

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

Vendor number(s)	HQ0817
Primary regional center	San Diego Regional Center
Service type(s)	Community based day program
Service code(s)	510
Number of consumers currently serving and current staff to consumer ratio.	18
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>ABLT provides community based day services in a 1:3 staff client ratio in San Diego County. Typically, clients are grouped based on needs and location. Services are provided 6 hours a day and clients attend adult education courses and volunteer in the community in a few settings. ABLT has encouraged day program staff to look for other volunteer opportunities and engage with community partners that will allow our clients to have more options. This has been a challenge due to time constraints and staff lack of skills and experience which has prevents clients from being able to participate in a variety of meaningful activities that could increase exposure or opportunities to grow.</p>
Identify which HCBS federal requirements this concept addresses that are currently out of compliance.	<p>ABLT is not compliant with Federal Requirements #1, #2, and #4. The Agency is continuing to promote and train staff in a person-centered approach to service delivery.</p>
Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.	<p>In order to continue working towards compliance, ABLT is requesting continued funding for our Employment Specialist position and funding for a new positon, Community Inclusion Specialist. Both positons will lead ABLT in using a Person Centered and Employment First approach to services. We are requesting funding for customized employment training, and continued person centered thinking coaching to ensure we implement quality services for the people we support</p> <p>ABLT is committed to building the staff's capacity in other areas to maintain quality services and meet the needs of people being served. ABLT believes that everyone should have the opportunity to work in a competitive, integrated environment if they so choose. Therefore, ABLT would like to have a more robust Employment First approach to</p>

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	<p>programming so that people being served will be able to expand networks in their communities; develop hard and soft skills that will ultimately increase employability; explore vocational pathways through volunteerism, internships, and job shadowing; and start to work towards greater independence through integration and inclusion into the community and the workforce. To accomplish this, the Community Inclusion Specialist will be the liaison between the day program staff and the Employment Team. They would enhance services on the ground by educating and coaching staff on how to maintain a Person-Centered and Employment First approach while continuing to promote on-going compliance. They would allow staff to have a better understanding of the discovery process and what activities are goal-oriented, individualized, meaningful, focused on pathways to employment, and inclusive. In collaboration with the Employment Team, they would help plan, execute and measure activities while maintaining engagement with community partners. This Community Inclusion Specialist would be charged with developing a toolkit for staff. This toolkit would be a living document that could be passed on and modified as needed. The goal is to encourage sustainability and the replication of a service model that is person-centered, successful and compliant.</p>
<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>Meetings were held with all clients and staff to discuss the changes in compliance and staff and clients shared their ideas.</p>
<p>Does the concept address unmet service needs or service disparities? If so, how?</p>	<p><b>Yes, this concept addresses an unmet service need in that it will allow our agency to have dedicated staff to engage the community and educate them on the benefits of integrating and hiring people with intellectual and developmental disabilities.</b></p>
<p>Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.</p>	<p><b>Employment Specialist (\$ 57,000)- current position Community Inclusion Specialist (\$35,000)- will be hired within the first month of award, ACRE Customized</b></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).

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	<p>Employment Training for 2 staff plus lodging (\$3,000), telephones (\$1,200), mileage (\$2,500), (\$1,200), supplies, computers (\$1,500) and ongoing coaching from mentor from the Learning Community for staff certified in Person Centered Thinking training (\$10,000).</p>
<p>Total requested amount.</p>	<p>\$ \$111,400</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>ABLT will seek a contract with the Department of Rehabilitation to continue our employment services. The agency will also offer training in Person Centered Thinking and Customized Integrative Employment to the San Diego vendors to raise funds to sustain the project.</p>