

Vendor name	Friends of Children with Special Needs (FCSN)
Vendor number(s)	ZS1039 (W.I.L.L. - Work, Integrate, Learn, Live)
Primary regional center	SARC
Service type(s)	Community-Integrated Training Program
Service code(s)	055
Number of consumers currently serving	54 clients
Please describe your person-centered approach ¹ in the concept development process; how did you involve the individuals for whom you provide services?	Established for more than 20 years, FCSN’s mission is to help individuals with special needs and their families find love, hope, respect, and support <u>through integrated, community involvement</u> . FCSN, clients, and families work together to provide a program of caring and understanding to help individuals exceed expectations and create purposeful, meaningful lives. FCSN caters to clients’ cultures, unique aspirations and wishes. We conduct training and provide support to promote, encourage and foster clients’ independence and community involvements. Thinking from the person’s point of view and respecting and validating their feelings and needs has made FCSN as an award-winning program, with long waiting lists. However, PCP calls for a major change in thinking and an adjustment in programming to allow the client to drive his or her own life and learn self-advocacy. This requires step-by-step training for clients and for staff, helping clients to determine their preferences, voice them, and then approach situations realistically, creating achievable steps to realize personal goals.
Does the concept address unmet service needs or service disparities? If so, how?	FCSN hires employees with multicultural backgrounds and language capacities. This allows FCSN to reach an underserved population and address needs of clients and families of non-English and monolingual and mono-cultural backgrounds. A vast majority of FCSN’s staff is bilingual in English and many Asian languages. Foundational to FCSN’s program is client participation in vocational training, volunteer work in the community, and outings that integrate FCSN clients with community members without disabilities. FCSN has enabled a number of clients to develop hidden talents, abilities unknown to their parents. This has occurred because FCSN’s talent pool of staff and volunteers bring their skills to programming. As a result, curriculum is client-focused, but not client-driven. Funding for HCBS will shift FCSN’s offerings to those requested and advocated by clients, enabling FCSN to assist more participants in developing meaningful interests, both vocationally and as avocations.

¹A 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.nasdds.org/resource-library/person-centered-practices/>

<p>Barriers to compliance with the HCBS rules and/or project implementation</p>	<p>1) Barriers of PCP Implementation; 2) Barriers for competitive and integrated employment; 3) Barriers of clients' confidentiality being protected in the community; 4) Lack of Alternative communication devices for nonverbal clients or clients with severe/profound intellectual disability</p>
<p>Narrative/description of the project. Identify which HCBS federal requirements are currently out of compliance; include justification for funding request</p>	<p>I. <u>Person-Centered Program</u> (Federal Reg. #1, #4, #5): Education and training are fundamental for FCSN staff and clients to remove barriers and create a new paradigm where our clients with disabilities are treated and view themselves as equal members of society with control over their lives. FCSN will empower participants to make choices that reflect their preferences and needs in activities, vocation, volunteer work, travel and personnel.</p> <ol style="list-style-type: none"> 1. Staff Training: Provide intensive PCP training and ongoing PCP implementation training to all staff. Through case studies and discussion, staff can shorten its learning curve to apply PCP and implement best PCP practices and approaches. Training will focus on methods to attune to and assist clients in clarifying their goals and developing specific implementation strategies. 2. Client Training: Educate clients on how to make choices, stimulate their own creative thinking about possibilities, navigate community resources, advocate for themselves and plan their weekly activities and trainings, identifying supports they need to achieve their desired outcomes. 3. PCP Assessment: Conduct initial PCP assessments for each participant and create a positive system to support participant's interests, preferences, skills and health. Assessments will guide the staffing for a client, showing which type staff works best with that client. For non-verbal clients, alternative devices will be acquired and used to determine preferences, likes/dislikes. 4. Program Modification: FCSN will modify program design, revise curriculum, and offer functional age-appropriate community-integrated outings, activities, classes and training from which clients can choose (and create) to meet their goals. 5. Effectiveness: Staff will be closely supervised by FCSN's management team to ensure that PCP approaches meet FCSN standards of working with clients and their families, developing appropriate service plans focused on clients' growth. <p>II. <u>Employment</u> (Federal Reg. #1, #4, #5): Competitive, integrated employment opportunities will be offered to program participants.</p> <ol style="list-style-type: none"> 1. Conduct Person-Centered assessment for each participant's vocational skills, interests and soft skills for employment 2. Provide culturally and linguistically compatible job training. 3. Develop volunteering opportunities in the community for clients to generalize skills learned and develop flexibility for different work environments.

	<p>4. Explore employment opportunities and collaborate with local businesses for clients' Person-Centered job placements.</p> <p>5. Once participants obtain job opportunities, FCSN will offer job coaching services to support client success.</p> <p>III. <u>Tech Devices/Electronic System</u> (Fed Req. #3): FCSN must acquire tech devices for alternative communication devices for clients with limited expressive skills and data recording/tracking, progress notes to comply with HIPPA and HCBS. Portable, secured tech devices can contain clients' confidential information, preferences, goals, and needs to give staff ready-access out in the community on client outings and training so staff can support clients and respond in emergencies. Staff must be trained to use these new devices to ensure safe use, in compliance with all HIPPA regulations.</p> <p>1. Update/ Navigate community resources for outings, public transit, and employment opportunities.</p> <p>2. Use portable, electronic device and communication software that supports clients' outings, their planning, documentation, and monitoring of clients' safety and full inclusion in the community.</p> <p>IV. <u>FCSN Intranet Web Page</u> (Federal Req. #1): Developing an intranet web page that connects employment opportunities to agencies and clients looking for longstanding employment. This intranet web page will collect info about positions, skills needed and available job openings for both group and individual placements. Having the advantage to centralize job opportunities and match the interests and capabilities of individuals to the available positions will improve opportunities for successful, long-term employment for FCSN clients.</p>
<p>Estimated budget; identify all major costs and benchmarks—attachments are acceptable</p>	<p>Estimated Budget: \$120,520</p> <p>I. Person-Centered planning program implementation- \$43,648</p> <p>1) Staff Training- \$32,000/yr (\$2,000/yr x 16 staff)</p> <p>2) PCP Assessment tool and Assessor- \$11,648/yr (8 hrs/yr, \$20/hr, 52 cts,+40% benefits)</p> <p>II. Employment- \$35,672</p> <p>1) Job Developer- \$16,016/yr (10hrs/wk,52 wks/yr,\$22/hr,+ 40% benefits)</p> <p>2) Job coaching- \$19,656/yr (15 hrs/wk, 52 wks/yr, \$18/hr, + 40% benefits)</p> <p>III. Tech Devices/System- \$29,800</p> <p>1) Augmentative and alternative communication devices- \$1,000</p> <p>2) Tech Device- \$9,600 (\$600/device,16 staff)</p> <p>3) Monthly System Service Fee- \$19,200 (\$100/m,16staff, 12m)</p> <p>IV. Intranet Web Page for Employment- \$11,400</p> <p>1) Web page design: \$2,400</p> <p>Monthly Web Page Updates: \$9,000 (100hrs/yr, \$90/hr)</p>
<p>Requested funding for 2017-18</p>	<p>\$120,520</p>

Estimated timeline for the project	<ul style="list-style-type: none">I. <u>Person- Centered Program</u>: Within the first 3 months of the Project.II. <u>Employment</u>: OngoingIII. <u>Tech Devices/Electronic System</u>: By the 1st quarter of HCBS projectIV. <u>FCSN Intranet Web Page</u>: By the 1st quarter of HCBS project.
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