

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

Vendor name	Bakersfield ARC
Vendor number(s)	HK 2877 –PK5126
Primary regional center	Kern Regional Center
Service type(s)	Day Program Community Integration Supportive Employment/volunteer - Group
Service code(s)	055, 950
Number of consumers currently serving and current staff to consumer ratio.	348 Ratio 055 1:8 950 1:3
Have you or the organization you work with been a past recipient of HCBS Funding?	Yes. Year 1 and 2.
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>BARC Access Now (055) provides ongoing daily living skills and pre-vocational training, with the opportunity to learn independent/community living skills and earn a wage in programming which is integrated in the community 52% (or more) of the time and partially site based.</p> <p>Supported Employment/volunteer (950) is designed to provide training, work experience and support services to enable individuals to compete in the job market. BARC has an (14c) industrial site which provides work on campus and number of enclaves which employ individuals to work at community sites.</p>
Identify which HCBS federal requirements this concept addresses that are currently out of compliance.	<p>BARC acknowledges not being in full compliance with Federal HCBS Requirements #1, #2, #3, #4 and #5 after completing the Provider Compliance Evaluation. The challenge is meeting individual empowerment and choices while simultaneously moving away from a service model that many do not wish to change. The solution requires that staff, individuals and their families have full and accurate information about the individual's service options, including skills training options, which employment/volunteer and post-secondary educational opportunities exist, which services and other options exist in the nondisabled integrated community settings outside of BARC. This requires everyone to put their best foot forward to optimize the most advantageous choices for individuals served to become fully integrated into as many real life community settings as possible. It requires a better detailed understanding of the Lanterman Act and a cultural change. The end result is to find the solution</p>

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	<p>which gets BARC closer to full compliance by creating a bridge among staff that fits with the choices of individuals and helps encourage and improve support from their families and care providers. BARC is proposing that we continue to utilize the Transition Coordinator which was funded in the previous two grant cycles. This position will help to eliminate the barriers and fear that interferes with BARC achieving the HCBS federal requirements #1, #2 #3, #4, & #5 for achieving individual autonomy when it comes to making their own choices over their lives. The Transition Coordinator will create greater links within the community with potential resources and employers. In addition, this position will help implement new curriculums for greater independence. Furthermore, the position will help move individuals served into the community and/or employment/volunteering within mainstream businesses and community based activities. This will create a much greater employment/volunteering component that adds choice for these individuals to be more fully integrated into the community. Currently, this option is very limited. Also, the position is greatly needed to strengthen BARC's constant adherence to the Lanterman Act in regards to individual choice. The position will help BARC to have on-going trainings to build an environment of choice for individuals served and promote greater individual autonomy. This requires trainings for both staff and individuals served. The position would help provide the new culture of individual autonomy to new staff and at new client orientations. This is a key role that must be filled in order to continue moving forward.</p>
<p>Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.</p>	<p>Please explain: In year 1 and 2 of the HCBS Waiver Grant Bakersfield ARC committed to making progress towards providing services integrated in the community. In order to further increase community exposure and opportunities for community integration BARC is seeking funding to develop and implement a Community Activities curriculum for the staff to use while working with clients. Goals of the Community Activities curriculum would be developing Employment/Volunteer Skills and Professionalism, Independent Living Skills, Consumer Skills, Community Access, Recreational Opportunities, and Community Safety Awareness Skills. This curriculum will help clients to build employment/volunteer and educational skills by developing a professional portfolio with a resume, references, and master application. Clients will have the opportunity to participate in professional hygiene and fashion lessons. Clients will have a choice to participate in mock interviews with members of the community. Clients will have the option of touring local businesses to understand employment/volunteer opportunities in the community and the expectations and duties for those positions. Clients will have the choice to receive lessons and information on a variety of independent living skills such as personal finance and banking basics, tour living options, and cooking healthy meals. Consumer skills with budgeting, comparing pricing, and buying items in the community will be offered. Clients will have an opportunity to be exposed to transit options in the community, community programs, how those programs can benefit them, and what are the qualifications for each program. Clients will get to choose to be exposed</p>

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	<p>to a variety of community recreational opportunities that will give them the opportunity to learn ways to spend their leisure time in community integrated settings that align with their interests. Clients will also get the choice to receive lessons about being safe in the community such as pedestrian safety, stranger danger, etc. And throughout the curriculum Client Choice will be promoted and discussed.</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>BARC has made significant and noticeable progress in training staff to move towards having a more person centered approach in providing services and supports to individuals served by BARC. The third year funding will help BARC to continue the process of implementing person centered planning, involving clients in making choices about their own services, promoting greater Client choice in daily activities/services, and advocating for each Client to be heard and given well-informed options regarding their services. Client Coordinators will check in with each client quarterly to ensure clients are receiving the services of their choosing and each client is being adequately informed about their options in services. Clients, circles of support, and staff members will all be surveyed annually to ensure that a high quality of services are being rendered. A client advisory committee will be utilized to also address client concerns on a monthly basis and vote on solutions to resolve issues that cannot be resolved individually.</p>																		
<p>Does the concept address unmet service needs or service disparities? If so, how?</p>	<p>BARC is committed to providing all of our services and supports in a culturally responsive manner. Our services and support population is 16.2% African-American, 31.5% Hispanic, 1.7% Asian, 4% other. BARC is continuing to stress cultural respect in person centered meetings and in the community integrated services. BARC is an active member of the Kern County Black Chamber (Outstanding Community Based Organization Award winner 2017) and the Kern County Hispanic Chamber. These organizations have been a valuable resource in our assessing the diversity in the Kern County community.</p>																		
<p>Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.</p>	<table border="1"> <thead> <tr> <th data-bbox="500 1413 1068 1493"><i>ITEM DESCRIPTION</i></th> <th data-bbox="1068 1413 1458 1493"><i>ESTIMATES</i></th> <th data-bbox="1458 1413 1611 1493"><i>TOTAL BUDGET</i></th> </tr> </thead> <tbody> <tr> <td colspan="3" data-bbox="500 1493 1611 1549">PERSONNEL</td> </tr> <tr> <td data-bbox="500 1549 1068 1606">TRANSITION COORDINATOR (FULL-TIME)</td> <td data-bbox="1068 1549 1458 1606">\$28 PER HOUR x 2080 HOURS</td> <td data-bbox="1458 1549 1611 1606">60,000</td> </tr> <tr> <td data-bbox="500 1606 1068 1686">BENEFITS (MEDICAL, VISION, DENTAL, PIT, ETC.)</td> <td data-bbox="1068 1606 1458 1686">45% BENEFITS RATE</td> <td data-bbox="1458 1606 1611 1686"><u>27,000</u></td> </tr> <tr> <td colspan="2" data-bbox="500 1686 1458 1732">TOTAL PERSONNEL</td> <td data-bbox="1458 1686 1611 1732">87,000</td> </tr> <tr> <td colspan="3" data-bbox="500 1732 1611 1782">OPERATING EXPENSES</td> </tr> </tbody> </table>	<i>ITEM DESCRIPTION</i>	<i>ESTIMATES</i>	<i>TOTAL BUDGET</i>	PERSONNEL			TRANSITION COORDINATOR (FULL-TIME)	\$28 PER HOUR x 2080 HOURS	60,000	BENEFITS (MEDICAL, VISION, DENTAL, PIT, ETC.)	45% BENEFITS RATE	<u>27,000</u>	TOTAL PERSONNEL		87,000	OPERATING EXPENSES		
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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>UTILITIES - ELECTRICAL, WATER, GARBAGE, ETC. \$6.00/MO X 12 MONTHS 72 \$50.00/MO X 12 MONTHS</p> <p>Telephone/CELL PHONE 600</p> <p>FACILITY INSURANCE \$4.25/MO X 12 MONTHS 51</p> <p>VEHICLE STAFF MILEAGE 400 MILES/MO X \$.50 X 12 MOS. 2,400</p> <p>EQUIP REPAIRS & MAINTENANCE \$3.75/MO X 12 MONTHS 45</p> <p>PROGRAM TRAINING MATERIALS \$50/MO X 12 MONTHS 600</p> <p>TOTAL OPERATING EXPENSES 3,768</p> <p>TOTAL PERSONNEL/OPERATING EXPENSES 90,768</p> <p>TOTAL ADMINISTRATION COST 12% of TOTAL COSTS 10,892</p> <p>TOTAL PROJECT BUDGET 101,660</p>
Total requested amount.	\$101,660
What is your plan for sustaining the benefits, value, and success of your project at the conclusion of 2018-19 HCBS Funding?	<p>BARC is working with the University of Massachusetts Boston's Institute for Community Inclusion as part of their Provider Transformation Network. BARC is one of 10 ARC chapters nationwide that have been chosen for this model program. We will be using the ten essential elements for organizational change model. These will include:</p> <ul style="list-style-type: none"> • Clear and consistent goals • Agency culture that values inclusion • Active, person-centered job placement process (one person at a time) • Strong internal & external communications • Reallocated and restructured resources • Ongoing investment in staff learning • Focus on customer engagement/feedback • Effective performance measurement, quality assurance, & program oversight • Holistic approach to supports • Multiple & diverse community partnerships <p>BARC is using this model to place greater emphasis on the individual's goals and assure that services and supports reflect those goals. A greater emphasis needs to be towards receiving services in the community to the same degree of access as individuals not receiving HCBS services. The further establishment</p>

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	of a Transition Coordinator during this transitional period will allow BARC to meet its HCBS compliance goals in the time frame provided.
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