

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

Enclosure C

Existing regional center vendors may receive funding to make changes to service settings and/or programs to help them come into compliance with the HCBS rules. To be considered for funding, vendors must complete and submit this form and the Provider Compliance Evaluation form by October 1, 2016, to the regional center with which it has primary vendorization.

This form may not exceed three pages and must be kept in Arial 12-point font. The narrative should link to the federal requirement that is not being met. The Provider Compliance Evaluation should guide the narrative. The results of the Evaluation should be clearly laid out in the narrative. Additionally, the narrative should describe how the funding would achieve compliance. Concept proposals should be developed with a person-centered approach, with proposed changes/activities focused on the needs and preferences of those who receive services. The estimated budget and timeline need not be detailed at this point but must include all major costs and benchmarks.

More information on the HCBS rules and this form can be found at:
<http://www.dds.ca.gov/HCBS/>

Vendor and vendor number	Harambee Community Services: Vendor Number: HBO934 Behavior Management Program and Vendor Number: PB1816 Community Integration Program
Primary regional center	Regional Center of the East Bay (RCEB)
Service type and code	Community Integration Program (CIP) 055 Behavior Management Program (BMP) 515
Number of participants currently serving	055: 25 515: 20
Barriers to compliance with the HCBS rules and/or project implementation	Harambee's CIP and BMP programs provide robust and customized services to participants with severe behaviors, mental health diagnoses, judicial involvement and substance abuse challenges. Our participants could ACHIEVE A BETTER LIFE through additional services and supports in integrated settings. Specifically our participants want competitive paid employment. Barriers encountered: 1) Our current day programs focus on reduction in risk factors related to the multiple and complex challenges of individuals we serve. We would like to add a component that encourages our participants to be competitive in procuring paid employment of their choice 2) Our participants need additional supports in the community and workplace to address their behavioral excesses, mental health diagnoses, substance abuse and judicial involvement 3) Most of our participants are not interested in full time employment. We would like to develop a model of day program that includes a more "braided" model which includes service learning in local community based organizations, academic preparation for work through local adult schools and community colleges plus competitive paid employment and skill building in integrated settings (e.g. mobility training, social, leisure and recreation). 4) Communicating change to participants,

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	<p>family members, Harambee Staff, potential employers and the wider community focusing on what our participants can do, how they can contribute to the wider community and develop a roadmap to good citizenship. Communication has to be done within the diverse communities in which we serve. We need additional staffs that are bilingual and bicultural in the areas of American Sign Language, Spanish, Mandarin, Tagalog, Arabic and Hindi.</p>
<p>Narrative/description of the project. Identify which HCBS federal requirements are currently out of compliance; include justification for funding request</p>	<p>Our program is not in compliance with Federal Requirement #1 (The setting is integrated in and supports full access of individuals receiving Medicaid HCB Services to the greater community, including opportunities to seek employment and work in competitive integrated settings, engage in community life, control personal resources, and receive services in the community, to the same degree of access as individuals not receiving Medicaid HCB Services) and Federal Requirement #4 (Optimizes but does not regiment individual initiative, autonomy, and independence in making life choices, including but not limited to, daily activities, physical environment, and with whom to interact). Our participants do not have access to preferred activities (such as competitive paid employment) in the community. They also experience difficulty exercising choice in integrated activities in natural environments. In order to improve compliance our project would be multi-faceted focusing on policies, practice, training, technical assistance and evaluation of our progress. Our goal is to assist our participants in ACHIEVING A BETTER LIFE by closing service gaps, reducing barriers that impede them from thriving in integrated settings and increasing our participant's chances to compete for meaningful employment. We want our participants to be productive citizens who makes informed choices, are self directed and have high levels of satisfied with his or her life. A change in policies. In order to comply with federal requirements we need to create a shared vision for greater community involvement that includes preparing our participants for competitive paid employment and greater participation in integrated community activities. We need to develop a roadmap. The roadmap needs to be collaborative and include participants, families, staff, potential employers and community leaders. The Roadmap should include providing supported employment in the language the participant feels most comfortable in communicating; developing an outreach and communication plan to reduce prejudice and fear related to people with disabilities. The focus will strength-based. A change in practice. We need to research new models of service to our population by exploring high performing programs in our catchment area and across the nation that have been successful in widening employment opportunities for individuals with complex and multiple challenges. Once a roadmap is developed we would like to take key</p>

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	<p>features of our current successful behavioral program and merge that knowledge to transition interested participants into supported employment. Our participants will need supports (behavioral, mental health, etc.) in order to be competitive. We have developed a collaborative relationship with the San Leandro Adult School to offer employment related classes that focus on soft skills needed for successful employment: Get a Job, Work Smart and Introduction to Computers. We need to hire a fearless Supported Employment Program Director to lead the process and implement change.</p> <p>Training. Our training currently focuses on reducing risk factors related to participant challenges. In addition to our replacement skill training for participants we need to expand our participant training program to include work readiness and good citizenship. Technical Assistance. We need assistance from high performing supported employment programs that have expertise with our challenging population. We have identified two local supported employment agencies: Sara Murphy from Transcend who currently provides a braided model of day programming that is person centered and Tom Heinz, from East Bay Innovations, the largest Supported Employment Agency in Alameda County with an enviable employer network. We would like to get CARF certified in supported employment in order to work with the Department of Rehabilitation (DOR), meet rigorous employment standards and assess our potential for success in the area of supported employment.</p> <p>Evaluating Progress. We would like to evaluate our outcomes in order to leave a footprint for others. Our pilot information would be available to share with other organizations to expand their capacity to provide robust supported employment services to individuals with multiple and complex challenges.</p> <p>Justification for Funding. Our population is severely underserved. Presently no Supported Employment program in RCEB's catchment area works with individuals who have severe behavioral excesses. Funding our program would allow us to Pilot our roadmap which could be shared with other programs to expand the opportunities for individuals with multiple and complex challenges to ACHIEVE A BETTER LIFE and be good citizens and productive members of their community.</p>
Estimated budget; identify all major costs and benchmarks—attachments are acceptable	See Attached Budget with line item detail
Requested funding for 2016-17	\$243,298.00
Estimated timeline for the project	See Attached Estimated Timeline for the Project