

Vendor name	<b>Exceptional Children’s Foundation</b>
Vendor number(s)	<b>HE0228</b>
Primary regional center	<b>East Los Angeles Regional Center</b>
Service type(s)	<b>Work Activity Program</b>
Service code(s)	<b>954</b>
Number of consumers currently serving	<b>53</b>
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?	<p>Our project focuses by tapping into the very unique and usually natural capabilities of individuals with Autism and other disabilities by preparing them to take on high performing jobs in the workplace through an innovative job-training program.</p> <p><b>A great case in point – CNC machine operators</b></p> <p>It’s been observed that jobs requiring individuals with a high degree of focused attention to detailed repetitive, precise processes, and following clear objective instructions are well suited for a person with autism but also other disabilities. Indeed, these characteristics are a perfect match for the duties of a CNC (Computer Numerical Control) machine operator, of which there is a huge shortage in the manufacturing industry today. CNC requires paying close attention to detail and following rules; hence our project is designed to fill this gap with individuals on the autism spectrum and other disabilities (that have the desired traits but have trouble improvising) apply their unique talents; that could make them perfect candidates for CNC jobs. The populations we serve tend to be extremely reliable and have a strong work ethic too.</p>
Does the concept address unmet service needs or service disparities? If so, how?	<p><b>Comprehensive Training And Job Development Support</b></p> <p>Our training program for CNC operators is as distinctive as the individuals it serves. Provided are the instruction, learning and testing for students to achieve technical proficiency, as well as work readiness skills and job placement assistance. Upon the completion of the training program, support will extend into development of well-paying jobs with on-going support for both employee and employer. Our project will include collaboration between educators, specialists in education for those with autism and other disabilities, representatives from Department of Rehabilitation and Regional Center(s) to properly train, place in the workforce and provide on-going support for qualified students seeking skill-specific well-paying</p>

<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>jobs across a wide range of industries. We believe that our innovative training is in line with CMS and WIOA concepts as it opens doors to community integrated employment in a technological based industry.</p>
<p>Barriers to compliance with the HCBS rules and/or project implementation</p>	<p>PAR East/HE0228 is a non-integrated work activity program focusing on packaging and assembly under a Department Of Labor approved sub-minimum wage certificate (14c).</p> <p>Program participants are engaged in paid work 90% of the time, but are provided information and encouragement to transition to community integrated employment (CIE) through our agency's Supported Employment services. Very few choose this option due to the familiar and comfortable work setting.</p> <p>ECF has been a viable partner of the Uniquely Abled Academy (UAA) currently in its second year of operation located at Glendale Community College. Through our experience and successful outcomes of training, graduating and placing individuals on CNC jobs; our proposed project is a multiyear project that borrows concepts and lessons learned from our UAA role/experience. Our project will require collaboration between educators, specialists in education for those with autism and other disabilities, representatives from Department of Rehabilitation and Regional Center(s) to provide specialized training and prepare people with high functioning autism, developmental disabilities and individuals with barriers to employment to take on high performing jobs in the workplace through an innovative job-training program for the duties of a CNC (Computer Numerical Control) machine operator, setting them on a path to working as machinist apprentices or computer numerical control operators and programmers of which there is a huge shortage in the manufacturing industry today. We have identified the following barriers to implementation and compliance:</p> <ul style="list-style-type: none"> <li>• Funding to assist with full program design and curriculum,</li> <li>• Need to negotiate a new rate for the CNC training program,</li> <li>• need to recruit new participants for the program, new staff recruitment and training for existing staff on the skill-set to provide community based job coaching, transportation of staff and participants for job exploration and apprenticeship positions,</li> <li>• Funding for staff to identify and establish apprenticeship sites,</li> <li>• Funding for marketing of the unique training program and abilities of the participants that graduate from the training program,</li> </ul>

	<ul style="list-style-type: none"> <li>• Funding to purchase a HAAS Mini-Mill education edition; built with the same high-quality components as a standard Mini-Mill - this machine will provide a real-world machine shop experience within an instructional setting;</li> <li>• Funding to purchase Educational Starter Packages that include Online class software, Machining Textbooks, Instructional Videos, Project Based Learning Curriculum, machinist calculators, 1 PC software license, 1 PC Emulator</li> <li>• Funding to hire one fulltime CNC trainer, one fulltime Job Developer and one fulltime job coach</li> </ul>
<p>Narrative/description of the project. Identify which HCBS federal requirements are currently out of compliance; include justification for funding request</p>	<p>ECF's PAR is <b>not currently in compliance</b> with <b>Federal Requirement #1</b> of the Provider Compliance Evaluation, due to our inability to offer and support our program participants in CIE.</p> <p>Our project seeks to foster participants' familiarity and knowledge of the benefits of integrated employment opportunities. Towards this ECF seeks to train participants in marketable skills, increasing their hiring potential by community-based employers:</p> <p><b>Our Plan to Achieve Compliance:</b>                  We recommend a new program design titled Community Direct Hire Apprenticeship and Employability Skills Development for CNC jobs promoting pathways to employment for individuals who have previously faced barriers to employment.</p> <p>The training will be is a 24-week program, with at least 100 hours of in-class and hands-on instructions, plus 60 hours of focus on job readiness, soft skills and site visits. Students will learn to program, setup, and operate CNC machines combined with using quality control instruments, shop mathematics and blueprint reading. Graduates will qualify for a number of entry-level positions, including machine trainee, machinist apprentice, CNC operator, and CNC programmer.</p> <ul style="list-style-type: none"> <li>• Provide CNC training for approximately 20 trainees per a 12 months period</li> <li>• Provide augmented training for graduates of the Uniquely Abled Academy (that ECF is a partner of) desiring additional machine-hands on training</li> <li>• Provide Job Placement on well-paying jobs (usually \$16 and up, plus benefits) and Job Coaching support for a minimum of 15 individuals following successful course completion across a wide range of industries</li> </ul>

<p>Estimated budget; identify all major costs and benchmarks — attachments are acceptable</p>	<ul style="list-style-type: none"> <li>• Invest in the future of manufacturing through the purchase of a HAAS Mini-Mill education edition; built with the same high-quality components as a standard Mini-Mill. This machine will provide a real-world machine shop experience within an instructional setting (\$35,000)</li> <li>• Purchase Educational Starter Packages that include Online class software for 25 students for 6 months, Machining Textbooks, Instructional Videos, Project Based Learning Curriculum, 5 machinist calculators, 1 PC software license, 1 PC Emulator (\$15,000)</li> <li>• Hire of a one fulltime CNC trainer for two years (\$60,000 x 2)</li> <li>• Hire of a one fulltime Job Developer for two years (\$50,000 x2)</li> <li>• Hire of a one fulltime job coach with experience in CNC for two years (\$40,000 x2)</li> <li>• Total Start-up expenses for 2 years - \$350,000</li> </ul>
<p>Requested funding for 2017-18</p>	<ul style="list-style-type: none"> <li>• Total Start-up expenses for 2 years - \$350,000</li> </ul>
<p>Estimated timeline for the project</p>	<ul style="list-style-type: none"> <li>• 2018             <ul style="list-style-type: none"> <li>○ <b>Development Phase – May 2018 – September 2018:</b> Ramp up and staff recruitment, Curriculum development and review, Develop marketing materials to regional centers and community partners, Client/Family informational sessions of new program concept, student recruitment and intake</li> <li>○ <b>1<sup>st</sup> Cohort: September 2018 – February 2019</b> <ul style="list-style-type: none"> <li>▪ Job Development and Placements: Starting March 2019 –</li> </ul> </li> </ul> </li> <li>• 2019             <ul style="list-style-type: none"> <li>○ <b>Review and Recruitment Phase for 2<sup>nd</sup> cohort:</b> Client/Family informational sessions of new program concept, student recruitment and intake</li> <li>○ <b>2<sup>nd</sup> Cohort: March 2019 – August 2019</b> <ul style="list-style-type: none"> <li>▪ Job Development and Placements: Starting September 2019 -</li> </ul> </li> </ul> </li> </ul>