

Home and Community-Based Services (HCBS) Rules DEPARTMENT FUNDING GUIDANCE

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 <https://www.dds.ca.gov/initiatives/cms-hcbs-regulations/>.

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

Date(s) of Evaluation: 1/26/2021	Completed by: Cheryl Johnson
Vendor Name, Address, Contact: Community Support Outreach Resource Development Center (CORD), 2716 S. Vermont Ave. Los Angeles Ca 90007, Cheryl Johnson 213-804-3182	
Vendor Number: PX0854	
Service Type and Code: 055	

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<p><u>Federal Requirement #1:</u> <i>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.</i></p>	<p><u>Guidance:</u></p> <ul style="list-style-type: none"> • 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?
<p>Does the service and/or program meet this requirement? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>Please explain: In order to adhere to the State of Emergency health and safety guidelines and continue to provide person centered services and supports that are inclusive and individualized, an increase of staff would ensure 1-1 staff ratio that would enable clients to have the opportunities and flexibility to pursue their specific goals and activities with support, and have client choice in terms of what, where, when and how these goals are pursued. Community Support Outreach Resource Development Center (CORD) currently provides service and support to individuals who may have forensic involvement, mental health challenges, as well as are members of the LGBTQ community. While our services are designed to assist individuals with the goals to sustain gainful employment as well as to be a contributing member of their chosen community, we would like to create a more person centered approach by broadening the programs depth of services and supports. This would include addressing the diverse needs of individuals as previously mentioned. Community Support Outreach Resource Development Center (CORD) would also like to do so by providing needed staff training by professionals with an expertise in these areas.</p>	
<p><u>Federal Requirement #2:</u> <i>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.</i></p>	<p><u>Guidance:</u></p> <ul style="list-style-type: none"> • Does the provider have a current regional center Individual Program Plan (IPP) on file for all individuals? • Does each individual's IPP document the different setting options that were considered prior to selecting this setting?
<p>Does the service and/or program meet this requirement? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>	

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Please explain: Each client of the program has a current IPP from their Regional Center Service Coordinator on file. Community Support Outreach Resource Development Center (CORD) would like to enhance the quality of service delivery by creating person centered plans for each client as well as a best practice of the agency. This will help ensure that the client's preferences and goals are clearly defined, self-directed, and implemented on the terms of the client and with support from staff. At this time there is no specific and sustainable protocol or practice in place to ensure that clients have ongoing opportunity to provide inputs and innovative ideas that the agency can take as feedback and implement. CORD would like to develop a client advisory board for this purpose

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: Community Support Outreach Resource Development Center (CORD) tailors the guidance provided to clients in ways that are understandable to the client. Training, documents, and aspects of reports include visuals (pictures, icons, photographs etc.) to assist in the learning process as well as make documents about the client understandable to the client. Clients with accommodation or assistive technology needs are provided with support and/or resources designed to meet that need.

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<p><u>Federal Requirement #4:</u> <i>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.</i></p>	<p><u>Guidance:</u></p> <ul style="list-style-type: none"> • Does the provider offer daily activities that are based on the individual's 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?
<p>Does the service and/or program meet this requirement? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>Please explain: Community Support Outreach Resource Development Center (CORD) adheres to the goals addressed in the clients IPP, and makes a consistent effort to offer opportunities for the client to explore and define their preferences and needs, as well as have opportunities to spend time with people of their choosing. Health and safety are addressed with the goal of honoring both dignity of risk and maintaining the health and safety of the client and others. During the COVID 19 pandemic, adhering to state health and safety mandates have continued to be a priority. Community Support Outreach Resource Development Center (CORD) would like to increase this best practice to meet the COVID 19 health and safety mandates while using innovative means to also meet HCBS requirements. This would need to be done in a more inclusive way by incorporating staff, training, and enhancements to service delivery that meet the needs of all clients as well as those who are also forensically involved or at risk of involvement, experience mental health issues that need additional support, and/or members of the LGBT community. This would enable a more authentic process of discovery and choice for the client that would be that of a person without a disability. The goal would be to support clients in having equitable opportunities and experiences as that of their "non-disabled peers". Additional training in terms of person centered practices, risk mitigation (temporary modifications) would all require additional training and consultation by those with expertise in those areas.</p>	
<p><u>Federal Requirement #5:</u> <i>Facilitates individual choice regarding services and supports, and who provides them.</i></p>	<p><u>Guidance:</u></p> <ul style="list-style-type: none"> • 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?

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

Please explain: At this time clients do have the opportunity to express preferences of the staff who support them. However, the protocol of how and when to voice their concerns is limited to a set schedule and process. Our agency is interested in exploring innovative ways to add flexibility and a sense of self- advocacy to this process. We also are interested in increasing the number of staff we currently have, by hiring individuals of difference cultures to reflect the diversity of the clients we serve. We believe that it is important for clients to see a reflection of themselves in the people who support them. Therefore, creation of new or revised agency policies and protocols to document client satisfaction and requests for changes in service delivery or their support staff are needed. This would ensure sustainability of person-centered practices/ HCBS requirements.

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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> <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 Please explain: Click or tap here to enter text.</p>	
<p><u>Federal Requirement #7:</u> <i>Each individual has privacy in his/her sleeping or living unit: Units have entrance doors lockable by the individual, with only appropriate staff having keys to doors as needed. Individuals sharing units have a choice of roommates in that setting. 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 Please explain: Click or tap here to enter text.</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: Click or tap here to enter text.</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: Click or tap here to enter text.</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: Click or tap here to enter text.</p>	

CONTACT INFORMATION

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Contact Name: Cheryl Johnson
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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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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 backup, 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.
- Using a form from previous years will negatively impact a concept score, so please ensure the current FY 20-21 form is 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 and opportunities.

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 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 a sustainable plan for person-centered planning/thinking and training regarding the HCBS rules.
- Enabled residents to age in place and exercise more choice and independence.

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Vendor name	Community Support Outreach Development Resource Center (CORD)
Vendor number(s)	PX0854
Primary regional center	South Central Los Angeles Regional Center (SCLARC)
Service type(s)	Adult Day Services
Service code(s)	055
Number of consumers typically and currently served	39
Typical and current staff-to-consumer ratio	1:1
<p>1. Please provide a brief description of the service/setting. Include what a typical day consists of during regular program as well as how services are currently being provided. This response must include the baseline/current levels for any aspects of the program for which the concept proposes funding.</p>	
<p>Supporting clients via remote services such as facetime, zoom or iPad and working on their goals and objectives. (within our office or the community while adhering to social distancing and other health and safety precautions related to COVID-19). Support around virtual learning, organization of time and assignments as well as other executive functional skills has been needed. Weekly packets of activities relevant to their goals is also provided to clients via staff delivery and in-person and virtual support as appropriate. Scheduling of staff based on our client's preferences in terms of when, where and how to receive services to the best of our ability based on staff capacity, and level of skill set.</p>	
<p>Project Narrative Description: While filling out this section, reflect on how services are typically provided and how that might have changed in the past year. Think about what has been learned in the past year and how that might shape services going forward. Funding awarded through this concept can span the course of up to two years which would allow time to shape services to be more person-centered and align with the HCBS federal requirements.</p>	
<p>2. Please provide a brief summary narrative of the concept for which you are requesting funding, including justification for the funding.</p>	
<p>Considering the virtual service delivery modifications needed during COVID 19, the Community Support Outreach Resource Development Center (CORD) has tried to continue to individualize services for each client based on their goals and objectives towards community participation and employment.</p> <ol style="list-style-type: none"> 1. CORD is requesting additional staff to ensure staff/consumer 1-1 ratio. This request is in order to adhere to the State of Emergency health and safety guidelines and continue to provide person centered services and supports that are inclusive and individualized. The increase of staff would ensure 1-1 staff ratio that would enable clients to have the opportunities and flexibility to pursue their specific goals and activities with support, and have client choice in terms of what, where, when and how these goals are pursued. (Fed Req 1,4) 2. CORD would like to utilize 2 in-house PCT Trainers to conduct monthly trainings, as 	

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well as trainers with specific expertise. New staff would receive the 2-day Person Centered Thinking Training, 1 day training on planning and facilitation, and a half day on culture/diversity training. Monthly staff trainings on pc plan implementation would occur. Additional training of clients the protocol around health and safety measures related to COVID 19. CORD would like funding to provide ongoing culture and diversity training for staff to ensure that clients rights to be treated well are honored. (Fed Req 4)

3. Funding for technology such as iPad's and training of clients on the use of technology and identifying alternatives that meet their skill level and needs is requested.
4. Cord would also like to develop an advisory board for clients to share their ideas, concerns, and feedback to the agency. Ongoing community outreach, in which resources in the community could be identified and utilized to creatively meet the goals of the client. (Fed Req 1, 2)
5. Funding is requested for consultation on the creation of new or revised agency policies and protocols to document client satisfaction and requests for changes in service delivery or their support staff. This would ensure sustainability of person centered practices/ HCBS requirements. (Fed Req 5)
6. CORD would utilize funding for continued community resource development, that would provide broader opportunities for clients to engage in the communities of their choosing in a non-segregated setting. (Fed Req 1,2)

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_x__ 3___ 4_x__ 5_x__ 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 (Setting is integrated and supports full access to greater community to same degree as individuals not receiving Medicaid HCBS):

Barriers to this level of integration are identifying the appropriate community resources that address these unique needs, providing staff training around how to address and support individuals with diverse needs. Training by professionals with expertise in the areas of forensic, mental health, and person-centered practices would be required.

Federal Requirement #2 (Setting options are identified by the client and documented in a person-centered plan):

Barriers: Staff training is needed to ensure the person-centered planning meetings are facilitated effectively, plans are written in a way that expresses what is important to and for the clients. An increase of staff is needed to address these issues. Time and wages to be considered during training periods is also an obstacle.

Federal Requirement # 4 (Optimizes but does not regiment individual initiative, autonomy, and independence in making life choices):

Barriers: Limited resources for clients in these areas as well as a staff skill set to support clients in making self-directed life choices through a strong and positive self-concept and sense of belonging in their chosen community.

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Federal Requirement #5 (Facilitates individual choice regarding services and supports and who provides them): Barriers: Training from a person-centered approach on innovative ways to ensure that clients have informed choice around services, supports, and support providers. Increase of staff through a hiring process with emphasis on cultural diversity is also a priority.

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 by March 2023.

Outcome 1: Person centered culture change within agency (sustainability of HCBS requirements)

- All staff will receive the 2-day person centered thinking training.
- Management will receive train the trainer model on person centered thinking, facilitation and planning.
- Management and key staff will be provided on-going training and support to direct staff on person centered planning and implementation of the goals in the plan.
- Client advocacy meetings will be scheduled monthly to ensure that input, ideas and preferences of clients is incorporated in the service provision.

Outcome 2: Outreach and resource development to meet the diverse needs of clients and foster inclusion and opportunities.

- Professionals with expertise in areas mentioned in concept will provide consultation and trainings as appropriate to meet the needs of clients served.
- Staff will outreach in the community of client's choice to identify resources in relation to their goals and preferences around work, social setting, and other life choices.

Outcome 3: All clients will have a person-centered plan that is reviewed quarterly for quality assurance that goals are implemented and still relevant to the client.

- Person Centered Plans will be reviewed quarterly for any changes that client feels need to be made.
- Person Centered Plan document will be created in a format that is understandable to client.

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

Outcomes: All clients of CORD will have a person centered plan, conducted virtually or in person as State Health and Safety Mandates allow, within 12 months of approval of funding. Two PCT Trainers will be certified by Winter of 2021. Expertise in organizational change and expertise in culture/diversity will be identified and contracted for training within the first quarter of the grant approval and trainings for all staff will be achieved within a 3-month period thereafter. Technology needed for clients as well as any training related to that will be developed and products purchased within first quarter of approved funding.

7. Please describe how and/or what was done to include input from the individuals served in

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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.

This concept for LGBTQ/forensically involved/ mental health challenge was chosen because our agency serves clients, that are experiencing identification challenges and/or transitioning into the community from a more segregated setting, as well as mental health issues related to COVID 19. The management team has discussed this emerging issue/need with clients.

8. Please describe how the concept you propose will enable you to provide more person-centered services to your clients.

Use of person centered thinking skills and practices in the development of PC plans will enable staff to provide individualized services to our clients, and continuously explore innovative ways to meet their needs. The agency will also use the training in different areas of need (mental health, forensic, culture) to help clients meet their goals. The need to address issues related to COVID around mental health and reemergence into the community safely is needed.

9. Please address your plan for maintaining the benefits, value, and success of your project at the conclusion of 2020-21 HCBS Funding.

CORD will have in-house PCT trainers, consultants with expertise in the areas noted will assist in additional trainings for staff and workshops for clients. The agency will make needed changes to policies and procedures to align with a more individualized approach to providing services to clients, a monthly meeting for clients to provide feedback and suggestions on how services can improve, as well as family input or clients chosen supports. The expectation is that this process will create a person centered culture within the agency and the changes to protocol and procedures will enable these best practices to be sustainable.

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). This information can be found at this [link](#).

The major cost of the proposed budget would be for person centered thinking, facilitation and planning training for all staff as well as enhanced training for management in a train the trainer model to ensure the person-centered practices and implementation are sustainable after the grant period. Consultation and coaching for more specific and complex client needs is the second major cost of the budget. This will provide support that addresses culture and diversity among clients as well as effective services and supports related to HCBS federal requirements of informed choice, personal rights, life enhancing opportunities parallel with individuals without disabilities and access to the community resources, and integration into the community as a contributing and valued member. Estimated completion of these goals and use of budget is 12 months.

11. Please address sustainability of funding sources for all programs or concepts requiring any

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funding past the timeframe of the requested funding, especially those that involve staff or other long-term costs. Please mark "not applicable" if costs will all be incurred during the program timeframe; up to two years.

Not applicable. The agency has a training plan for new and existing staff within this proposal that will provide sustainability at no additional cost beyond the grant and its timeline.

12. Have you or the organization you work with been a past recipient of DDS funding? If yes, what fiscal year(s)?

HCBS Funding No Yes. If Yes, FY(s) _____
 Disparity Funding No Yes. If Yes, FY(s) _____
 CPP Funding No Yes. If Yes, FY(s) _____
 CRDP Funding No Yes. If Yes, FY(s) _____

If yes to any question be sure to answer questions 13 and 14.

For providers who have received prior HCBS, Disparity, CPP or CRDP 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.

N/A

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.

N/A

Johnson Center Homes II

Monthly HCBS Expenditure Budget

	\$	\$
Expenses:		
Training:		
2day PCT trainings for all staff	6,000.00	
Training Materials	1,950.00	
Obersavation of PC facilitation and planning with 5 clients	1,130.00	
Management training: PC facilitation & planning	1,200.00	
Development of person centered plan agency template	1,250.00	11,530.00
Consultants/Coaching:		
Consultant for Job development/ Community skills	1,125.00	
Consultant Mental Health clinician	1,125.00	
Consultants Licensed Social Workers	1,800	
Consultant in LGBTQ, Culture and diversity training	1,500	
Consultant Forensic	1,800	
CPI Intervention	1,200	
Insurance: Workers compensation, Transportation & general liability	2,200	10,750.00
Computers, Printers & computer Accessories, office supplies	2,500	2,500.00
Total Monthly Expenditure		24,780.00

Employment Service Meeting.

1 AICC employment services - Help vendors & Int
Located at SOCT Building

2 Go to Caljobs if you loss your job to find anothe

3 Recruitment slated for 20th of August - Fedex e

4 Metro 2139227211

Training on safety - They provide training on sa

Presenter: Valarie Harrison - Boyer

Phone number: 2139227211

How to get a train or bus

Things to look how for when on the road

a. Traffic lights

b. Warning signs i.e train cming, no crossing e

c. tow tracks, two train coming. Watch out

b. how does doe a train weigh? 150 tons, 300

5 LAPD & internal Security

6 Rules on the bus

a. No loud music

b. Pay your correct fare or get a ticket

7 Metro carrier opportunity

a. Internship

i. High school

ii. College internship

iii. All internship are paid

8 Safety begins with you

pounds, 280 feet and as long as 7 school buses