

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

Vendor name	CHOICISS
Vendor number(s)	PP3050, H26049
Primary regional center	San Gabriel Pomona Regional Center
Service type(s)	Community Integration Training and Supported Living
Service code(s)	055
Number of consumers currently serving and current staff to consumer ratio.	23 1:1
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.	CHOICISS currently provides 1:1 supports and services through CIT. Our agency considers employment and volunteer practices; however, we use traditional methods. Staff need to be trained in employment best practices to better support individuals. Currently we ask our coordinators to take on responsibilities for all employment needs and have found that without training/support along with not having a dedicated employment coordinator, we have not been successful. We want and need to strengthen our skills and have a designated team to better meet the employment goals of each person served.
Identify which HCBS federal requirements this concept addresses that are currently out of compliance.	<u>Federal Requirement #1:</u> <i>“ . . . including opportunities to seek employment and work in competitive integrated settings . . . to the same degree of access as individuals not receiving Medicaid HCBS.</i>
Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.	In order for CHOICISS to be able to provide supports and services that focus on employment and increase the array and quality of individualized employment services that lead to CIE for ALL CHOICISS participants, we need the following: <ul style="list-style-type: none"> • Staff training and certification (ACRE basic employment services including customized employment through Griffin-Hammis) • A dedicated Employment Services Coordinator to lead the team in implementing employment services and supports along with ensuring quality • Hiring a consultant with expertise and direct hands-on experience in basic employment services with emphasis in customized employment to:

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	<ol style="list-style-type: none"> 1. Partner with staff to devise a Discovery program design under regional center service code 102 (to ensure continuation of services after the initial HCBS funding ends) 2. Consult and train staff over the period of 1 year to follow best practices related to customized employment along with assisting in coming up with solutions to challenges along the way 3. Training for CIT staff regarding job coaching best practices
<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>Currently, all staff are trained in Person-Centered Thinking practices and utilize many of the PCP tools developed by The Learning Community for Person Centered Practices.</p> <p>Adding the Discovery process as defined by Griffin-Hammis will enhance and add a missing element to our services and assist CHOICES in being compliant with HCBS. Discovery will assist each person to develop job/career goals that match their unique skills, interests and abilities and that leads to (CIE).</p> <p>CHOICES Discovery is based on the philosophy and best practices related to Customized Employment (CE). Customized Employment utilizes an individualized approach to employment planning and job development—one person at a time and one employer at a time.</p> <p>Paramount to appropriate job match is undertaking a means of assessing individuals to ensure a successful match. Finding out the person’s “ideal conditions of employment” reduces the need to create, purchase or significantly redesign work-related supports repeatedly. The Discovery process enlists existing supports and supporters, leverages increased social capital, and provides numerous employment options. Discovery utilizes observation, exploration, and training through active participation in various community, home, and work environments that match the individual’s career/job interests, support needs, family resources, and skills. Unlike traditional vocational assessments, no testing is used. Although a review of each individuals’ intake information is referenced to determine support strategies.</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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CONCEPT FORM**

	<p>Discovery is a structured method of revealing an individual's existing or budding skills, the tasks they perform or wish to learn, and their preferences regarding employment. The Discovery process identifies vocational themes related to career clusters that direct the career/job search. Discovery results in both the individual, his/her family, and CHOICCESS staff knowing the person in a more personal way and finding out the most important factors for employment, including the person's unique skills, interests, learning style, support needs, and personal preferences.</p> <p>CHOICCESS participants have stated a high interest in becoming employed.</p>
<p>Does the concept address unmet service needs or service disparities? If so, how?</p>	<p>CHOICCESS Discovery concept will allow us to increase the capacity of our organization to support people in obtaining and maintaining meaningful work (CIE) that matches each individuals' unique talents, skills and abilities with unmet needs in the business community. Currently, we are supporting less than 10% of the individuals in actual paid work opportunities. We believe with a strategic focus we can increase the success of employment for individuals.</p>
<p>Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.</p>	<p>See attached</p>
<p>Total requested amount.</p>	<p>\$ 90,405.00</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>We plan on devising a full 102 (service code) Discovery program design and completing the Paid Internship Program during the project year, which will allow us to support each person to successfully obtain meaningful work. The new funding category will allow us to support a full-time employment specialist that can address the employment first needs of the individuals that we support and new referrals, obtain staff training, and hire a consultant as outlined above.</p>