

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

Vendor number(s)	H13748 PM2458, HM1192,PM2551
Primary regional center	Regional Center of Orange County
Service type(s)	Activity Center, Community Integration Training
Service code(s)	505, 055
Number of consumers currently serving and current staff to consumer ratio.	189
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.	<p>Alliance of Abilities' 2017-2018 Community Integration grant was a first step in working with members to discover their dreams, interests, and abilities and how to best share them with their community. Our person-centered approach dictates that members work side by side in all aspects of the clubhouse, including writing this grant, determining how the Customized Employment plan would be implemented, and acting as mentors to other members in their journey to their ideal job working alongside non-disabled peers and serving their community.</p> <p>The three central barriers to compliance with the HCBS rules are <i>employment</i>, <i>financial</i>, and <i>physical</i>.</p> <p>Employment: The goal is to move from the sheltered workshop model towards people with disabilities earning a prevailing wage in a field they have demonstrated an ability and interest in, and working alongside peers without disabilities. Everyone, disabled or not, deserves an opportunity to contribute to their community and thereby gain a sense of self-worth and economic independence. In addition, they are no longer considered a burden to society; they a contributing part of it.</p> <p>Financial: Starting a Customized Employment program is very costly, requiring considerable time to determine the strengths, needs, and interests of each member and to find and meet the specific needs of the employer. Developing a program that requires a significant amount of time and resources can be cost prohibitive.</p> <p>Physical: People with disabilities, including those using wheelchairs, face difficulties convincing employers they are ready and able to handle the physical requirements of a job. In addition, there may be genuine concern about the safety and health of vulnerable members of a community.</p>

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	Sometimes the barriers are real: ramps, doorways, restroom facilities, and other accommodations may be lacking.
Identify which HCBS federal requirements this concept addresses that are currently out of compliance.	The federal requirement currently out of compliance is # 1. Those with severe disabilities, especially those with a physical disability who would like to work in their community based on their preferences, are impeded by the expense of a Customized Employment program. The unmet need for funding and planning to develop job carving, self-employment, or entrepreneurial initiatives results in a lack of customized negotiated job responsibilities for those with a disability in their employment aspirations.
Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.	<p>Alliance of Abilities sees the tremendous potential of the Workforce Innovation and Opportunity Act's strategies for Customized Employment to facilitate each member's engagement in their community, working alongside peers without disabilities, and achieving its mission "to foster a community where people with disabilities fulfill their potential as responsible co-workers, neighbors, and friends."</p> <p>A particular focus will be members with physical disabilities who have had a difficult time finding any job, much less a job they are able to perform and enjoy. Twenty-two members who use wheelchairs at Integrity House and six at Harbor House participate in Community Integration and are interested in employment.</p> <p>The Association of Community Rehabilitation Educators (ACRE) will provide four 40-hour ACRE Certificate Trainings in Community Employment with an emphasis on CE.</p> <p>Since the majority of members who will be part of the CE project have a significant physical disability, a wheelchair-accessible van for both Integrity House and Harbor House will need to be necessary to assist with their transportation.</p> <p>The Coordinator's responsibility is to work with the members to find their strengths, needs, and interests. The Job Developer(s) will focus on working with employers. The Project Manager will work with the member, Coordinator and Job Developer to find the right match for both the employer and the member.</p>
Please describe your person-	Alliance of Abilities vigorously adheres to the International

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<p>centered approach¹ in the concept development process; how did you involve the individuals for whom you provide services?</p>	<p>Standards for clubhouse programs. We have maintained a focus on person-centered services for over twenty-one years, welcoming member participation at every level of our program. The following standards are particularly relevant to establishing a Customized Employment Program.</p> <p><i>Standard Three:</i> members choose the way they utilize the clubhouse and the staff with whom they work.</p> <p><i>Standard Four:</i> all members have equal access to every clubhouse opportunity with no differentiation based on diagnosis or level of functioning.</p> <p><i>Standard 20:</i> members have the opportunity to participate in all the work of the clubhouse including administration, research, enrollment and orientation, reach out, hiring, training and evaluation of staff, public relations, advocacy, and evaluation of clubhouse effectiveness.</p>
<p>Does the concept address unmet service needs or service disparities? If so, how?</p>	<p>The concept of Customized Employment addresses the unmet needs and service disparities of people with disabilities by creating a successful, well-ordered, and supportive plan to assist members who have been unsuccessful in securing employment through traditional methods. The plan would accomplish the goal of paid employment through the development of a personalized employment relationship between members and employers</p>
<p>Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.</p>	<p>Budget and Benchmarks – see attached</p>
<p>Total requested amount.</p>	<p>\$ 433,000</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>The primary goal of our project is to create and sustain positive relationships with employers in our community. After the initial supported partnerships, companies will recognize the value people with disabilities contribute and will continue to hire them, normalizing inclusion.</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.