

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

Vendor number(s)	H25097,H25908,H2509,H62653,HJ0914, Hpf260,HJ0529,HJ0530,HJO0531
Primary regional center	Inland Regional Center
Service type(s)	ADC, Behavior Mod, WAP, Group Employment, Community Integration
Service code(s)	510, 8515, 954, 951, 950,110, 055
Number of consumers currently serving and current staff to consumer ratio.	ADC = 312 consumers 1:4 & 1:3; B-Mod = 173 consumers 1:3 & 1:1; WAP = 189 consumers approx. 1:15; Group = 84 consumers 1:3, 1:4, 1:5; Co Integration (# of consumers to be determined- new service) 1:3 & 1:1
Have you or the organization you work with been a past recipient of HCBS Funding?	Yes, OPARC was awarded HCBS funding by IRC for 2016-17 to provide a job developer and by SGPRC for 2017-18 for a Job Developer/Community Integration specialist.
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 OPARC ADCs and Behavior Mod programs are located in community sites. Our internal standard for community access is 80% of the program day. Typically consumers meet at their site and then leave with staff for pre-determined activities including volunteer work.</p> <p>We have 23 Groups working in the community performing a variety of tasks. Over the last year, we've transitioned 10 of these Groups to now earn minimum wage. With recent vendorization of a 055 program, we will be encouraging our WAP consumers to access this community-based option. In addition to the WAP contract work in-house, daily, there are substitute opportunities available to cover absences on the SE Groups. Our Job Developers we have increased efforts to secure Individual Placements, adding 21 since June.</p> <p>We believe consumers receive very good services but that, with proper staff training, there would be a greater emphasis on the needs and desires of each person. A more personalized approach would lead to activities and services that support consumers, and more creative options that challenge consumers and enhance their ability to achieve their goals.</p>
Identify which HCBS federal requirements this concept addresses that are currently out of compliance.	<p>Federal Requirement #4: Optimizes but does not regiment individual initiative, autonomy, and independence. Limited staff training in PCP results in generic goals that don't achieve skills training and opportunities to maximize initiative, autonomy, and independence.</p> <p>Federal Requirement #5 Facilitates individual choice</p>

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	<p>regarding services and supports. Person Centered Planning requires enough time to work with consumers to enable them to consider and decide on services and opportunities. While these funds are insufficient to reduce staff ratios, they will fund training and coordination to launch PCP activities across the agency.</p>
<p>Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.</p>	<p>The HCBS rules require us to implement individual choice and greater community involvement. Currently OPARC's internal standard is 80% community integration for ADC's and behavioral support programs. The organization has been successful in increasing community access but the critical point is the degree to which that community access meets the actual needs and desires of the individuals we serve. In order to be successful, staff needs to really know what consumers want to do and understand what resources/activities are necessary to achieve consumer goals. Further, OPARC has recently vendored OPARC Explore, a 055 program. Again, a thorough understanding of PCP is necessary if OPARC Explore is to meet the goals set forth in the program design. All OPARC services will benefit from staff that has a solid understanding to implement PCP with their consumers and translate written goals to reality. The HCBS grant funds will allow OPARC to address barriers #4 and #5 by providing that training. We are requesting funds to train 15 program managers and training coordinators in PCP and to fund the additional hours necessary to do this. We are planning to use Pathways Facilitation services</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>For the past several years, the OPARC leadership team has engaged in strategic discussions to determine how services can not only comply but go beyond HCBS requirements. OPARC has always worked to provide those services that consumers and families desire which is demonstrated by 68 years of successful operation. OPARC has also provided training in PCP. However, real person centered planning results not only in knowing what is valued by an individual but also how to incorporate those individual dreams into 1:4 or 1:3 service ratios. Based on staff, consumer, and family input, it was determined that our staff needs comprehensive training in Person Centered</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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	Planning.
Does the concept address unmet service needs or service disparities? If so, how?	Our concept will address the current limitations regarding Person Centered Planning,(PCP) and community access in ADC, Behavior Mod, WAP, group employment programs, and O55 by training leadership staff who will be able to provide training to DSPs and job coaches. The focus will be toward making consumer learning experiences more personalized.
Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.	<p>Train 2 people for Train the Trainer in Person Centered Thinking (results in certification)</p> <ol style="list-style-type: none"> 1. Take PCP foundational course through Pathways Facilitation <ol style="list-style-type: none"> a. Critical thinking-getting to know consumer 2. Send 15 staff over the course of the year- offered at different sites including the Regional Center \$2000. 3. Identify 2 trainers (Director of Day Services and Supervisor of Case Managers for employment) 4. Orientation for trainers .5 day 5. 2-3 months 2 sessions per month and 90 minutes a session 6. 1-2 months content of person centered planning 7. 2 days trainers observe certified trainers 8. Trainer candidates watch trainers twice 9. Trainer candidates perform training twice or three times <p>One certified trainer will cost about \$13,000</p> <ol style="list-style-type: none"> 10. Follow up with executive leadership and training for wide spread implementation 1-2 days \$1500 per day plus \$1500 travel cost. = \$4500.
Total requested amount.	\$19,500
What is your plan for sustaining the benefits, value, and success of your project at the conclusion of 2018-19 HCBS Funding?	Train the Trainer will result in 15 leadership/key staff completing extensive training provided by Pathways Facilitation services. There will be an internal process provided thereafter which will continue the training. We believe that over the course of the next 24 months, true PCP will become part of established OPARC culture.