

Vendor name	Mayfair Adult Day Care Inc.
Vendor number(s)	PM1387, PM1386, HM0726
Primary regional center	Regional Center of Orange County
Service type(s)	Adult Day Care- Behavior Management
Service code(s)	063 & 515
Number of consumers currently serving	62
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 last 4 months we have been diligently working with individuals to meet their community integration and vocational needs and preferences. We have been working with individuals to figure out what is important to them and what we can do to support them in the environment of their choosing. We have conducted preference surveys and skills inventories to try to develop appropriate supports.
Does the concept address unmet service needs or service disparities? If so, how?	Yes, our clients want to work and make money. They would also like to access the community more regularly. They want to feel like they are part of the community and engage in meaningful activities that provide a sense of self-worth.
Barriers to compliance with the HCBS rules and/or project implementation	<p>1) Limited Transportation options for those who have wheel chairs or for those that have adaptive equipment.</p> <p>2) Currently Mayfair has no individuals participating in integrated paid employment. We do not have the staff to educate employers, build business relationships, monitor employment placements, and match individual preferences and skills with employer needs.</p> <p>3) Privacy and confidentiality is a concern, if we are going to be offering integrated employment and more community integration opportunities. Being a behavior management program we track both behavioral and skills goals and it is difficult to do this out in different environments when supervising groups (ratios 1:2 &amp; 1:3), providing direction and dealing with behaviors.</p> <p>4) Funding to train staff to change their mindset from a traditional day program setting to a person centered mindset. Mayfair believes that in order for all programs to be successful and in compliance all staff must be trained to shift their mindset to person center thinking.</p>
Narrative/description of the project. Identify which HCBS federal requirements are currently out of compliance; include	1) Federal Requirement # 1 – The core and foundation of HCBS guidelines revolve around Choice, Rights and Opportunities to integrate and have full access to the benefits of the community. In order to provide individuals with these opportunities there needs to be no limitations placed on them or restrictions because of their disability. In order to provide all individuals with equal opportunities to

<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.nasddd.org/resource-library/person-centered-practices/>

<p>justification for funding request</p>	<p>access the community we require transportation that can serve individuals with adaptive equipment including wheel chairs. Most individuals with wheel chairs are transported via public transportation companies contracted by RCOC. Current transportation companies only provide pick up and drop off services to and from our day care setting and are not available to provide transportation to access to the community during day program hours. We are seeking funding to acquire 1 handicap accessible van with a wheel chair lift, so that all clients have the same opportunities to integrate into the community.</p> <p>2) Federal Requirement #1&amp; # 4- Currently Mayfair has no individuals participating in integrated paid employment. Mayfair does offer volunteer opportunities (e.g. working in food banks, parks, libraries &amp; shelters) but it does not lead to paid employment. Well we have made great strides in giving back to the community through our volunteerism it often does not lead to paid employment, rather many of our clients have been volunteering for years and have yet to become employed. In order to add a sustainable integrated employment component, we must hire someone with the expertise to help bridge the gap between volunteering and employment, a Job Developer. A person in this position would educate employers, build business relationships, monitor employment placements, and match individuals preferences and skills with employer needs. The job developer through person centered planning would develop an assessment and focus on finding employment for individuals that match their interest, skills, personality, and match them with a work environment that would allow individuals to be successful. In short, they would engage in career planning, job readiness, job matching, and most importantly provide the support needed in the field to participants, job coaches, and employers to ensure sustainable employment.</p> <p>3) Federal Requirement #3- Privacy and confidentiality is a concern, if we are going to be offering integrated employment and more community integration opportunities. Being a behavior management program we are often dealing with behavioral issues, trying to maintain group ratios, teach skills and track both behavioral and skills goals. All data collection systems are currently done on paper, which create a vulnerability when trying to juggle all aspects of the job and trying to capture accurate data. There is a greater risk of staff loosing documents out in the community and even more common not taking data because of the fear of not being able to manage all components. In order to protect the privacy of client</p>
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	<p>information and capture accurate data Mayfair would need to change to a client software management system. This would allow job coaches to update and capture data on their smart phones and would eliminate the risk of losing paperwork and would provide us with more accurate data on behaviors and skills which in turn would allow management to help provide better programing.</p> <p>4) Federal Requirement # 1 &amp; # 4 – The core and foundation of HCBS guidelines revolve around Independence, Choice, Rights, Opportunities to integrate and have full access to the benefits of the community, including integrated employment. In order to provide individuals with these opportunities there needs to be no limitations placed on them and staff need to be able to recognize their preferences, abilities, and need to be fearless when encouraging individuals to maximize their abilities. Staff need to be trained to shift their mindset from a traditional day program setting to person centered thinking. They need to be trained on how to properly deal with behavioral challenges out in an integrated work environment and how to teach and master individual work adjustment skills. We believe training is the most crucial component that stands in our way to providing successful programing. We do have regular trainings but they are fragmented, short, and often interrupted by the high level of the need of the program. We do not have the budget to provide all day training without impacting services or incurring additional cost that we cannot absorb. Mind changing training needs to be conduct in all day interactive sessions and will encompass several components and trainers to be able to create a person centered mindset and teach our staff the necessary skills in order for individuals to be successful in an integrated work environment.</p>
<p>Estimated budget; identify all major costs and benchmarks — attachments are acceptable</p>	<p>(1) Cost to purchase a van with a wheel chair lift is \$50,000.                  (2) Cost to hire a job developer would be \$65,000 annually.                  (3) Cost for client management software system &amp; training \$11,000.                  (4) Payroll cost to training 45 staff over 7 training days is \$48,250.                  Cost to hire trainers \$15,000.Total Cost of training \$63,250.</p>
<p>Requested funding for 2017-18</p>	<p>\$189,250</p>
<p>Estimated timeline for the project</p>	<p>1) Purchase wheel chair lift Van 60 days from award.                  2) Recruit and hire a job developer 90 days from award.                  3) Transition to client management software system 18 months.                  4) Complete and plan all trainings 6 months from award.</p>