

Vendor name	Vocational Innovations Inc.
Vendor number(s)	PP6437, PP6436
Primary regional center	San Gabriel Pomona Regional Center
Service type(s)	Community Integration/Behavior Management
Service code(s)	055 & 110
Number of consumers currently serving	19
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?	Over the last 4 months we have been diligently working with individuals to meet their community integration and vocational needs and preferences. We have been working with individuals to figure out what is important to them and what we can do to support them in the environment of their choosing. We have conducted preference surveys and have a consumer self-advocacy group where individuals express their interest.
Does the concept address unmet service needs or service disparities? If so, how?	Yes, our clients want to work and make money. They would also like to access the community more regularly. They want to feel like they are part of the community and engage in meaningful activities that provide a sense of self-worth. We want to be able to provide them with all the supports they need to be successful in meeting their community integration and vocational goals.
Barriers to compliance with the HCBS rules and/or project implementation	<ol style="list-style-type: none"> <li>1) Limited Transportation options for those who have severe behavioral issues. Currently we do have vans but due to the intensity of behavioral issues in the community there are times where we have to unfairly bring back groups to the program site.</li> <li>2) Currently Vocational Innovations has no individual's participating in integrated paid employment opportunities. Our participants need additional supports to address behavioral excesses, mental health diagnosis, forensic backgrounds and employers concerns that revolve around our clients needs. We do not have the staff to educate employers, build business relationships/ partnerships, monitor employment placements, and match individual preferences and skills with employer needs.</li> <li>3) Funding to train staff to change their mindset from a traditional day program setting to a person centered mindset. We need to train staff how to properly encourage clients to gain the work adjustments skill to sustain employment. Vocational Innovation's believes that in order for all programs to be successful and in compliance with the Federal Requirements all staff must be</li> </ol>

<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>trained to shift their mindset to person center thinking. It cannot be accomplished without this.</p>
<p>Narrative/description of the project. Identify which HCBS federal requirements are currently out of compliance; include justification for funding request</p>	<p>1) Federal Requirement # 1 – The core and foundation of HCBS guidelines revolve around Choice, Rights and Opportunities to integrate and have full access to the benefits of the community. In order to provide individuals with these opportunities there needs to be no limitations placed on them or restrictions because of their disability and behavioral challenge or that of a peer. In order to provide all individuals with equal opportunities to access the community we require transportation that can be utilized to respond to crises situations and/or behavioral challenges in the community. Vocational Innovations currently serves individuals who have transition out of the developmental centers and have a history of institutionalization and many cannot sustain long periods of time in the community without engaging in behavioral issues. Currently we transport individuals in groups but when there are prolong behavioral issues out in the community we have to unfairly bring back the groups of clients. We are seeking funding to acquire 1 van and protective equipment to be able to respond to individual behavioral episodes in the community and safely transport them back to program without unfairly inferring and/or limiting the community integration needs of others.</p> <p>2) Federal Requirement #1 &amp; # 4- Currently Vocational Innovations has no individuals participating in integrated paid employment. Vocational Innovations does offer volunteer &amp; Internship opportunities (e.g. working in food banks, parks, libraries &amp; shelters) but it does not lead to paid employment. Well we have made great strides in giving back to the community through our volunteerism it often does not lead to paid employment, rather many of our clients have been volunteering for years and have yet to become competitively employed. Our participants need additional supports to address behavioral excesses, mental health diagnosis, forensic backgrounds and employers concerns that revolve around our client’s needs. We do not have the staff to educate employers, build business relationships, monitor employment placements, and match individual preferences and skills with employer needs. In order to add a sustainable integrated employment component to our services, we must hire someone with the expertise to help bridge the gap between volunteering and employment. Vocational Innovations is missing a key component to fulfill this client need, a Job Developer. A person in this position would educate employers, build business relationships/partnerships, monitor employment placements, and match individuals preferences and skills with employer needs.</p>

	<p>The job developer through person centered planning would develop an assessment and focus on finding employment for individuals that match their interest, skills, personality, and match them with a work environment that would allow individuals to be successful. In short, they would engage in career planning, job readiness, job matching, and most importantly provide the support needed in field support to participants, job coaches, and employers to ensure sustainable employment.</p> <p>3) Federal Requirement # 1 &amp; # 4 – The core and foundation of HCBS guidelines revolve around Independence, Choice, Rights, Opportunities to integrate and have full access to the benefits of the community, including integrated employment. In order to provide individuals with these opportunities there needs to be no limitations placed on them and staff need to be able to recognize their preferences, abilities, and need to be fearless when encouraging individuals to maximize their abilities. Staff need to be trained to shift their mindset from a traditional day program setting to person centered thinking. They need to be trained on how to properly deal with behavioral challenges out in an integrated work environment and how to teach and master individual work adjustment skills. We believe training is the most crucial component that stands in our way to providing successful programming. We do have regular trainings but they are fragmented, short, and often interrupted by the high level of the need of the program. We do not have the budget to provide all day training without impacting services or incurring additional cost that we cannot absorb. Mind changing training needs to be conduct in all day interactive sessions and will encompass several components and trainers to be able to create a person centered mindset and teach our staff the necessary skills in order for individuals to be successful in an integrated work environment.</p>
<p>Estimated budget; identify all major costs and benchmarks — attachments are acceptable</p>	<p>(1) Cost to purchase a passenger van is \$50,000. Protective equipment \$5000 Total \$55,000. See Attachment # 1.                  (2) Cost to hire a job developer \$65,000 annually. See Attachment 2.                  (3) Cost to training 24 staff over 7 days is \$30,400. Cost to hire trainers \$15,000. Total Cost \$45,400. See Attachment 2.</p>
<p>Requested funding for 2017-18</p>	<p>\$165,400</p>
<p>Estimated timeline for the project</p>	<p>1) Purchase a Van &amp; protective equipment is 60 days from award.                  2) Recruit and hire a job developer is 90 days from award.                  3) Complete and plan all trainings is 6 months from award.</p>

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**Attachment 2**

<b>Job Developer Annual Cost</b>	Rate of Pay p/hr	Hours p/year	Gross Wages	Sick Days	Benefits				<b>Total Cost</b>
					Vacation	Health Insur.	Payroll Taxes	Workers comp	
	\$ 26.00	2016	\$ 52,416.00	\$ 480.00	\$ 1,600.00	\$ 1,560.00	7602.192	1384.1984	\$ 65,042.39

<b>Staff Training Cost</b>	Daily Cost of 27 staff **	Overtime Cost Daily *	# of Trainings	<b>Total Cost</b>
	\$ 2,900.00	\$ 4,350.00	7	\$ 30,450.00

<b>Trainer Cost</b>	Cost per day	# of Trainings	<b>Total Cost</b>
	\$ 2,142.86	7	15000.02

<b>Total Training Cost</b>	\$ 45,450.02
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\*\* includes payroll cost, payroll taxes & workers compensation

\* training will be held on weekends resulting in Over time