

**APPLICATION REPORT**

**Project Name:** NLACRC Workforce & Employment Project  
**Applicant Organization:** NLACRC  
**Awarded Amount:** \$90,000.00  
**Funding Announcement Name:** Supporting Service Areas and Equity Grant



**PROJECT SUMMARY**

This project design consists of funding for two full-time Workforce & Employment Specialist that will provide supports throughout all three valleys (San Fernando Valley, Antelope Valley, and Santa Clarita Valley). This position will be placed in our Diversity, Equity, and Inclusion Unit at NLACRC and will provide technical expertise and supports to over 350 case management staff and to NLACRC consumers/parents on efforts to support workforce capacity and development. This community-based project will approach workforce development and employment from a systems perspective and is built on barriers that have been identified for employment.

APPLICANT INFORMATION	APPLICANT RESPONSE				ATTACHMENT
<b>Applicant Eligibility</b>					
<b>Applicant Information</b>					
<b>1. Project Title</b> What is the Project Title?	<b>Applicant Response</b> NLACRC Workforce & Employment Project				
<b>2. Awarded Amount</b>	<b>Applicant Response</b> \$90,000.00				
<b>3. Organization Type</b> Choose the response that best describes your organization.	<b>Applicant Response</b> Regional Center (RC)				
<b>4. Description of Organization/Group</b> 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 to add a website link.	<b>Applicant Response</b> North Los Angeles County Regional Center ("NLACRC") is a private, non-profit agency that is contracted with the State of California, Department of Developmental Services, to provide services to individuals with intellectual and developmental disabilities. NLACRC is one of the largest regional centers in California and has previously served the San Fernando Valley, Santa Clarita Valley, and Antelope Valley since 1974. We serve individuals across the lifespan from infants and toddlers, school-age children, transition-age youth, to adults and aging adults.				
<b>5. Applicant in Good Standing</b> 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.	<b>Applicant Response</b> Yes				
<b>6. Subcontractors in Good Standing</b> 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?	<b>Applicant Response</b> Yes				
<b>Grant Reapplication Information</b>					
<b>Grant Reapplications</b>					
<b>1. Previous Award(s)</b> 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.	<b>Applicant Response</b> Yes				
<b>2. Previous Grant Award(s)</b> Since fiscal year 2019, complete a worksheet for each DDS Service Area and Equity grant your organization was awarded funding.	<b>Applicant Response</b>				
	<b>Year Awarded</b>	<b>Project Title</b>	<b>Grant Number</b>	<b>Award Amount</b>	
	2019	Parent Mentoring Project	NLACRC	126,365.00	
<b>3. Previous Grant Outcomes</b>	<b>Applicant Response</b>				

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<p>Provide a brief grant summary for your project activities for the year 2019-2020 and/or 2020-21.</p>	<p>The parent Mentor role was highly successful at NLACRC. Several outcomes were achieved within the scope of the project:</p> <ol style="list-style-type: none"> <li>Continued to expand on collaborative partnerships between Hispanic/Latino family members, NLACRC Case Management, an community-based organization in ease access to regional enter services and to help meet to generational needs in the community. This was achieved through monthly events: Cafecito Entre Nos ("Coffee Amongst Us"), Aprendiendo Entre Nos ("Learning Amongst Us), and El Grupo De Hombres ("Men's Group").</li> <li>Parent Mentors were assigned to assist parents when there were barriers to accessing services. During the reporting period of 4/30/2020, parent Mentors addressed 76 follow ups with families to give a sample of the volume for a quarter.</li> <li>Parent Mentor's track and response to calls and emails throughout Parent Mentor's time.</li> </ol> <p>At the conclusion of the grant, NLACRC offered full time employment to the 2 (two) parent Mentors given the value and outcomes achieved. During the pandemic, NLACRC's parent Mentors assisted with in-home vaccinations in underserved areas to help get the community vaccinated who are homebound.</p>	
<b>4. Project Transition</b>		
<p>If available, how will you currently project transition into the 2021-22 proposed project? Does your proposed project expand or continue your current project, if so how? What activities, measures, or target goals are being added? Provide a summary of the differences and reasons why you are proposing the change.</p>	<p><b>Applicant Response</b> Not Applicable</p>	
<b>General Application</b>		
<b>Proposal Summary</b>		
<b>1. Project Type</b>		
<p>Choose the project type that best describes your activities from the list below:</p>	<p><b>Applicant Response</b> Workforce Capacity and Development</p>	
<b>2. Duration of project</b>		
<p>Choose the duration of your project.</p>	<p><b>Applicant Response</b> 24 months</p>	
<b>3. Regional Centers</b>		
<p>Choose the Regional Center(s) that you project will serve. Check all that apply.</p>	<p><b>Applicant Response</b> North Los Angeles County Regional Center</p>	
<b>4. Counties Served</b>		
<p>List the county counties you project proposes to serve. Check all that apply.</p>	<p><b>Applicant Response</b> Los Angeles County</p>	
<b>5. City of Los Angeles</b>		
<p>If your project proposes to serve the City of Los Angeles, list the zip codes you project will serve.</p>	<p><b>Applicant Response</b> City of Los Angeles Zip Codes Served by NLACRC: 1. Alhambra, CA: 93510 2. Agoura Hills, CA: 91301 and 91376 3. Lancaster, CA: 93534, 93535, 93536, 93539, 93551, and 93584 4. Alhambra, CA: 93510, 93543, 93550, 93551, 93552, 93591, and 93599 5. San Fernando, CA: 91340 and 91341 6. Santa Clarita, CA: 91350, 91351, and 91354</p>	
<b>6. Community Based Organizations</b>		
<p>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.</p>	<p><b>Applicant Response</b> Not Applicable</p>	
<b>7. Multiple Organizations</b>		
<p>Does your project include partnership with one or more organizations either as a co-applicant or subcontractor? If "yes", please upload a letter of support from each organization, that includes an explanation of their role in the partnership.</p>	<p><b>Applicant Response</b> 24 months</p>	
<b>8. Strategies and Sustainability</b>		
<p>How will you project continue its work after the grant funding has concluded?</p>	<p><b>Applicant Response</b> NLACRC is requesting funding for 24 months given that these two requested positions will need to establish support and trust in the community and consistency of relationship-building will be vital. The objective outcomes will be a fully implemented to evaluate the future of our Employment Initiative and assess operational budget to assess if we can financially support continuing the positions.</p>	
<b>Target Population</b>		
<b>1. Ethnic Groups Served</b>		
<p>Select the ethnicity group(s) the project will serve. For "Indian", "Pacific Islander", "Slavic", "Other" use comment section to list specific groups.</p>	<p><b>Applicant Response</b> African American, Filipino, Hispanic, Korean, Vietnamese, Other (list)</p>	

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Applicant Comment	NLACRC has a diverse client base and is comprised of individuals who are unrepresented, such as, Hispanic/Latin, Black and African American, American, Filipino, Korean, and Vietnamese within the San Fernando Valley, Antelope Valley, and Santa Clarita Valley.																
<p><b>2. Ethnic Group(s), Language(s) and Number of Individuals Served</b></p> <p>For each ethnicity group, provide the number of individuals you project intends to serve in the related language(s).</p>	<p><b>Applicant Response</b></p> <table border="1" data-bbox="428 304 1174 499"> <thead> <tr> <th data-bbox="428 304 675 352">Ethnic Group(s)</th> <th data-bbox="675 304 928 352">Individuals Served</th> <th data-bbox="928 304 1174 352">Language(s)</th> </tr> </thead> <tbody> <tr> <td data-bbox="428 352 675 390">Asian</td> <td data-bbox="675 352 928 390">1836</td> <td data-bbox="928 352 1174 390">Tagalog, Vietnamese, and Korean</td> </tr> <tr> <td data-bbox="428 390 675 428">Black and African American</td> <td data-bbox="675 390 928 428">2,963</td> <td data-bbox="928 390 1174 428">English</td> </tr> <tr> <td data-bbox="428 428 675 466">Hispanic/Latin</td> <td data-bbox="675 428 928 466">15,052</td> <td data-bbox="928 428 1174 466">Spanish</td> </tr> <tr> <td data-bbox="428 466 675 499">Other Ethnicity/Multi-Cultural</td> <td data-bbox="675 466 928 499">2,696</td> <td data-bbox="928 466 1174 499">American</td> </tr> </tbody> </table>	Ethnic Group(s)	Individuals Served	Language(s)	Asian	1836	Tagalog, Vietnamese, and Korean	Black and African American	2,963	English	Hispanic/Latin	15,052	Spanish	Other Ethnicity/Multi-Cultural	2,696	American	
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<p><b>3. Age Group(s) Served</b></p> <p>Select all Age Groups the project will serve.</p>	<p><b>Applicant Response</b></p> <p>Thirteen to 21, 16 to 21, 22 and older</p>																
Applicant Comment	The Specialists will focus on transition-age and adults who are eligible for employment.																
Project Application																	
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<p><b>1. Project Summary and Organizational Experience</b></p> <p>Provide a clear and concise project summary that includes a definition of target population, client base, and project design. Specifically describe what you 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><b>Applicant Response</b></p> <p>The Workforce &amp; Employment Specialist will specifically expand on our efforts to help support and increase the total number of resumes obtained and maintain integrated, competitive employment and internship opportunities. WIC 4869(a)(1) states that it is the policy of California that opportunities for integrated, competitive employment shall be given the highest priority for working age individuals with developmental disabilities, regardless of the severity of their disabilities. The statutory framework intended for individuals to have equal opportunities for integrated employment in settings that are similar to those with disabilities and to be compensated equally and fairly in a competitive labor market.</p> <p>This project design consists of funding two full-time Workforce &amp; Employment Specialist that will provide supports throughout all three valleys. This position will be placed in our Diversity, Equity, and Inclusion Unit at NLACRC and will provide technical expertise and supports to over 350 case management staff and to NLACRC contracts on efforts to support workforce capacity and development. This community-based position will approach workforce development and employment from a systems perspective and is built on bases to employment that have been identified.</p> <p>The Workforce &amp; Employment Specialist will do active outreach to each established relationships with existing businesses in unrepresented communities within our client base. They will implement specific strategies for small business owners in underserved communities and promote employment in intensive programs and advocate on the benefits of hiring individuals with developmental intellectual disabilities.</p> <p>The Workforce and Employment Specialist will provide technical expertise on employment-related matters to all case management staff. To help support these efforts, NLACRC will implement a Workforce &amp; Employment Hotline that will be publicized to the community for general questions, resources, and to express interest in employment. This position will track information and triangulate to the respective program planning teams. NLACRC will also track any job openings that are brought forward throughout each and share with case management, as applicable.</p> <p>The Workforce and Employment Specialist will host monthly employment roundtables to increase the workforce capacity of consumers. An important aspect of this position will be to partner with our "Micro-entrepreneurs" small businesses owned by individuals with intellectual and developmental disabilities who have intellectual responsibility, and decision-making authority. NLACRC believes we need to partner with consumers from diverse communities to provide a space to share their successes.</p> <p>Lastly, this position will collaborate with service providers to establish training and informational sessions on cultural considerations as an SSI/SSA and Medi-Cal impact when individuals begin employment and the benefits of employment.</p>																
2. Data and Community Input	Applicant Response																

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<p>Explain how the target population(s) are understood using RCOS data and the 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?</p>	<p>NLACRC is committed to increasing competitive employment opportunities for all eligible and interested individuals served by the regional center. Increasing employment opportunities is an identified priority for our community strategic plan. As such, NLACRC worked with an IT Consultant to develop a query that identifies NLACRC consumers who are competitively employed between 18-77 years of age and consumer with employment ages 18-59 years of age and by residence type.</p> <p style="text-align: center;">North Los Angeles County Regional Center Consumer Competitive Employment Data: Residence Type September 2021 Service Month</p> <table border="1" data-bbox="435 373 1062 588"> <thead> <tr> <th>Residence Type</th> <th>All Competitively Employed Consumers</th> <th>Working Age Consumers with no Employment</th> <th>Total Consumers</th> <th>% Employed</th> </tr> </thead> <tbody> <tr> <td>Home of Parent/Family/Guardian/Family or Foster Home</td> <td>1,268</td> <td>7,652</td> <td>8,920</td> <td>14.22%</td> </tr> <tr> <td>Independent Living/Supported Living</td> <td>474</td> <td>837</td> <td>1,311</td> <td>36.16%</td> </tr> <tr> <td>Out-Of-Home Residential Facility</td> <td>262</td> <td>647</td> <td>909</td> <td>28.82%</td> </tr> <tr> <td>ICF Facilities</td> <td>36</td> <td>318</td> <td>354</td> <td>10.17%</td> </tr> <tr> <td>Hospital/Rehabilitation/Treatment Center</td> <td>6</td> <td>65</td> <td>71</td> <td>8.45%</td> </tr> <tr> <td>Other</td> <td>5</td> <td>27</td> <td>32</td> <td>15.63%</td> </tr> <tr> <td>Transient/Homeless</td> <td>0</td> <td>18</td> <td>18</td> <td>0.00%</td> </tr> <tr> <td>Correctional Institution/Youth Authority/Jail</td> <td>0</td> <td>13</td> <td>13</td> <td>0.00%</td> </tr> <tr> <td>Out-Of-State</td> <td>0</td> <td>3</td> <td>3</td> <td>0.00%</td> </tr> <tr> <td><b>Total</b></td> <td><b>2,051</b></td> <td><b>9,580</b></td> <td><b>11,631</b></td> <td><b>17.63%</b></td> </tr> <tr> <td><b>Age Range</b></td> <td><b>18 years to 77 years</b></td> <td><b>18 years to 59 years</b></td> <td></td> <td></td> </tr> </tbody> </table> <p>For September 2021: Out of 11,631 eligible consumers, 2,051 are employed which is approximately 17.63% of eligible consumers. This data supports the need to increase the workforce capacity and development.</p> <p>Furthermore, NLACRC reviews this same data by ethnicity, for September 2021:</p> <p style="text-align: center;">North Los Angeles County Regional Center Consumer Competitive Employment Data September 2021 Service Month</p> <table border="1" data-bbox="451 821 1039 1031"> <thead> <tr> <th>Ethnicity</th> <th>All Competitively Employed Consumers</th> <th>Working Age Consumers with no Employment</th> <th>Total Consumers</th> <th>% Employed</th> </tr> </thead> <tbody> <tr> <td>American Indian or Alaska Native</td> <td>3</td> <td>8</td> <td>11</td> <td>27.27%</td> </tr> <tr> <td>Asian</td> <td>109</td> <td>648</td> <td>757</td> <td>14.40%</td> </tr> <tr> <td>Black/African American</td> <td>311</td> <td>1,132</td> <td>1,443</td> <td>21.55%</td> </tr> <tr> <td>Hispanic</td> <td>674</td> <td>4,070</td> <td>4,744</td> <td>14.21%</td> </tr> <tr> <td>Native Hawaiian/Other Pacific Islander</td> <td>0</td> <td>6</td> <td>6</td> <td>0.00%</td> </tr> <tr> <td>Other Ethnicity or Race/Multicultural</td> <td>85</td> <td>426</td> <td>511</td> <td>16.63%</td> </tr> <tr> <td>White</td> <td>869</td> <td>3,290</td> <td>4,159</td> <td>20.89%</td> </tr> <tr> <td><b>Total</b></td> <td><b>2,051</b></td> <td><b>9,580</b></td> <td><b>11,631</b></td> <td><b>17.63%</b></td> </tr> <tr> <td><b>Age Range</b></td> <td><b>18 years to 77 years</b></td> <td><b>18 years to 59 years</b></td> <td></td> <td></td> </tr> </tbody> </table> <p>This data helps establish the need to have Specialists focus efforts on increasing employment for underserved communities.</p>	Residence Type	All Competitively Employed Consumers	Working Age Consumers with no Employment	Total Consumers	% Employed	Home of Parent/Family/Guardian/Family or Foster Home	1,268	7,652	8,920	14.22%	Independent Living/Supported Living	474	837	1,311	36.16%	Out-Of-Home Residential Facility	262	647	909	28.82%	ICF Facilities	36	318	354	10.17%	Hospital/Rehabilitation/Treatment Center	6	65	71	8.45%	Other	5	27	32	15.63%	Transient/Homeless	0	18	18	0.00%	Correctional Institution/Youth Authority/Jail	0	13	13	0.00%	Out-Of-State	0	3	3	0.00%	<b>Total</b>	<b>2,051</b>	<b>9,580</b>	<b>11,631</b>	<b>17.63%</b>	<b>Age Range</b>	<b>18 years to 77 years</b>	<b>18 years to 59 years</b>			Ethnicity	All Competitively Employed Consumers	Working Age Consumers with no Employment	Total Consumers	% Employed	American Indian or Alaska Native	3	8	11	27.27%	Asian	109	648	757	14.40%	Black/African American	311	1,132	1,443	21.55%	Hispanic	674	4,070	4,744	14.21%	Native Hawaiian/Other Pacific Islander	0	6	6	0.00%	Other Ethnicity or Race/Multicultural	85	426	511	16.63%	White	869	3,290	4,159	20.89%	<b>Total</b>	<b>2,051</b>	<b>9,580</b>	<b>11,631</b>	<b>17.63%</b>	<b>Age Range</b>	<b>18 years to 77 years</b>	<b>18 years to 59 years</b>			
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<p><b>3. Uniqueness</b> How is the proposed project unique/different from a currently funded grant (e.g., strategies, activities, objectives) in the proposed regional center at the area? If the project is similar to a currently funded grant listed on the Department's website, how is the project different?</p>	<p><b>Applicant Response</b> NLACRC does not currently have a funded grant for this type of proposal. However, NLACRC has fully built this design to enhance and support the Community Services Employment Specialist so there are no duplication of efforts. While this requested position will collaborate and partner, the beneficiaries identified are areas that have an unmet need in the NLACRC at the area that focused on workforce development.</p>																																																																																																															
<p><b>4. Improve Equity and Service Access</b> How will you provide equitable access, and reduce barriers to services for individuals with intellectual and developmental disabilities and their families?</p>	<p><b>Applicant Response</b> The Employment and Workforce team will improve equity, access, and reimbursement to services in the following ways:</p> <ol style="list-style-type: none"> <li>1. Increasing competitive employment opportunities for consumers, with particular focus on underserved communities, and those with cultural and linguistic needs.</li> <li>2. Building relationships with small business owners, with a particular focus on small business owners in underserved areas.</li> <li>3. Increasing the availability self-advocates within their own businesses.</li> <li>4. Increasing consumers who have meaningful internship opportunities available</li> <li>5. Addressing the needs in a culturally sensitive manner by bias to employment, including providing information on benefits.</li> </ol> <p>At NLACRC, we want to address any disparities in those with low proficiency of services in place, as regional center services, such as habilitative skills, adaptive skills, and independent living skills can be the foundation for acquiring and practicing the skills needed to achieve and maintain employment.</p>																																																																																																															
<p><b>5. Support of RC Plan</b></p>	<p><b>Applicant Response</b></p>																																																																																																															

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<p>How does this project support the RC plan to promote equity and reduce disparities in your proposed target area? If you are a RC, how does this project support your commitments and plan to promote equity and reduce disparities in your target area? How will you collaborate with other organizations that serve in activities with intellectual and developmental disabilities and their families?</p>	<p>This proposal expands upon our current efforts to ensure that consumers and families have access to services and supports regardless of age, diagnosis, ethnicity, language, where someone lives. The Specialists will collaborate with our stakeholders, identify thoughtful outreach efforts, and work with existing community-based organizations and service providers.</p>	
<p><b>6. Project Activities</b></p> <p><b>Note: Before answering this question, applicants must complete the Activities Template located in the middle tab directly above.</b></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><b>Applicant Response</b></p> <p><b>Individualized Program Plans</b></p> <p><b>Strategic:</b> All individuals who are eligible and want to work will have an individual goal and objective in each plan.</p> <p><b>Metric:</b> Total Number of Individuals with employment goals/outcomes</p> <p><b>Data Source:</b> SANDIS (employment technology)</p> <p><b>Increased employment opportunities for Consumers</b></p> <p><b>Competitive Integrative Employment (CIE)</b></p> <p><b>Metric:</b> Total Number of Consumers in CIE as of 12/31/2021</p> <p><b>Progress Measurement:</b> Total Number of Consumers in CIE as of 12/31/2022</p> <p><b>Data Source:</b> Community Services &amp; Case Management</p> <p><b>Paid Internship Program (PIP)</b></p> <p><b>Metric:</b> Total Number of Consumers in PIP as of 12/31/2021</p> <p><b>Progress Measurement:</b> Total Number of Consumers in PIP as of 12/31/2022</p> <p><b>Data Source:</b> Community Services &amp; Case Management</p> <p><b>Name of Event:</b> Employment Roundtables</p> <p><b>Frequency:</b> Monthly</p> <p><b>Metric:</b> Event Held &amp; Attendance</p> <p><b>Data Source to Evaluate:</b> Case Management</p> <p><b>Name of Activity:</b> Employment Hotline</p> <p><b>Frequency:</b> Monthly</p> <p><b>Metric:</b> Number of Calls</p> <p><b>Data Source to Evaluate:</b> Case Management</p>	
<p><b>7. Project Measures</b></p> <p><b>Before answering this question, applicants must enter performance measures into the Activities Template located in the middle tab directly above.</b></p> <p>Are your proposed measures appropriate to track the project's behavior and activities? Explain how your proposed measures provide insight into the effectiveness of the overall design of the program and state how the impact on the community will be evaluated.</p>	<p><b>Applicant Response</b></p> <p>Yes, the indicators are appropriate, relevant, and measurable. The Data Sources and frequency of data query are established and will establish the metrics for effectiveness and impact.</p>	
<p><b>8. Budget Template and Narrative</b></p>	<p><b>Applicant Response</b></p>	

APPLICANT TITLE	APPLICANT RESPONSE							ATTACHMENT																																																																
<p><b>Note: Before answering this question, applicants must complete the Budget Template located in the table directly above.</b></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"> <li>Budget Template example is located at Attachment C.</li> <li>Budget Details and Restrictions are available <a href="#">here</a>.</li> </ul>	<table border="1"> <thead> <tr> <th colspan="2">New Positions</th> <th colspan="2">Professional Employment Specialists</th> <th></th> <th></th> <th></th> <th></th> </tr> <tr> <th colspan="8">Estimated Fiscal Impact: January 2022 to December 2022</th> </tr> <tr> <th colspan="2"></th> <th colspan="2"></th> <th>Salary</th> <th>Fiscal Impact</th> <th>Fiscal Impact</th> <th>Age &amp; Benefits (31%)</th> </tr> <tr> <th colspan="2"></th> <th colspan="2"></th> <th>Rate/Hour</th> <th>Per Month</th> <th>For 12 months</th> <th>For 12 months (Jan 22-Dec 22)</th> </tr> <tr> <th colspan="2">NLACRC</th> <th colspan="2">Salary Rates (as of 12/1/2020)</th> <th></th> <th></th> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td>Workforce</td> <td>Employment Specialist - Standard</td> <td>\$20,892.00</td> <td>\$29,463.11</td> <td>\$29,463.11</td> <td>\$5,107</td> <td>\$61,284</td> <td>88,862</td> </tr> <tr> <td>Workforce</td> <td>Employment Specialist - Avelo</td> <td>\$20,892.00</td> <td>\$29,463.11</td> <td>\$29,463.11</td> <td>\$5,107</td> <td>\$61,284</td> <td>88,862</td> </tr> <tr> <td colspan="4"><b>Total</b></td> <td></td> <td></td> <td><b>\$122,568.00</b></td> <td><b>\$176,378.00</b></td> </tr> </tbody> </table>							New Positions		Professional Employment Specialists						Estimated Fiscal Impact: January 2022 to December 2022												Salary	Fiscal Impact	Fiscal Impact	Age & Benefits (31%)					Rate/Hour	Per Month	For 12 months	For 12 months (Jan 22-Dec 22)	NLACRC		Salary Rates (as of 12/1/2020)						Workforce	Employment Specialist - Standard	\$20,892.00	\$29,463.11	\$29,463.11	\$5,107	\$61,284	88,862	Workforce	Employment Specialist - Avelo	\$20,892.00	\$29,463.11	\$29,463.11	\$5,107	\$61,284	88,862	<b>Total</b>						<b>\$122,568.00</b>	<b>\$176,378.00</b>	
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<p><b>9. Budget Costs</b></p> <p>Explain how the project budget costs are clearly associated with the project activities and objective and confirm that the budget does not include non-allowable costs funded by other sources.</p>	<p><b>Applicant Response</b></p> <p>The project costs are for the salaries and benefits for two Workforce Employment Specialists.</p>																																																																							
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<p><b>1. Confirm Proposal Discussion with RC(s)</b></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><b>Applicant Response</b></p> <p>No</p>																																																																							
<p><b>2. RC Contact</b></p> <p>CBOs are required to submit their application directly to the Department and each RC(s) attached 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><b>Applicant Response</b></p> <p>N/A</p>																																																																							
<p><b>3. Applicant Certification</b></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 proposal and agrees to their assigned activities, measures, and the budget.</p>	<p><b>Applicant Response</b></p> <p>No</p>																																																																							
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