

Vendor name	Becoming Independent
Vendor number(s)	H83740/H83899
Primary regional center	North Bay Regional Center
Service type(s)	ADP
Service code(s)	1:4/1:3 510
Number of consumers currently serving	100
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?	<p>BI attempts to model a person-centered approach by supporting self-advocacy and implementing person-centered thinking on a daily basis. Individual Service Plan (ISP) meetings are conducted frequently to ensure the individual's interests remain at the forefront.</p> <p>Assessments take place throughout the individual's time at BI, as a measure to track obstacles, successes, and personal preferences.</p>
Does the concept address unmet service needs or service disparities? If so, how?	The person-centered approach attempts to address unmet service needs or service disparities by assessing the individual and asking specific questions related to their daily activities, work preferences, volunteer preferences, etc. When the individual expresses a dislike, there is opportunity to re-evaluate the individuals current situation, and seek alternatives that are more in alignment with their vision.
Barriers to compliance with the HCBS rules and/or project implementation	<p>Inability to provide adequate numbers of support staff in a ratio conducive to gaining and maintaining employment in a community setting.</p> <p>Lack of transportation resources to support individuals served in community integrated settings.</p>
Narrative/description of the project. Identify which HCBS federal requirements are currently out of compliance; include justification for funding request	<p>Out of compliance re: Federal Requirement #1 which includes full access to the community including opportunities to seek employment and work in competitive integrated settings.</p> <p>We currently support over 100 individuals who are employed in group or in-house type employment earning minimum wage. We believe all individuals should have the right to pursue the full range of available employment opportunities and that employment is the first and preferred option when exploring personal goals in an adult individual's life. The opportunity to earn a fair and reasonable wage which can lead to self support is also imperative.</p> <p>In order to begin to assist individuals in finding employment that meets their individual skills, strengths, abilities and passions, we</p>

<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>need to have a sufficient amount of one to one time (approximately 40 hours per person over a one month or longer period) to gather information and ensure we are seeking employment compatible to the individual. Everyone has strengths that can lead to employment and with the right measure of support a job can be found or customized to meet each individual's interests and abilities. Since choices are individualized it is important that an individualized process be undertaken to ensure a person-centered life plan. We recognize that a person's skills, abilities, experiences, available supports, preferences, needs, and desires cannot be captured in standardized checklists or individual interviews alone. An opportunity to thoroughly assess an individual would also allow us to assist the individual in meeting with potential employers, allowing for job carving to create a position suitable for the individual which also meets the needs of the employer.</p> <p>If we were able to support two new positions (Vocational Transition Specialists) for one year, we would be able to create success stories, which would increase the ability of other individuals receiving services to understand the potential of people such as themselves to find suitable, enjoyable, meaningful employment and would pave the way for others by overcoming obstacles and stereotypes that dissuade people from believing that employment is within their reach.</p> <p>During the 40 hours each individual would spend with a Vocational Transition Specialist, we would first ensure we are doing a customized assessment based on the individual in an effort to qualify the contributions that each individual could make to an employer. We would seek to find the ideal circumstances for each individual, based on the areas where they are demonstrating competent performance in the course of living their lives. This time spent on assessment would allow for a relationship to build between the Vocational Transition Specialist and the individual. This allows for trust to develop and allows for an array of different activities from which to uncover competence and other information about the individual.</p> <p>We would assist in building skills and knowledge thus allowing for increased opportunities in the area of personal choice through visiting potential work sites in the area of the individual's residence and/or within the parameters of their easily available transportation options, assist in conducting informational interviews, and defining what the optimum job interests are. We would also assist with resume preparation, and other prerequisite job skill preparation.</p>
--	--

	<p>Since the job seeker would be setting the conditions of the job by working with the Vocational Transition Specialist to come up with the parameters of a customized job interest, theoretically this could extend possibilities to find employment for all who choose work as their primary daily objective. The exploration part of this process is crucial in determining best outcomes.</p> <p>Hiring two people to specifically work with 3 people each per month would enable us to have 6 individuals ready to move into employment each month. The individuals served would continue to participate in their regular Day Program and meet with their Vocational Transition Specialist during their regular day. The consultants would be working with only three individuals at a time to allow for time to meet with employers, research appropriate job opportunities and complete necessary documentation (case notes/assessments/preparatory activities). They would be assisting the individual in looking for work in as close a proximity to their residence as feasible, and some travel time would be involved with them looking at potential employers and doing informational interviews.</p> <p>Along the path of looking at employment opportunities, it may become apparent that an individual truly is not interested in gaining employment, in which case they would be guided into other areas of interest, be that volunteering or other individual scheduled activities to create a meaningful plan for their days.</p> <p>Staff will have to use their personal vehicles or support people taking public transportation to access community employment opportunities. We are in a rural community so public transportation is not often viable.</p>
<p>Estimated budget; identify all major costs and benchmarks — attachments are acceptable</p>	<p>2 full time employees at a rate of \$43,750 per year. Transportation costs at \$2400/year each.</p>
<p>Requested funding for 2017-18</p>	<p>\$92,300</p>
<p>Estimated timeline for the project</p>	<p>Results would be trackable on a monthly basis. Within the course of one year, theoretically we could assist over 60 individuals with job discovery services and when employment occurs they would then fall under the auspices of our Employment Services team for DOR services/job coaching as appropriate.</p>