

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

The Home and Community-Based Services (HCBS) rules ensure that people with disabilities have full access to, and enjoy the benefits of, community living through long-term services and supports in the most integrated settings of their choosing. In order to assist in determining eligibility for compliance funding, providers must complete this evaluation. Both "Yes" and "No" answers require an explanation. A "No" response *could* mean a service setting is out of compliance with the HCBS rules and is potentially eligible for funding to make necessary adjustments. Once this evaluation is completed, it should act as a guide for filling out the provider compliance funding concept, which is required for any provider to be eligible for compliance funding. **Completion of this evaluation is for the sole purpose of applying for compliance funding and does not take the place of future provider assessments that the Department may require to determine provider compliance with the HCBS settings rules. Only providers requesting compliance funding need to complete this evaluation.**

Federal Requirements #1-5 apply to providers of all services, including residential and non-residential settings. Federal Requirements #6-10 are additional requirements that apply only to provider-owned or controlled residential settings.

The column labeled "Guidance" contains a series of questions intended to help identify compliance or non-compliance with each requirement as it relates to the HCBS rules. While responses to these questions can help in the determination of whether or not a particular requirement is met, these responses may not be the sole factor in this determination.

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

Questions may be directed to HCBSregs@dds.ca.gov.

Date(s) of Evaluation: 11/19/19	Completed by: Amed Franco
Vendor Name, Address, Contact: Vocational Innovations West Inc. 2620 S. California Ave C F Monrovia, CA 91767 (626)408-8600	
Vendor Number: PP6757	
Service Type and Code: Community Integration, 055	

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Federal Requirement #1:

The setting is integrated in, and supports full access of individuals receiving Medicaid HCBS 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 HCBS.

Guidance:

- Do individuals receive services in the community based on their needs, preferences and abilities?
- Does the individual participate in outings and activities in the community as part of his or her plan for services?
- If an individual wants to seek paid employment, does the home staff refer the individual to the appropriate community agency/resource?
- Do individuals have the option to control their personal resources, as appropriate?

Does the service and/or program meet this requirement? ☐ Yes ☒ No

Please explain: Vocational Innovations supports individuals who have been deemed difficult to serve due to the intensity of their behavioral challenges. Many of these individuals have transitioned out of developmental centers, have forensic backgrounds, have mental health diagnosis, and have severe behavioral issues such as physical aggression and property destruction. Serving them in the community can be challenging at times especially in structure settings such as integrated employment environments. In addition, we are faced with transportation challenges for individuals who have severe behavioral issues in the community and often have to unfairly bring groups back from the community because we have limited transportation. Although we do have a community integration component, it is difficult at times to serve these individuals safely in the community and at the same time find places of employment that best match individual preference and abilities. Vocational interest are not always appropriately defined and/or expressed by clients which often leads to clients losing employment and more behavioral issues at the work place. Sustainable employment has become a challenge and requires additional supports to help clients find their true vocational interest and end the on-going cycle of job turnover.

Federal Requirement #2:

The setting is selected by the individual from among setting options, including non-disability-specific settings and an option for a private unit in a residential setting. The setting options are identified and documented in the person-centered service plan and are based on the individual's needs, preferences, and, for residential settings, resources available for room and board.

Guidance:

- Does the provider have a current regional center Individual Program Plan (IPP) on file for all individuals?
- Does each individuals' IPP document the different setting options that were considered prior to selecting this setting?

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Does the service and/or program meet this requirement? ☒ Yes ☐ No

Please explain: All individuals that attend our program have a current IPP. Regional Center works with each individual and provides them with program options before they are enrolled in our program.

Federal Requirement #3:

Ensures an individual's rights of privacy, dignity and respect, and freedom from coercion and restraint.

Guidance:

- Does the provider inform individuals, in a manner they can understand, of their rights to privacy, dignity, respect, and freedom from coercion and restraint?
- Does the provider communicate, both verbally and in writing, in a manner that ensures privacy and confidentiality?
- Do staff communicate with individuals based on their needs and preferences, including alternative methods of communication where needed (e.g., assistive technology, Braille, large font print, sign language, participants' language, etc.)?

Does the service and/or program meet this requirement? ☒ Yes ☐ No

Please explain: All individuals are informed of their personal rights in a manner that they can understand. Communication is achieved both verbally and in writing or through a form of communication an individual can understand. Privacy and confidentiality is maintained at all times.

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.

Guidance:

- Does the provider offer daily activities that are based on the individuals' needs and preferences?
- Does the provider structure their support so that the individual is able to interact with individuals they choose to interact with, both at home and in community settings?
- Does the provider structure their support so that the individual is able to participate in activities that interest them and correspond with their IPP goals?

Does the service and/or program meet this requirement? ☐ Yes ☒ No

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Please explain: Vocational Innovations strives to encourage each individual to advocate for themselves and engage in daily activity planning and choice making. Individuals are encouraged to interact with all peers and engage to build meaningful relationships with peers of their liking. Vocational goals are often not met because of behavioral challenges, regression, and goals that are not appropriately set. Our staffing does not have the qualifications to conduct vocational assessments that truly let us know what a client's vocational interest and strengths are. Often times we see personal (leisure) interest mistaken for vocational interest which don't always align.

Federal Requirement #5:

Facilitates individual choice regarding services and supports, and who provides them.

Guidance:

- Does the provider support individuals in choosing which staff provide their care to the extent that alternative staff are available?
- Do individuals have opportunities to modify their services and/or voice their concerns outside of the scheduled review of services?

Does the service and/or program meet this requirement? ☒ **Yes** ☐ **No**

Please explain: All clients are encouraged by all members of our organization to advocate for themselves and engage in daily activity planning and choice making. We have an open-door policy where individuals are encourage to voice opinions, questions, and concerns.

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Only providers of services in **provider-owned or controlled residential settings** need to complete the remainder of this evaluation. In **provider-owned or controlled residential settings**, in addition to the above requirements, the following requirements must also be met:

<p><u>Federal Requirement #6:</u></p> <p><i>The unit or dwelling is a specific physical place that can be owned, rented or occupied under a legally enforceable agreement by the individual receiving services, and the individual has, at a minimum, the same responsibilities and protections from eviction that tenants have under the landlord/tenant law of the State, county, city or other designated entity. For settings in which landlord/tenant laws do not apply, the State must ensure that a lease, residency agreement or other form of written agreement will be in place for each participant and that the document provides protections that address eviction processes and appeals comparable to those provided under the jurisdiction's landlord tenant law.</i></p>	<p><u>Guidance:</u></p> <ul style="list-style-type: none"> • As applicable, does each individual have a lease, residency agreement, admission agreement, or other form of written residency agreement? • Are individuals informed about how to relocate and request new housing?
<p>Does the service and/or program meet this requirement? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please explain: N/A</p>	
<p><u>Federal Requirement #7:</u></p> <p><i>Each individual has privacy in his/her sleeping or living unit:</i></p> <p><i>Units have entrance doors lockable by the individual, with only appropriate staff having keys to doors as needed.</i></p> <p><i>Individuals sharing units have a choice of roommates in that setting.</i></p> <p><i>Individuals have the freedom to furnish and decorate their sleeping or living units within the lease or other agreement.</i></p>	<p><u>Guidance:</u></p> <ul style="list-style-type: none"> • Do individuals have a choice regarding roommates or private accommodations? • Do individuals have the option of furnishing and decorating their sleeping or living units with their own personal items, in a manner that is based on their preferences? • Do individuals have the ability to lock their bedroom doors when they choose?
<p>Does the service and/or program meet this requirement? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please explain: N/A</p>	

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<p><u>Federal Requirement #8:</u> <i>Individuals have the freedom and support to control their own schedules and activities, and have access to food at any time.</i></p>	<p><u>Guidance:</u></p> <ul style="list-style-type: none"> • Do individuals have access to food at any time? • Does the home allow individuals to set their own daily schedules? • Do individuals have full access to typical facilities in a home such as a kitchen, dining area, laundry, and comfortable seating in shared areas?
<p>Does the service and/or program meet this requirement? <input type="checkbox"/> Yes <input type="checkbox"/> No Please explain: N/A</p>	
<p><u>Federal Requirement #9:</u> <i>Individuals are able to have visitors of their choosing at any time.</i></p>	<p><u>Guidance:</u></p> <ul style="list-style-type: none"> • Are visitors welcome to visit the home at any time? • Can individuals go with visitors outside the home; such as for a meal or shopping, or for a longer visit outside the home, such as for holidays or weekends?
<p>Does the service and/or program meet this requirement? <input type="checkbox"/> Yes <input type="checkbox"/> No Please explain: N/A</p>	
<p><u>Federal Requirement #10:</u> <i>The setting is physically accessible to the individual.</i></p>	<p><u>Guidance:</u></p> <ul style="list-style-type: none"> • Do individuals have the freedom to move about inside and outside the home or are they primarily restricted to one room or area? • Are grab bars, seats in bathrooms, ramps for wheelchairs, etc., available so that individuals who need those supports can move about the setting as they choose? • Are appliances and furniture accessible to every individual?
<p>Does the service and/or program meet this requirement? <input type="checkbox"/> Yes <input type="checkbox"/> No Please explain: N/A</p>	

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Contact Name: Amed Franco
Contact Phone Number: (626)408-8600
Email Address: afranco@vocinnovations.com

ACKNOWLEDGEMENT

By checking the box below, I acknowledge that completion of this evaluation is for the sole purpose of applying for compliance funding and does not take the place of future provider assessments that the Department may require to determine provider compliance with the HCBS settings rules.

☒ I AGREE

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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 as one packet to the regional center with which it has primary vendorization.

Instructions:

- The concept form on the next page must be used, may not exceed four pages plus the budget worksheet and any cost back up, and must be kept in Arial 12-point font. Submit the form in Microsoft Word or PDF format. An extra half page is permitted to answer questions about prior funding, but the rest of the concept must be within the standard page requirements.
- There has been a significant change in the form and process compared to prior years. **In order to receive funding, this 2019-20 form must be used.**
- For providers that operate programs with several vendor numbers involved in one concept, one evaluation and concept form should be submitted and should list all vendor numbers for related/included programs. If multiple programs owned by the same parent company have different compliance evaluations or concepts, additional applications can be submitted but should be attached in the same document as the other owned programs so they can be reviewed together.
- The results of the evaluation should be clearly laid out in the section referring to identification of federal requirements that are currently out of compliance, which the concept will address.
- The concept form includes detailed information that describes the funding requests and supports how the requests will assist the provider to come into compliance.
- There should be a clear link between what is being requested and the federal requirement currently out of compliance.
- Concepts should demonstrate how the requested change in service delivery will impact individuals in offering more choices or opportunities in the community.

Strengths of previously funded concepts:

- Identified the need as well as proposed a plan to provide outreach and information regarding the HCBS rules to individuals served and members of their support teams.
- Discussed the need for additional funds in order to effectively support individuals served on a more individualized basis in overcoming barriers to community integration and employment, as appropriate.
- Prioritized the preferences of individuals served and utilized their feedback in the development of the concept.
- Implemented train-the-trainer certification for person-centered planning/thinking and training regarding the HCBS rules.
- Enabled residents to age in place and exercise more choice and independence.

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

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Vendor name	Vocational Innovations West Inc.
Vendor number(s)	PP6757
Primary regional center	San Gabriel Pomona Regional Center
Service type(s)	Community Integration/Behavior Management
Service code(s)	055
Number of consumers currently served	16
Current staff to consumer ratio	1:1
<p>1. Please provide a brief description of the service/setting that includes what a typical day consists of and how services are currently provided. This response must include the baseline/current levels for any aspects of the program for which the concept proposes funding.</p> <p>Vocational Innovations supports individuals who have been deemed difficult to serve due to the intensity of their behavioral challenges. Many of these individuals have transitioned out of developmental centers, have forensic backgrounds, have mental health diagnosis, and have severe behavioral issues such as physical aggression, elopement, and property destruction. Services are currently being provided in a 1:1 (staff to client) at our site-based center with opportunities for community integration. An individual service plan is created for each person supported and an individual's day is structured with programming and activities based on skills, vocational, and behavioral goals. Although we do have 2 vans for community integration transport, due to the individualized services provide, # of staff needed to provide support, and intensity of behavioral issues in the community often times integration opportunities can be limited. Currently Vocational Innovations has no individual's participating in integrated paid employment opportunities.</p>	
Project Narrative Description:	
<p>2. Please provide a brief summary narrative of the concept for which you are requesting funding, including justification for the funding.</p> <p>1) In order to provide all individuals with equal opportunities to access the community we require transportation that can be utilized to respond to crises situations and/or behavioral challenges in the community. Vocational Innovations currently serves individuals who have transition out of the developmental centers and have a history of institutionalization and many cannot sustain long periods of time in the community without engaging in behavioral issues. Currently we transport individuals in groups but when there are prolong behavioral issues out in the community we have to unfairly bring back the groups of clients. We are seeking funding to acquire 1 van and protective equipment to be able to respond to individual behavioral episodes in the community and safely transport them back to</p>	

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program without unfairly inferring and/or limiting the community integration needs of others.

2) Vocational Innovations does offer volunteer opportunities (e.g. working in food banks, parks, libraries & 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 competitively employed. Our participants need additional supports to address behavioral excesses, mental health diagnosis, forensic backgrounds and employers concerns that revolve around our client's needs. We do not have the staff to educate employers, build business relationships, monitor employment placements, and match individual preferences and skills with employer needs.

In order to add a sustainable integrated employment component to our services, we must hire someone with the expertise to help bridge the gap between volunteering and employment. Vocational Innovations is missing a key component to fulfill this client need, a Job Developer. A person in this position would educate employers, build business relationships/partnerships, monitor employment placements, and match individuals preferences and skills with employer needs.

3) Vocational goals need to be developed by a Vocational Specialist who has a background in rehabilitation. Individuals need to be assessed to discover vocational abilities, strengths, and interest. Individuals interested in employment need to be put on the right path to success and provided with opportunities that are realistic and compliment their vocational interests and abilities. Remediation plans need to be created when clients lose employment and realistic steps need to be developed to get them back on the vocational path. Having a vocational specialist is equivalent to having a behaviorist develop a behavior plan. If the foundation/assessment is not developed correctly then the interventions will not work, and goals will not be met.

3. Identify which HCBS federal requirements this concept addresses that are currently out of compliance. Could be all or a subset of those identified as out of compliance on the evaluation.

1 X 2 3 4 X 5 6 7 8 9 10

4. For each HCBS out-of-compliance federal requirement that is being addressed by this concept, describe the barriers to compliance and why this concept is necessary. If this information is in the evaluation section, please copy it here.

Federal Requirement # 1 & # 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. Barriers:

1) Limited Transportation options for those who have severe behavioral issues. Currently we do have vans but due to the intensity of behavioral issues in the community there are times where we have to unfairly bring back groups to the program site.

2) Currently Vocational Innovations has no individual's participating in integrated paid employment opportunities. Our participants need additional supports to address behavioral

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excesses, mental health diagnosis, forensic backgrounds and employers concerns that revolve around our clients needs. We do not have the staff to educate employers, build business relationships/ partnerships, monitor employment placements, and match individual preferences and skills with employer needs.

3) Vocational Goals are often not appropriately defined or expressed by clients. Leading to unrealistic vocational goals. Often personal/recreational interest are mislabeled as vocational interest and individuals supported have difficulty maintaining employment creating a cycle of job loss, disillusion, and more importantly loss of morale and motivation for the individuals supported as well as the staff that support them.

5. For each out-of-compliance federal requirement that is addressed in this concept, please explain how the concept will bring the vendor into compliance.

In order to provide individuals with opportunities there needs to be no limitations placed on them or restrictions because of their disability and behavioral challenge or that of a peer. In order to provide all individuals with equal opportunities to access the community we require transportation that can be utilized to respond to crises situations and/or behavioral challenges in the community.

Our clients want to work and make money. They want to feel like they are part of the community and engage in meaningful activities that provide a sense of self-worth. They want to have access to all the benefits of the community just like any other person. We want to be able to provide them with all the supports they need to be successful in meeting their vocational goals. We believe hiring a vocational specialist will help us set the foundation for opening doors to their vocational path and hiring a Job developer will help get jobs and educate employers, build business relationships, and monitor employment placements.

6. What are the proposed outcomes and objectives of the concept, and what are the methods of achieving and tracking them?

1) Increase community integration by 50%, take a person-centered approach to providing clients with opportunities for integration. Track community integration using data obtaining from clients schedules.

2) Our goal is to have 50% of the clients supported obtain integrated employment. Clients will be put through a soft skills program to teach them how to seek employment. Employment data will be tracked to quantify the # of people employed, # of hours worked p/week and the length of employment.

7. Please describe how and/or what was done to include input from the individuals served in developing this concept? Discuss not only the development of the concept, but also what steps were taken to identify the interests and desires of the individuals and who was involved in that process.

Over the last 12 months we have been diligently working with individuals to meet their 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 also hold monthly a client advocacy meeting where clients express their wants and needs as a collective group.

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8. Please describe how the concept you propose will enable you to provide more person-centered services to your clients.	
Our program has been working diligently to instill person center practices from the development of the individual service plan to the building of a daily schedule. By providing the requested funding you would allow us to ensure that we are providing clients with the opportunities, proper training, and supports for employment and community integration they are asking for.	
9. Please address your plan for maintaining the benefits, value, and success of your project at the conclusion of 2019-20 HCBS Funding.	
<p>1) Once an additional vehicle is purchased it will continue to be in use to assist with community integration.</p> <p>2) The Job Developer will help educate the community around us, bridge connections with potential employers and build business relationships. Once this had been established our management team will work on sustaining these relationships.</p> <p>3) The Vocational Rehabilitation Specialist will work in conjunction with a management staff. The specialist will also be required to compile assessment tools, curriculum, develop employment templates and written processes to create a sustainable model.</p>	
10. Write a brief narrative below explaining each major cost category and timeline. Complete the budget template at the end of the concept sheet. An excel version with formulas is available. When applicable, budgets should include personnel/benefits, operating costs such as consultants or training, administrative expenses/indirect costs, and capital costs (assets lasting more than 2 years). If project spans 2 years or occurs in phases, budget should be separated by phase/year. Administrative costs, if any, must comply with DDS' vendor requirements, including a cap of 15% of the sum of personnel/benefits, consulting, and operating costs (must exclude capital costs).	
<p>1) The estimated cost to purchase an passenger van is \$55,000. Cost will provide for the purchase of a Ford Transit van or equivalent. Protective equipment (bite guard sleeves, back brace, bite guard shirts) \$5000 Total \$60,000</p> <p>2) The estimated cost to hire a full-time job developer to educate employers, build business relationships/partnerships, monitor employment placements, and match individuals preferences and skills with employer needs, would be \$96,048. Estimated timeline for recruitment & hire 90 days. Completion of project 24 months.</p> <p>3) The estimated cost associated (20 hours a week-wage, benefits, payroll taxes, workers compensation) with hiring a vocational rehabilitation specialist to truly assess client's vocational interest/skills and develop employment plans will be \$90,000. Estimated timeline for recruitment & hire 90 days. Completion of project 24 months.</p>	
11. Please address sustainability of funding sources for all programs or concepts requiring any funding past the time frame of the requested grant, especially those that involve staff or other long-term costs. Please mark "not applicable" if costs will all be incurred during the program time frame.	
N/A	
12. Have you or the organization you work	HCBS Funding ___ No <u>X</u> Yes. If Yes, FY(s) <u>2018</u> Disparity Funding ___ No ___ Yes. If Yes, FY(s) _____

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with been a past recipient of DDS funding? If yes, what fiscal year(s)?	CPP Funding ___ No <u>X</u> Yes. If Yes FY(s) <u>2016-2017</u> If yes to any question be sure to answer questions 13 and 14.
For providers who have received prior HCBS, Disparity or CPP Funding from DDS	
13. If your organization has received prior funding from any of the above sources, please provide an update on the prior funding project. You may copy and paste from progress update(s) previously provided to regional centers or DDS.	
<p>1)An HCBS Grant was awarded for person center training. To date a contract has been signed with Helen Anderson and Associates. A stakeholder meeting was held with families and clients to inform them of our grant and our plan for our person-centered future. All of our management has undergone the person centered 2-day training. One staff has been selected to become a trainer/person center facilitator and they are attending course work both via live instruction and online via zoom. We are starting to use person centered tools during our IPP meetings and hope to have all staff trained in PCP soon.</p> <p>2)CPP funds were award in response to an RFP for a specialized day program to support individuals who transitioned out of developmental centers, have forensic backgrounds, have mental health diagnosis, and have severe behavioral issues. Funds were used for the startup cost for the development of this program.</p>	
14. If your organization received prior funding, please explain how the current funding request is not redundant with any prior funding received and/or builds on the prior funding but was not part of the original funding.	
Our previous grant was for person centered learning and practices and what we have discover is that people want to work and one of the key elements to PCP is how we can best support individuals. This grant request addresses what we need to provide the necessary support to embrace Independence, Choice, Rights, Opportunities to integrate and have full access to the benefits of the community, including integrated employment.	

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HCBS CONCEPT BUDGET									
Vendor Name		Vocational Innovations West							
Vendor Number(s)		PP6757							
	Salary and Benefits	Year 1 Budget		Year 2 Budget		Total			
		FTE	Annual Cost	FTE	Annual Cost		Cost		
Personnel (salary + benefits)									
Vocational Rehabilitation Specialist	45000	1.00	\$ 45,000	1.00	\$ 45,000	\$	90,000		
Job Developer	48024	1.00	\$ 48,024	1.00	\$ 48,024	\$	96,048		
Position Description			\$ -		\$ -	\$	-		
Position Description			\$ -		\$ -	\$	-		
Position Description			\$ -		\$ -	\$	-		
Position Description			\$ -		\$ -	\$	-		
Position Description			\$ -		\$ -	\$	-		
Position Description			\$ -		\$ -	\$	-		
Position Description			\$ -		\$ -	\$	-		
Personnel Subtotal			\$ 93,024		\$ 93,024	\$	186,048		
Operating expenses									
Protective Equipment			\$ 5,000			\$	5,000		
						\$	-		
						\$	-		
						\$	-		
						\$	-		
						\$	-		
						\$	-		
						\$	-		
						\$	-		
Operating Subtotal			\$ 5,000		\$ -	\$	5,000		
Administrative Expenses									
						\$	-		
						\$	-		
						\$	-		
						\$	-		
						\$	-		
						\$	-		
						\$	-		
Administrative Subtotal			\$ -		\$ -	\$	-		
Capital expenses									
Passenger Van			\$ 55,000			\$	55,000		
						\$	-		
						\$	-		
						\$	-		
						\$	-		
						\$	-		
						\$	-		
						\$	-		
Capital Subtotal			\$ 55,000		\$ -	\$	55,000		
Total Concept Cost			\$ 153,024		\$ 93,024	\$	246,048		

See Attachment F for budget details and restrictions