

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

Vendor number(s)	HQ0395, HQ0397, HQ0401, HQ0399
Primary regional center	San Diego Regional Center
Service type(s)	<ul style="list-style-type: none"> Four (4) Work Activity Programs (WAP)
Service code(s)	954
Number of consumers currently serving and current staff to consumer ratio.	Number of Consumers- 215 Staff to Client Ratio- 1:13
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>Service Setting- Individuals employed at this facility who receive Medicaid HCB Services currently work in a congregate work setting alongside other individuals with disabilities completing paid production projects of PWI partners with the support of staff on their paid tasks and on other non-paid career training activities. Previous HCBS funding helped expand setting options and began transitioning clients out of WAP and into the community integrated setting of their choice.</p> <p>Barriers to Compliance</p> <ul style="list-style-type: none"> Implementation of previous grant requires additional staff and training Staff ratios don't support customized employment approach Lack of understanding, training, and education for employers therefore leading to a poor inventory of setting options for individuals Cost of individualized assessment tools
Identify which HCBS federal requirements this concept addresses that are currently out of compliance.	Federal Requirement #1
Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.	<p><u>PWI's Redemption Plan: Implementation of DREAMS</u></p> <p>Phase I: Discovery- PWI requests funds for 700 online career assessment tools for clients and IDT members to reveal each client's individual career interests, and work values. Results from this assessment are given to clients free of charge and applicable to options outside of PWI's programs and services. The two <i>Career Path Coordinators (CPC)</i> will create a customized transition plan for 215 clients during this discovery process. Phase II: Reinforcement-CPC will help the client validate the setting option they have chosen through</p>

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	<p>outings, job observation and more. Phase III: Educate- PWI requests funds to purchase and implement Person-Centered Planning (PCP) training for all 98 PWI staff members to complete by June 2020 and ACRE Customized Employment (CE) training for up to 20 staff. PWI is submitting this request in collaboration with <i>Community Interface Services</i> (CIS Vendor # H39507, H39534, HQ0412) who will contract with the same organization, facilitating the same 5-day training workshops on CE in San Diego County. The training will be open to all employment services providers in the area in total, up to 70 support staff and managers will receive the ACRE CE training. Funding is requested to contract with the CE training to include additional training, mentoring, and technical assistance to PWI and CIS leadership and staff. PWI will use these funds to educate and prepare our clients on the individualized-setting option of their choice through assistance with post-secondary education, vocational certificates, and other general education. Lastly, both <i>CPCs</i> will use marketing materials and host up to 10 training workshops to help educate employers on the resources available through PWI.</p> <p>Phase IV: Apply- PWI hopes to create a rich inventory of setting options for a client to choose from. PWI will utilize existing job developers to refer each client to the most appropriate program using their transition plan.</p> <p>Phase V: Motivate- CE training and PCP training will help build confidence in competence, thereby motivating staff on the successful compliance regulations of Federal Requirement #1. By providing employer education and understanding, PWI will motivate employers to pursue CIE options for this demographic.</p> <p>Phase VI: Sustain-The <i>CPCs</i> will be responsible for tracking the progress and outcome indicators of all 215 client chosen transition plans. Sustaining the progress of each client includes reviewing any promotions, terminations, needs, and client satisfaction rates. Having the staff available for this choice tracking is critical for this redemption plan.</p>
<p>Please describe your person-centered approach¹ in the concept development process; how did you involve</p>	<p>PWI recognizes that PCP is key to presenting our clients with options and educating their choices for employment opportunities. On a monthly basis PWI meets with clients during <i>Client Forum</i>, and those on their support team</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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the individuals for whom you provide services?	during <i>WOW Hour</i> to discuss client progress and obtain input on how they would like PWI to improve. PWI has used this feedback to develop new strategies to improve services and provide new opportunities for clients.
Does the concept address unmet service needs or service disparities? If so, how?	<p>Unmet service needs- Individuals with disabilities, their families, and community employers receive limited education/training on the resources available for CIE. Additionally, open positions in San Diego County are not traditionally customizable for individuals with disabilities.</p> <p>Service disparities- Individuals with disabilities served through Medicaid waivers are underserved in their option settings by the nature of these programs. Additionally, staff members of varying vendors do not receive CE or PCP training due to lack of funding and availability of CE trainings in San Diego County. As a result, employment service providers see high turnover rates with support staff.</p> <p>How addressed in concept- The trainings, marketing materials, education resources, and existence of competent staff will allow PWI and other vendors to provide individualized services to each person. This redemption plan would greatly increase PWI's capacity to address barriers that currently exist for people with disabilities.</p>
Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.	See Attachment
Total requested amount.	\$ 230,129
What is your plan for sustaining the benefits, value, and success of your project at the conclusion of 2018-19 HCBS Funding?	<p>Plan for sustainability-In correspondence with SDRC's Employment Service Coordinator, PWI's <i>DREAMS</i> project may qualify for vendorization under this pilot and in turn eligible for funding by SDRC and/or DOR. PWI plans to meet these requirements in order to apply for this program to become a SDRC and DOR funded program after the conclusion of this HCBS Funding.</p> <p>PWI will utilize existing programs funded by SDRC to cover staff salaries, program supplies, and other program expenses. Scholarships or grants to be explored for training costs. Education and training for employers to be offered free of charge, but donations will be accepted for these trainings. Marketing materials will be universal, applying for years to come.</p>