

Vendor name	The Campbell Center (TCC)
Vendor number(s)	HD 0142
Primary regional center	Frank D. Lanterman Regional Center
Service type(s)	Work Activity Program (WAP)
Service code(s)	954
Number of consumers currently serving	64
Please describe your person-centered approach ¹ in the concept development process; how did you involve the individuals for whom you provide services?	During this transition from a segregated WAP to activities that are community-based potential paths to employment, TCC is focused on client choice, as well as training on safety and community. We are working on a new program design for a community-based Tailored & Transitional Skills Services (T&TSS) Program, and have already submitted one called Discover Employment, so that clients may learn about job sites first and what type of work is involved before the client selects a particular type of employment. The Discover Employment program design will provide hands-on experience to educate clients about working within their local community. We will also offer clients who prefer other options with tailored services within the community. By providing a menu of programs and services, our clients will have the opportunity to make informed choices while being integrated within their local communities. We involved individuals by surveying them to find out what types of work are of interest to them.
Does the concept address unmet service needs or service disparities? If so, how?	Yes. Before clients can work in community-based employment settings, they need to understand the skill sets that are required for successful employment and job retention. The two new program designs mentioned above (T&TSS and Discover Employment) increase client awareness, client advocacy and provide CC&IR (Career Counseling and Information and Referral) Services. Clients also need Job Developers and Job Coaches and mentors who will work with them in the community settings to provide a “discovery, hands-on” component, as well as on-the-job assistance.
Barriers to compliance with the HCBS rules and/or project implementation	Barriers to compliance with both the HCBS rules and project implementation include the added and unbudgeted costs of working with consultants in order to retrain our current staff; recruiting and hiring new staff; re-educating our clients to prepare them for community-based employment; and the costs of certification for staff, TB tests and other incidental expenses.

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 <http://www.nasddds.org/resource-library/person-centered-practices/>

<p>Narrative/description of the project. Identify which HCBS federal requirements are currently out of compliance; include justification for funding request</p>	<p>Our Work Activity Program (WAP) is rapidly shifting to community-based employment in order to reach the original targeted CMS deadline of March 2019. Therefore, TCC is in need of funding for training and transitioning both clients and staff to community-based work in order to bring HCBS federal requirements into compliance. Federal Requirements #1 and #2 are currently out of compliance due to the fact that TCC has been operating a segregated workshop and WAP since 1967. In order to offer clients “opportunities to seek employment and work in competitive integrated settings, engage in community life, control personal resources, and receive services in the community,” we need to have properly trained staff members who understand the person-centered approach to ensuring that clients’ needs are met. Unfortunately, we currently have staff members who believe not all clients are capable of engaging in some type of community-based work. We also need to be able to either transition current staff to new positions, or hire new staff members to engage in this type of work. And, in order to conduct trainings on Saturdays or Sundays, we need to pay staff who are hourly, which will result in overtime pay. None of these costs are currently budgeted. As mentioned above, there are additional incidental expenses that include recruiting costs/background checks, TB tests for new employees and employee certifications.</p>
<p>Estimated budget; identify all major costs and benchmarks — attachments are acceptable</p>	<p>Staff/board retreat with moderator (Debbie Ball) in January 2018 = \$3,000 Training sessions with Dr. Tom Pomeranz/Universal Lifestyles, L.L.C. @ \$1,900 p/session x 5 sessions (February-Sept. 2018) = \$9,500 Travel accommodations and lodgings for Dr. Pomeranz @ \$800 p/session x 5 sessions = \$4,000 ACRE (Association of Community Rehabilitation Educators) @ \$700 p/person x 5 staff = \$3,500</p>
<p>Requested funding for 2017-18</p>	<p>\$20,000</p>
<p>Estimated timeline for the project</p>	<p>January 2018-December 2018</p>