Project Name: Autism Remote Work Force Readiness Pilot
Applicant Organization: Autism Society Inland Empire
Awarded Amount: $90,0 0.0
Funding Announcement Name: moting Service Access and Equi ty Grant

PROJ CT UMMARY

This is a pilot t support six adults with Autism t expl e 21st Centu y skills, emote employment, esume w iting, interviewing, self-adv acy skills, ac ommodations, ob mat hing, and J b Club.

APPLICANT TI N	APPLICANT R PON	ATTACHM NT
Applicant ligibilit		
Applicant Information		
1. Project Title	**Applicant Response**	
What is the ect Title?	Autism Remote W kfo e il t	
2. Awarded Amount	**Applicant Response**	
What is the total amount awarded for the project?	$90,0 0.0	
3. rganization Type	**Applicant Response**	
Choose the esponse that best des ibes y u ganization.	Community Based O ganization (CBO), 501( )(3)	
4. Description of rganization/Group	**Applicant Response**	
ovide a brief des ipti n of the ganizati n group. Explain what experien e y u ganization has managing a p ect simila t the proposal and state the out omes f that pr ect. You may upload y u br hu e add a website link.	The Autism S iety Inland Empire's mission is t imp ve the lives f ALL affected by autism in the Inland Empi e. We know that adults with Autism Spect um Dis der (ASD), erebral palsy, epilepsy, and intellectual disabilities experien e inequities in many areas – edu ation, health are, housing, employment, and ac ess t techn l ogy, t name a few. The Autism S iety Inland Empi e has been w king t advan e s ial and acial equity in poli es and programs, in luding ompetitive employment f individuals with developmental disabilities, f the last 13 years.

Ou most ecent pilot program di ectly elated t this proposal was a 4-h u   lass we developed t int odu e and provide hands-on experien e t adults with ASD in the field f emote ustomer servi e. We had seven people attend, 5 finished the lass, and th ee decided they wanted t pu sue obs in the area. Th ough u partnership with the Dept of Rehabilitation, these individuals are now looking f employment. | |
5. Applicant in Good Standing	**Applicant Response**	
Is the appli ant in good standing with the Calif nia Sec etary of State, Calif nia F an hise Tax Board, and Calif nia Department of Tax and Fee Administ ati n? lease upl ad onfi mation letter(s) pr f of good standing.	Yes	1
6. Subcontractors in Good Standing	**Applicant Response**	
A e the appli ant's subcont act s in good standing with the Calif nia Sec etary of State, Calif nia F an hise Tax Board, and Calif nia Department of Tax and Fee Administ ati n?	Yes	
Grant Reapplication Information		
Grant Reapplications nl		
1. Previous Award(s)	**Applicant Response**	
Did y u ganizati n eceive DDS grant funding in fis al year 2019-20 2020-21? If yes, go t question 2 t omplete each olumn. If n , skip this ategory and go t ategory 3.	Yes	
2. Previous Grant Award(s)	**Applicant Response**	

APPLICANT TIN	APPLICANT RPON				ATTACHMNT

	Year Awarded	Project Title	Grant Numer	Award Amount
Sin e fis al year 2019, mplete a w f each DDS Se vi e A ess and Equity g ant y u ganizati n was awa ded funding.	2018	C laboración, Liderazgo, Abogacía, Se vi i y Edu a ión (CLASE) C mmunity f acti e	18-C 2	85,607
	2019	Expansi n of the C laboración, Liderazgo, Abogacía, Se vi i y Edu a ción (CLASE) C mmunity f acti e	19-C 2	94,740
	2020	CLASE C mmunity f acti e: Empowering Latin Stakeh lders with a V i e fo Adv a y	20-C 2	60,

3. Previous Grant utcomes	Applicant Response	
ovide a brief g ant summa y of y u pr ect ut mes f fis al year 2019-20 and/ 2020-21.	The p e t out ome in 2019 was t ontinue t build the apa ity f leaders wh se ved the Spanish Speaking ID/DD ommunities in the Riverside and San Be na din C unties by 1. In easing knowledge on person-centered thinking and planning f 32 leaders wh servi e the Inland Empi e Hispani /ID/DD community 2. In easing pa ti ipation at stakeholder meetings and systems adv a cy 3. In easing ma keting and esou e mate ial f the Hispani /Spanish-speaking mmunity n issues elevant t Regional Cente se vices, eventually p du ing a lib a y f to ls t sha e with all groups and t aining pa ti ipants t alleviate burnout and use new ping st ategies, tea hing them t families afte they lea n them.

The 2019 CLASE C mmunity f acti e had a total of 49 leaders f m 21 Inland Empi e ganizations and independent pa ent advocates wh pa ticipated, lea ned news skills, and developed new esou es f the community. As COVID oa ed th ough Calif nia, thanks t the support f m DDS, we were able t dist ibute tablets t all the CLASE members t allow them t a ess iti al esou ces du ing the pandemic via nline t aining and inf mal netw king time. A total f 13 new es u e mate ials we e devel ped th ugh the pra tice and all goals we e met.

While the 2020 pr ect is still in process, the utcome we expect is t empower Inland Empi e Latin leaders t in ease thei adv a cy effectiveness and pa ticipation in egional center adv a cy issues. The e a e u ently 41 leaders f m 19 ganizations wh attend this yea 's h t. The group has had leaders f m va i us backg unds sha e thei experien es with adv a cy and leadership as a person f l . Leaders eated a Regional Center systems navigati n esou e in English and Spanish t assist families asking f se vices which we e distributed th ugh ut the g up's netw ks. CLASE is urrently w king th ugh issues elated to the einstatement f So ial Re eation servi es and p epa ing t pra tice stakeholder adv a y. See atta hed additional eport f qualitative and quantitative eporting f this year. | 1 |

4. Project Transition	Applicant Response
If awarded, h w will y u ent pr ect t ansiti n int the 2021-22 proposed pr ect? Does y u proposed pr ect expand ontinue y u u ent pr ect, if s h w? What activities, measu es, target groups are being added? ovide a summa y of the diffe en es and easons why y u a e proposing the hange.	This is a ompletely new pr ect and w uld be an additional grant besides the CLASE C mmunity f a ti e.

APPLICANT TI N	APPLICANT R PON	ATTACHM NT
General Application		
Proposal Summar		
1. Project Type	**Applicant Response**	
Choose the pr ect type that best des ibes y u activities f om the list below:	W kf e Capacity and Development	
2. Duration of project	**Applicant Response**	
Choose the du ati n of y u pr ect.	12 m nths	
3. Regional Centers	**Applicant Response**	
Choose the Regional Center(s) that y u pr ect will serve. Che k all that apply.	Inland Regional Center	
4. Counties Served	**Applicant Response**	
List the ounty ounties y u pr ect p oposes t se ve. Check all that apply.	Rive side County , San Berna din County	
5. Cit of Los Angeles	**Applicant Response**	
If y u pr ect p oposes t se ve the City of Los Angeles, list the zip des y u pr ect will serve.	n/a	
6. Communit Based rganizations	**Applicant Response**	
Will y u be w king with ne m e C mmunity Based O ganizati ns? If s , p vide the name f the ganizati n and h w you will be w king togethe .	We will be dist ibuting the inf mation th ugh the CLASE C mmunity f acti e and Inland Regional Cente t dist ibute inf mation about the pil t. We will als be w king with Divergent, started by a brothe of a young man with Autism. https://daive gent. m/ Daivergent is a ubli Benefit C porati n dedi ated t the neu odive gent and disability mmunities.	
7. Multiple rganizations	**Applicant Response**	
Does y u pr ect in lude partnership with one m e ganizati ns either as a o-appli ant sub nt a t ? If "yes", please upload a lette f support f m each ganizati n, that in ludes an explanati n f thei le in the partnership.	Yes	1
8. Strategies and Sustainabilit	**Applicant Response**	
H w will y u p e t ntinue its w k afte the grant funding has n luded?	The s ipted esponses, the la k of face-to-face ntac t, the lack f need for t ansportation, flexible s hedules, and good techni al skills make em te w k a good match f s me adults with autism and ther developmental dis ders. This pr ect will w k with 6 Regi nal Center lients to pil t the delivery f b expl ation, skill training, interviewing and esume support, assistance with ob matching, and support after the lient is employed. We u ently have l ng-standing elati nships with The Department f Rehabilitation and the San Berna din C unty W kf e Development Board. We feel that we will know m e afte the pilot program about what w ks, what areas may need m e less support, and how many lients ve all a e interested in remote w k ve sus in-pers n empl yment. Data gathe ed will inf m us f possible funding me hanisms.	
Tar et Population		
1. Ethnicit Groups Served	**Applicant Response**	
Sele t the ethni ity g up(s) the pr ect will serve. F "Indian", " acifi Islander", "Slavi " "Other" use mment se tion t list spe ific groups.	Af i an Ame i an , Filipin , Hispani , Other (list)	
Appli ant Comment	Individuals with Autism f all ethni ities have been identified by Inland Regional Center as a g up wh has disparities. This pr ect would se ve adults with Autism f all ethni ities.	
2. Ethnicit Group(s), Language(s) and Number of Individuals Served	**Applicant Response**	

F each ethni ity group, provide the number of individuals y u p e t intends t serve and the elated language(s).			
	Hispani	2	English
	Asian	1	English
	White	1	English

3. A e Group(s) Served	Applicant Response
Sele t all Age G oups the p e t will se ve.	22 and lder
Appli ant Comment	

Project Application

1. Project Summar and rganizational xperience	Applicant Response
ovide a lear and on ise pr ect summa y that in ludes a defined ta get population, at hment area, and p e t design. Specifi ally describe what y u p ect will ac mplish and how it will benefit the mmunity served. In y u answer, in lude what experien e y u ganizati n has w king with the ta get population?	_"Siloed systems ield siloed esponses."_ - CA Health Human Servi es, 2021 Employment f Individuals with Autism has been a hallenge. Individuals with Autism must mpete f p siti ns, whi h can be difficult f th se with mp mised s ial mmuni ation skills that an hamper thei perf man e in b interviews and make it diffi ult t engage su essfully with -w ke s. S ial anxiety, seve e sens y hallenges, diffi ulty with flexibility an als play a part in obtaining obs. Still, the e are als systemi issues: lack f t ansportation, lack f areer expl ati n, need m e experien e with social mmunicati n issues at w k. The Autism S iety Inland Empi e has been w king n systemi issues and ba iers in empl yment f the last 14 years. We have provided em te paid and v lunteer pportunities f ve 3 adults with Autism in the p evious tw years. A eas of w k in luded graphi design, developing awareness material n Augmentative mmuni ation and neu odive sity, teaching Wellness lasses, developing u i ulum f law enf ement, and publi speaking. This year we pil ted a Rem te Customer Servi e Expl ati n lass and had five adults parti ipate. Afte lass th ee decided they wanted t pu sue this a eer, but th ee months late , they are still navigating the system t find a vendor wh an provide b support and development. This pil t addresses these issues and p vides an ppor tunity f six adults with ASD wh a e Inland Regional Center lients with vari us ethni backg unds t parti ipate in vi tual classes, b expl ati n, inte view, esume preparati n, learn about self-adv acy and b a mmodati ns, and apply f em te employment with the assistan e of t ained inst u ts. - a ti ipants will parti ipate in a small g up 80 h u lass ve a 21st Centu y Cu i ulum that f uses n building ob skills in emote w k and IT and p viding w k simulati ns t "try ut" different 21st- entu y areers. A ertifi ate will be provided t lients wh successfully mplete this. - Clients then move t interview and esume p eparati n and learn about ob a mmodati ns and self-adv acy with the help of a facilitat . - J b mat hing. Staff will assist with a u ated list f emote empl ye s and identify possible b mat hes and the appli ati n p ess if ne essa y. - J b Club: Afte lients are empl yed, a weekly J b Club will meet small g ups t e eive peer-to-peer support and t oubleshoot any issues that may a ise on the ob. This pr ect ould provide a oadmap f a new es u e f the Autism and I/DD mmunity. We ealize em te employment will n t be f every ne, but it uld be seen as anothe pti n f those with a parti ula skill set and wh prefer n t t w k in an in-pers n envi onment. Fu therm e, this p e t uld serve as an example f systemi effi ien y but not have individuals and families navigate multiple systems and vend s.

2. Data and Communit Input	Applicant Response

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENT
Explain how the target population(s) are underserved using RC POS data or other data as supporting evidence of the disparity. In your answer, include how your organization used input from the community and/or target population to design the project?	Employment for adults with I/DD is an area where there has not been much success. Individuals and families encounter multiple systems to navigate and are frequently frustrated by the lack of services that address their needs. DDS Employment Data Report shows that only statewide, only 16% of all Regional Center consumers were receiving wages in 2019, and it dropped to 13% in 2020. In the Inland Empire, the numbers were even less – 13.6% in 2019 and 11.8% in 2020. For supported employment, the numbers are even more disheartening. Inland Regional Center data showed in FY 19/20, 530 clients out of 15,801 had supported employment services (3.4%). SANDIS data showed that in this sub-category, Native American (1.9%), Asian (2.5%, Hispanic (3.3%), and White (3.0%) Regional Center clients had a lower-than-average participation rate. The 2018 Autism Society of California Survey reported 81% of adults and family members feel working 2 hours a week or more in an integrated setting making at least minimum wage or more is essential. Yet, only 4% of the Regional Center clients have met this goal according to a 2018 DDS Public Records Request. Survey respondents also advised to be successfully employed more experience with social skills and communication needed at work (52%); help with interviewing and resume writing (39%); more job exploration (34%); trouble with transportation (25%) and no programs vendored with Regional Center that would help (25%). This pilot address these issues.	
3. Uniqueness	**Applicant Response**	
How is the proposed project unique or different from a currently funded grant (e.g., strategies, activities, and objectives) in the proposed regional center attachment area? If the project is similar to a currently funded grant listed on the Department's website, how is the proposed project different?	There are currently no projects which have been funded similar to this project. This project is unique for many reasons: 1) it focuses on disparities specifically around employment for adults with I/DD 2) it streamlines the employment pipeline by eliminating silos that exist in the various Health and Human Service system 3) it uses an online model which reduces barriers around transportation 4) it provides technology for clients who cannot afford it 5) it provides training and vocational support for clients who are interested in remote employment 6) provides for self-advocacy training around employment issues Virtual classes delivered in a small group (3:1) and facilitated by staff will allow clients to build job skills in remote work, provide work simulations to "try out" different 21st-century careers, practice interviewing, update or prepare their resume, receive assistance applying for a remote position and participate in a job club. Training will be provided around self-disclosure, self-advocacy, and accommodations.	
4. Improve Equity and Service Access	**Applicant Response**	

APPLICANT TI N	APPLICANT R PON	ATTACHM NT
H w will y u p e t improve equity, ac ess, and edu e bar iers t se vices f individuals with intellectual and developmental disabilities and thei families?	This pil t p e t is an inn vative model t improve the employment ate of individuals with Autism f all ethni ities. There a e a number of ways this grant will edu e bar iers t servi e and imp ve employment f adults with autism: 1) it f uses n disparities specifi ally around employment f adults with I/DD 2) it st eamlines the employment pipeline by eliminating sil s that exist in the vari us Health and Human Se vi e system 3) it uses an online model whi h edu es bar iers a und t ansportati n 4) it provides te hn logy f lients wh an n t aff d it 5) it provides t aining and v ati nal support f lients wh are interested in emote empl yment 6) provides f self-adv acy t aining a und empl yment issues 7) The Autism S iety Inland Empi e will w k with llaborat s in luding Inland Regional Center t ndu t out each and gathe inf mati n on the interest in emote empl yment in the l al mmunity whi h is anothe layer of data olle ti n in this p e t.	
5. Support of RC Plan	**Applicant Response**	
H w does this pr ect support the RC plan t pr m ote equity and edu e disparities in y u p oposed at hment a ea? If y u a e a RC, h w does this pr ect support y u e mmendati ns and plan t pr m ote equity and edu e disparities in y u at hment area? H w will y u p e t llaborate with ther ganizati ns that se ve individuals with intelle tual and developmental disabilities and thei families?	In easing empl yment ppor tunities f all lients has been a f us f Inland Regional Center. The Autism S iety Inland Empi e sits n a w kgroup with both Empl yment Specialists and has piloted pr ects with thei input. This p e t is n different. We have had onve sati ns with staff about this p e t and expect t ntinue u good w king elati nship. We w k togethe t spread awareness about the pr ect t ase w kers and families. We value thei input as we expl e new ppor tunities fo adults.	
6. Project Activities	**Applicant Response**	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENT
Note: Before answering this question, applicants must complete the Activities Template located in the middle tab directly above. Clearly and specifically state how the schedule of activities demonstrates the steps that the project will take to achieve its stated objective and measures.	Both Daivergent and the autism Society have years working with adults on the spectrum on employment issues. There is a clear and concise plan to implement this project successfully. The project has four main components: 1. Virtual classes delivered in a small group (3:1) and facilitated by staff will allow clients to build job skills in remote work, provide work simulations to "try out" different 21st-century careers. These classes will be delivered in 8 weeks through 2 hours a day Mon-Fri from April 1-May 30th. 40 hours total 2. Practice interviewing, update & prepare their resume. Training will be provided around self-disclosure, self-advocacy, and accommodations and scheduled as 1-2 hour classes once a week from June 1-Aug 30th. 8 hours total 3. Participants receive assistance applying for a remote position, including job matching. This portion is estimated at 6 hours—Sept 1 to date they are employed. 4. Job Club. Informal support group facilitated by staff after the participant is employed. This portion of the project is estimated at 32 hours. The activities to support this schedule include: - Contact with Daivergent to provide online training and support - Publish a calendar of dates and expectations for participants. - Recruit/screen for participants for workshops - Ensure all participants have the technology to access online classes and, if not purchase. - Develop pre-/post test for 21st Century Workskills - Implement job coaching, self-advocacy, and resume-building unit. - Identify job matches and assist with employment applications. - Design and implement Job Club for support.	
7. Project Measures	**Applicant Response**	
Before answering this question, applicants must enter performance measures into the Activities Template located in the middle tab directly above. Are your proposed measures appropriate to track the project's objective and activities? Explain how your proposed measures provide insight into the effectiveness of the overall design of the project and demonstrate how the impact on the community will be evaluated.	According to a survey from Enterprise Technology Research, the percentage of workers permanently working from home is expected to double in 2021. It is estimated that 70% of the workforce will be working remotely at least five days a month by 2025. The scripted responses, the lack of face-to-face contact, the lack of transportation, flexible schedules, and good technical skills make remote work a good match for some adults with autism and other developmental disorders. Great care will be given to take narrative data besides the quantitative and qualitative data. We will collect data on attendance, numbers of jobs explored, the number of jobs individuals felt they were a good match for, how many applications were submitted, how many interviews, and the number of jobs accepted. Other quantitative data include the number of hours worked and the rate of pay. The expectation is that the pilot will be a success, and we want to ensure we document all lessons learned - what worked and what did not work. Care will be taken to document how successful lessons were, if there were trends during self-advocacy, accommodations, and interviewing.	
8. Budget Template and Narrative	**Applicant Response**	

Note: Before answering this question, applicants must complete the Budget Template located in the ta directly a ove. In y u Budget Template, explain h w the p e t budget is nsistent with the stated p e t objective and activities, and learly and on isely explain how the p oposed expenditu es support the overall pr ect design and proposed out omes. • Budget Template example is l ated at Atta hment C. • Budget Details and Rest i ti ns are available he e.	See attached budget template and nar ative.	
9. Budget Costs Explain how the p e t budget sts are learly ass iated with the p e t activities and objective and onfi m that the budget does n t in lude n n-all wable osts sts funded by othe s u es.	**Applicant Response** This pil t would develop a test a new m del of delivery f b expl ation and open the door f emote employment. We were very areful in ensu ing that sts were kept down and not dupli ated. F instan e, because the Autism S iety Inland Empi e has al eady equested DDS t pay f Zoom in anothe g ant proposal, we did n t in lude it again in this p oposal. We onfi m that the budget does n t in lude n n-all wable osts sts funded by othe s u es.	
1. Confirm Proposal Discussion with RC(s) CBOs are equi ed t dis uss thei proposal with each RC(s) the CBO is intending t serve. If you are a CBO, have y u dis ussed y u p oposal with each RC you are intending t se ve?	**Applicant Response** Yes	
2. RC Contact CBOs are equi ed t submit thei appli ati n on u ently t the Department and t each RC(s) at hment the CBO is intending t se ve. If y u a e a CBO, state the name(s) f the nta t pe s n(s) at each RC you have dis ussed y u proposal with.	**Applicant Response** This proposal was dis ussed with CJ Cook, Manager, Community Engagement, Lilliana Garni a, Cultu al Specialist, and Andrew Bu di k, Employment Specialists at Inland Regional Center. We have eceived a letter of support f m the Inland Regional Center (atta hed).	
3. Applicant Certification By submitting this appli ati n, the Appli ant is ertifying the t uth and ac u a y of the p oposal. The appli ant als ertifies that if y u have subcont acting ganizati ns, each parti ipating ganizati n has eviewed y u pr ect and agrees t thei assigned activities, measu es, and the budget.	**Applicant Response** Yes	
Appli ant Comment	Beth Bu t	