

- Discussed the need for additional funds in order to effectively support consumers on a more individualized basis in overcoming barriers to community integration and employment, as appropriate.
- Prioritized the preferences of consumers and utilized consumer feedback in the development of the concept.
- Train-the-trainer certification in person-centered planning/thinking and training regarding the HCBS rules.

More information on the HCBS rules and this form can be found at www.dds.ca.gov/HCBS.

Vendor name	Toolworks
Vendor number(s)	HB88864, PO764
Primary regional center	Golden Gate Regional Center
Service type(s)	Adult Development Program- Community Integration (CI) and Individual Services
Service code(s)	510
Number of consumers currently serving and current staff to consumer ratio.	Total clients - 51 9, 1- 1 staff ratio 42 , 1- 3 ratio
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.	Currently providing community based services under the vendorization of Adult Day Program. A typical day consists of volunteer work, education, and other activities in the community with staff support. Services are provided in groups in the community with staff fully supporting them. The barrier to compliance is that most of the clients have not increased their integration and moved into employment opportunities. They have not had the opportunity to visit job sites and or experience paid employment. In particular our deaf clients have not had an opportunity to experience a higher level of integration and particularly in the area of work. We have not had the resources with staffing to provide support to develop the employment opportunities suitable to the persons served.
Identify which HCBS	Federal Requirement #1

<p>federal requirements this concept addresses that are currently out of compliance.</p>	
<p>Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.</p>	<p>Currently 18 % (9 out of 51) of clients in the adult development program have either internships or paid employment. Toolworks proposes to increase integration, increase employment opportunities and paid internship opportunities for up to 35% (9 clients) clients based on client interest and strengths.</p> <p>Through this initiative, we will also connect individuals with peer mentors from our supported employment program who can share from their positive experiences to help motivate and educate.</p> <p>The paid internships will be a bridge for those who have not experienced paid employment- providing opportunity for on the job training, real work world training as well as the opportunity to manage a paycheck. We have found through Toolworks current internship that nearly 80% of individuals who participate in internships transition into job placements. We expect that this initiative will result in at least 70% of individuals successfully moving into job placements after completing their internship. To achieve this we need funding for staff to develop the internship opportunities, facilitate the mentor program, and create a pipeline of employers for job placement upon the internship completion.</p>
<p>Please describe your person-centered approach in the concept development process; how did you involve the individuals for whom you provide services?</p>	<p>We will be involving the clients through the individual surveys about employment interest, team meetings and other activities as listed below:</p> <ul style="list-style-type: none"> • Hold sessions with mentors/ employment ambassadors from supported employment to talk about successes. • Complete a job interest form on all of our current clients in our adult development program. • Conduct team meetings with those interested in exploring new work opportunities, complete a job interest and action plan. • Establish internship sites suitable to the clients interest and strengths. • Participate in a 8- 10 month internship program

	<p>and or another opportunity based on the individuals goals.</p> <ul style="list-style-type: none"> • Develop employment plans and job develop utilizing a customized employment approach • Provide individualized job development
<p>Does the concept address unmet service needs or service disparities? If so, how?</p>	<p>Yes- it addresses service disparities. The Adult Dev Program consumers will receive the individualized and targeted support needed to move toward employment, increasing employment options. Pre-employment assessment, resource planning with care providers and family, and exposure to other peers currently employed and their worksites allows individuals with more significant needs or barriers (such as communication barriers for deaf individuals) to participate in employment. The system currently treats employment as a yes/no proposition, with the individual being ready for placement and referred to Department of Rehabilitation or with the individual receiving day program services. The proposed model creates a bridge to employment that will allow transition for those who have traditionally been deemed not ready for employment or who have self-selected (or family selected)to stay out of employment due to misapprehensions.</p>
<p>Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.</p>	<p>Benchmarks- Education sessions with mentors/ employment ambassadors Client job interest interviews, team planning meetings Job shadowing at job sites Job sites developed Interns begin internships participate in 10 month internships Interns graduate Placement Planning meetings Placement Plan developed Job Development based on Customized Employment Outcome- 70% interns placed</p>
<p>Total requested amount.</p>	<p>150000, \$ 75,000 for GGRC</p>
<p>What is your plan for sustaining the benefits,</p>	<p>The focus of the first year is to develop the processes and structure to engage the day program clients into</p>

<p>value, and success of your project at the conclusion of 2018-19 HCBS Funding?</p>	<p>more employment opportunities and internships sites.</p> <p>In year 2, we will be focusing more on individualized opportunities for employment and creating an employer pipeline. Once key partnerships are developed for internships we will be able to continue to offer these opportunities to new consumers as each group graduates into employment using our existing network. We will be able to fiscally support the continuation of services by accessing the fees available through Regional Center (including outcome incentive payments) and DOR (placement fee's and job coaching).</p>
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