

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

Enclosure C

Vendor and vendor number	Community Interface Services – Vendor # H39507 and H39534
Primary regional center	San Diego
Service type and code	Community Integration Training Program - 510
Number of consumers currently serving	141
Barriers to compliance with the HCBS rules and/or project implementation	<p>Person-centered planning (PCP) is an integral part of ensuring that the services provided are based on an individual's needs, preferences, and informed choices. Within Community Interface Services' Community Integration Training (CIT), PCP activities are integrated into the process that each individual completes in preparation for developing his/her Individual Service Plan (ISP) as part of day program services. The HCBS rules along with the recent Employment First Policy in California increase the emphasis on the PCP process. The current capacity of CIT staffing and resources is a barrier to this process due to the nature of the 1:3 staff to client ratio, which limits the amount of time that can be spent to assist each individual to complete his/her PCP process. Many individuals served do not have the knowledge/experiences to dream what is possible and need individualized assistance to explore and gather the information required to make informed choices, particularly in areas of new exploration such as employment.</p> <p>Furthermore, once an individual's employment interests and goals are identified through the PCP process, individuals that need the support of a CIT program on a daily basis often have limited access to opportunities of individualized CIE opportunities due to the 1:3 staff to client ratio; three individuals don't always have the same work interests, and historically finding employers that can feasibly hire three workers at same time is challenging and largely unrealistic.</p> <p>Finally, most CIT participants are not provided the option of using multiple funding sources to respond to identified needs or gaps in services and supports. Even if this braiding between services were an option, the funding/support structure of traditional Supported Employment (SE) services, due to the fading out nature of services, and tailored day services (TDSO), due to funding limits of up to 8 hours per week of service, do not adequately meet the support needs of most CIT clients to successfully pursue employment opportunities.</p>

<p>Narrative/description of the project. Identify which HCBS federal requirements are currently out of compliance; include justification for funding request</p>	<p>A Provider Compliance Evaluation was completed for Community Interface Services' CIT day program yielding the following results and proposed project for addressing the area of the federal requirements not being met:</p> <p>Requirement Not Being Met (specific area of non-compliance in bold): Federal Requirement #1 - <i>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.</i> Refer to barriers identified above for further details.</p> <p>Proposed Project Narrative: To achieve compliance with the above federal requirement, Community Interface Services proposes the addition of a <i>Supplemental Individualized Competitive Integrated Employment (CIE) Component</i> to its current CIT program service design. The supplemental component would be twofold:</p> <p>1. Person-Centered Planning Addition of PCP facilitator(s) to supplement current CIT staffing with the purpose of assisting every CIT participant and /or his/her planning team with completing an in-depth PCP process to identify needs, preferences and choices in day services with an emphasis on employment related-options, including developing workplace readiness. A standardized PCP tool will provide the framework, with the process being individualized for each client. PCP activities would include face-to-face meetings with clients, review of collateral information and interviews with current staff, families, SCs, etc. Once the PCP activities are completed, the facilitator would work in conjunction with the participant and his/her planning team to include identified day program CIE-related goals and objectives in the individual service plan (ISP).</p> <p>Increased PCP training for all staff will further enhance future capacity to assist individuals through the PCP process and with updating their PCP as needed. Current best practices and methodologies for working with individuals through a robust person-centered planning process will be incorporated. Upon completion of the project, it is expected that current staff, and with the enhanced training – new staff, will be able to incorporate new PCP approaches into their ongoing work to sustain this service.</p>
--	---

	<p>2. Supplemental Individualized CIE Component</p> <p>For those individuals that identify employment-related goals, Supplemental Individualized CIE Component Services will be requested. The number of hours requested would be based on goals/desired outcomes in the IPP/ISP and agreed upon/approved by client/planning team. Supplemental support hours could be time limited or on-going services, depending on the client's goals and support required (see attached budget for details on projected program participants/funded hours.)</p> <p>Supplemental support hours would provide CIT participants with 1:1 staff assistance (including behavioral intervention, personal care, etc.) to pursue individual CIE opportunities such as accessing job training programs, job exploration, job development/customization, job coaching, individualized social security benefits planning, or participation in the recently funded paid internship program.</p> <p>This supplemental service would bring the traditional 1:3 ratio CIT day program into compliance with Requirement #1 by increasing the program's ability to offer adequate quality support to individuals who want to work, regardless of severity of disability/need, and offer access to employment opportunities to the same degree as individuals not receiving Medicaid HCB services. Additionally, providing this service as a supplement allows individuals the ability to maintain the support of a full-time day program while pursuing individualized employment goals. Having a full-time day program is essential for some clients and their families that need the support of a full-time day program to meet the individual's needs living at home or in a licensed residential setting; or clients that enjoy the group setting and want to maintain the other opportunities for community inclusion that come with a community-based day program (volunteer work, community college, social skills development, etc.).</p>
Estimated budget; identify all major cost and benchmarks – attachments are acceptable	\$288,595.30 - See attached for details
Requested funding for 2016-17	\$49,723.51
Estimated timeline for the project	May 2017- June 2018