

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

Vendor number(s)	PX0793
Primary regional center	SOUTH CENTRAL REGIONAL CENTER
Service type(s)	PRE-EMPLOYMENT DAY PROGRAM
Service code(s)	055
Number of consumers currently serving and current staff to consumer ratio.	30
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>Our service setting is site & community based. We operate a flexible schedule to accommodate each person's routine and preferred activities. On a typical day, each job seeker participates in "input session" whereby Employment Coordinator ensures that persons engaged in internship opportunities are supported to plan his/her day, start time, transportation, lunch, break, work expectations and soft skills to be mindful of. Those who don't have internship placement are assigned to either Food Bank, Meals-on-wheels or Library volunteer program as a training platform to observe each person's skill, abilities and level of support needed to complete a task. Some part of the day is spent supporting those who require employment search, resume building, scheduling appointments for job shadow, interview or learning other soft skills</p> <p>However, we have limited work opportunities to support each individual's person-centered interest. Lack of work history is a factor that skews the competitiveness with others that don't have a disability. The suggestions of Discovery/vocation theme exploration has not really been easy to execute. We need someone dedicated to customized employment that can individualize the job match in ways that meet the needs of both employer and job seeker. We want to look beyond Smart & Final, Walgreens and TJmaxx to find integrated employment. Support is not fully individualized based on interest of each person.</p>
Identify which HCBS federal requirements this concept addresses that are currently out of	We have limited capacity to ensure individual opportunity, choice of work and autonomy is met. The individuals we support have limited opportunities to seek employment and work in integrated community settings based on assessed needs, skill

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compliance.	and abilities. Full access to community integrated employment based on individualized interest is not met.
Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.	<p>Based on assessed vocational needs of the people we support 90% desire competitive employment and 10% only want to engage in community volunteer opportunities. Currently, 7% have part-time integrated employment, 57% have part-time Paid internship and 36% are volunteering, despite our concerted efforts to promote self-determination.</p> <p>To improve access to competitive employment for the individuals we support we need Customized Employment Specialist with innovative strategies to carve jobs based on interest, skills, abilities, preferences and desired schedules.</p> <p>A Customized Employment Specialist will help not only to match but also customize job descriptions that supports learning and productivity and retention. Creating this position will help us to improve employment outcome for the individuals we support.</p> <p>To comply with HCBS federal requirement we need funds to hire a Customized Employment Specialist.</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>We supported each individual to complete the one page description (OPD) and identifying What's working/What's not. In addition, we've held three meetings/discussions with the individuals and parents on how best to support the goals. Based on feedback we are committed to identifying necessary modifications determined to be appropriate for employment settings, types and schedules. 25% expressed interest to explore opportunities that is not retail related, even though the people are unable to identify specifically what they want to do. We need more time in discovery to identify jobs that fits them. The opportunities we offer is based on relationships that our organization have developed with business partners. We want to exceed expectations and need technical support to do so.</p>
Does the concept address unmet service needs or service disparities? If so, how?	<p>Difficulty in finding work and accommodation suitable to the individual's interest, schedule and preferences is the major concern expressed. We believe having a Customized Employment Specialist to focus on carving job description, preferred schedule, addressing environmental challenges as</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>well as educating employers will improve the outcomes of employment for adults with developmental disabilities in general, especially those we support.</p> <p>The individuals we support have limited employment prospect compared to their peers due to the need for accommodation, schedule, training duration and cultural assimilation. We are willing and motivated to support each individual to seek desired competitive integrated employment</p>
Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.	\$50,000 to cover salary, benefits and taxes for Customized Employment Specialist. (minimum wage in city of Los Angeles will be \$15 per hour in 2019)
Total requested amount.	\$ \$50,000
What is your plan for sustaining the benefits, value, and success of your project at the conclusion of 2018-19 HCBS Funding?	The work of the Customized Employment Specialist will also serve as training for us such that the staff being mentored during this experience will transition to that role based on acquired skill, for continuity of efforts focused on creating more opportunities for the individuals we support.