Project Name: Wo kf e Building in the Redw d C mmunity

Applicant Organization: Redwood Coast Regional Center

Awarded Amount: $250,000

Funding Announcement Name: m ting Se vi e Ac ess and Equity G ant

PROJECT SUMMARY

Ou Building A Cultu ally Appropriate W kf e in the Redwood Community ect will eate a pathway f l al bi-lingual/bi- ultural y uth t gain t aining and employment in thei l al ommunities, and to w k with people f thei own ethni ity and language. We will ec uit parti ipants f a Registered Behavi Te hni ian c u se, ta geting Native Ame i an and Hispani c mmunities in ou at hment area of Lake, Mendocino, Humboldt and Del N te C unties. This u se will be free fo the pa ti ipants and we will p vide thei materials and pay f an inst u t . Community Colleges will provide a lass oom and support in en olling students. Students will eceive support in taking the Competen y Exam and applying f and taking the Certifi ation Exam. Behavi al Agen ies in u at hment area have will hi e people who have ecently taken the RBT ou se. This pr ect will fill a need in ou most u al ommunities because l al behavi techni ians and therapists are s ar e. There are not enough bilingual bi- ultu al people t ained employed to do this w k. C eating a areer ladder f people to serve ou lients will emove a bar ier that lients fa e, whi h is la k of se vi es available to them in thei own language ultu al f amew k. Th ough ou partnerships with the l al ommunity l leges this ou se will grow into a sustainable ongoing t aining option. Ou inst u t will either be bilingual, bi- ultu al we will hi e a c -instru to wh se ethni ity and/o language matches up with the students. We plan to re uit in all fou counties and propose t ondu t at least fou 40-hou ou se sessions in various l ations. We will w k with l al high s hools, ommunity olleges and ommunity ganizati ns to re uit students as well as advertise and pr m ote the RBT lasses at out each events th oughout ou egion. We propose continued out each in u ual c mmunities to in ease the ac ess to and quality of Redwood Coast Regional Center's underserved, geographi ally emote, Ameri an Indian T ibal ommunity and Spanish-speaking population. We will continue to grow ou elationships with ou Native Ameri an and Hispani ommunities by attending ommunity events and p esentati ns to high s hools and ommunity olleges.

APPLICANT TI N	APPLICANT RE P N	ATTACHM NTS
Applicant ligibilit		
Applicant Information		
1. Project Title What is the ect Title?	**Applicant Response** Building A Cultu ally Appropriate W kf e in the Redwood Community	
2. Awarded Amount	**Applicant Response** $250,000	2
3. r anization Type Choose the esponse that best des ibes you ganization.	**Applicant Response** Regional Center (RC)	
4. Description of rganization/Group vide a b ief des ipti n of the ganization group. Explain what experien e you ganization has managing a p e t simila to the proposal and state the out omes f that pr ect. You may upload y u br hu e add a website link.	**Applicant Response** **Redwood Coast Regional Center serves four counties; Humboldt, Del Norte, Lake and Mendocino Counties. We have approximatel 4,500 clients with developmental disa ilities. We have received funding for projects through the DDS quity grants in 2016/2017, 2017/2018 and 2019/2020 and successfully carried out the projects, managing the grant funds and meeting objectives. Through focused utreach, we have een able to increase Purchase of Service for our Native American and Hispanic clients and decrease the number of clients with no P S in those two ethnicities.** **We have met most of our 2019-2020 Grant o jectives and expect to meet all of them the end of Decem er 2021.Through our 2019-2020 Equit Project funding we were able to upgrade our we site www.redwoodcoastrc.or and e gin a newsletter that goes out to our service providers, staff and clients.** **We completed all of our previous ears' rants planned activities.**	
5. Applicant in Good Standing Is the appli ant in good standing with the Califo nia Se eta y of State, Califo nia F an hise Tax B a d, and Calif nia Department of Tax and Fee Administ ati n? lease upl ad onfi mation letter(s) proof of good standing.	**Applicant Response** Yes	1
6. Subcontractors in Good Standing	**Applicant Response**	

APPLICANT ... TI.. N	APPLICANT R..PON..	ATTACHM.NT
A.e the appli..ant's sub..nt a..t.s in good standing with the Calif..nia Se..etary..f State, Calif..nia F..an..hise Tax Board, and Calif..nia Department..f 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..mplete ea..h..lumn. If n.., skip this..ategory and go t..ategory 3.	Yes	

2. Previous Grant Award(s)	Applicant Response	
Sin..e fis..al year 2019,..mplete a..w..f..each DDS Se..vi..e A..ess and Equity g..ant y..ur..ganizati..n was awa..ded funding.	(see table below)	

Year Awarded	Project Title	Grant Num..er	Award Amount
2019-2020	RCRC Equity..ect	19-RCRC-05	$149,678

3. Previous Grant..utcomes	Applicant Response	1
..ovide a b..ief grant summa..y of y..u..pr..ect..ut..mes f..fis..al year 2019-20 and/..2020-21.	We extended..u..2019-2020 p..e..t due t..a delay in getting started due t..the pandemi..We will be finished with the p..e..t by De..ember 31, 2021. We have met m..st f..u..measu..es and objectives s..far. We we..e able t..update..u..website and start a newslette..We parti..ipated in many..ultu..ally identified events. Ou..2019-2020 pr..ect is sustainable in that we will..ntinue t..do the..ut..ea..h, newslette..and improve..u..website.	

4. Project Transition	Applicant Response	
If awarded, h..w will y..u..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..f the diffe..en..es and..easons why y..u a..e proposing the..hange.	The 2021-22 project includes outreach, trainin.., family/care..iver support, and a primar..oal of creatin..a career ladder for Latino and native workers within the developmental disa..ilities field. We will recruit and train participants for The Registered Behavior Technician (RBT) pro..ram. The RBT is an entr..-level professional certification in the field of applied..ehavior anal..sis (ABA). ABA is the empiricall validated best practice for individuals with autism. This project will increase capacit..to services our clients and provide culturall..and linguisticall..appropriate staff. All our current vendors are in need of bi-lingual/..i-cultural staff. We will continue to advertise on the radio and attend culturall..identified events...ur en..a..ement in communit..events has..een and will continue to..e important to..uildin..relationships with our diverse communities...ur geography is such that we must continue to contract with our Spanish Speaking Project Assistant in Mendocino and Lake Counties...ur target..roups; Hispanic and Native Americans remain the same. We will continue to use P..S data to evaluate the impact of our activities...ur pro..ress measures for Hispanic and Native American clients include increased Per Person..xpenditures and decrease num..er clients with no Purchase of Service. We expect that an RBT program aimed at training people situated in those communities will increase the number of clients in those communities and..eo..raphic areas who utilize..ehavior services. Added measures will..e number of students enrolled in the RBT courses, number of agencies hirin..newl..trained RBTs, number of newl..hired RBTs. We are proposing the change in measures and objectives,..ecause an RBT program is a sustainable workforce capacit..-..uildin..project and we..elieve the new measures are appropriate to this new project.	

General Application

Proposal Summar..

1. Project Type	Applicant Response	
Choose the pr..ect type that best des..ibes y..u..a..tivities fr..m 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.	24 m..nths	

3. Regional Centers	Applicant Response	
Choose the Regional Center(s) that y..u pr..ect will serve. Che..k all that apply.	Redwood C..ast Regional Center	

4. Counties Served	Applicant Response	
List the..unty..unties y..u pr..ect p..poses t..se..ve. Check all that apply.	Del N..te C..unty , Humb..ldt C..unty , Lake C..unty , Mend..in C..unty	

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 one m e C mmunity Based O anizati ns? If s , p vide the name of the ganizati n and h w you will be w king together.	C llege of the Redwoods. We will llaborate with them t un the n t f edit lass th ugh thei C mmunity Edu ati n p g am, use thei instru ti nal site, hi e an instruct and pu hase mate ials. The program will gather m e inte est with the support f a mmunity llege. We propose t partner with adult edu ation in u 2 s uthe n unties. Seve al behavi al agen ies are willing t hi e newly t ained and e tified Registe ed Behavi Techni ians.	5
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 subcont act ? If "yes", please upload a lette f support f m each ganizati n, that in ludes an explanati n f thei le in the pa tne ship.	Yes	5
8. Strate ies and Sustaina ility	**Applicant Response**	
H w will y u p t ntinue its w k afte the g ant funding has n luded?	**Through our partnership with Community Colleges and Adult ducation in our area to establish a course and demonstrate that there are people who would take an RBT training course, we anticipate the will continue to offer the course e ond our grant funding charging a fee for the class.** **Data suggests that agencies willin to hire a person, who has completed the RBT course, will continue to have a need to hire new personnel. We will work with A encies to encoura e partnership with the community colleges to recruit employees form their student populations.** **The outcome of these activities will e to create a trained workforce to provide culturally responsive services for people needin ehavioral therap and to receive services from people located in their communities. Cultural responsiveness involves creating a workforce from within underserved communities.** **This project will serve as a potential model for replication in other underserved and remote communities.**	
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. Appli ant Comment	Hispani , Native Ame i an	
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).						Native Ameri an	236	English	
3. A e Group(s) Served	**Applicant Response**	
Sele t all Age G oups the p e t will se ve. Appli ant Comment	Bi th up t Th ee (Early Start) , Th ee t Five , Th ee t 21 , 16 t 21 , 22 and lder	
Project Application		
Project Application		
1. Project Summar and rganizational xperience	**Applicant Response**	

APPLICANT TI N	APPLICANT R PON	ATTACHM NT
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. Spe ifically describe what y u p ect will ac mplish and how it will benefit the mmunity se ved. In y u answer, in lude what expe ience y u ganization has w king with the ta get population?	ur _Buildin A Culturall Appropriate Workforce in the Redwood Community_ Project will create a pathway for local bi-lingual/ i-cultural outh to ain trainin and employment in their local communities, and to work with people of their own ethnicity and language. We will recruit participants for a Re istered Behavior Technician course, targeting Native American and Hispanic communities in our catchment area of Lake, Mendocino, Hum oldt and Del Norte Counties. This course will e free for the participants and we will provide their materials and pa for an instructor. Community Colleges will provide a classroom for the class to be taught and support in reachin and enrollin students. We will pa for the exam, ackground check and application fee for the RBT Certificate. Registered Behavior Technicians assist people in learnin to communicate using words, pictures or technology. The help teach and practice social skills that are important to makin friends. Man of the skills the teach are cross-cultural, ut the enefit of havin an RBT who is part of the client's cultural includes more than just communication. Cultural responsiveness uilds trust. Throughout our community meetings and data collection, many stakeholders have expressed a need for increased support in social skills. Several Behavioral A encies in our catchment area have a reed to hire people who have recentl taken the RBT course. The requirements to take the certification exam are to have taken a 40-hour course, pass a competenc assessment, be employed a ehavioral agenc , pass the exam, appl for the certificate and su mit a ackground check. This project will fill a need in our most rural communities because there are no local behavior technicians or therapists livin in those areas. There are not enough bilingual or i-cultural people trained or employed to do this work. ne of the arriers our Hispanic and Native American clients face when receivin services is the lack of services available to them in their own language or cultural framework. ur instructor will either e bilingual, bi-cultural or we will hire a co-instructor whose ethnicity and/or language matches up with the students. We plan to recruit in all four counties and propose to conduct at least four 40-hour course sessions in various locations. We will work with local high schools, community colleges and community organizations to recruit students as well as advertise and promote the RBT classes at outreach events throughout our re ion. We believe that an RBT training program that would lead to emplo ment for Hispanic and Native American outh in traditionall underserved communities will be well received and sustaina le. **We propose continued outreach in rural communities to increase the access to and qualit of Redwood Coast Regional Center's underserved, eographicall remote, American Indian Tri al communit and Spanish-speaking population to row our relationships in those communities.**	
2. Data and Communit Input	**Applicant Response**	3
Explain how the target population(s) are underse ved using RC OS data othe data as supporting eviden e of the disparity. In y u answer, in lude how y u ganizati n used input f m the mmunity and/ ta get population t design the pr ect?	We have been speaking with community mem ers when we do focused outreach with our Native American and Latinx communities about their needs. We have asked what the arriers are to receivin services and training. Two major barriers are geographic distance and lack of home rown/ culturall identified people working with them. These two ethnic populations are underserved because there are not man Native American and Hispanic people providing the services and our clients of those ethnicities are not receivin services in the amounts that our White clients receive. The Per Person xpenditure data shows that on average White clients spend $31,650 on services while Native American clients spend $22,727 and Hispanic clients spend even less; $14,050 and that includes P S for translation services.	
3. Uniqueness	**Applicant Response**	2
H w is the proposed pr ect unique diffe ent fr m a u ently funded grant (e.g., st ategies, a tivities, and objectives) in the p oposed egional cente cat hment a ea? If the p e t is simila t a u ently funded grant listed on the Department's website, h w is the proposed pr ect diffe ent?	This pr ect is unique because there a e n othe RBT programs in u a ea. The e is a need in u at hment a ea t p vide u lients with m e behavi al servi es. It is diffi ult t find people al eady t ained. This t aining will lead t employment with u l al behavi al agen ies, wh will sign off n the mpetency assessment. We will fund the ost f the RBT ertifi ation exam and travel ass iated with taking the exam on the nearest testing site whi h is 100 miles away. We will ec uit parti ipants wh a e ethni ally dive se and wh eside in u diverse u al ommunities. We will w k with the C llege of the Redwoods t find inst u t s wh are bilingual and/ bi ultu al. On e students omplete the 40 h u ou se, the backg ound heck, the ompeten y assessment and pass the ertifi ation exam, they will be able t w k f a living wage of at least $18 per h ur in u mmunities w king with u lients.	
4. Improve quit and Service Access	**Applicant Response**	
H w will y u p e t imp ve equity, access, and edu e ba ie s t se vices f individuals with intelle tual and developmental disabilities and thei families?	This project will provide individuals with intellectual and development disabilities in our Hispanic and Native American communities with access to services reducin two of the barriers the currentl face. The first is that the lack of trained professionals in their immediate location and the other is the lack of access to trainin to culturally and linguisticall diverse people.	
5. Support of RC Plan	**Applicant Response**	

APPLICANT TI N	APPLICANT R P N	ATTACHMENT
H w does this pr ect support the RC plan to p mote equity and edu e disparities in you proposed at hment area? If you a e a RC, h w does this p e t support y u e mmendati ns and plan to pr m ote equity and edu e dispa ities in y u cat 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?	As a Re ional Center that serves people in remote areas, we elieve that this project will promote access and equit to essential services in those areas. Man of our linguisticall and/or ethnicall diverse clients and families live in remote areas of our counties where access to services is scarce. We believe that creating a training program that leads to emplo ment with or anizations that serve our clients will improve access to services. We expect that recruitin local people from within our culturally diverse communities, we will create a more culturally diverse and responsive workforce. ur clients and families are more likel to accept services from a person who shares their cultural identit . We will continue to conduct community outreach, as it has been ke to our relationship building with diverse communities. We expect Purchase of Service to rise for oth Hispanic and Native American clients.	
6. Project Activities	**Applicant Response**	
Note: Before answerin this question, applicants must complete the Activities Template located in the middle ta directly above. Clea ly and spe ifi ally state h w the schedule f activities dem nst ates the steps that the p e t will take to achieve its stated objective and measu es.	We have assessed the willingness of agencies to hire newl trained RBTs and provide supervision. We will contract with Colle e of the Redwoods to provide the course through their community education pro ram. We will either contract with a communit colle e in Mendocino and Lake Co or run the class at our offices or another location. We will contract with a Spanish Speakin Project Assistant who will conduct outreach activities in Mendocino and Lake Counties with our Spanish speaking communities and with an outreach assistant who will specialize in travel to rural Native American communities to connect with families and network with service providers to build a sustaina le rapport. Throughout the 2-year period, we will travel throughout our 4 counties to participate in job fairs, culturall identified events and presentations on school campuses in the effort to recruit students to take the RBT trainin . We will have ongoing radio ads and printed ads. We will continue workin with and focusin our outreach on Native American and Latinx communities and buildin our relationships with community partners in those communities. We will work with Colle e of the Redwoods to identif a start time for the course. We envision offering 4-5 courses be innin in April 2022. We will work with a campus/ campuses in Mendocino and/ Lake County to create a similar schedule of five courses. ach RBT course will consist of 40 hours of required training based on an esta lished curriculum descri ed in the RBT Handbook published the Behavior Anal st Certification Board. The class will include an additional 10 hours for students to complete paperwork such as background check and certification application and prepare for the exam. There will e a class period for local behavior agencies to present themselves to the students and match up with students for supervision hours. The instructor will receive 30 hours of prep time for record keeping and documentation. After the 40 hours of required content the students will be placed with a behavior agency, where the will do supervised work with clients before a Competenc Assessment, which is a checklist of 20 tasks administered a qualified individual. Then the student su mits a Certification Application and uploads their Competenc Assessment, Certificate of 40 hour training and high school diploma or equivalenc . The will also identif an RBT Supervisor at the agency that is willin to hire them. It takes two weeks to process the Certification Application. After that, the student can re ister for the RBT exam. Students will travel to the nearest Pearson Vue xam site or take the exam online. It is unclear whether all students from our re ion will be able to take the exam online. We ud eted to pay for their travel to the exam site or purchase internet boosters or other equipment needed to meet s stem requirements. The oal is that participatin agencies hire 75 newly trained RBTs b Januar 2024.	
7. Project Measures	**Applicant Response**	
Before answering this question, applicants must enter performance measures into the Activities Template located in the middle ta directl a ove. A e y u p oposed measu es appropriate t t ack the pr ect's b e tive and a tivities? Explain h w y u p oposed measu es p vide insight int the effe tiveness f the ve all design f the p e t and dem nst ate h w the impa t on the mmunity will be evaluated.	The project measures appropriatel track the project's ongoing activities such as ads on radio and newspaper, in person and virtual presentations and events in effort to recruit RBT program participants. There are also measures that track the RBT pro ram such as num er of courses, number of students takin the class, num er passin the competency assessment and the num er of newly trained RBTs hired agencies. We included measures that track the Purchase of Service and Per Person xpenditures of RCRC clients to demonstrate the impact that the project has on our clients' access to services. We also included measures to track the num er of culturally identified events we attend and visits we make to rural communities.	
8. Budget Template and Narrative	**Applicant Response**	

APPLICANT TION	APPLICANT R PON	ATTACHM NT
Note: Before answerin this question, applicants must complete the Budget Template located in the tab directl above. In you 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 tions are available he e.	Please see the Budget template and narrative attached. We have attached a udget for the Colle e of the Redwoods that includes instruction, background checks, and materials for courses in Humboldt and Del Norte Counties. ur budget includes a contract with College of the Redwoods, and materials, instruction, back ground checks for Mendocino Counties and exam fees and certification applications for students in all four counties. We believe that the budget is consistent with the rant activities and measures.	4
9. Budget Costs Explain how the p e t budget sts a e lea ly asso i ated 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 su es.	**Applicant Response** This project will include recruitment of participants for an RBT certification program. ur budget reflects the cost of outreach and recruitment efforts, includin a project assistant who will cover our southern two counties. We believe that given the size of our catchment area this additional team member, as well as travel through our region is essential in reachin all areas of our geographicall diverse re ion. The budget for the RBT course including the instructor and ilingual assistant, and materials is appropriate given that we intend to reach diverse participants who ma not use n lish as a first language. We are hoping to run 10 course, 5 in the north and 5 in the south of our re ion. We budget for ever expense a participant would come up a ainst; travel to the exam, ackground check fee, certification application, exam cost, books and study materials. We went to make this program accessible to diverse participants. We are not including an items in our budget that is not permitted. We are not including out of state travel to a testin center even though it ma e the closest testing center for some participants.	
Proposal ertification		
ertification		
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 ea h RC y u have discussed y u proposal with.	**Applicant Response** N/A	
3. Applicant Certification By submitting this appli ati n, the Appli ant is e tifying the truth 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. Appli ant Comment	**Applicant Response** W kf e Capacity and Development	