

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

Vendor number(s)	HJO539; PJ4844
Primary regional center	Inland Regional Center
Service type(s)	Work Activity Program, Community Integrated Training Program
Service code(s)	954; 055
Number of consumers currently serving and current staff to consumer ratio.	61 (34-954/1:17; 27-055/1:3)
Have you or the organization you work with been a past recipient of HCBS Funding?	Yes
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.	Consumers are offered a variety of jobs within a center based setting that include packaging, labeling, warehousing, pick-n-pack, assembly, shrink wrap, etc. (typical work center jobs) that are piece rated using the DOL 14(c) and California Sheltered Workshop Certificates. Consumers are also offered work skills development training to help them with needed work improvement, safety, and community integration skills, i.e. job club. Barriers include limited staffing capabilities to enable consistent ongoing training and staff competencies in person-centered planning. This also hinders the opportunity to provide more community based training opportunities during the day, especially in small groups or individually to help assist consumers in making the choice of more independent individualized services.
Identify which HCBS federal requirements this concept addresses that are currently out of compliance.	This concept addresses “the setting is integrated and supports full access of individuals receiving Medicaid HCBS to the greater community, including opportunities to seek employment and work in competitive integrated settings, and engage in community life...” “...and receives services in the community, to the same degree of access as individuals not receiving Medicaid HCBS.”
Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.	Currently consumers enrolled in this program have limited to no opportunity, except in large groups, to access their community during their program day. Although FRW provides transportation services, it is limited to large vehicles that are not accessible to the Work Activity Program as they are serving other programs. When the limited opportunity is offered it is in large groups which do not allow for individualized opportunities for consumers to express their individual choices or to be in small custom

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	<p>groups with like choices to explore community opportunities through less restrictive programs and explore employment opportunities on a one-to-one basis with staff and/or choice employer conversations. Providing a smaller more cost effective vehicle for individualized community outings would be beneficial to those needing more individualized attention while participating in the greater community. Many of our consumers need more individualized support in order to explore their options without peer pressure. Staff receiving more individualized training in how to assist consumers to develop and achieve their goals is imperative to the success of our consumers. Many consumers only understand one aspect of a job they wish to perform and are focused on achieving that individualized goal. ACRE training would greatly benefit our staff in helping develop our consumers individualized employment choices with the goal of attaining competitive integrated employment and/or choosing a less “segregated” setting within which to explore employment options. FRW would also continue to ensure families and careproviders are continuously involved in the process and are given the opportunity to support their adult child/consumer. This meeting would allow families to ask questions, speak with community and industry leaders to the inclusion of individuals with I/D Disabilities. FRW would present successes and barriers to progress and enlist support with emphasis on partnership with staff and natural supports. Additional training for the company as a whole would also be given by through professional annual training on person-centered-planning.</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>ACRE training would allow staff to become more competent in assisting consumers to reach individualized or customized employment which would lead to a greater success rate for job exploration outside of the work center activity, and job retention once placement is made. ACRE training adds another level of understanding for staff in the person-centered-planning process. FRW would ensure that an additional 6 (2 managers, 2 case managers, 2 job developers) staff receive training to meet the individualized/customized planning needed to ensure a person centered approach is the primary method of service</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.

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	delivery. As stated above, a smaller, sedan type (no more than 2 years old), vehicle would allow us to ensure small groups or individual community outings.
Does the concept address unmet service needs or service disparities? If so, how?	Yes. The concept addresses the consumer accessibility to the “greater community” and to a better informed/trained support system both in their program and in their community.
Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.	<p>Vehicle \$18,000.00 (2016 +)</p> <p>ACRE Training \$3,600.00 (\$600.00 x 6)</p> <p>Annual Meeting \$2,000.00</p> <p>Consumers/Family/Careproviders/Community Leaders</p> <p style="padding-left: 40px;">\$750.00 meeting room</p> <p style="padding-left: 40px;">\$500.00 refreshments</p> <p style="padding-left: 40px;">\$750.00 printed materials</p> <p>Annual Staff Training \$8,000.00 (50 employees)</p> <p style="padding-left: 40px;">\$750.00 room</p> <p style="padding-left: 40px;">\$1,250.00 refreshments</p> <p style="padding-left: 40px;">\$5,000.00 professional trainer (fee & expenses)</p> <p style="padding-left: 40px;">\$1,000.00 printed materials</p>
Total requested amount.	\$ 31,600.00
What is your plan for sustaining the benefits, value, and success of your project at the conclusion of 2018-19 HCBS Funding?	FRW will continue to reach out to its greater community to encourage a full and mutually inclusive environment in which persons served are recognized as full members of their community. Education is a key factor, not only for those we serve, but for those who wish and choose to support and employ them in our greater community. Bringing everyone together in open discussion in a mutually respectful environment is a huge step in breaking down barriers to full inclusion.