

APPLICATION REPORT

Project Name: Readiness toward future employment and independence
Applicant Organization: Kern
Awarded Amount: \$18,000.00
Funding Announcement Name: Mentoring Services Access and Equity Grant





PROJECT SUMMARY

The bilingual outreach specialist will work 1:1 with individuals/families to provide resources and educate barriers. Provide information to young adult and families who are in the transition process from educational services to work force about their options and plans for the future as well as working closely with the assigned SC for project plan, and implementation.

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENTS
Applicant Eligibility		
Applicant Information		
1. Project Title What is the project Title?	Applicant Response Readiness toward future employment and independence	
2. Awarded Amount	Applicant Response \$188,000.00	2
3. Organization Type Choose the response that best describes your organization.	Applicant Response Regional Center (RC)	1
4. Description of Organization/Group Provide a brief description of the organization/group. Explain what experience your organization has managing a project similar to the proposal and state the outcomes of that project. You may upload your brochure or add a website link.	Applicant Response The Kern Regional Center (KRC) was founded in 1971. Our mission is to support equality, independence, and opportunity. KRC coordinates services and collaborates with other agencies to develop the best services for clients and their families. KRC values diversity respects individual rights and choices and is committed to excellence, honesty, and cost-effective service delivery. KRC serves Kern, Inyo, and Mono Counties. Kern Regional Center has successfully managed two disparity grants (FY17-18, 18-19). Each project was a part of Kern Regional Center to increase the number of individuals served in the community. Outcomes from the previous projects include hiring four service coordinators, a nurse, a community outreach individual in the Inyo/Mono County to serve the Native American population of the area to reduce barriers and increase participation by providing workshops, training, and written information to the participants.	2
5. Applicant in Good Standing Is the applicant in good standing with the California Secretary of State, California Franchise Tax Board, and California Department of Tax and Fee Administration? Please upload confirmation letter(s) proof of good standing.	Applicant Response Yes	
6. Subcontractors in Good Standing Are the applicant's subcontractors in good standing with the California Secretary of State, California Franchise Tax Board, and California Department of Tax and Fee Administration?	Applicant Response Yes	1
Grant Reapplication Information		
Grant Reapplications		
1. Previous Award(s) Did your organization receive DDS grant funding in fiscal year 2019-2020-21? If yes, go to question 2 to complete each column. If no, skip this category and go to category 3.	Applicant Response Yes	


APPLICANT TITLE	APPLICANT RESPONSE	ATTACHMENT								
<p>2. Previous Grant Award(s)</p> <p>Since fiscal year 2019, complete a workflow each DDS Service Areas and Equity grant your organization was awarded funding.</p>	<p>Applicant Response</p> <table border="1"> <thead> <tr> <th>Year Awarded</th> <th>Project Title</th> <th>Grant Number</th> <th>Award Amount</th> </tr> </thead> <tbody> <tr> <td>19-20</td> <td>Outreach and Education about KRC services Individual that Identify as native American in the Inyo and Mono Counties</td> <td>19-KRC-10</td> <td>131,1440</td> </tr> </tbody> </table>	Year Awarded	Project Title	Grant Number	Award Amount	19-20	Outreach and Education about KRC services Individual that Identify as native American in the Inyo and Mono Counties	19-KRC-10	131,1440	1
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19-20	Outreach and Education about KRC services Individual that Identify as native American in the Inyo and Mono Counties	19-KRC-10	131,1440							
<p>3. Previous Grant Outcomes</p> <p>Provide a brief grant summary of your project outcomes for fiscal year 2019-20 and/ 2020-21.</p>	<p>Applicant Response</p> <p>One of the main goals of the FY 19-20 grant was to connect with the community and the population of Inyo and Mono Counties, to increase the number of referrals for children who identify as Native American, and to provide information to the community about the Regional Center and the Early Start program. This grant was successful:</p> <ol style="list-style-type: none"> 1. Making connections with other agencies and programs in Inyo and Mono counties, on and off the reservation. Full clients and families to receive access to all services offered and awareness of our program, it was essential to reach out to programs on and off the reservation. In counties and beginning of 2019, Kern Regional Center reached out to agencies and programs offering speaking engagements. Making connections with agencies/programs with communities has increased awareness of Kern Regional Center, increased referrals, and educated clients through agencies when needed (Whether to speak with, qualifications for services, and assistance with paperwork if needed.) 2. Collaboration is key. Collaborating with other agencies on presentations, workshops, and events only increased the number of people we reached and received information about Kern Regional Center and services we provide, especially the Early Start program. However, during the 2020 lockdown, these collaborations were vital in helping each other communities with webinars, events, and virtual conferences. 3. Ways that we found to be successful in disseminating the information and increasing stakeholder attendance included: using social media platforms (Facebook and Instagram), Meetings via virtual; making sure organizations who attended were aware of the events Kern Regional Center were putting on, and inviting them and their clients to join, advertising on the radio and newspapers (community gets a majority of their information through the three leading newspapers and five radio stations in our area), emailing and texting flyers to the public were ways to get our events advertised before lockdown and during lockdown. 4. Information obtained from community stakeholders revealed the need in the community questionnaires of the need for parenting classes. Due to this feedback, KRC put on a parenting class for parents in the community, Triple Group Stepping Stones class, Family Enhancement – 12 years old who have a disability. We have a qualified person to teach the lesson, and we have had parents reach out and ask about the class, and attendance has been positive. 									
<p>4. Project Transition</p> <p>If awarded, how will you ensure project transition into the 2021-22 proposed project? Does your proposed project expand on/continue your current project, if so how? What activities, measures, target groups are being added? Provide a summary of the differences and reasons why you are proposing the change.</p>	<p>Applicant Response</p> <p>The current project does not transition to the new one. The new proposed grant is different from the 19-20 in the following; the area to be served is Kern. The population includes Native Americans, and the added ethnographic groups are Hispanic, African Americans, and individuals whose first language is ASL.</p> <p>The main reason why the project has changed is the request of the parents in Kern County asking for assistance to navigate and understand the services and services they needed and how they can be employed in their community and be valued as individuals. Kern Regional Center is eager to build trust with the community, parents and new tribal programs to increase the individuals we serve participation in the workforce. Also, establish culturally relevant services and trusting relationships with unmet supported Latinx individuals and unmet not yet supported underserved individuals by KRC. In addition, this grant goal is to help with the transition process and share information with parents and clients about future employment and educational opportunities. This grant will allow all parents to build trust in the system and the programs employment opportunities offered to their loved ones by creating a link with someone who speaks the parent's and client's language. This grant will give the opportunity for the individuals we serve to be integrated with their community.</p>									
General Application										
Proposal Summary										
<p>1. Project Type</p> <p>Choose the project type that best describes your activities from the list below:</p>	<p>Applicant Response</p> <p>Educational and Training</p>									
<p>2. Duration of project</p> <p>Choose the duration of your project.</p>	<p>Applicant Response</p> <p>24 months</p>									
<p>3. Regional Centers</p>	<p>Applicant Response</p>									

Choose the Regional Center(s) that you project will serve. Check all that apply.	Kern Regional Center																
4. Counties Served List the county/ies you project proposes to serve. Check all that apply.	Applicant Response Kern County																
5. City of Los Angeles If you project proposes to serve the City of Los Angeles, list the zip codes you project will serve.	Applicant Response Not Applicable																
6. Community Based Organizations Will you be working with one or more Community Based Organizations? If so, provide the name of the organization and how you will be working together.	Applicant Response Kern Regional Center will partner with Pathpoint. An Outreach specialist will provide information and resources, and training opportunities will work 1:1 with families with children ages 15+ and help families navigate the transition process and work closely with SC to explore a path for the future workforce of Kern County. Support the Regional Center in their goals with lessons learned from the pilot and help KRC understand the barriers to employment for the population served in the pilot.																
7. Multiple Organizations Does your project include partnership with one or more organizations either as a co-applicant/subcontractor? If "yes", please upload a letter of support from each organization, that includes an explanation of their role in the partnership.	Applicant Response Yes																
8. Strategies and Sustainability How will you perpetuate its work after the grant funding has concluded?	Applicant Response From the feedback obtained from this grant, Kern Regional Center will develop ways to implement and continue to meet with all programs to increase participation in the workforce. Also, establish mutually relevant services and trusting relationships with currently supported Hispanics, Native Americans, African Americans, and individuals whose first language is ASL and outreach to individuals who are not yet supported/underserved by KRC. In addition, a group of key individuals who support the persons served will meet to create a group that will help the transition process and share information with parents and clients about future employment and educational opportunities. The connections made will be solid, and long-lasting relationships will extend past the life of the grant.																
1. Ethnic Groups Served Select the ethnicity group(s) the project will serve. From "Indian", "Pacific Islander", "Slavic", "Other" use comment section to list specific groups.	Applicant Response African American, Hispanic, Native American																
Applicant Comment	Individuals whose first language is ASL.																
2. Ethnic Group(s), Language(s) and Number of Individuals Served For each ethnicity group, provide the number of individuals you perpetuate intends to serve and the related language(s).	Applicant Response																
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Ethnic Group(s)	Individuals Served	Language(s)															
Hispanics	500	Spanish															
African American	100	English															
Native American	50	English															
All ethnic groups	50	ASL															
3. Age Group(s) Served Select all Age Groups the project will serve.	Applicant Response 16 to 21																

APPLICANT TITLE	APPLICANT RESPONSE	ATTACHMENT
Applicant Comment	This project includes individuals age 22 year old	
Project Application		
Project Application		
<p>1. Project Summary and Organizational Experience</p> <p>Provide a clear and concise project summary that includes a defined target population, target area, and project design. Specifically describe what your project will accomplish and how it will benefit the community served. In your answer, include what experience your organization has working with the target population?</p>	<p>Applicant Response</p> <p>The target population for this project is individuals between the ages of 16 to 22.</p> <p>The target area: Kern County</p> <p>KRC coordinates services and collaborates with other agencies to develop the best services for clients and their families. KRC values diversity, respects individual rights and choices and is committed to excellence, honesty, and most-effective service delivery. KRC respects, supports and operates with public and private agencies to carry out this mission. KRC's service areas include Kern, Mono, and Inyo counties. During the fiscal year 2019-2020, KRC served over 10,833 clients across three counties.</p> <p>The ethnographic project will serve a diverse African American, Native American, and Hispanic. We also include families of all ethnicity groups whose sons/daughters first language is ASL.</p> <p>The Kern Regional Center project will benefit the individuals we serve by assisting in integrating the workforce, planning, providing information at an early age to have a plan, and being well informed before the individual exit the academy. In addition, it will help the parents build trust in the services provided for their sons and daughters. This could help educate the service barriers and utilization of funding for the ethnographic groups identified in this grant. It will also assist in creating a personal plan that will allow the team to find out what the person wants and make arrangements to work on finding a job placement desirable for the individual we serve and not have to choose from what is available.</p> <p>One of the barriers that have come up in the past when doing presentations, talking to parents, services providers whose caseloads are primarily Spanish speaking, and members of the community is the cultural beliefs of the ethnographic groups identified in this grant as not accepting services due to their principal fear of their love and fear of what would happen outside of the safety of their home. Having an out reach specialist that KRC does not employ will provide the families with a different perspective to work with the services available and employment opportunities. The specialist can answer questions related to programs and someone they can build trust to walk together through the transition process. The bilingual outreach specialist will work 1:1 with individuals/families in Kern County and provide information to young adults and families transitioning from educational services to the workforce. The plan will discuss options for the future and work closely with the assigned SC to plan the personal plan and I.</p>	
<p>2. Data and Community Input</p> <p>Explain how the target population(s) are understood using RCOS data or other data as supporting evidence of the disparity. In your answer, include how your organization used input from the community and target population to design the project?</p>	<p>Applicant Response</p> <p>The target population for this project is individuals between the ages of 16 to 22. The ethnographic groups this project will serve are African American, Native American, and Hispanic. We also include families of all ethnicity whose child's first language is ASL. The bilingual outreach specialist will work 1:1 with individuals/families in Kern County and provide information to young adults and families transitioning from educational services to the workforce. The plan will identify options for the future and work closely with the assigned SC to develop the personal plan and I.</p> <p>Information to develop this project was obtained from the families KRC serves. Parents ask for more information from their sons and daughters and want to know what the community and KRC offer them as they age. In East Taft, parents are constantly asking about services, employment, education of their children when they get older. Parents in the transition age also asked similar questions. Parents report that the education department's transition meeting is not helpful as they feel there is no clear path for their children. The project's goals are; the provision of each service, the provision of a relevant education, the planning of a transition process related to employment opportunities. To help the parents plan for their child's future, an outreach specialist will meet with parents and work closely with SC to explore a path for the future workforce of Kern County.</p>	1
<p>3. Uniqueness</p> <p>How is the proposed project unique/different from a previously funded grant (e.g., strategies, activities, and objectives) in the proposed regional center target area? If the project is similar to a previously funded grant listed on the Department's website, how is the proposed project different?</p>	<p>Applicant Response</p> <p>Other projects are planning to serve Kern County, and although they expand to Kern, this grant is not similar to this proposed project. This project is different because it targets a population that other grants do not identify at this time, 16 to 22 years of age, transitioning from the educational system to the next step in their life. The objective is to help the parent and the client navigate the transition process. During the transition, the team determined whether the individual will continue their education up to 22 attend a program to develop work skills. Planning for their future after they age out of school, finding services and satisfaction of employment is difficult for parents and the individuals we serve. The effectiveness of the project before the client is in unmet high will prepare the client and the family for the next step. This project aims to guide families in the journey to adulthood, employment, and independence. The ethnographic groups this project will serve are; African Americans, Native Americans, and Hispanics. We also include families of all ethnicity whose child's first language is ASL. In addition, the specialist will answer questions, help clear doubts about employment, and help the parent build trust in the community and support the client and the parent in this stage of their lives.</p>	
<p>4. Improve Equity and Service Access</p>	<p>Applicant Response</p>	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENT
<p>How will you promote equity, access, and educate about services for individuals with intellectual and developmental disabilities and their families?</p>	<p>The Outreach specialist will work closely with the person served, SC's, parents, cultural specialist, Client Employment Specialist/ Day Program Liaison, the deaf and heard of hearing specialist to develop ways to help parents and clients to navigate the system and to create a successful transition while in the young years, thus all winging a likely successful transition plan, and service utilization. In addition, the SC assigned to caseloads will work in partnership with the Outreach specialist since the specialist acts as a liaison between individuals/families and their SC to ensure that the person is receiving culturally relevant services and translated information. The 1:1 model allows for building trust with individuals/families, and in time, they become comfortable engaging with providers and RC staff on their own.</p> <p>The Kern Regional Center will benefit the individuals we serve by assisting in integrating the workforce, planning, providing information at an early age to have a plan, and being well informed before the individual exits the academy. In addition, it will help the parents build trust in the services provided for their sons and daughters. This could help educate the service barriers and utilization of funding for the ethnically groups identified in this grant.</p>	
<p>5. Support of RC Plan</p> <p>How does this project support the RC plan to promote equity and educate about disparities in your proposed community area? If you are a RC, how does this project support your recommendations and plan to promote equity and educate disparities in your community area? How will you collaborate with their organizations that serve individuals with intellectual and developmental disabilities and their families?</p>	<p>Applicant Response</p> <p>The Kern Regional Center will benefit the individuals we serve by assisting in integrating the workforce, planning, providing information at an early age to have a plan, and being well informed before the individual exits the academy. In addition, it will help the parents build trust in the services provided for their sons and daughters. This could help educate the service barriers and utilization of funding for the ethnically groups identified in this grant.</p> <p>KRC is working to build trusting relationships, provide clear and effective information, and ensure equal opportunity to access culturally and linguistically appropriate services. KRC Client Employment Specialist/ Day Program Liaison focuses on establishing equitable practices and culturally diverse services. KRC is currently focusing on expanding outreach to underserved populations and implementing staff training and training of SC's to understand equity, finding ways to make sure everyone is reviewed every month, talking to parents about services, funding, utilization, and unmet needs. KRC is subcontracting with a third party to expand the RC's outreach to underserved Transition Aged Youth. In addition to working with the liaison, positions will work closely with Outreach specialists and employment liaisons to continue the grant activities.</p>	
<p>6. Project Activities</p> <p>Note: Before answering this question, applicants must complete the Activities Template located in the middle tab directly above.</p> <p>Clearly and specifically state how the schedule of activities demonstrates the steps that the project will take to achieve its stated objective and measures.</p>	<p>Applicant Response</p> <p>The proposed activities are to increase the number of African American, Hispanic, Native American, and individuals whose first language is ASL to participate in a well-planned transition process with the goal of employment in the community. Thus, leading to independence and, in the process, building trust between the families, the person served, KRC staff, and the community.</p> <p>By having an Outreach program that where time will be spent doing community outreach to individuals who need information about transition and employment, meeting with families 1:1 and providing information will help have a smooth transition for the person served and the families. Both the Outreach specialist and program liaison will assist in ensuring the objectives of the grant are achieved. These positions will also work with KRC to work in one of the main barriers shared by many community members relates to cultural beliefs and not accepting services due to their implicit fear of what would happen outside of the safety of their home, and not wanting to receive help from individuals outside of the home. Having an Outreach specialist that KRC does not employ will provide the families with a different perspective to what the services available and employment opportunities. The specialist can answer questions related to programs and someone that parents can see as objective and build trust together through the transition process.</p> <p>KRC will follow up with a joint as soon as the grant is awarded to meet with the director about the staff and start date. After this process has been accomplished the planning, will begin to work on the performance measures.</p> <p>Cultural specialist, KRC employment specialist, SC's, and deaf and hard of hearing specialist will meet with the Outreach specialist to share information of the clients participating in the transition plan. Also, the individuals described in this paragraph will participate in the transition meetings, Outreach opportunities and provide information to parents and clients about services.</p>	1
<p>7. Project Measures</p>	<p>Applicant Response</p>	

APPLICANT QUESTION	APPLICANT RESPONSE	ATTACHMENT
<p>Before answering this question, applicants must enter performance measures into the Activities Template located in the middle tab directly above.</p> <p>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.</p>	<p>The proposed measures for this grant gears to address the objective of the grant, which is to increase the number of clients participating in the Kern County workforce by developing a transition plan and increasing engagement with clients, parents, and KRC staff to close the disparities gap, the bilingual outreach specialist will work 1:1 with individuals/families to provide services and education. Provide information to young adults and families who are transitioning from educational services to the workforce about their options and plans for the future and work closely with the assigned SCF to prepare the transition plan and I .</p> <p>The performance measures reporting have been designed to capture the number of individuals participating in the transition plan, attending outreach events, the number of outreach events, obtaining information before and post-test of individuals knowledge about the transition plan. In addition, the narrative aspect of the reporting measure has been added to share the success and challenges while working in this grant.</p> <p>The measures we developed to have information to have the project ongoing. It will help understand how to help the persons we, and the families and what strategies to use with the families from the ethnic groups this grant is planning to serve and find out the barriers for individuals whose first language is ASL.</p>	<p>1</p>
<p>8. Budget Template and Narrative</p> <p>Note: Before answering this question, applicants must complete the Budget Template located in the tab directly above.</p> <p>In your Budget Template, explain how the project budget is consistent with the stated project objective and activities, and clearly and concisely explain how the proposed expenditures support the overall project design and proposed outcomes.</p> <ul style="list-style-type: none"> Budget Template example is located at Attachment C. Budget Details and Restrictions are available here. 	<p>Applicant Response</p> <p>Wages/Benefits</p> <p>Program Coordinator 20 41,600 1.00 \$41,600.00 \$43,680.00 \$85,280.00 1.00 FT earning \$20 per hour nY1 and \$21 nY2. positions responsible for coordinating the project, program development, supervising the Outreach Specialists, case management, reporting, training coordination, and overseeing partner and consultant relationships.</p> <p>Program Coordinator Benefits \$13,841.23 \$14,067.09 \$27,908.32 Health insurance, 403b match, employer tax, work comp, life and unemployment .8% health insurance increase nY2.</p> <p>Outreach Specialists 18 37,440 0.50 \$18,720.00 \$19,760.00 \$38,480.00 0.50 FT earning \$18 per hour nY1 and \$19 nY2. positions responsible for directly working with individuals and families, planning and facilitating training and outreach events, managing relationships, developing strategies, and reporting.</p> <p>Outreach Specialist Benefits \$6,694.75 \$6,807.68 \$13,502.44 Health insurance, 403b match, employer tax, work comp, life and unemployment .8% health insurance increase nY2.</p> <p>Project Manager Wages 36.65 76,232 0.05 \$3,811.60 \$3,925.95 \$7,737.55 0.05 FT earning \$76,232 annually nY1 and \$78,312 nY2. positions responsible for directing the overall project activities; Oversees grant requirements/deadlines; gathers/submits data/documentation or grant reports; manages contracts with consultants; acts as liaison with DDS and RCs.</p> <p>Project Manager Benefits \$503.07 \$517.42 \$1,020.49 403b match, employer tax, work comp, life and unemployment .8% health insurance increase nY2.</p> <p>Total Wages/Benefits \$85,170.66 \$88,758.14 \$173,928.80</p> <p>Direct Expenses:</p> <p>Materials/Workshops/venues \$5,000.00 \$5,000.00 \$10,000.00</p> <p>Materials, marketing, supplies for outreach and training events</p> <p>Training \$7,500.00 \$7,500.00 \$15,000.00 Funds for training or the coordinator and specialists. Specific training will be determined in partnership with KRC</p> <p>Translation/Interpreter 75 100 \$7,500.00 \$7,500.00 \$15,000.00 Consultant for ASL and other language needs \$75/hour or 100 hours per year.</p> <p>Indirect costs \$17,283.34, the indirect costs for this project are expected to be 15%.</p>	<p>1</p>
<p>9. Budget Costs</p>	<p>Applicant Response</p>	

<p>Explain how the project budget lists are clearly associated with the project activities and objective and confirm that the budget does not include non-all wable costs funded by other sources.</p>	<p>The project manager and program director will meet monthly review, reconcile expenses, and ensure the budget does not contain non-all wable costs expenses funded by other services.</p> <p>Out each Specialist and program Director Wages/Benefits: Supports Activity #1 – 10, which include participating and developing out each events, meeting with families to work on a transition plan, obtaining information to the basic families have in receiving services. Both the out each specialist and program director will assist in ensuring the objectives of the grant are achieved.</p> <p>Out each Specialist performs community engagement with individuals/families; Supports.</p> <p>Director Manager Wages/Benefits: Grant project management support for all activities</p> <p>Translation & Materials: Costs associated with translation/interpretation and other program materials supports all activities</p> <p>Indirect Costs: Administrative support for all activities</p>	
<p>1. Confirm Proposal Discussion with RC(s)</p> <p>CBOs are required to discuss their proposal with each RC(s) the CBO is intending to serve. If you are a CBO, have you discussed your proposal with each RC you are intending to serve?</p>	<p>Applicant Response</p> <p>Yes</p>	
<p>2. RC Contact</p> <p>CBOs are required to submit their application on only to the Department and to each RC(s) that the CBO is intending to serve. If you are a CBO, state the name(s) of the contact person(s) at each RC you have discussed your proposal with.</p>	<p>Applicant Response</p> <p>NA</p>	
<p>3. Applicant Certification</p> <p>By submitting this application, the Applicant is certifying the truth and accuracy of the proposal. The applicant also certifies that if you have subcontracting organizations, each participating organization has reviewed your project and agrees to their assigned activities, measures, and the budget.</p>	<p>Applicant Response</p> <p>Yes</p>	
<p>Applicant Comment</p>		