

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

Vendor name	New Horizons: Serving Individuals with Special Needs
Vendor number(s)	PL173
Primary regional center	North Los Angeles Regional Center
Service type(s)	Work Activity Programs: Group Supported Employment; Community Integration Training
Service code(s)	954: 950: 055
Number of consumers currently serving and current staff to consumer ratio.	Currently serving 150 individuals in community group placements in paid employment or employment training at ratios 1:4
Have you or the organization you work with been a past recipient of HCBS Funding?	Yes
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>New Horizons closed its sheltered workshop in November 2018. During the year-long transition process, 150 consumers with significant disabilities worked with staff during IPPs and in daily discussions to explore and share their employment aspirations. Based on input from assessments, interests expressed, and existing partnerships, we developed several basic industry-specific skill development studios in animal care, office skills, retail, food service, janitorial, warehouse and grocery. 150 consumers participate in training sessions in these studios to learn skills and soft skills needed for success in the community. We have partnered with eight community sites where twice a week, paid work groups train, learn, and apply these skills in a community based real work environment.</p> <p>Most of the individuals in these employment training programs would prefer to work independently, or possibly in a different field. However, they may not have been exposed to opportunities, or may currently lack the skills, support, training and staffing to do so.</p>
Identify which HCBS federal requirements this concept addresses that are currently out of compliance.	Req. #2 and #4 are not being fully met. This request addresses these issues of individual client preference and choice and advanced training for success.
Narrative/description of the concept; include justification for the funding request and	As noted above, we have successfully transitioned 150 consumers from sheltered workshop to paid group training, group employment at eight sites, and/or group volunteer

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<p>explain how the concept would achieve proposed outcomes.</p>	<p>work at 15 community sites. In 2019, with HCBS funding, we would build upon this success and provide a continuum of training support to transition consumers from group training and group work experience to a 1:1 training ratio, to be able to individually focus on challenges and the skills needed for success in the workplace. We believe with the right supports, each can successfully move into a more independent life and work environment.</p> <p>Our training studios in animal care, office skills, retail, food service, janitorial, warehouse and grocery will need to be adapted and/or replaced to include sites for new interests and options. We have partnered with eight community sites where twice a week paid work groups (4:1 ratio) train, learn, and apply skills in a real work environment. We need to increase the number and diversity of sites to fully train for additional employment and interest options. HCBS funding will support the staffing needed to facilitate this individualized training. In addition, HCBS support will help with staff training, accountability, and scheduling, and support mileage reimbursements to/from community training sites.</p> <p>Our ultimate outcome is that we will be able to facilitate the transition of our consumers from group placements to more individualized employment options in fields of consumer choice in the community.</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>During the year before we closed our sheltered workshop in October 2018, each consumer participated in a survey, assessment, and discussions of their interests to see what they wanted to do and explore in new programming. This information was used to develop individual plans for his/her transition to employment, employment training, volunteer opportunities and/or educational/social/retirement activities. Those who were not certain of their interest were placed in group employment training and allowed to experience community work settings. The consumers then evaluated their skills and interests, and many expressed interest in working, but that they were not yet ready, or needed more support.</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>Yes. The goal of work training programs is to provide consumers with opportunities for growth in confidence and skill development and to further identify interests that will translate into integrated employment options. Ideally, training takes place on-site in a real-world environment, however, employer partners are often not willing to allow their businesses to be utilized in such a way. Through expanding our training module, studios and staffing, we will be better able to provide consumers (especially those with severe challenges) with additional practice, skill development and safety procedures to help them achieve success in the real-world workplace.</p>
<p>Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.</p>	<p>Supplemental Staffing for 1:1 transition training: \$132,600 (6 hrs. @ \$17/hr. x 52 weeks) Staff training security/safety modules: \$5500 Mileage reimbursement of \$5000 Studio training development: \$5000 See below for timetable and benchmarks</p>
<p>Total requested amount.</p>	<p>\$148,100</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>New Horizons continues to work with other care providers to advocate for reimbursement rates to fully cover the increasing costs of direct expenses. We are generating private contributions (grants, annual support, sponsors) in support of our agency's new initiatives to advance consumer employment training and inclusion of people with intellectual/developmental disabilities in our community. Another sustainability model we are developing is to work with employer partners to increase the natural supports in the consumers' workplaces and homes. We believe this will eventually reduce the staffing/costs needed to sustain success, once individuals become accepted and included members of a company's work culture. Plans are in the works to partner with higher education centers to further develop internship opportunities whereby students may earn credit/work experience as training partners for consumer trainees. Staff training modules and studios, once developed, will not require future funding.</p>
	<p>Timelines: <i>Staffing/Studios:</i> By June 2019: Recruit additional employment partners for on-site training based on consumer choices June/July 2019: Re-design training studios as needed</p>

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	<p>June-September 2019: Hire and Train staff to support 1:1 training</p> <p>September 2019: Begin 1:1 training with consumers at new employer sites</p> <p>December 2019: Evaluate and adjust training based on employer feedback, consumer input and skill evaluation outcomes</p> <p>Dec 2019-May 2020: Continue to train consumers and adapt sites as needed, take steps to transition consumers to Supported Employment if ready for independent work environments.</p> <p><i>Staff Training:</i></p> <p>June/July 2019: Purchase and set up of staff scheduling/training/safety modules.</p> <p>August 2019: Pilot implementation of modules.</p> <p>October 2019: Feedback, evaluation, refine and roll-out of training/safety/scheduling modules for all community based programs.</p> <p>Goals and Benchmarks: Goal is to assist consumer in moving from group to individuals work settings, in the community, based on their interests and abilities.</p> <p>June 2019-May 2020: Track metrics of results of training and 1:1 support</p> <p>By July 2019: Develop training studios to match employment interests and needed skill development.</p> <p>By September 2019: Implement staff training, scheduling, safety and accountability modules to provide employees tools need to optimize success of consumers in the community.</p> <p>By June 2020: 75 consumer participating in 1:1 ratio training teams in community employment settings.</p>
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