

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

Vendor name	Mayfair Adult Day Care Inc.
Vendor number(s)	PM1387, PM1386, HM0726
Primary regional center	Regional Center of Orange County
Service type(s)	Adult Day Care- Behavior Management
Service code(s)	063 & 515
Number of consumers currently serving and current staff to consumer ratio.	63 consumers served in 1:1, 1:2 and 1:3 staffing ratios
Have you or the organization you work with been a past recipient of HCBS Funding?	Mayfair Adult Day Care has been a recipient of HCBS funding.
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>Mayfair Adult Day Care provides behavior management services at our site-based center with opportunities for community integration. Services are provided in a 1:1, 1:2 and 1:3 service ratio. An individual service plan is created for each person served and an individual's day is structured with programming and activities based on skills, vocational, and behavioral goals.</p> <p>Barriers:</p> <p>1)-Vocational Goals are often not appropriately defined and/or expressed by clients. Leading to unrealistic vocational goals. Often personal/recreational interest are mislabeled as vocational interest and individuals served have difficulty maintaining employment creating a cycle of job loss and more importantly loss of morale and motivation for the individuals served.</p> <p>2)-Staffing has become a challenge for integrated employment. Integrated employment is supported on an individual basis, but most clients that have the ability to obtain integrated employment are served in a 1:2 or 1:3 staff to client ratio. Most clients have no work experience and initially cannot work a full day and often start employment with limited hours, a couple days a week. This often becomes a financial burden on the program as additional staff must be hired to work more hours than the client is supported at the job site.</p>

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

	<p>3)-Mayfair was previously awarded HCBS funds, DDS has indicated that previously awarded vendors will not be given priority for this round of funding.</p>
<p>Identify which HCBS federal requirements this concept addresses that are currently out of compliance.</p>	<p>Federal Requirement # 1 &amp; # 4 – The core and foundation of HCBS guidelines revolve around Independence, Choice, Rights, Opportunities to integrate and have full access to the benefits of the community, including integrated employment. The barriers listed above are all real and need to be addressed in order for Mayfair to be a truly person centered and offer the individuals we serve a realistic opportunity to be successful in an integrated work environment. Individuals need to have all the opportunities and supports to maximize their abilities, discover their core vocational strengths, learn the coping skills necessary to sustain employment, and most importantly develop a sense of purpose in their lives by becoming productive members of their community.</p>
<p>Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.</p>	<ol style="list-style-type: none"> <li>1) Vocational goals need to be developed by a vocational specialist who has a background in rehabilitation. Individuals need to be assessed to discover vocational abilities, strengths, and interest. Individuals interested in employment need to be put on the right path to success and provided with opportunities that are realistic and compliment their vocational interests and abilities. Having a vocational specialist is equivalent to having a behaviorist develop a behavior plan. If the foundation/assessment is not developed correctly then the interventions will not work, and goals will not be met.</li> <li>2) Staffing challenges need to be addressed by obtaining funding to hire job coaches to be assigned to individuals who work in integrated setting during their set work hours. This creates a stable pool of staff that will be available to support individuals in an integrated work environment, reduces the financial strain on us as a provider, allows us to pursue more vocational goals for more than just one or two clients at a time, and provides each individual served with the same opportunity for employment. These job coaches will be individually trained by our vocational rehabilitation specialist and behaviorist on how to encourage individuals to maximize abilities and how to deal with behavioral challenges that arise in order to break the 1 to 2 hour a day work barrier.</li> </ol>

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

<p>Please describe your person-centered approach<sup>1</sup> in the concept development process; how did you involve the individuals for whom you provide services?</p>	<p>Over the last 12 months we have been diligently working with individuals to meet their vocational needs and preferences. We have been working with individuals to figure out what is important to them and what we can do to support them in the environment of their choosing. We have conducted preference surveys and skills inventories to try to develop appropriate supports.</p>
<p>Does the concept address unmet service needs or service disparities? If so, how?</p>	<p>Yes, our clients want to work and make money. They want to feel like they are part of the community and engage in meaningful activities that provide a sense of self-worth. We want to be able to provide them with all the supports they need to be successful in meeting their vocational goals.</p>
<p>Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.</p>	<p>1)-The estimated cost associated (wage, benefits, payroll taxes, workers compensation) with hiring a vocational rehabilitation specialist to truly assess client's vocational interest/skills and develop employment plans will be \$65,000. Estimated timeline for recruitment &amp; hire 90 days. Completion of assessments 12-18 months.</p> <p>2)-The estimated cost to hire 5 job coaches to provide support for integrated employment is \$134,550. This takes in to account the cost associated (wage, benefits, taxes, workers compensation) with paying job coaches \$15 p/hour- 30 hours a week. Time line to hire 90 days. Length of time to break the 1 to 2 hour a day work cycle 12-24 months.</p>
<p>Total requested amount.</p>	<p>\$ 199,550</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>1) The Vocational Rehabilitation Specialist will work in conjunction with a management staff. The specialist will also be required to compile assessment tools, curriculum, develop employment templates and written processes to create a sustainable model.</p> <p>2) Having a stable pool of qualified job coaches will help the clients we serve break the 1 to 2 hour a day work barrier. This is instrumental to not only the success of the clients but to create a cultural shift in mindset. Once enough clients obtain normalized employment, we can hire staff that work regular work hours without it being a financial burden on the organization.</p>

<sup>1</sup> 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](http://www.nasdds.org/resource-library/person-centered-practices).