

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	Kaiser Adult Behavioral Center Escondido (HQ1061)
Primary regional center	San Diego Regional Center
Service type and code	Behavior Management Day Program, Service Code: 515
Number of consumers currently serving	60
Barriers to compliance with the HCBS rules and/or project implementation	<p>The above services and programs are not in compliance with Federal Requirements 1, 4 and 5.</p> <p>Federal Requirements 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 individual not receiving Medicaid HCB Services.</p> <p>Federal Requirements 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.</p> <p>Federal Requirement 5: Facilitates individual choice regarding services and supports and who provides them.</p> <p>People's Care provides some volunteer opportunities, but it doesn't lead to paid employment. Participants in the day programs are not</p>

	<p>offered opportunities to seek competitive integrated employment. Since this is not focused on, then People's Care is not meeting the following: encouraging individuals to engage in activities (employment) of their choosing, encouraging the individual to interact with whomever they choose and providing them options to meet their needs and preferences.</p> <p>People's Care is doing well in many areas, but we should be doing better with facilitating choice and empowering individuals to make decisions and modify/alter services as they deem appropriate.</p>
<p>Narrative/description of the project. Identify which HCBS federal requirements are currently out of compliance; include justification for funding request</p>	<p>People's Care embraces employment for all working age adults. We recognize that most adults participate in work activities and pursue leisure opportunities during free time.</p> <p>As much as People's Care tries to fulfill this philosophy, our biggest concern lies within the day program settings. Individuals in our behavior management day programs participate in volunteer opportunities which include food banks, homeless shelters, thrift stores and animal shelters. While we have made great strides with volunteerism it has not led to paid employment. Many of our participants have volunteered for years and yet they haven't taken the next step. These individuals have reached a plateau and are falling short of being employed (Federal Requirement # 1, 4 and 5). People's Care is missing a key staffing component – hiring a work/job advisor.</p> <p>The work advisor position bridges volunteerism to paid work by combining career planning and job development. Through the use of person centered planning, an assessment is developed. Together, the job advisor and participant will have a clear idea of the type of job he/she wishes to pursue as well as consider what type of work environment would be the best fit for them. In short, job matching is a crucial aspect to finding the right work environment.</p> <p>The work advisor will also assist the participant in honing job readiness skills. These skills can include resume writing, photo/video resumes, presentation skills and mock interviews. However, job searching will not be predicated on fully learning these skills sets. People's Care understands that the passage of time is precious for everyone, but in the developmental disability field time is allowed to slip away because an objective isn't fully met. Instead, the job advisor will focus on finding a job environment and description that suits the current interests, support needs, personality, and skills of the participant.</p>

	<p>This leads us to job development. Good job development is planned and deliberate. Once the job matching piece of the person centered assessment has been identified and mapped out, the job advisor and participant will strategize and develop a course of action. This course of action will include actively meeting and developing a rapport with potential employers in the participant's interest areas. The growing of these relationships is paramount to success and must be constantly cultivated. Engaging in these "meet and greets" is as important to the employer as it is to the participant. It acts as an ice breaker and helps all parties get to know one another. The work advisor would also be available to attend the actual job interview. Too many times, a person goes into an interview and isn't able to convey experience and/or abilities. The work advisor would eliminate this possibility. Providing a comforting and stabilizing presence, the job advisor would help guide the potential employer and the participant in effectively presenting his/her abilities.</p> <p>Developing a job takes time and patience. As part of job development, the work advisor position may also connect with employment agencies like One Stop Career Centers and Department of Rehabilitation (DOR) especially when the participant may require on-going support. The job advisor position can act as a liaison and advocate for the participant when working with DOR. Similar to establishing a rapport with potential employers, the job advisor can help bridge any gaps of understanding.</p> <p>People's Care believes the creation of a work advisor position would help it meet its philosophy and come into compliance with the upcoming HCBS requirements. In closing, finding a job that is a good match for the participant will go a long ways in not only securing but also maintaining employment.</p>
Estimated budget; identify all major costs and benchmarks—attachments are acceptable	Job Advisor Position: \$65,000
Requested funding for 2016-17	\$65,000
Estimated timeline for the project	No later than June 30, 2017