

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

Vendor number(s)	HS0846
Primary regional center	San Andreas Regional Center
Service type(s)	Adult Day Program
Service code(s)	
Number of consumers currently serving and current staff to consumer ratio.	We currently serve 80 consumers and have 37- 40 staff members – a 1/2 ratio of staff to consumers.
Have you or the organization you work with been a past recipient of HCBS Funding?	No.
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>A typical day at the A&T Day Program starts at 8:00 am and ends at 1:30 pm. Our staff picks up consumers from their homes and takes them to their activities; then they go to lunch either at a restaurant, mall, park, or at the A&T training center. Only about 50 to 60 consumers go out on a given day. Consumers and staff are divided into four separate groups. We currently have 12 large commercial vehicles (12-15 seats per van).</p> <p>Consumers can volunteer at the local food bank, at the InnVision Shelter Network, at the Milpitas Library, or with the Meals on Wheels program; the activities listed herein are not exhaustive. Consumers also attend San Jose City college, exercise, and attend art class, Zoomba class, yoga, and life living skills classes.</p> <p>The core barriers to compliance in meeting consumer needs are twofold: firstly, there is a lack of choice, and freedom, in such large group settings and, secondly, the current staff performs too many tasks for consumers. As a result, the consumers have significant maladaptive behaviors, even with our existing behavioral system.</p>
Identify which HCBS federal requirements this concept addresses that are currently out of compliance.	<p>Federal Requirement #1 – Access to the Community. Federal Requirement #3 – Right to be Treated Well. Federal Requirement #4 – Independence. Federal Requirement #5 – Choice of Services & Supports.</p>
Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.	<p>Our proposal for funding falls into three primary categories: expanding consumer choices and self-determination, greater community integration, and long term staff training that meets HCBS, and person centric thinking, standards. Firstly, we would like to hire a job development expert, an</p>

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	<p>additional behavioral therapist, and finish our person centric thinking training. This will help to create greater community integration as consumers will have more employment opportunities, better behavioral skills, and greater optimization of individual autonomy and choice.</p> <p>Currently, consumers do not receive financial compensation for their employment. Consumer quality of life would be significantly improved by hiring a job development coach to focus on paid opportunities. Hiring an additional behavior therapist would promote greater life skills so that consumers could be more functional in a greater variety of employment settings.</p> <p>Lastly, by purchasing 8 minivans, and dispensing with at least 6 of the large commercial vans, consumers will have greater choice in their daily activities and less segregation from the community at large.</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>Consumers have repeatedly expressed a desire for smaller group settings; they explicitly understand that this would allow them to do more of the things they like. Through informal group conversations, they specifically expressed enthusiasm for having additional vehicles in order to pursue more daily activity options.</p> <p>Current group sizes tend to be around 10-12 people per van. However, we believe that having 5 consumers and 2 staff per van would create a space that is more aligned with the needs of our consumers. Furthermore, consumers have expressed a desire to have additional employment choices and opportunities and receive financial compensation for their work. They have also expressed interest in greater personal management skills and responsibilities including, but not limited to, managing their daily lives, meals, at-home chores, and volunteer activities. However, consumers need both behavioral therapy and HSBC compliant, person centric thinking trained, staff to effect real, long term, positive changes.</p>
<p>Does the concept address unmet service needs or</p>	<p>Our proposal addresses the need for consumers to participate in activities of their choosing (including</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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<p>service disparities? If so, how?</p>	<p>employment) which interests them and corresponds with their IPP goals. Creating greater opportunities, choices, and a system that validates self-determination of consumers is our primary goal. We are requesting funding to obtain the physical resources (mini vans) to address a lack of consumer choice that a large group setting creates.</p> <p>Secondly, our concept addresses the necessity of training Person centered staff, and hiring job development and an additional behavioral staff member to support satisfying life experiences that enhance consumer self-confidence and the development of effective, and positive, skills and behaviors. Lack of support in treating maladaptive behaviors is a current service disparity as is a lack of person centered thinking staff. Paid employment is also a service disparity. Additional opportunities would expand consumer choice and satisfaction significantly.</p>																														
<p>Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.</p>	<p>Our timeline for implementing staff training, job development coaching, and behavioral therapy is 2 years. The timeline for purchasing 8 minivans is 1 year; we expect to purchase the first 4 vans within 6 months of receiving funding and the last 4 vans 6 months after that:</p> <table border="1" data-bbox="609 1092 1479 1602"> <thead> <tr> <th>Item (totals)</th> <th>\$ Cost</th> <th>Timeline</th> </tr> </thead> <tbody> <tr> <td>Van Registration (8)</td> <td>29,200</td> <td>5 years</td> </tr> <tr> <td>Van Insurance (8)</td> <td>30,000</td> <td>5 years</td> </tr> <tr> <td>Toyota Sienna Limited Premium, 2019 model (8)</td> <td>380,240</td> <td>1 year</td> </tr> <tr> <td>Vehicle Tax Costs (8)</td> <td>34,224</td> <td>n/a</td> </tr> <tr> <td>Maintenance Costs (8)</td> <td>60,000</td> <td>5 years</td> </tr> <tr> <td>Behavior Consultant (1)</td> <td>48,000</td> <td>2 years</td> </tr> <tr> <td>Job Development Coach (1)</td> <td>30,000</td> <td>2 years</td> </tr> <tr> <td>Person Centered Thinking Training Class</td> <td>6,000</td> <td>2 years</td> </tr> <tr> <td>Person Centered Thinking Internal Staff training</td> <td>2,000</td> <td>2 years</td> </tr> </tbody> </table>	Item (totals)	\$ Cost	Timeline	Van Registration (8)	29,200	5 years	Van Insurance (8)	30,000	5 years	Toyota Sienna Limited Premium, 2019 model (8)	380,240	1 year	Vehicle Tax Costs (8)	34,224	n/a	Maintenance Costs (8)	60,000	5 years	Behavior Consultant (1)	48,000	2 years	Job Development Coach (1)	30,000	2 years	Person Centered Thinking Training Class	6,000	2 years	Person Centered Thinking Internal Staff training	2,000	2 years
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<p>Total requested amount.</p>	<p>\$619,664</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>Additional person centered thinking training will propagate across the entire A&T Training Center organization to effect long term change in the way that we teach, interact, and manage consumers. Changes will promote independence, self-determination, and greater choice.</p>																														