

Home and Community-Based Services (HCBS) Rules CONCEPT FORM

Vendor name	PRIDE Industries
Vendor number(s)	HA0356, HA0351, HA0738, HA0347, HA0353, HA0354
Primary regional center	ACRC
Service type(s)	Work Services and Behavior Support
Service code(s)	954, 515
Number of consumers currently serving and current staff to consumer ratio.	620
Have you or the organization you work with been a past recipient of HCBS Funding?	HCBS Funding provided in 2017.
Please provide a brief description of the service/ setting that includes what a typical day consists of and how services are currently provided; include barriers to compliance with the HCBS rules.	The work setting is in a congregate work environment with multiple individuals with disabilities working together under the supervision of both disabled and non-disabled staff at the site locations. Many of these individuals receiving services at these locations are comfortable with the decided setting and struggle with the idea of even the initial opportunities discussed over the past two years. We have employment opportunities at and above minimum wage, but struggle with finding employees willing to take these positions, that are similar to the work tasks at the sites, due to comfort level, impact on government benefits, and resistance from family member.
Identify which HCBS federal requirements this concept addresses that are currently out of compliance.	The work setting is in a congregate work environment with multiple individuals with disabilities working together under the supervision of both disabled and non-disabled staff at the site locations. Many of these individuals receiving services at these locations are comfortable with the decided setting and struggle with the idea of even the initial opportunities discussed over the past two years. We have employment opportunities at and above minimum wage, but struggle with finding employees willing to take these positions, that are similar to the work tasks at the sites, due to comfort level, impact on government benefits, and resistance from family member.

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<p>Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.</p>	<p>How Funding Aids Compliance: Additional funding will be required for personnel to provide certificated training and a career development curriculum. Funding will also be used to create and develop multiple training disciplines to meet the specific choices of the individuals that we serve. These funds, in conjunction with existing resources, will allow us to immediately provide these services at this PRIDE facility. Although the majority of the costs associated with implementing these programs are currently imbedded, the costs of additional staffing and certificated training curriculums would be extremely difficult for the facility to incur under our current funding structure.</p>
<p>Please describe your person-centered approach¹ in the concept development process; how did you involve the individuals for whom you provide services?</p>	<p>On-site meetings to discuss new opportunities through HCBS rules and educate on project proposal. Letters to individuals and parents describing changes to service, new staffing supports, and contact guidance to share input and ideas. Implementation of Peer Advisory Board at site locations to gain input on proposed changes at site level. Discussion during intake and annual meetings with individuals on proposal and opportunities available through changes in service. Changes to forms and satisfaction survey to prompt conversation and ideas on up and coming changes.</p>
<p>Does the concept address unmet service needs or service disparities? If so, how?</p>	<p>The results of this evaluation show that the facility clearly meets the Federal Requirements 2,3,4,5, and 10. Requirements 6-9 are not applicable to this facility as no Residential Services are provided. The guidance guidelines under Federal Requirement 1 are not being met at this facility specifically related to the individual's access to community integration and utilization of community services. As noted in the PCE, the components of the facilities setting that impede compliance with this requirement are:</p> <ul style="list-style-type: none"> • The work setting is in a congregate work environment with multiple individuals with disabilities working together under the supervision of both disabled and non-disabled staff. • The primary component of this work setting is production related with the average paid work at the facilities at 77% of their Program day.

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 www.nasdds.org/resource-library/person-centered-practices.

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	<ul style="list-style-type: none"> • Individuals in this setting have limited access to the community during their program day. Although the facility is open, community access to the facility is limited for security reasons. • Individuals in this setting have chosen a work program and have become comfortable with the socialization, income, and safety of a congregate work program. • Individuals and their families have continually expressed concerns with health and safety as well as benefits (SSDI, Medical, etc.) and are concerned how community employment will affect them in these areas. <p>Remediation Plan: PRIDE Industries has always focused on its mission to provide employment for people with disabilities both in their facilities and in the community. Our proposed remediation to Federal Requirement 1 will focus on development of program elements that will facilitate the movement of individuals from congregate work to community-based employment. This will include transitioning our work programs from a production-based environment to a strict pre-vocational focus. Recognizing the paid work requirements of our program, paid work will still be an integral part of our program at this facility. The components of our Remediation Plan include:</p> <ul style="list-style-type: none"> • Annual meetings and plans fully focused on community employment. • Create an intranet web page that posts all available community employment both for group and individual placement. This to be reviewed quarterly with each individual. • Development of Certificated Vocational Training programs to be taught at the facility. PRIDE currently has an exemption agreement with the Bureau of Private Post-Secondary Education that will allow us to provide certificated training in Construction Skills, Logistics, Electronic Manufacturing, Call Centers, and Certified Nursing Associate curriculum, as well as other trainings that we hope to develop based on need. We currently have the capability to train in the majority of these disciplines and some of these trainings are currently provided by PRIDE in other states under the PRIDE Ascend title. These trainings will be part of the individuals program day and will coincide with facility based experiential work (paid), trial work experiences in the community, and other career development activities.
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	<ul style="list-style-type: none"> • The idea of transitioning into employment/opportunities outside of the work program is overwhelming for several of our individuals. The creation of career development activities, utilizing self-determination and advocacy curriculum, will assist with taking manageable steps towards individual transition goals. • Build on initial positions created to support transition from production-based environment to pre-vocational, education, and competitive employment. <p>Re-focus of Business Development activity from facility-based contract work to Employer based group opportunities and individual placement opportunities.</p> <p>Remediation Goals:</p> <ol style="list-style-type: none"> 1. 50% of our active Work Activity Program participants to be in Competitive Integrated Employment (CIE) within 3 years. CIE is defined as group or individual placement into an integrated community environment at minimum wage or better. 2. Implementation of Certificated Vocational Training, Pre-employment Transitional Services, External Internships, Job Club, and Job Development as program components within 6 months.
Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.	Please see attached
Total requested amount.	\$648,689.60
What is your plan for sustaining the benefits, value, and success of your project at the conclusion of 2018-19 HCBS Funding?	As noted, the development of Certificated Vocational Training programs will become a component of our program design and provide a cornerstone service in the remediation of our Work Activity Programs to meet HCBS waiver rule requirements. The 2018-19 HCBS funding will allow us to develop the infrastructure necessary to provide training in multiple disciplines and the flexibility to create these trainings in job categories that provide the greatest opportunity to place individuals into competitive employment for many years to come.