

Vendor name	United Cerebral Palsy of San Diego County
Vendor number(s)	1) H50133; 2) H27265; 3) HQ0420; 4) HQ0406
Primary regional center	San Diego
Service type(s)	1&2) ADC-CBP; 3&4) WAP
Service code(s)	1&2) 510; 3&4) 954
Number of consumers currently serving	1) 24; 2) 32; 3) 16; 4) 38 Total: 110
Please describe your person-centered approach ¹ in the concept development process; how did you involve the individuals for whom you provide services?	As part of initial and annual program planning, each individual participates in the development of a person-centered plan and completes a satisfaction survey that identifies areas where they would like more services or support. Additionally, we are currently undergoing a process to collect data from individuals on their preferences for alternative services / settings. Individual and aggregate results of satisfaction surveys reveal that many individuals are interested in a) increasing their community involvement; b) increasing the amount of money they earn; c) finding new or different jobs. Individual and aggregate results of person centered plans reveal that many individuals have had little or no opportunity to experience individual, competitive, integrated employment and as such lack the ability to make meaningful informed choices regarding their preferred employment settings.
Does the concept address unmet service needs or service disparities? If so, how?	The concept focuses on giving individuals the opportunity to experience employment in community settings based on individual interests, strengths, and preferences.
Barriers to compliance with the HCBS rules and/or project implementation	Major barriers are the staffing and expertise needed to 1) create a framework for Employment First success for individuals with significant disabilities and 2) find and secur3 customized employment opportunities (job trials, internships) in the community for individuals with multiple barriers to employment (i.e. encouraging employers to become full partners in the Employment First movement beyond their willingness to hire individuals).
Narrative/description of the project. Identify which HCBS federal requirements are currently out of compliance; include justification for funding request	The project addresses Federal Requirements 1&4 with a primary focus on developing a framework that allows for individuals to develop meaningful informed choice related to individualized integrated community employment. UCP would like to expand on its ability to support individual consumer choice by finding and securing internship and job trial opportunities for individuals based on their interests and strengths and opportunities that allow individuals with

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>multiple barriers to overcome their fears related to traditional community employment. .</p> <p>Because many individuals have limited or no experience with community employment and have multiple barriers to individual competitive employment, relationships will be developed with internship / job trial sites that allow for customized employment options. <i>Customized employment</i> is an innovation that allows job seekers with significant disabilities to avoid the traditional barriers created by the demand and personnel functions of most businesses, thus providing access to community, integrated employment based more on contribution rather than competition.</p> <p><i>Customized employment</i> becomes necessary when the limits of competitive supported employment are reached for some people, often those with the most severe disabilities who cannot meet the demands of open jobs, even with extra support from job coaches. This has led to a growing ‘underclass’ of individuals considered unable to work – except in segregated or congregate settings.</p> <p>Each person who self-selects to participate in the service will participate in a two part process of <i>discovery</i>. Part 1 will be the development of an individualized person driven plan for work training and employment. Part 2 will be expanded discovery through job trials and internships (paid where possible). Internships and job trials are matched to the personal strengths, interests and contributions of the individual. Internships supports and services include employer needs analysis, systematic instruction, and a support plan developed with the employer and the individual. Internships / job trials are for a <i>minimum</i> of 4 hours / week for 8 weeks.</p> <p>It is through this two-step process that UCP believes individuals will develop self-confidence, a necessary component for individuals to overcome their fears related to employment outside of segregated or congregate settings. Development of self-confidence can help enable people with disabilities to break down negative societal assumptions and attitudes about disability.</p> <p>The development and implementation of this two-step process represents the initial and critical steps to creating the framework that UCP can implement to help more people with significant disabilities access competitive, integrated employment.</p>
<p>Estimated budget; identify all major costs and benchmarks —</p>	<ol style="list-style-type: none"> 1. Bench Mark 1: (Month 1) <ol style="list-style-type: none"> a. Hiring and training of two program staff: 2. Bench Mark 2: (Month 2)

<p>attachments are acceptable</p>	<ul style="list-style-type: none"> a. Development of program materials b. Development of promotional materials c. Identification of participants (2-5 per location; total 8-20) <p>3. Bench Mark 3: (Months 3-6)</p> <ul style="list-style-type: none"> a. Customized Plan for Employment developed for participants b. Internships / job trial sites developed <p>4. Bench Mark 4: (Months 6-12)</p> <ul style="list-style-type: none"> a. Internship / Job trials for 8 clients completed <p><u>Costs</u> Advertising: \$70 Training: \$1400 Promotional Materials: \$250 Salary / Benefits (two program staff): \$: 108,175</p>
<p>Requested funding for 2017-18</p>	<p>\$109,895.00</p>
<p>Estimated timeline for the project</p>	<p>July 2018 – June 2019</p>