

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

Vendor name	Options For All
Vendor number(s)	HJ0796 (San Bernardino,)
Primary regional center	Inland Regional Center
Service type(s)	Community Integration Training
Service code(s)	510 (*Note, this program will be converting to 055 in February 2019)
Number of consumers currently serving and current staff to consumer ratio.	115 1:3 staff to participant ratio
Have you or the organization you work with been a past recipient of HCBS Funding?	Yes. Options For All has locations in San Diego, San Bernardino, Santa Clara, Santa Cruz. San Diego location received funding in 2018.
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 provided in natural community environments, including paid and volunteer work opportunities, and other educational, recreational, and social activities designed to increase the independence and self-reliance of adults with intellectual / developmental disabilities, and enhance their inclusion in the community. Services are based on individual desires and needs, but individualized opportunities are constrained by the 1:3 staff to participant ratio. Within the program, Person Centered Planning (PCP) is integrated into the process that each individual completes in preparation for developing his/her Individual Service Plan (ISP), but a more thorough understanding of PCP and its importance is needed.</p> <p>The HCBS rules, along with the recent changes to WIOA and the adoption of the Employment First Policy in California, increase the emphasis on person centered and person driven plans and employment outcomes. The current capacity of staff and other resources is a barrier to this process due to the nature of the 1:3 staff to participant ratio which limits the amount of time that can be spent to assist each individual to complete his/her PCP. Many individuals served do not have the knowledge or experiences to dream what is possible and need individualized assistance to explore and gather the information required to make informed choices, particularly in areas of new exploration such as employment.</p>

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<p>Identify which HCBS federal requirements this concept addresses that are currently out of compliance.</p>	<p>This concept addresses requirements 1, 4, & 5. While Options For All is partially compliant in all 3 areas, improvement is needed to better identify needs and desires, individualize opportunities, and allow better opportunities to choose support services. Greater employment opportunities customized to the individual skills and interests are needed to increase community inclusion.</p>
<p>Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.</p>	<p><u>Person Driven Planning (PDP)</u>: Adding trained facilitators to augment staff with the purpose of A) training staff, and B) assisting each participant with completing an in-depth PDP that identifies desires, interests, and choices along with skills needed for success. Focus is on employment-related options and outcomes. Standardized tool(s) will provide the framework, with an individualized process for each client. To ensure a robust plan, activities would include face-to-face meetings with participants, reviews of collateral information, and face-to-face meetings with staff, families, and service coordinators. Once the person driven plan is completed, facilitators would work in conjunction with participants and planning team to include identified community integration related goals and objectives in the individual service plan.</p> <p><u>Increased Person Driven Training</u> for all staff will enhance capacity to assist participants through the PDP process and updating their plan as needed. Current best practices for working with participants through a robust process will be incorporated. Upon project completion, current staff as well as new staff, will be able to incorporate these new approaches into their ongoing work.</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>The core of this concept is a strong person-centered approach. Individuals who receive services already participate in some level of person-centered planning and indicate a desire to be more meaningfully engaged in their community.</p>
<p>Does the concept address unmet service needs or service disparities? If so, how?</p>	<p>The concept focuses specifically on ensuring that all unmet service needs are identified, and where possible disparities are addressed in the planning process. The lack of meaningful employment opportunities is seen as the largest barrier to community integration.</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><u>Year 1:</u></p> <p>Benchmark 1: Hire two new staff to act as Person Driven Planning (PDP) Facilitators for a one year duration: Cost = salaries / benefits \$57,143 X 2 = \$114,286</p> <p>Benchmark 2: Training(s) in Person Driven Planning for the two facilitators that focus on current best practices and methodologies: Costs = In-person training (including travel): \$2,000</p> <p>Benchmark 3: Creation of a new Person Driven Planning tool. Cost = \$0</p> <p>Benchmark 4: Development of thorough PDPs for each participant within months 2-12. Total plans developed = Inland Empire – 115.</p> <p>Benchmark 5: 50 program staff trained in development of Person Driven Plans. Cost = \$0</p> <p>Benchmark 6: Revised organizational structure to support ongoing development and implementation of Person Driven Plans. Cost = \$0</p> <p><u>Year 2:</u> (not included in this proposal) Benchmarks & costs TBD related to offering enhance supports for individualized employment.</p>
<p>Total requested amount.</p>	<p>\$116,286</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>Person Driven Planning: Trained staff will be able to implement the person driven plans. Revised organizational structure will shift resources to allow for increased numbers of staff responsible for the development and implementation of individualized person driven plans.</p> <p>Customized Support For Employment: Alternative funding models, (supplemental and braided funding) will be explored and identified to support individual opportunities for community-integrated employment.</p>