

Application Report



Applicant Organization: April Parker Foundation
Project Name: Employment and Entrepreneurship Trainings for Youth with I/DD in Long Beach
Application ID: [REDACTED]
Funding Announcement: DDS Employment Grant
Requested Amount: [REDACTED]

Project Summary: In collaboration with NFTE, the April Parker Foundation will implement a project where youth with intellectual and developmental disabilities (I/DD) between the ages of 12-18 living in the City of Long Beach will attend Biz Camps that will provide them with: 1) the skills and resources needed for job placement and career advancement through an individualized, self-directed and whole-person approach, 2) entrepreneurial training and mentorship for youth interested in launching their own businesses. The program is open to I/DD youth of all ethnicities; however, based on our organization's past work, we will place a heavy focus on BIPOC and disadvantaged youth with I/DD.

Authorized Certifying Official: [REDACTED] [REDACTED] [REDACTED]
Project Director/Manager: [REDACTED] [REDACTED] [REDACTED]

Section Name: Applicant Eligibility

Sub Section Name: Applicant Information

1. Applicant Question: Organization Type

Check all that apply. If selecting "Other" please specify your type of organization.

Applicant Response:

- Community-Based Organization

Applicant Comment:

The April Parker Foundation is a community-based non-profit organization based in Long Beach.

2. Applicant Question: Description of Agency/Organization

Provide a brief description of the organization or group. You may add a website link for additional information.

Applicant Response:

The April Parker Foundation is a 501(c)3 community-based non-profit organization based in Long Beach, California that strives to uplift underserved communities (particularly BIPOC) through culturally relevant, highly supportive services. Our mission is to strengthen our community by promoting stability, security, and wellbeing in the lives of women, children, families, and businesses. To find out more about our programs please visit <https://www.aprilparker.org>

3. Applicant Question: 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) or proof of good standing.

Applicant Response:

Yes

Attachment:



4. Applicant Question: 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? Select "N/A" if you do not plan to use subcontractors for your project.

Applicant Response:

Not Applicable

Applicant Comment:

Not Applicable

Section Name: Grant Application

Sub Section Name: Proposal Summary

1. Applicant Question: Project Type

Choose one project type that best describes your activities.

Applicant Response:

Employment Preparation Services and Supports

2. Applicant Question: Duration of Project

Choose the duration of your project, 12 months or 18 months.

Applicant Response:

12 months

3. Applicant Question: Regional Centers in Service Area

Identify the Regional Center(s) in the community to be served by this project. Select all that apply. For a regional center map, see [Attachment F](#).

Applicant Response:

- Harbor Regional Center
-

4. Applicant Question: Counties Served

List the county or counties that the project will serve. Check all that apply.

Applicant Response:

- Los Angeles County
-

5. Applicant Question: City of Los Angeles

If your project proposes to serve the City of Los Angeles, list the zip codes your project will serve.

Zip code information for Los Angeles County can be found [here](#). If your project does not serve the Los Angeles area, select "N/A".

Applicant Response:

N/A

6. Applicant Question: Collaborating Organizations or Other Entities

Does your project include partnerships 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.

Applicant Response:

No

7. Applicant Question: Consultants and Trainers

Describe the qualifications of the consultant/trainer/training organization, including their subject matter expertise in competitive integrated employment for individuals with developmental disabilities. Describe their prior experience as a consultant/trainer, professional credentials, including names of other organizations/entities for whom they have provided consultation or training.

If question does not apply to your project, select "N/A"

Applicant Response:

Within the framework of this project, we will partner with Network for Teaching Entrepreneurship (NFTE), a global non-profit organization that offers a wide range of programs for middle school and high school students in classrooms or camp environments designed to be engaging and flexible online or in person. NFTE has an award-winning curriculum that has been recognized and praised across the country which activates the entrepreneurial mindset and builds startup skills in youth from under-served communities. Reaching more than 100,000 middle and high school students annually, NFTE works with schools and community-based organizations in 25 states across the U.S. and ten countries. Since 1987, NFTE has educated 1.2 million young entrepreneurs some of which include people with I/DD, helping them launch businesses of all sizes.

Section Name: Target Population

Sub Section Name: People Served

1. Applicant Question: Number of youth (under 18) with I/DD that will be served

Specify number of people to participate or be served by this project. If question does not apply to your project, select "N/A".

Applicant Response:

100

2. Applicant Question: Number of adults (18 and older) with I/DD that will be served

Specify number of people to participate or be served by this project. If question does not apply to your project, select "N/A".

Applicant Response:

0

3. Applicant Question: Number of family members that will be served

Specify number of people to participate or be served by this project. If question does not apply to your project, select "N/A".

Applicant Response:

Not Applicable

Applicant Comment:

Not Applicable

4. Applicant Question: Number of professionals and staff that will be trained

Specify number of people to participate or be served by this project. If question does not apply to your project, select "N/A".

Applicant Response:

4

5. Applicant Question: Number of other individuals that will be served/trained

Specify number of people to participate or be served by this project. Please describe the individuals that will be served. If question does not apply to your project, select "N/A".

Applicant Response:

104

Applicant Comment:

100 youth with intellectual and developmental disabilities between the ages of 12-18 and 4 staff members consisting of teachers, aids and program staff.

6. Applicant Question: Ethnicity Group Served

Select the ethnicity group(s) the project will serve. For "Indian", "Pacific Islander", "Slavic" or "Other" use comment section to list specific groups.

- **"Indian"** includes: Indian (nationals of the present-day Republic of India), Bangladeshi, Nepalese, Pakistani, and Sri Lankan.
- **"Pacific Islanders"** includes: individuals whose origins are the original peoples of Polynesia, Micronesia, and Melanesia. Polynesia includes Guam, Hawaii (Native Hawaiian), Samoa (Samoan), American Samoa (Samoan), Tokelau (Tokelauan), Tahiti (Tahitian), Tonga (Tongan) and other Pacific Islands.
- **"Slavic"** includes: Russian, Ukrainian, and Belorussian (East Slavic), Polish, Czech, Slovak, and Sorbian (West Slavic), and Bulgarian, Serbian, Croatian, Macedonian, and Slovene (South Slavic).
- The **"other"** category includes ethnicities not specified in the ethnicity options.

Applicant Response:

- African American
 - Hispanic
 - White
 - Native American
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Section Name: Project Application

Sub Section Name: Project Application

1. Applicant Question: Project Abstract

Provide a clear and concise project summary that includes a defined target population, geographic area, and project design. Specifically describe what your project will accomplish and the intended impact it will have on the employment of individuals with intellectual and developmental disabilities.

Applicant Response:

In collaboration with NFTE, the April Parker Foundation will implement a project where youth with intellectual and developmental disabilities (I/DD) between the ages of 12-18 living in the City of Long Beach/LA County will attend Biz Camps that will provide them with: 1) the skills and resources needed for job placement and career advancement through an individualized, self-directed and whole-person approach, 2) entrepreneurial training and mentorship for youth interested in launching their own businesses. The program is open to I/DD youth of all ethnicities; however, based on our organization's past work, we will place a heavy focus on BIPOC and disadvantaged youth with I/DD.

This intensive workforce development program will provide participants with foundational knowledge, resources, and support to find pathways to suitable employment, become more valuable employees and/or embark on their entrepreneurial journeys and develop economic resiliency to increase access. The training program and curriculum will be developed and implemented taking into consideration the specific needs of youth with I/DD.

Within a 12-month period, we will implement 4 trainings each lasting 8-10 weeks and serving a total of 25 youth per cohort with I/DD. Within the framework of the overall project, we will train 100 youth with I/DD. Our program's mission is to motivate young people with I/DD to stay in school, address their special needs while preparing them to join the workforce and teach them about entrepreneurship. We utilize guiding principles developed to help dispel the common myths of entrepreneurship when it comes to people with I/DD owning businesses and embrace "learning by doing" techniques. Our mentors will support alumni as they continue their employment and entrepreneurial journeys long after they complete the program.

2. Applicant Question: Need for Project Question 1

Please describe the underlying problem, challenges, or issues that your project will address.

Applicant Response:

Most youth with I/DD do not have access to resources and mentorship services that address their specific needs when it comes to finding pathways to suitable employment or embarking on their entrepreneurial journeys. Youth with I/DD need to be supported to make informed choices about their work and career options and have the resources to seek, obtain and be successful in community employment and entrepreneurship.

3. Applicant Question: Need for Project Question 2

Provide facts or data to support the need for this project

Applicant Response:

There is a significant gap in the employment rate for working-age adults depending on whether they have a disability: 71.4% of adults without disabilities are employed, while only 32.5% of adults with disabilities are employed. For individuals with I/DD, the gap is even wider: only 14.7% of adults with I/DD are employed. Low societal expectations of individuals with I/DD and a lack of resources foster job discrimination. 20% of individuals with I/DD have no source of paid income; and 85% of individuals with I/DD do not have a job. Entrepreneurship and self-employment can be valuable and viable options for people with disabilities looking to enter the job market on their own terms. People with disabilities are self-employed at a rate nearly twice that of their non-disabled peers. Approximately, 70% of people with disabilities want to work, and thousands could become entrepreneurs if they can develop their skills and access capital.

4. Applicant Question: Need for Project Question 3

Describe how the project will involve and benefit participants who are from diverse backgrounds

Applicant Response:

Our project will target youth with I/DD between the ages of 12-18 living in the City of Long Beach. The program is open to youth of all ethnicities; however, we will place a heavy focus on BIPOC and disadvantaged youth with I/DD. The majority of Long Beach youth aged 5-24 are youth of color (56% Latinx, 14% African American and 11% Asian). The high school graduation rates for Black and Latino students are about 85%, but less than half are considered prepared for college or career success after high school which is why we would like to place an emphasis on offering our trainings to BIPOC youth with I/DD. Our project will also include outreach to youth in foster care to encourage BIPOC youth with I/DD in foster care facilities to join our trainings. Racial and ethnic minorities from disadvantaged communities have a hard time accessing employment resources and mentorship services when they are disabled, and our project will make sure to provide offerings to this group.

5. Applicant Question: Approach Question 1A

For Business Focused Practices, Employment Preparation Services and Supports, Service Models for Individuals with High Support Needs, and Training and Implementation project types.

- Describe the objective for your project
- Describe the new or innovative methods and activities that will be used that correspond to the proposed objective and project type that:
 - Use innovative, evidence-based, best, or promising practices, services and /or supports
 - Promote increased and meaningful opportunities for participants to make an informed choice for career options and prepare for CIE
 - Are designed to achieve, maintain, or advance individuals with I/DD in competitive integrated employment
 - Are designed to be replicable
- Include how you used input from the community and/target population in the design of the project
- Describe any project deliverables

If your project is not Business Focused Practices, Employment Preparation Services and Supports, Service Models for Individuals with High Support Needs, or Training and Implementation, select "N/A".

Applicant Response:

In collaboration with NFTE, the April Parker Foundation will implement a project where youth with I/DD between the ages of 12-18 (mostly BIPOC) living in the City of Long Beach will attend Biz Camps that will provide them with: 1) the skills and resources needed for job placement and career advancement through individualized, self-directed and a whole-person approach, 2) entrepreneurial training and mentorship for youth interested in launching their own businesses. The objective of the project is to provide participants with foundational knowledge, resources, and support to find pathways to suitable employment, become more valuable employees and/or embark on their entrepreneurial journeys and develop economic resiliency to increase access and advance economic equity taking into consideration the special needs of the I/DD youth. We would like to ensure that an increased number of youth with I/DD from Long Beach join the workforce, have successful careers and launch businesses.

Our approach is innovative because as far as we are aware this type of Biz Camp has not been offered to youth with I/DD in the geographic area that we are targeting. Our trainings will be developed and designed based on the specific needs of the I/DD youth so we will merge the highly acclaimed NFTE training curriculum and employment and entrepreneurship preparation services and supports with the specific needs of the community we are serving. By the end of this program, youth with I/DD based in Long Beach will have increased and meaningful opportunities for employment, entrepreneurship and with all the information and resources provided to them, they will be able to make an informed choice for the career path they would like to take by selecting one of the integrated employment options available to them. We will work with each youth to find out their learning style, personal strengths and limitations, and help them develop self-confidence. Once successfully implemented, we plan to replicate and scale this training program to other parts of Los Angeles and Orange Counties.

Self-advocates from the BIPOC community have heavily been involved in the design of this project as both program coordinators who will be in charge of implementing this program are BIPOC women with I/DD. They understand the needs of their community first-hand when it comes to accessing resources and trainings that are specifically designed for youth to prepare for employment and entrepreneurship. Our program coordinators will manage the implementation of all aspects of this project including organizing project activities, managing the budget, and communicating with relevant stakeholders, and beneficiaries. As a Foundation, we will also reshape activities and services outlines in this proposal as needed based on our program coordinators' suggestions and recommendations.

The project deliverables include 4 trainings each lasting 8-10 weeks serving a total of 100 youth with I/DD.

6. Applicant Question: Approach Question 1B

For project type, Service Model Transformation

- A description of the transformation team that will be developing the action plan and includes representation by individuals with ID/D, family members, those who provide direct support, and other relevant community members (e.g., businesses, peer organizations, partnerships, etc.)
- The objective and activities to be used in developing the action plan, including an outline of the areas to be addressed in the transformational planning and organizational change that will affect the CIE employment services.
- Include how you used input from the community and/target population in the design of the project?
- A detailed description of the planning process that will be used
 - Describe project deliverables
 - Describe how you plan to engage the regional center in the transformation plan

If your project type is not Service Model Transformation, select "N/A".

Applicant Response:

Not Applicable

Applicant Comment:

Not Applicable

7. Applicant Question: Sustainability Question 1

How will individuals served by the project continue receiving employment services and supports once the project has ended?

Applicant Response:

After the completion of this project we will continue to support youth in these ways:

- 1) Mentorship: Each youth who attends our program will be matched with a mentor so they can receive assistance and guidance after the completion of the project. The mentors are hand-picked by our Foundation and are professionals invested in our mission.
 - 2) Internship Opportunities: We will provide youth who have attended our program with internship opportunities so they can develop work-readiness skills and begin to open doors for future employment.
 - 3) Job Shadowing Opportunities: We will set up job shadowing opportunities for youth who have attended our trainings as a way to expose them to possible career choices.
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8. Applicant Question: Sustainability Question 2

How will your project continue its work after the grant funding has concluded?

Applicant Response:

Once fully developed and implemented in Long Beach, we plan to replicate and scale this training program to other parts of Los Angeles and Orange Counties. We would like to utilize the qualitative and quantitative data collected from this project as well as lessons learned to revise and enhance our training and implementation plan. The enhanced training plan would then be presented to NFTE, non-profit organizations, partners and Department of Developmental Services regional centers in other parts of Los Angeles and Orange Counties to discuss the possibility of replicating the same project for youth with I/DD living in other counties.

9. Applicant Question: Sustainability Question 3

Describe your plan to engage the regional center for future sustainability of the project and individuals served.

Applicant Response:

As we discuss the possibility of the replication of this project in other parts of Los Angeles and Orange Counties, we will engage Department of Developmental Services regional centers. Since each regional center provides services for individuals with developmental disabilities in their geographic regions, we will utilize their expertise in identifying the specific needs of youth with I/DD in the regions they are serving while also seeking their assistance in outreach efforts that we will be conducting to identify eligible candidates for our training programs.

10. Applicant Question: Organizational Capacity Question 1

Please include details about the history of the organization, its mission or purpose, summary of major programs, services and activities and details about how they tie to the target population. If from a large organization with multiple departments, provide a brief overview of entire organization and then focus on the department or program involved with

this proposal. Describe any ongoing collaborative partners in your community.

Applicant Response:

Our mission is to promote stability, security, and wellbeing in the lives of the members of our community by providing a range of offerings that include youth and family services, physical and mental health resources for communities, specialized services for people with intellectual and developmental disabilities, academic scholarships, supportive services for individuals released from prison, and more. Since 2018, the April Parker Foundation has executed programs tailored toward elevating the underserved BIPOC community in Los Angeles and Orange Counties. We have served thousands of families, women, children, and businesses within our communities. Our APC Cares+ program provides BIPOC individuals with I/DD with resources that they need to receive a tailored health education.

Our ongoing collaborative partners are NFTE, the Long Beach Unified School District Office of Equity, Engagement & Partnership, Pacific Gateway Workforce Development and the Office of Youth Development.

11. Applicant Question: Organizational Capacity Question 2

Describe your agency's experience supporting the proposed target population.

Applicant Response:

We have experience supporting both the BIPOC and I/DD communities. Since 2018, we have served thousands of BIPOC families, women, children, and businesses within our communities. We are also well-versed in supporting the I/DD population. Our APC Cares+ program provides BIPOC individuals with I/DD with resources that they need to receive a tailored health education. Additionally, our organization is founded by BIPOC women and our two program coordinators have I/DD.

12. Applicant Question: Organizational Capacity Question 3

Describe employment (or other relevant services) you currently provide.

Applicant Response:

We provide employment or internship opportunities annually. Each year, we host a cohort of youth interns aged 14-19 from the Pacific Gateway Workforce Development Program so they can develop work-readiness skills and begin to open doors for future employment. They also receive mentorship and guidance from our roster of mentors. We have also implemented the Unicorns Dreams Initiative where we provided trainings, mentorship and job placement to youth aged 14-19.

13. Applicant Question: Organizational Capacity Question 4

How will the grant help the organization/agency build expertise to support individuals with I/DD to achieve competitive integrated employment?

Applicant Response:

- 1) We will tailor our future educational initiatives in a way in which we can incorporate the lessons learned from this project and the specific needs of youth with I/DD within BIPOC communities to help them achieve competitive integrated employment.
 - 2) This project will expose us to a large number of youth with I/DD that we can include in other projects or services we continue to provide to communities.
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14. Applicant Question: Organizational Capacity Question 5

Describe your organization/ agency experience and current capacity to support grant-based activities and reporting.

Applicant Response:

Our Foundation is experienced in implementing grant-based activities and reporting. We have several City, State and private donor grants that require detailed program reporting. With the assistance of our project team, our program coordinators with I/DD are equipped to support the implementation of this project but also have the availability to support all activities and reporting.

15. Applicant Question: Engagement Plan Question 1

Describe how the organization/agency will recruit participants and/or families for participation in the project.

Applicant Response:

We will undertake community outreach in the form of community events, canvassing, partnership collaborations, and social media outreach to target youth with I/DD living in Long Beach. We will work with the Harbor Regional Center, Long Beach Unified School District Office of Equity, Engagement & Partnership for program marketing, recruitment, and selection of program participants. Once we have a pool of applicants that are interested in applying to our training program, we will collect their information through individual outreach and an optional online application form to allow youth to apply to our program. It is important to note that customized in-person outreach will be prioritized. Once we have a list of prospective candidates we will work with Long Beach Unified School District Office of Equity, Engagement & Partnership to select the finalists. Our goal is to give an opportunity to as many eligible candidates as possible.

16. Applicant Question: Engagement Plan Question 2

Describe how the organization/agency will collaborate with other groups, organizations, employers, and/or agencies to achieve the objective of the project.

Applicant Response:

- 1) Network for Teaching Entrepreneurship (NFTE) will lead the implementation of the trainings. They will also help us develop and design the trainings.
 - 2) Long Beach Unified School District Office of Equity, Engagement & Partnership and Harbor Regional Center will assist with program marketing, recruitment, and recommendation of program participants.
 - 3) Pacific Gateway Workforce Development will provide onboarding and paid internships for program participants.
 - 4) Office of Youth Development housed within the Long Beach Department of Health and Human Services (DHHS) will help us align our program outcomes with Long Beach Strategic Plan for Youth and Emerging Adults.
 - 5) We will partner and work with local businesses and organizations to create internship and job shadowing opportunities for youth who have attended our program.
-

17. Applicant Question: Engagement Plan Question 3

Service Model Transformation Projects must also include a plan to make two community presentations to key stakeholders and community members. The first presentation is to receive feedback about the proposed changes within the agency. The second community presentation is to present the completed action plan. Describe your plan for these two community presentations.

If your project is not Service Model Transformation, please select "N/A"

Applicant Response:

Not Applicable

Applicant Comment:

Not Applicable

18. Applicant Question: Project Activities

Clearly and specifically state how the schedule of activities demonstrates the steps that the project will take to achieve its stated objective and measures. See [Attachment H](#) for instructions on entering objective and activities into GrantVantage.

Applicant Response:

Project activities include the following for a 12-month project:

- Recruit/hire trainers for trainings from within NFTE. Timeframe: October 15, 2022-November 14, 2022
- Secure training sites and training schedules. Timeframe: October 15, 2022-November 14, 2022
- Outreach and marketing/advertising for trainings in collaboration with Long Beach Unified School District Office of Equity. Engagement & Partnership. Timeframe: November 1, 2022-February 15, 2023
- Selection of participants/youth that will participate in the trainings. Timeframe: November 15, 2022-March 1, 2023
- Conduct 4 trainings in Long Beach each lasting 8-10 weeks and serving a total of 100 youth with I/DD. Timeframe: First training to be held between December 1, 2022-February 26, 2023. Last training to be held between March 15, 2023-May 28, 2023.
- Analyze qualitative and quantitative pre/post training data. Timeframe: June 1, 2023-July 31, 2023.
- Conduct follow-up phone calls about how parents used workshop information. Timeframe: August 1, 2023-October 14, 2023.
- Provide mentorship to each youth who attends our program. Timeframe: August 1, 2023-October 14, 2023.

19. Applicant Question: Project Data

Provide a clear plan of how data will be collected to track project objectives, activities and measures (e.g., what data collection tools will be used, who will collect, software used, who will summarize, etc.).

Applicant Response:

We will collect data and measure the success of our project in three ways:

- 1) Data Collection: We will collect data (including the age, gender, ethnicity, race, specific need, place of residence of each participant) which will be analyzed to measure against our goals.
- 2) Pre and Post-Training Surveys: We will also conduct pre and post-training surveys with some of our beneficiaries to find out their experiences with our program. The results of the survey will be used to better structure future activities. We will utilize the DDS developed Pre/Post Training Survey templates to measure the impact on participants' knowledge, skills and confidence in putting what they learned into practice.
- 3) Ongoing Communication: We will maintain ongoing communication with the participants and their families after the completion of the project to assess the progress the participants have made in joining the workforce or starting a business.

Our two Program Coordinators will be responsible for collecting the data, pre and post training surveys and maintaining ongoing communication with the participants. They will also summarize all the data and create a 'lessons learned' document as part of the completion of our project. The final evaluation report will be shared with current and future stakeholders located in counties where we plan to replicate this project. We will use the mrdc Software (<https://mrdcsoftware.com>) for all our data collection and analysis needs.

20. Applicant Question: Budget Template and Narrative

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.

Applicant Response:

see attached

Attachment:

[Redacted]

21. Applicant Question: Budget Costs

Confirm that that budget does not include non-allowable costs or costs funded by other sources. See [Attachment D](#) for allowable and non-allowable costs.

Applicant Response:

I Confirm

Attachment:

[Redacted]

Section Name: Proposal Certification

Sub Section Name: Certification

1. Applicant Question: Confirm Proposal Discussion with RC(s)

Applicants are required to discuss their proposal with each RC(s) service area to be served. Have you discussed your proposal with each RC you are intending to serve?

Applicant Response:

Yes

2. Applicant Question: RC Contact

Applicants are required to submit their application concurrently to the Department and to each RC(s) service area the applicant is intending to serve. State the name(s) of the contact person(s) at each RC you have discussed your proposal with.

Applicant Response:

[Redacted]

[Redacted]

[Redacted]

3. Applicant Question: Regional Center Service Provider

If you are a vendored regional center service provider, are you in compliance with [Welfare and Institutions Code Section 4652.5](#)?

If you are a not a vendored regional center service provider, please select "N/A".

Applicant Response:

Not Applicable

Applicant Comment:

Not Applicable

4. Applicant Question: Confirm review of Standard Measures

DDS has developed standard project measures for each project type. Have you read the guidelines and agree to the standardized measures for your project type. See [Attachment C](#) for Standard Project Measures.

Applicant Response:

Yes

5. Applicant Question: Applicant Certification

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.

Applicant Response:

Yes
