

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

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| Vendor number(s) | United Cerebral Palsy of San Diego County |
| Primary regional center | San Diego Regional Center |
| Service type(s) | 1) H50133; 2) H27265; 3) HQ0420; 4) HQ0406 |
| Service code(s) | 1&2) 510; 3&4) 954 |
| Number of consumers currently serving and current staff to consumer ratio. | 1) 24, 1:3; 2) 32, 1:4; 3) 16, 1:8; 4) 40, 1:7; Total: 112 |
| Have you or the organization you work with been a past recipient of HCBS Funding? | Yes, as a recipient of HCBS funding we have collected data from individuals on their preferences for alternative services/settings and have hired 2 job developers to assist with finding placements in the community. |
| 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>Services are delivered in congregate settings and group instruction</p> <p>Major barriers continue to be staff expertise and although there are some options for community integration/utilization of community services in lieu of onsite services, these are limited to staff availability. The participants in the WAP programs currently work in congregate settings which limit their access to the community.</p> |
| Identify which HCBS federal requirements this concept addresses that are currently out of compliance. | Federal requirements 1 & 4 |
| Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes. | <p>To develop meaningful informed choice related to individualized integrated community employment .</p> <p>Using an outside training specialist to provide training on Employment First resulting in a certification and credential in Customized Employment by ACRE for key staff, would enhance all programs in the area of employment and overcoming barriers.</p> <p>Increasing training in the area of Customized Employment for current staff, and the addition of 2 Employment Specialists to work with the Job Developers would allow for participants from the programs who choose this option, to be pulled and develop Career Pathways for job exploration in the community. Utilizing the Employment Specialists in Career Preparation activities through Job Preparation classes during the program day.</p> <p>This new concept includes a shift in the Job Developers roles to enhance and build the Employment Programs by;</p> |

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| | <p>1) Participating in the training for Customized Employment and receiving the ACRE Credential.</p> <p>2) Supervising the Employment Specialists and reinforcing the curriculum and training acquired from the training.</p> <p>3) Directing the Career Pathways/job exploration activities through the Employment Matters Program</p> <p>4) UCP will do outreach through local Job Fairs and Transition Fairs for graduating High School Students in both SD and NC to bring more awareness about Employment First and how the UCP TDSO Employment Matters can support individuals toward Customized Employment.</p> <p>Customized Employment is still a necessary component when the limits of competitive supported employment are reached for some people, often those with the most severe disabilities who cannot meet the demands of open jobs, even with the extra support of job coaches. This has led to a growing “under class” of individuals considered unable to work, except in segregated or congregate settings. All participants will have access to the Employment Specialists to develop their own personalized Career Pathway.</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>As part of initial and annual program planning each individual participates in the development of a person-centered plan and completes a satisfaction survey that identifies area where they would like more services or support. Individual and aggregate results of satisfaction surveys reveal that many individuals are interested in a) increasing their community involvement; b) increasing the amount of money they earn; c) finding new or different jobs. Individual and aggregate results of person centered plans reveal that many individuals have had little or no opportunity to experience individual, competitive, integrated employment and as such lack the ability to make meaningful informed choices regarding their preferred employment settings.</p> |
| <p>Does the concept address unmet service needs or service disparities? If so, how?</p> | <p>Through increased personalization and choice through the person centered approach, the concept focuses on giving individuals the opportunity to experience employment in community settings based on the individual interests, strengths and preferences.</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>Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.</p> | <p>Benchmark 1 Hiring of 2 Employment Specialist Benchmark 2 Employment First Training Benchmark 3 Identification of at least 2 WAP participants and 2 ADC-CBP from each location (SD & NC) total 8 participants Benchmark 4 Development of Customized Career Pathway for participants Benchmark 5 Community exploration, Job shadowing, possible internships developed</p> <p>COSTS:</p> <table data-bbox="630 726 1203 894"> <tr> <td>2 Job Developers</td> <td>\$108,175.00</td> </tr> <tr> <td>2 Employment Specialists</td> <td>\$ 65,738.00</td> </tr> <tr> <td>Employment 1st Training</td> <td>\$ 27,232.00</td> </tr> <tr> <td>Total cost</td> <td><u>\$201,145.00</u></td> </tr> </table> | 2 Job Developers | \$108,175.00 | 2 Employment Specialists | \$ 65,738.00 | Employment 1 st Training | \$ 27,232.00 | Total cost | <u>\$201,145.00</u> |
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| 2 Employment Specialists | \$ 65,738.00 | | | | | | | | |
| Employment 1 st Training | \$ 27,232.00 | | | | | | | | |
| Total cost | <u>\$201,145.00</u> | | | | | | | | |
| <p>Total requested amount.</p> | <p>\$ 201,145.00</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>Sustaining the services we have been able to put in place through the HCBS funding is very important to UCP it has and will continue to be a valuable part of the Programs and Services we offer by enhancing the Customized Employment aspect of the TDSO and the Supported Employment Program we all ready have in place.</p> <p>Through the growth of both these programs and increased numbers of participants we will be able to absorb the cost of the Job Developers and Employment Specialists into our annual budget there by continuing to provide outstanding programs in the area of Employment First for years to come. As the programs grow we will be able to add more Employment Specialists and Job Coaches to meet demands.</p> <p>The Customized Employment Training will become an integral part of our program planning with current and new participants and new staff training will be completed by Managers who have completed and retained the ACRE Credential and by on-going support from Griffin-Hammis Associates the CE Training Specialists.</p> | | | | | | | | |