

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

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| Vendor number(s) | HI0301, HI0300, H32824, H32993, HD0149, HL0302 |
| Primary regional center | North Los Angeles County Regional Center |
| Service type(s) | Work Activity Program; Behavior Management Day Program |
| Service code(s) | 954, 515 |
| Number of consumers currently serving and current staff to consumer ratio. | Behavior Management Day Program: 46 consumers; 1:3 or 1:1 ratio Work Activity Program Burbank: 44 consumers; 1:12 ratio Work Activity Program Sylmar: 95 consumers; 1:30 or 1:10 ratio |
| 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>Our Work Activity Programs are not integrated, nor do they include community components or minimum wage pay scales. A typical day consists of working in groups around a table to assemble items, eating lunch on-site, and having the support and camaraderie of staff and co-workers.</p> <p>Build's Behavior Management day program is site- based, not integrated with non-disabled individuals, and does not take place in the community or have an employment component. A typical day consists of classroom work geared toward achieving personal and social goals with the support of staff who are additionally tasked with assisting consumers to self-regulate, minimize problematic behaviors, and practice desirable behaviors.</p> <p>Identified Barriers: Stakeholders, families, and consumers are mostly hesitant to transition from a sheltered day program to community-based activities and minimum wage work. Build wants to ensure that community access is purposeful and connected to each consumer's vocational plan instead of taking on the characterization of "hanging out", even if that means the day is shorter than it has been historically. Staff are concerned about the safety of taking clients with behavioral challenges into the community for vocational training and leisure activities.</p> |
| Identify which HCBS federal requirements this concept addresses that are currently out of compliance. | HCBS requires all clients, regardless of functional levels, physical disabilities or behavior issues to move from sheltered environments to consumer choice driven activities in the community with daily integrated work environments at minimum wage. Build's proposed concept |

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| | will address federal requirements #1 and #4 that are out of compliance across programs. |
| Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes. | <p>Purchase PATH program for intensive person- centered planning that incorporates vocational training benchmarks with integrated paid community employment as the main focus. This will provide Build with the tools necessary to guide each of our consumers through the process of planning their futures, identifying vocational goals, advocating for their own interests, and exercising personal choice. Build believes that by going through this process, each consumer and their loved ones will gain comfort with the transition from a sheltered environment to a community-based, integrated, vocationally-focused day program.</p> <p>Purchase 40 tablets to operate software for digital teaching tools systems such as that provided by Skills Global. Skills Global s software solutions to provide EVV compliance, track client behaviors, teaching prompts, offer ABA type teaching suggestions, aggregate data to report formats and ensure teaching is IPP centered. Software also provides portable, in-the-moment, guidance for staff navigating the community with consumers, ensuring that each day is geared toward assisting the consumer meet specific goals rather than idle exploration.</p> <p>Formal training in Applied Behavior Analysis for staff who are assigned to supporting consumers with problematic behaviors access the community safely and in a meaningful way.</p> <p>Formal training in job development for staff who do not currently work in that capacity so that they are well-equipped to engage with prospective employers and assist consumers in achieving vocational goals.</p> |
| Please describe your person-centered approach ¹ in the concept development process; how did you involve the individuals for whom you provide services? | <p>Build has been speaking with family members and other stake holders about the transition to integrated, community employment for several months. We have held focus groups that have allowed families and consumers, respectively, to express their concerns about how Build will make the transition to supporting people in the community and developed or concept around addressing those concerns and the barriers identified earlier in the evaluation.</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.nasddds.org/resource-library/person-centered-practices.

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| <p>Does the concept address unmet service needs or service disparities? If so, how?</p> | <p>This concept addresses the unmet service needs of over 200 consumers who are capable of engaging in vocational training and/or integrated community employment. Here's how:</p> <p>By working through a formal futures-planning process, consumers and their families can be informed and empowered to make the transition rather than feeling anxious and resistant to the change.</p> <p>By training Build staff to understand a consumer driven program model that takes place in the community with an aim to achieve integrated competitive employment, Build is better suited to meet the more sophisticated needs of the consumers we serve.</p> <p>Consumers with behavioral issues are not currently provided the opportunity to access the community and engage in preferred activities during Build's Day Program. ABA training of staff and software to help staff manage and track consumer goals will assist Build with closing this service disparity.</p> |
| <p>Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.</p> | <p>\$3,200 to cover ABA training for staff to learn positive reinforcement, preventive teaching, redirection etc. Anticipated completion: December 2019. \$2,500 for training staff in Employment Development techniques. Anticipated completion: April 2020. \$4,200 for the purchase of teaching/tracking software and tablets. Anticipated completion: July 2019. \$4,500 to purchase the PATH futures planning program and train staff. Build anticipates that this will be the lengthiest portion of our concept since staff will first need to be trained in the program and then, subsequently, over 200 consumers who will need to move through the program with their circles of support. Build intends to complete staff training on the PATH program by June 2019 and complete the planning process with 15 consumers each month thereafter. Build anticipates completion of the PATH planning process with all consumers by September 2020.</p> |
| <p>Total requested amount.</p> | <p>\$ 14,400</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>Build is committed to maximizing the impact of the funding for this project and to ensuring that the fiscal resources to maintain each portion of the concept are available and allocated appropriately year over year so that ongoing ABA training, PATH planning, portable tracking/teaching, and job development training seminars become permanent means for continued compliance with HCBS Final Rule.</p> |