

Vendor name	Solano Diversified Services
Vendor number(s)	H13551, H13037, H83747, HN0188
Primary regional center	North Bay Regional Center
Service type(s)	Community Based Behavior Management Day Program, Behavior Management Day Training Programs, Supported Employ/IND
Service code(s)	510, 515, 515-TDS, 952-PIP
Number of consumers currently serving	113 (in all service codes above)
Please describe your person-centered approach ¹ in the concept development process; how did you involve the individuals for whom you provide services?	<p>People receiving or referred for services are requesting work. They have challenges and limitations and wait long periods for a job to be developed. Staff do not possess the necessary skills to develop jobs people are requesting. The Customized Employment (CIE) approach in the Pathways to Careers Initiative (Pathways) begins with a process called Discovery. It's the basis for developing a person-centered plan for each participant. In the Discovery process staff spend time asking participants, their families and others about information needed for developing a plan for employment. Information collected in Discovery includes interests, strengths, skills, and employment contributions, as well as environments that will enable them to perform best. The option for at least one paid internship for each person, enabling them to further clarify their interests and build skills will also occur. Internships also allow Expanded Discovery time for more information to be collected to develop a customized plan for employment.</p>
Does the concept address unmet service needs or service disparities? If so, how?	<p>SDS staff will engage in training and mentoring activities enabling them to develop additional business partnerships and customized internships and job development options. The goal is to facilitate a good match between each person's person-centered goals in their plan and the business needs of the employer partner by balancing the requirements and preferences of both parties.</p> <p>Reg #1: SDS will have a system for effectively carrying out Discovery activities to better understand each individual's needs, preferences and abilities. We will have a consistent system for documenting valuable information about the job seeker and we will have a proven process that will help us use this information in such a way as to guide employer engagement and job development efforts and establish CIE.</p> <p>Reg #2: SDS will have the ability to provide services in community settings by identifying settings where workers will flourish and negotiating with employers to utilize worker strengths.</p>

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/>

	<p>Reg #4: The Pathways CIE process includes Discovery, Expanded Discovery, Customized Internship and Job Development, to ensure enough information is learned about and provided to the worker to ensure they are participating to their maximum ability in developing initiative, autonomy and independence for making life choices.</p> <p>Reg #5: Through the Pathways CIE processes participants will be exposed to and have the opportunity to experience a range of options to facilitate their ability to make informed choices.</p>
<p>Barriers to compliance with the HCBS rules and/or project implementation</p>	<p>Traditional job development methods of preparing resumes, filling out applications and practicing for interviews are only effective for some job seekers with disabilities. The majority are not able to compete with nondisabled peers. Sometimes, even if they are hired the employer may become disappointed if there is a lack of flexibility due to transportation or limited ability to advance to other work tasks. Alternative methods and additional skills are needed for job developers to better understand and articulate what the job seeker has to offer, what the employer really needs and customize a position that is beneficial to both. SDS job developers need additional training, skill building and mentoring to support this new wave of job seekers and to enable them to be successfully employed in their chosen career.</p>
<p>Narrative/description of the project. Identify which HCBS federal requirements are currently out of compliance; include justification for funding request</p>	<p>SDS is requesting funding to enhance our employment services to offer a Pathways to Careers program (Pathways). Pathways uses CIE and Supported Employment best practices to enable participants to have an informed choice of competitive, integrated employment options that match their individual skills, interests, abilities and ideal conditions for successful employment. The Workforce Innovation Technical Assistance Center (WINTAC) has identified the Essential Elements of Customized Employment as a guide for service providers. Pathways services are 100% consistent with the Essential Elements identified by the WINTAC and offers a system to train and mentor service providers to be able to consistently offer high quality services that are in alignment with the Essential Elements of Customized Employment. Pathways has a proven record of developing CIE opportunities using Customized Employment strategies for individuals who otherwise would be at home or sitting in segregated day programs. Pathways training is provided in coordination with Marc Gold and Associates (MG&A) who are leaders in the field of person-centered planning and CIE and have been refining their employment focused person-centered planning strategies and related training and certification for decades. The elements of Pathways are Discovery; Employer Engagement, Internship and Job Development; Paid Internships and Expanded Discovery; Internship and Employment Supports and Post-Employment Career Support. Pathways has developed a blueprint for building a system for service providers to consistently achieve</p>

	these CIE outcomes by creating Key staff positions and responsibilities, then thoroughly training and certifying staff in the skills and tasks required and providing on-going mentorship and technical support.
Estimated budget; identify all major costs and benchmarks — attachments are acceptable	<p><u>Staff Development</u></p> <p>Person Centered Training Consultants \$8000 Internal Training and Materials \$3500 External Training \$10,500</p> <p><u>Community Development</u></p> <p>Additional Staff to implement Discovery & Community Integrated Employment Plans (Ongoing staffing funded thru increased census) \$55,000 Vehicle for community Discovery trips \$38,000 Funds for increased Community Activities \$ 5,000</p>
Requested funding for 2017-18	\$120,000
Estimated timeline for the project	Person-Centered Training: 6 months to meet with consultant(s), develop resources and train staff. 6 to 9 months for ramp up, to include additional staff training and certification and employer partnership development. Internships and CIE will occur accordingly.