

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

Vendor name	Community Gatepath
Vendor number(s)	PG1112; PG1114
Primary regional center	Golden Gate Regional Center
Service type(s)	Community Integration Training
Service code(s)	055
Number of consumers currently serving and current staff to consumer ratio.	Learning and Employment Campus Burlingame: 67 served in a 1:8 program; Learning and Resource Center Daly City: 32 served in 1:8 program; Total project served: 99.
Have you or the organization you work with been a past recipient of HCBS Funding?	No
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.	<p>The Learning and Employment Campus (LEC) and the Learning and Resource Center (LRC) are site-based programs supporting 67 and 32 individuals respectively. Both programs operate in a 1:8 ratio. Some individuals travel independently to the site and others utilize system transportation. At the LEC, once individuals arrive to the site, they attend their "home room." They then participate in 4 classes over the course of the day consisting of pre-vocational skills, computer lab, art, music and other topics. The individuals served at the LRC are more significantly impacted by their disability and are unable to go out in the community safely at a ratio of 1:8. Individuals spend most days on site and learn independent living skills and participate in leisure activities. Though individuals in both programs routinely express their desire for community inclusion and employment opportunities, individuals are only able to go out 1-2 times per month due to the number of individuals served in the program and the high staffing ratios. However, individuals have expressed through individual conversations and surveys that they want opportunities for community programming and competitive work.</p> <p>The program is not in compliance because it is operating out of a site with limited choice and limited access to the community and employment opportunities. These individuals might have the capability of participating in lower ratio community programming or employment services but</p>

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	<p>existing LRC/LEC staff are unable to provide the 1:1 person-centered program planning required to support individuals in selecting an appropriate community-based program or individual employment opportunity. An additional barrier to compliance with the rules is the lack of education for families around employment and community opportunities. While new referrals are often entered directly into community programming or employment, the families of existing individuals are often resistant or unsupportive to their loved ones being provided employment or community inclusion opportunities.</p>
<p>Identify which HCBS federal requirements this concept addresses that are currently out of compliance.</p>	<p>Federal Requirement #1 Federal Requirement #4 Federal Requirement #5</p>
<p>Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.</p>	<p>Gatepath currently offers both site-based and community-based programming, however individuals in both programs have expressed that they do not like the all or nothing approach to programming. Those in our community program would like the opportunity to participate in site-based activities like music or art therapy, and individuals in our site-based programs would like opportunities to volunteer, work and participate in recreational activities in their communities. Ultimately, they desire the opportunity to choose. In order to come into compliance and to design the high quality program individuals have requested, Gatepath will:</p> <ol style="list-style-type: none"> 1) Develop a new program design and transition the 99 individuals served in site-based programs to a more flexible, community-based program, internship or individual employment. Individuals would be able to choose activities and “blend” programs to fit their needs and interests, also allowing more people to test out other programs and encourage “movement”. 2) Hire a Person Centered Planning Coordinator to conduct a person-centered assessment and determine the support needs of each individual in the following key areas: personal care and safety, community living, lifelong learning, vocational, advocacy, and social/recreational activities. After conducting the assessment, the Coordinator will work with the individual and their support team to develop a person-centered plan including their programmatic wants and needs. 3) Hire an Employment Specialist to work 1:1 with individuals and focus on customized employment. After the initial placements, ongoing job coaching will be provided by

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	<p>existing Gatepath programs. Additionally, the Employment Specialist will seek community relationships to provide community instruction, internship opportunities and individual employment.</p> <p>4) Implement a bilingual community awareness campaign and family education series that will increase opportunities for consumer independence and integration. Family members will be trained on: HCBS rules, person-centered planning, and individual employment.</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>After reviewing survey results and individual conversations with those served, Gatepath developed a pilot program to explore programming that allowed individuals to experience structured career exploration in a setting of their choosing. Individuals selected a “path,” much like college students identify a major, and participated in hands-on learning with flexible programming on and off-site. The pilot was a success and participants rated the experience extremely high in a satisfaction survey. We will piggy back off of this success for this concept. Additionally, Gatepath has a Participant Advocacy Committee and individuals served on our board’s program committee.</p>
<p>Does the concept address unmet service needs or service disparities? If so, how?</p>	<p>The concept would take a person-centered approach to provide more options and flexibility for individual choice, and support people on a more individualized basis in overcoming barriers to community integration and employment. It will reduce service disparities amongst individuals who are significantly impacted by their disabilities and require lower staffing ratios to achieve community inclusion. Additionally, the concept includes outreach and education to families.</p>
<p>Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.</p>	<p>Project would be complete in 1.5 years, both positions would be rolled into the regular budget after the first 12 months. Progress would be tracked on a monthly basis. Budget attached.</p>
<p>Total requested amount.</p>	<p>\$ 127,384</p>
<p>What is your plan for sustaining the benefits, value, and success of your project at the conclusion of 2018-19 HCBS Funding?</p>	<p>Developing a new program design will ensure the sustainability of the project. The ongoing support of the Employment Specialist will be funded through job coaching and CIE payments. Both positions will develop systems and processes and train existing staff to continue the work.</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 www.nasdds.org/resource-library/person-centered-practices.