

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

Vendor number(s)	HMO388
Primary regional center	Regional Center of Orange County, CA
Service type(s)	Work Activity Program
Service code(s)	954
Number of consumers currently serving and current staff to consumer ratio.	44
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.	Participants arrive at either the corporate headquarters or the processing plant via public transit. They clock in using the same procedure as employees and report to their work location. Individuals at the corporate headquarters complete janitorial tasks under the direction of the head custodian and a program counselor. Individuals reporting to the processing department work on a line separating donated items according to a set of procedures and also work under the supervision of a counselor at a 30:1 ratio. Both groups work alongside non-disabled individuals for their entire 6 hour shift including their lunch break. The participants have an average productivity which is lower than 50% of a non-disabled worker. The jobs are timestudied and paid based on each individual's productivity with 35% being the lowest rate.
Identify which HCBS federal requirements this concept addresses that are currently out of compliance.	Like many other jobs, there is not a natural community access as a part of the WAP program. Our plan is to provide additional choices which includes conversion of Goodwill Processing and Custodial services to CIE employment as a choice. It also includes developing CIE alternatives outside of Goodwill of Orange County for individuals currently served in WAP.
Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.	Complete final transition from in-house WAP services to CIE employment. Create new CIE employment opportunities both in-house and in community job placement. Through employer education, expand the number of community jobs in which the employer is the

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	employer of record.
Please describe your person-centered approach ¹ in the concept development process; how did you involve the individuals for whom you provide services?	GIOC WAP Program participants have been advised of alternatives in program including CIE Group or Individual Supported employment through the Individual Service Plan Process. Each participant has a person centered plan which describes their strengths and desired employment outcomes. The new concept will take this a step further by proactively developing community CIE employment where participants are directly hired by employers.
Does the concept address unmet service needs or service disparities? If so, how?	Yes, this plan provides new pathways for individuals currently served in WAP to select to stay at their current job as supported employment employees or to select other jobs in the community. While GIOC currently has a supported employment department, this plan will address new emphasis on employers directly hiring Goodwill participants.
Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.	Please see attached plan.
Total requested amount.	\$112,320.00
What is your plan for sustaining the benefits, value, and success of your project at the conclusion of 2018-19 HCBS Funding?	At the conclusion of the plan, Goodwill of Orange County will no longer operate a WAP program. Participants will convert to Supported Employment group or individuals at CIE working in Goodwill environments or transfer to community employment with over half of those individuals working directly for the employer as a result of employer education plan component.

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.