

Vendor name	Community Interface Services (CIS)
Vendor number(s)	HQ0412; H39507; H39534
Primary regional center	San Diego Regional Center
Service type(s)	Supported Employment Group Placement (GP); Adult Development Center – Community Based - Community Integration Training (CIT)
Service code(s)	SEGP-N/A; CIT-510
Number of consumers currently serving and current staff to consumer ratio.	-9 people currently served in SEGP, 1:3 ratio -156 people currently served in CIT, 1:3 ratio - Approximately 1800 individuals served agency-wide
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>Service Settings: Community Interface Services (CIS) provides all supports in the community; GP and CIT services are provided primarily at work and volunteer sites. The GP participants currently work at Walmart and at mess halls on the Camp Pendleton Military Base. Supports are provided in staff-to-participant ratios that best meet Each person’s needs as determined by the individual along with their team, employer, and funder(s) as appropriate. For people in GP or CIT, the amount of time that the staff person spends with each participant is based on the needs and desires of the participant, and the employer/ volunteer site coordinator; the staff person is always present at the site.</p> <p>Barriers: The group nature of the service designs inherently limits the ways an individual can pursue employment in terms of hours, schedule, location, and type of work, limiting “opportunities to seek employment and work in competitive integrated settings...to the same degree of access as individuals not receiving Medicaid HCBS.” In addition, many participants and their families have significant concerns about the impact paid work might have on their public benefits. While many benefits have incentives to work that allow people to earn money in addition to their public benefits, there is not a general awareness of those incentives. Because of the knowledge gap and the fears, many people choose not to pursue work. As such, their level of access to employment is limited, and the opportunity to seek work in competitive integrated settings and to control their own personal resources is not to the same degree of access as individuals not receiving Medicaid HCBS.</p>
Identify which HCBS federal requirements this concept addresses that are currently out of compliance.	<u>Federal Requirement #1</u>

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

<p>Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.</p>	<p>Ensuring that support staff are adequately trained in best practices and innovative approaches is one of the cornerstones of encouraging individuals to pursue employment and find successful, sustainable job matches. Having trained staff in both Customized Employment (CE) and Benefit Planning would greatly enhance the capacity of CIS and San Diego County to address barriers that currently exist for people with disabilities to actively pursue and secure paid employment, and to control their personal resources so they are able to work toward financial independence. CE is an emerging best practice in employment services that offers an approach different than traditional employment/job development services. Benefit Planning has been identified as a need for current participants to increase understanding about how to navigate Social Security Disability Insurance/ Supplemental Security Income and work, and to learn about work incentives. Having staff trained in CE and Benefit Planning would provide individuals served with more employment choices and knowledge about benefits so that they will be more inclined to work, and would strengthen the agency's and region's capacity to serve individuals seeking paid work as follows:</p> <ol style="list-style-type: none"> 1. offer CE as an individualized option to current GP or CIT participants that may not fit into the SE Individualized Placement model of support and offer Benefit Planning to current participants that have questions or concerns about their benefits, or who could gain knowledge from exploring the impact of paid work on their particular benefits. 2. offer CE as an individualized option to individuals who are newly referred to employment services who do not fit into the traditional SE Individualized Placement and offer Benefits Planning to newly referred people who have concerns about pursuing employment or have questions about the impact of employment on benefits. <p>To achieve these outcomes, the following is proposed:</p> <p>Training on Community Employment Supports with an emphasis in Customized Employment and Benefits Planning – Funding for CIS to coordinate with nationally recognized organizations who provide training and technical consultation in CE and Benefits Planning:</p> <ul style="list-style-type: none"> -CE training consists of a 5-day training in North San Diego County on Employment Services that results in attendees obtaining a National Association of Community Rehabilitation Educators (ACRE) Basic Employment Services Certificate. CIS will send 20 staff, capable of providing supports to people from diverse backgrounds, to complete the training/acquire the certificate. -Benefit Planning training will include an intensive Work Incentive Planning and Utilization for Benefit Practitioner credential program for 5 staff capable of working with participants and families from diverse backgrounds. The credential program involves a series of webinars, a comprehensive test, and the completion of a monitored case study.
---	--

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

	<p>Inter-agency Collaboration and Scholarships – CIS is submitting the CE portion of this concept proposal in collaboration with Partnerships With Industry (Vendor # HQ0395, HQ0397, HQ0401, HQ0399), who will contract with the same organization to present the training in South San Diego County and the San Diego Regional Center, who has offered to provide the meeting spaces free of charge. CIS and PWI will collaborate on bringing this much needed training to San Diego County. The trainings will be open to other employment services providers. The budget includes scholarships for other providers to offset training costs, providing this opportunity for 70 staff. The trainings will help participants gain expertise in the CE process, including job carving and discovery, and will strengthen the ability of the local service system to offer employment options to <i>the same degree of access as individuals not receiving Medicaid</i> HCBS funding.</p> <p>Leadership Development and Technical Assistance – Funding to contract with the CE training organization to provide mentoring, and technical assistance to CIS leadership and staff who have earned the ACRE certificate to support the translation of CE approaches into practice with job seekers and ensure project sustainability.</p>
Please describe your person-centered approach ¹ in the concept development process; how did you involve the individuals for whom you provide services?	Person-centered planning (PCP) is an integral part of each individual's process in directing their services. Input on desired supports is gathered during the intake process, service delivery, and formally solicited annually. Recent survey/PCP results from GP and CIT participants indicated interest in pursuing paid work and the need for information/counseling on how work impacts benefits, which shaped this proposal.
Does the concept address unmet service needs or service disparities? If so, how?	Yes. To meet the unmet employment needs and diversity of individuals served, staff must possess the skills necessary to successfully support any individual who wants to work in securing employment and navigating the individual impact of working on their benefits.
Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.	See attached
Total requested amount.	\$102,095.50
What is your plan for sustaining the benefits, value, and success of your project at the conclusion of 2018-19 HCBS Funding?	This concept is highly sustainable. There is currently a pilot project in California with Regional Centers and DOR to fund/provide Customized Employment for job seekers. Once staff obtain the training and certification required, the agency would be eligible for RC vendorization and/or DOR funding for respective CE and Benefit Planning Services.