

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

Vendor number(s)	PP6757
Primary regional center	San Gabriel Pomona Regional Center
Service type(s)	Community Integration/Behavior Management
Service code(s)	055
Number of consumers currently serving and current staff to consumer ratio.	2 individuals served in 1:1 service ratios
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>Vocational Innovations 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 programing and activities based on skills, vocational, and behavioral goals.</p> <p>Barriers:</p> <p>1)-Vocational goals are often not appropriately defined or expressed by clients. Leading to unrealistic vocational goals. Often personal/recreational interest are mislabeled as vocational interest and individuals served can 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)-Funding to train staff to change their mindset from a traditional day program setting to a person centered mindset. We need to train staff how to properly encourage clients to gain the work adjustments skill to sustain employment. Vocational Innovation's believes that in order for all programs to be successful and in compliance with the Federal Requirements all staff must be trained to shift their mindset to person center thinking. It cannot be accomplished without this.</p> <p>3)-We are a newly licensed and vendored facility and this may impeded on our request, but we think this is actually the best time to lay the foundation for a truly person center mindset and establish the necessary frame work to provide the individuals we serve with the very best opportunity to become productive members of their community.</p>

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<p>Identify which HCBS federal requirements this concept addresses that are currently out of compliance.</p>	<p>1)-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 real and need to be addressed in order for VI to be a truly person center 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>2)-Federal Requirement # 1 &amp; # 4 –In order to provide individuals with integrated employment opportunities there needs to be no limitations placed on them and staff need to be able to recognize their preferences, abilities, and need to be fearless when encouraging individuals to maximize their abilities. Staff needs to be trained to shift their mindset from a traditional day program setting to a person centered mindset. They need to be trained on how to properly deal with behavioral challenges out in an integrated work environment and how to teach and master individual work adjustment skills.</p>
<p>Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.</p>	<p>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.</p> <p>2)-We believe training is the most crucial component that stands in our way to providing successful programing. We do have regular trainings but they are fragmented, short, and often interrupted by the high level of the need of the program. We do not have the budget to provide all day training without impacting services or incurring additional cost that we cannot absorb. Mind changing training needs to be conduct in all day interactive sessions and will encompass several components and trainers to be able to create a person centered mindset and teach our staff the necessary skills in order for individuals to be successful in</p>

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	an integrated work environment.
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?	We have been diligently working with individuals to meet their community integration and 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.
Does the concept address unmet service needs or service disparities? If so, how?	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.
Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.	<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 \$60,800. Based on project census over the next 12 months. Timeline to hire 90 days.</p> <p>2) Staff training: the estimated cost to hire trainers to train staff members &amp; certify a Person Center Trainer &amp; Reviewer is \$25,000. The estimated payroll cost associated with training 12 staff members over 7 training days and the payroll cost associated w/ having a person certified to become a trainer and reviewer is \$26,013 (includes overtime, payroll taxes and workers compensation insurance). Total Cost \$51,013. Timeline to complete 12 months.</p>
Total requested amount.	\$ 111,813
What is your plan for sustaining the benefits, value, and success of your project at the conclusion of 2018-19 HCBS Funding?	<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) We will have one person trained to certified to be a Person Centered Trainer and Reviewer who will then be able to train additional staff regularly.</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).