services and supports reflect those goals. A greater emphasis needs to be toward receiving services in the community to the same degree of access as individuals not receiving HCBS services. The further establishment of a Transition Coordinator during this transitional period will allow BARC to meet its HCBS compliance goals.</p>																																
<p>Estimated budget; identify all major costs and benchmarks — attachments are acceptable</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><i>ITEM DESCRIPTION</i></th> <th style="text-align: center;"><i>ESTIMATES</i></th> <th style="text-align: right;"><i>TOTAL BUDGET</i></th> </tr> </thead> <tbody> <tr> <td colspan="3">PERSONNEL</td> </tr> <tr> <td>TRANSITION COORDINATOR (FULL-TIME)</td> <td style="text-align: center;">\$28 PER HOUR x 2080 HOURS</td> <td style="text-align: right;">60,000</td> </tr> <tr> <td>BENEFITS (MEDICAL, VISION, DENTAL, PIT, ETC.)</td> <td style="text-align: center;">45% BENEFITS RATE</td> <td style="text-align: right; border-top: 1px solid black;">27,000</td> </tr> <tr> <td>TOTAL PERSONNEL</td> <td></td> <td style="text-align: right;">87,000</td> </tr> <tr> <td colspan="3">OPERATING EXPENSES</td> </tr> <tr> <td>UTILITIES - ELECTRICAL, WATER, GARBAGE, ETC.</td> <td style="text-align: center;">\$6.00/MO X 12 MONTHS</td> <td style="text-align: right;">72</td> </tr> <tr> <td>Telephone/CELL PHONE</td> <td style="text-align: center;">\$50.00/MO X 12 MONTHS</td> <td style="text-align: right;">600</td> </tr> <tr> <td>FACILITY INSURANCE</td> <td style="text-align: center;">\$4.25/MO X 12 MONTHS</td> <td style="text-align: right;">51</td> </tr> <tr> <td>VEHICLE STAFF MILEAGE</td> <td style="text-align: center;">400 MILES/MO X \$.50 X 12 MOS.</td> <td style="text-align: right;">2,400</td> </tr> </tbody> </table>			<i>ITEM DESCRIPTION</i>	<i>ESTIMATES</i>	<i>TOTAL BUDGET</i>	PERSONNEL			TRANSITION COORDINATOR (FULL-TIME)	\$28 PER HOUR x 2080 HOURS	60,000	BENEFITS (MEDICAL, VISION, DENTAL, PIT, ETC.)	45% BENEFITS RATE	27,000	TOTAL PERSONNEL		87,000	OPERATING EXPENSES			UTILITIES - ELECTRICAL, WATER, GARBAGE, ETC.	\$6.00/MO X 12 MONTHS	72	Telephone/CELL PHONE	\$50.00/MO X 12 MONTHS	600	FACILITY INSURANCE	\$4.25/MO X 12 MONTHS	51	VEHICLE STAFF MILEAGE	400 MILES/MO X \$.50 X 12 MOS.	2,400
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**Home and Community-Based Services (HCBS) Rules
CONCEPT FORM**

Enclosure C

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Requested funding for 2017-18	\$101,660																		
Estimated timeline for the project	The BARC estimate timeline for the HCBS Project will be from July 1, 2018 to June 30, 2019.																		