Application Report

Applicant Organization: Futures Explored, Inc

Project Name: Futures Explored - Cities Employment

Application ID: ⬛⬛⬛⬛⬛

FundingAnnouncement: DDS Employment Grant

Requested Amount: ⬛⬛⬛⬛⬛

Project Summary: The WIN for All project is a collaborative with Cities to provide competitive, integrated employment for individuals with intellectual and developmental disabilities. The program will be targeting marginalized communities including individuals that identify as black/brown and or meet the federal poverty level. The grant will provide equity training to staff; training on how to work with persons with disabilities to city staff, and outreach activities. This program is designed to replicated.

Section Name: Applicant Eligibility

Sub Section Name: Applicant Information

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1. Applicant Question: Organization Type

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

Applicant Response:

- Regional Center Vendor
- Department of Rehabilitation Vendor
- Community-Based Organization

Applicant Comment:

Regional Center Vendor

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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:

Futures Explored is a CBO that started in1964 with the sole purpose of bring visibility and purpose to a group of young adults with intellectual and developmental disabilities through employment opportunities. The 6 individuals that were the first participants of Futures Explored made hand crafted arts and crafts and sold them as an enterprise. This small enterprise has grown to serving over 400 participants in five counties with four distinct service areas. www.futures-explored.org

Attachment:

Mission_ Vision.pdf - PDF FILE

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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:

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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

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1. Applicant Question: Project Type

Choose one project type that best describes your activities.

Applicant Response:

Employment Preparation Services and Supports

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2. Applicant Question: Duration of Project

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

Applicant Response:

18 months

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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:

- Regional Center of the East Bay

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4. Applicant Question: Counties Served

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

Applicant Response:

- Alameda County

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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:

Not Applicable

Applicant Comment:
Not Applicable

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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

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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:

We would be using marketing and promotional consultants to develop materials to recruit participants from marginalized communities. We have identified two consultants that have worked with Futures Explored for many years and understands the work that we do and are skilled in connecting with marginalize communities. ███████ worked closely with us on our Competitive Employment Awareness night in March 2022 where we sponsored the showing of the film, Hearts of Glass.████████ is an independent contractor and provides instruction in our Film and Media Studio.

We will be hiring consultants to provide equity training and at this point, have not identified the consulting group.

Attachment:

████████████████ ████████████

Section Name: Target Population

Sub Section Name: People Served

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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:

Not Applicable

Applicant Comment:

Not Applicable

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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:

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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

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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:

6

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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:

30

Applicant Comment:

We will recruiting and providing pre-employment person centered career planning, job skills and soft trainings, along with job coaching on the job to a total of 30 individuals with intellectual and development disabilities. Over the 18 month period, there will be 3 cohorts of 10 individuals each.

Our outreach efforts will focus on recruiting individuals with I/DD that identify as Black/ Brown and/ or live below the federal poverty levels to join the WIN for ALL program as we believe this sub group of persons with disabilities are at risk of having higher rates of unemployment. A goal of the WIN for ALL program is to reduce the unemployment rate for this subgroup.

We will also be providing equity training to all staff connected with the grant.

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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
- Indian
- Pacific Islander
- White

Section Name: Project Application

Sub Section Name: Project Application

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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:

See attachment for description.

Attachment:
Overview - Employment with Cities (1).pdf - PDF FILE
WIN for ALL timeline.pptx.pdf - PDF FILE

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2. Applicant Question: Need for Project Question 1

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

Applicant Response:

See description in attached document.

Attachment:
Employment Challenges (2).pdf - PDF FILE

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3. Applicant Question: Need for Project Question 2

Provide facts or data to support the need for this project

Applicant Response:

See description in attached file.

Attachment:
Employment Challenges (1).pdf - PDF FILE

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4. Applicant Question: Need for Project Question 3

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

Applicant Response:

The WIN for All is targeting through specific outreach strategies the community of individuals with intellectual and developmental disabilities and specifically those that identify as Black/ Brown and or live below the federal poverty level. The Department of Labor reported in February 2022, that persons with disabilities unemployment rate is twice that of persons without disabilities. The Alameda County Public Heaths department noted that individuals that identify as Black/ Brown are 56% of the population of persons with disabilities.

Simply put, this project will lead to competitive, integrated employment for 25- 30 individuals that have been denied employment opportunities. Satisfaction surveys from persons with disabilities that are employed in the occupation of their choosing, report that employment brings independence, increased community inclusions, and fulfillment.

Attachment:
Employment Challenges (1).pdf - PDF FILE

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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:

See response in attached file.

Attachment:
Grant Appoach (1).pdf - PDF FILE

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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
    - Descript 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

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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:

See response in attached file.

Attachment:

Grant sustaintability (1).pdf - PDF FILE

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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:

See response in attached file.

Attachment:

Grant sustaintability (1).pdf - PDF FILE

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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:

We will continue to work with RCEB and, other regional centers as new cities come on board, as to the best service type program to utilize. We currently have programs vendorized to provide supportive employment supports to participants.

One of the goals of this project to create a scalable and replica with distributive assets that can be used by other regional centers and agencies.

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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:

See responses in attached files.

Attachment:
Mission_ Vision.pdf - PDF FILE
WIN - Supported Education.pptx - POWERPOINT PRESENTATION
Supporitve Employment.pdf - PDF FILE
History_ Description of FE.pdf - PDF FILE

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11. Applicant Question: Organizational Capacity Question 2

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

Applicant Response:

See response in attached file.

Attachment:
WIN - Supported Education.pptx - POWERPOINT PRESENTATION

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12. Applicant Question: Organizational Capacity Question 3

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

Applicant Response:

See response in attached file.

Attachment:
WIN - Supported Education.pptx - POWERPOINT PRESENTATION
Supporitve Employment.pdf - PDF FILE

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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:

See response in attached file.

Attachment:
Grant sustaintability .pdf - PDF FILE

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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:

See response in attached file.

Attachment:
Grant tracking capacity.pdf - PDF FILE

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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:

See response in attached file.

Attachment:
Recruitment of Participants.pdf - PDF FILE

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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:

We will collaborate with groups as identified to recruit participants for the WIN for All program.

Attachment:
Recruitment of Participants.pdf - PDF FILE
Overview - Employment with Cities.pdf - PDF FILE

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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

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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:

The schedule of activities is a roadmap for the implementation of the WIN for All program. As shown in the schedule of activities, we begin with recruitment and hiring of staff, then identify and hire promotional and advertising consultants to begin developing outreach materials followed by the hiring of a equity trainers. The work continues into month 3 of the grant when the first cohort of 10 participants will be enrolled in the program. Training of participants begin with estimated job placement in June 2023. Training of city staff in Working with Persons with Disabilities will begin in month 3 and continue through the course of the grant. Continues connection and outreach will occur with marginalized communities to support the recruitment of participants that identify as black/ brown or fall with in the federal poverty level. Through out the grant period, data will be collected to demonstrate progress and completion of performance measurement.

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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:

The budget include funds designed for the hiring of an IT specialist to develop a dashboard that will include performance measures and expected outcomes. It will be the responsibility of the program coordinator to collect and track the data points. Specific data will be collected from a variety of places including but not limited to CaseMagic, Quickbooks, surveys, and staff notes. Quarterly reports will be presented to the Executive Director with an annual report to the Board of Directors at the January 2024 meeting.

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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:

The budget was developed to support the activities in the grant including appropriate staff, consultants and support staff. Staff included a .5 FTE coordinator that will be responsible for the overall implementation and success of the project; a .5 FTE lead supervisor who responsibilities are training of staff, liaison for participants and their families and care teams; 5 FTE job specialists who will be working directly with the participants in job development, placement and support; and a 1 FTE Job developer that will be responsible to the coordination activities with the city including the providing of the training, Working with Persons with Disabilities. This person will also be reaching out to other cities and will be responsible for development and management of materials that can be replicated for use by other agencies and cities.

The budget includes cost associated with consultants to develop promotional materials for outreach and recruitment and for equity training of staff.

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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

Section Name: Proposal Certification

Sub Section Name: Certification

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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

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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:

I meet with Rose Casarez, RCEB and discussed the project. She was very helpful and provided information and guidance that enhanced the program.

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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

?

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

Applicant Response:

Yes

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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

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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