

Vendor name	Southside Unlimited
Vendor number(s)	PA1900
Primary regional center	Alta California Regional Center
Service type(s)	Community Integrated Training Program
Service code(s)	055
Number of consumers currently serving	25
Please describe your person-centered approach <sup>1</sup> in the concept development process; how did you involve the individuals for whom you provide services?	Over the past year, a survey was conducted with current participants to identify what their best job match might be, taking into consideration their interests, skill level, and current barriers to employment. Data from these questionnaires was analyzed to determine the direction the program would need to go to adequately support participants in reaching their personal employment goals. Our results showed that while participants expressed enjoying the work they were currently doing overall, the majority of participants had goals and interests outside of the recycling industry and expressed a need to develop a more varied set of job skills to pursue their long term employment goals.
Does the concept address unmet service needs or service disparities? If so, how?	Requirement #1 and #2: Currently we need to address our inability to develop employment in the community based on participant's needs, preferences and abilities. Hiring a Career Coordinator will meet this service disparity.  Requirement #4: Employment Services would benefit from a designated person to oversee the Person Centered Planning Process for current or new participants to maintain consistency in delivery. Responsibility for completing the person centered plan would be included in the Career Coordinator's job description, and the Career Coordinator would also train staff on Person Centered Planning to meet this service disparity.
Barriers to compliance with the HCBS rules and/or project implementation	Requirement #1 and #2:  Currently, the only work opportunities available through Southside Unlimited are through a recycling business. If a participant is interested in other types of employment or is not a good match for the recycling business, Employment Services does not currently have the resources (i.e. a Career Coordinator) to develop an individualized job based on individual choice. For participants who

<sup>1</sup> 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 <http://www.nasdds.org/resource-library/person-centered-practices/>

	<p>are working in recycling, once a participant has increased their skills, independence and confidence in their abilities, there are no opportunities for growth or change within Employment Services.</p> <p>Employment Services has recently received vendorization for the Paid Internship Program and the Competitive Integrated Employment Incentives, and is in process of vendorizing for Tailored Day Services, which will allow us to work with a greater number of participants. To fully implement these programs, a qualified job developer must be hired, however, funding continues to be inadequate. Though a job developer was written into the original Employment Services program design, reimbursement rates from the Regional Center does not reimburse for the full cost of all program components. Not having a full time, dedicated Career Coordinator inhibits our ability to create individualized integrated employment and career opportunities as well as limits the number and type of participants we can serve.</p> <p>Requirement #4: Person centered planning in Employment Services needs to be refined to best meet the needs of the participants currently being supported as well as new participants upon intake. Employment Services staff require training on conducting and implementing a person centered plan on an ongoing basis.</p>
<p>Narrative/description of the project. Identify which HCBS federal requirements are currently out of compliance; include justification for funding request</p>	<p>If funded, we will hire and train full time Career Coordinators who will coordinate all services the participant needs to gain employment. Career Coordinators will be responsible for completing the person centered plan, skills assessment and actively network with potential employers to seek out employment opportunities in the community based on the participant's identified areas of interest and abilities. The Career Coordinator will also follow up with quality assurance making sure Employment Services Job Coaches are trained in the person centered plan and are utilizing the plan when implementing services. (#2, #4)</p> <p>Employment Services staff members will attend person centered planning training and implement the training into supports utilized. This will provide a person first approach which delves into the individual's entire life to make better job matches which are lasting, stable, build skills, and move the person from just a job to a career.(#2)</p>
<p>Estimated budget; identify all major costs and benchmarks — attachments are acceptable</p>	<ul style="list-style-type: none"> <li>• 1 year salary and benefits for 2 Career Coordinators: \$57,500 x 2 = \$115,000</li> <li>• Career Coordinator Trainings: \$5000 x 2 =\$10,000</li> <li>• Equipment: Computer and cell phone for Career Coordinator, \$3000 x 2 = \$6,000</li> </ul>

	<ul style="list-style-type: none"> <li>• Transportation Reimbursement for Career Coordinator \$6,000 x 2 = \$12,000</li> <li>• Marketing materials, networking costs, and job development with potential employers, \$5000</li> <li>• Educational and marketing materials, tours and in service training for potential participants and their families regarding opportunities in Employment Services, \$2000</li> <li>• Employment Services Staff Training: Job Developer and Person Centered Planning, \$22,000</li> </ul>
Requested funding for 2017-18	\$172,000
Estimated timeline for the project	<p>0-3 Months: write Career Coordinator job description, research training opportunities</p> <p>3-6 months: Hire and train 2 Career Coordinators, train Employment Services staff on person centered planning, begin creating marketing and educational materials for networking</p> <p>6-9 months: Employment Services staff implement consistent person centered planning process; begin networking with potential employers to develop community job opportunities.</p> <p>9-12 months: Continue services and evaluate what is working and what needs improvement; consider what additional funding might be needed for second year.</p>