Application Report



Project Name:

Application ID:

FundingAnnouncement:

Requested Amount:

DDS Employment Grant

Generations Day Care

Project Summary: To explore the utility of casual, part-time, or self-employment as a pathway to economic and social inclusion for individuals with I/DD living in a rural community in San Diego County, Generations Day Care will pilot a customizable service that offers participants virtual job readiness guidance and a fully supported 8-week exposure to employment at a local Farmer's Market.

Pathways to Employment in Semi-Rural and Rural Communities

Authorized Certifying Official:		
Project Director/Manager:		
Compliance/Fiscal Officer:		

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:

• Regional Center Vendor

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:

Generations Day Care (GDC) has been serving clients in the rural community of Ramona since 2018. Generations has three sites: 1) A traditional site-based day program, 2) Farm to Market, a unique program which provides job training and readiness for clients interested in creating their own microenterprise, and 3) Jade Garden, which provides job training in areas of gardening, animal care, and plant care. GDC serves nearly 100 individuals and is the only onsite program in the area.

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.



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:

• San Diego Regional Center

4. Applicant Question: Counties Served

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

• San Diego 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:

Not Applicable

Applicant Comment: Not Applicable

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:

Not Applicable

Applicant Comment: Not Applicable

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".

Not Applicable

Applicant Comment:

Not Applicable

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:

36

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:

Not Applicable

Applicant Comment: Not Applicable

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:

Not Applicable

Applicant Comment:

Not Applicable

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
- Cambodian
- Chinese
- Filipino
- Hispanic
- Hmong
- Indian
- Japanese
- Korean
- Mien
- Native American
- Vietnamese
- Pacific Islander
- Slavic
- White
- Other

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.

Individuals with intellectual and developmental disabilities (I/DD) continue to face systemic economic and social exclusion. Those living in rural or semi-rural areas face additional barriers including far fewer work, recreation, and social options. Creative solutons need to be explored and tested in order to meet the personal, professional, and economic goals of individuals with I/DD including options for casual,part-time, or self-employment.

To explore the utility of casual, part-time, and self-employment as a pathway to economic and social inclusion for individuals with I/DD living in a rural community in San Diego County, Generations Day Care plans to pilot a customizable service that offers 36 interested individuals virtual job readiness tools and a fully supported 8-week exposure to employment at a local Farmer's Market.

Generations Day Care will operate its own booth at the local Farmer's Market selling fresh produce, plants, crafts, and other specially curated items. This 8-week exposure, offered to cohorts of 6 individuals at a time, affords the opportunity to learn all the requirements of operating a booth, including the opportunity for self-employment for those who have their own products to sell. Participants are paid minimum wage during their 8-week internship, typically working 8 hours per week. At the same time, participants are introduced to a community of potential future employers at the Farmer's Market. The many vendors and customers also serve as a connection to a new inclusive community.

Participants will use the experience to inform a customized plan for employment which might include part-time, full-time, casual, or self-employment options. Plans will be shared with their support teams at IPP meetings to determine levels of support and assistance needed to achieve employment goals.

The project is replicable and has several deliverables including on demand videos and resource guides for participants, families, and potential employers.

2. Applicant Question: Need for Project Question 1

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

Applicant Response:

Individuals with (I/DD) continue to face systemic economic and social exclusion. Individuals living in rural or semi-rural areas face additional barriers including far fewer work, recreation, and social options. Without creative social and economic opportunities to achieve self-sufficiency and community inclusion, individuals with I/DD face a future of social isolation, living at or near the poverty level. The ability to make informed employment choices is hampered by lack of opportunity.

3. Applicant Question: Need for Project Question 2

Provide facts or data to support the need for this project

The employment rate for adults with I/DD has remained relatively stable at approximately 14%, including those working part-time and those making subminimum wage. Although there is evidence that the rate is improving, for those living in rural or 'noncore' counties the employment rate is lower. Poverty rates are also higher for individuals, particularly individuals with disabilities, living in rural counties.

The availability of competitive integrated employment in rural areas like Ramona is much more limited when compared to urban areas in San Diego County. Public and private transportation options are also limited.

Farmers Markets are low barrier entry points for persons with I/DD who want to experience part-time, casual, and selfemployment, earn money, and connect to a community of practice. Farmers Markets also offer a unique opportunity to participate in the fabric of community and social life. About 50 certified Farmers Markets convene each week, Monday -Friday in the county.

4. Applicant Question: Need for Project Question 3

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

Applicant Response:

Approximately 80% of Generations is bilingual (Spanish / English) and bicultural. As the leading provider of site-based services in Ramona, we attract individuals as diverse as the community. To ensure applcants have equitable access, Generations will develop marketing materials in the threshold languages of the community, primarily in Spanish and English. Our project is centered around Farmer's Markets which fully represent the diversity of our communities. Farmer's Markets are anchors in our communities, fully accessible to all citizens. They represent a microcosm of diversity and inclusion. All participants will feel welcome and represented at Farmer's Markets. As an added bonus, Farmer's Markets promote healthy lifestyles for all.

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".

Objective:

Develop and pilot a customizable service that offers participants *virtual* job readiness guidance and a *fully supported* 8-week exposure to employment at a local Farmer's Market, including options for self-employment.

Activities and Methods:

- 1. Participants will be able to engage in an 8-week internship at a local Farmers Market. Clients will work in a booth that is sponsored and run by Generations Day Care staff and will gain practical experience. Up to 6 participants can be engaged in the internship program at one time.
- 2. Participants will engage in hands on training that includes: set-up / take-down, safety and hygiene, accepting cash, credit card, and Venmo payments, customer service and engagement, marketing, bagging and packaging, and quality assurance.
- 3. Generations will actively cultivate relationships with other vendors to promote part-time and casual employment options for participants. Vendors will be offered information and assistance on employing persons with I/DD.
- 4. Participants will be matched with Farmer's Market vendors who are will to provide training at their booth expanding the range of experiences and options.
- 5. Participants will be invited to include their own personally crafted or curated merchandise in the booth.
- 6. Those interested in pursuing self-employment at a Farmer's Market will be given information and guides on requirements to operate a booth and referrals to support to start a small business or microenterprise.
- 7. A library of video tutorials will be created in English and Spanish and made available on demand on a wide variety of topics related to finding and maintaining employment.

Unique and replicable features of the project:

- 1. The project gives individuals the opportunity to connect to a wide range of potential employers.
- 2. The project allows participants with an interest in launching a microenterprise or self-employment an opportunity to make an informed decision as to whether this type of employment is a preferred life goal. It also gives indiviuals the opportunity to test out the market place.
- 3. Farmer's Markets create non-economic benefits and ties between vendors, customers, and communities. The project creates the foundation for natural supports and linkages to a community of practice. Being a part of a Farmer's Market is a unique way to connect with business and the community.
- 4. Part-time, casual, or self-employment can be all or part of a particant's employment goals. It does not preclude opportunities for traditional employment if that is part of an individual's overall person centered plan.

Project deliverables:

- 1. A collection of videos, in Spanish and English, readily available on demand, created with the unique needs and learning styles of individuals with I/DD to use to find and keep employment.
- 2. A written guide available to participants and families on the major requirements and steps to operating a booth at a Farmer's Market.
- 3. A guide to local Farmer's Markets.
- 4. Resource guide for self-employment.

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

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:

Participants interested in part-time, casual, or self-employment who request ongoing support to access Farmer's Markets and/or run their small business will be offered information on services offered through traditional regional center services, the Department of Rehabilitation, or the self-determination program. The program will connect with each participant's support teams to share information and resources at the end of the 8-week trial. Farmer's Market employers who offer participants employment during or after their 8-week internship will be given resources if needed for supported employees. Participants interested in learning more about self-employment will be connected to resources in the community.

8. Applicant Question: Sustainability Question 2

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

Applicant Response:

Generations will continue to operate a booth at the local Farmer's Market and expand to other venues that become available. Where possible we will provide training opportunities or internships to interested individuals. Around 50 certified farmers' markets convene each week in the greater San Diego area, Monday through Sunday. Generations will continue to connect to the network of Farmer's Market vendors to promote hiring people with I/DD.

9. Applicant Question: Sustainability Question 3

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

Based on the success of the project, we will work with the Regional Center to obtain vendorization for this service. We will also add addendums to our current program designs to offer follow-along support services, such as tailored day services and paid internship program services in order to provide the 1 to 1 support individuals might need to connect to potential employers and achieve CIE.

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:

In operation since 2018, our mission to enhance the quality of life of adults with I/DD by supporting their choices as adults and increasing access to a full range of activities and services available in the community, is brought to life each day by 3 major programs: 1) A traditional site-based ADC, 2) Farm to Market, a program which provides job training and readiness for individuals interested in pursuing a microenterprise, and 3) JADE Garden and Laundry, which provides job training in areas such as laundry, gardening, animal care, and plant care. This site operates a Laundromat and a 1.5 acre plant nursery. Daily, we serve nearly 100 clients. We are fully staffed, 80% of our staff is bilingual in Spanish and English. We partner with Ramona Senior Center, Ramona Unified School District, and Meals on Wheels. In October 2022 we will launch Generations After School Program, a rec center for children. This new venture will offer several job opportunities for interested individuals.

11. Applicant Question: Organizational Capacity Question 2

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

Applicant Response:

Responding to the need for high quality care and meaningful, inclusive opportunities for individuals with I/DD, Generations has been successfully operating since 2018. The response by the indviduals we serve, their families, and the community has been overwhelmingly supportive and enthusiastic. Generations has become a fixture in the Ramona area and has been featured in press articles for its efforts to integrate adults with disabilities into community life.

12. Applicant Question: Organizational Capacity Question 3

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

Applicant Response:

Jade Garden is designed to increase employability through training in industry specific technical skills in the areas of nursery operations, laundry services, and retail operations.

Farm to Market is designed to Increase employability through training in specific technical skills in the areas of food handling, community supported agriculture, craft and handwork production.

Both focus on increasing professional skills through opportunities to work as a team and interact with the public.

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:

The grant will drive creative solutions to support the employment goals of the clients we serve. In particular, it will enhance our on-the-job coaching and catalyze a connection to a community of potential employers. The development of a comprehensive and evolving collection of videos will expand our technological expertise in providing virtual on-demand support and instruction. We believe the more we are an inclusive part of the community, the more those we serve will benefit.

14. Applicant Question: Organizational Capacity Question 5

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

Applicant Response:

Having been the recipient of an HCBS grant to purchase vehicles, we are well-versed in implementing, executing and managing grant funding, including reporting grant-based activities. We are one of the only fully staffed programs in the area. Our administrative and operations team are fully capable to implement the grant activities and to follow through on documentation and reporting requirements. Our successful vendorization with the SDRC is evidence of our fiscal and programmatic integrity.

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:

Generations will recruit from our current program participants and from our alumni. We will collaborate with other programs in the area to engage a variety of individuals to participate in our initiative. While the Farmer's Market component requires in person participation, the online component can reach individuals on demand throughout the county and across the state. Generations will also promote the opportunity with Regional Center Service Coordinators, group home administrators, and other service providers. Participation in the program can augment rather than replace current program or employment. Recruitment efforts will also include outreach to high school transition programs and local family support groups. Generations will develop marketing materials that can be used for in-person recruitment, shared electronically by email, or posted on websites and on social media. We wil also market to groups representing minority cultures.

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.

The main focus of collaboration will be with other vendors at Farmer's Markets to promote and solicit opportunities for employment for participants. We will collaborate with our local Developmental Disabilities Provider Network to share information and resources. The San Diego Regional Center will receive regular updates on our progress and representatives will be asked to provide guidance on implementation activities. Connections with other agencies that provide guidance on set-up of small businesses (e.g. SCORE and Disabled Business Persons Association) will be initiated to support those interested in self-employment. The online video resources will be shared with other providers in the County and across the State. We will welcome input from providers of supported and competitive integrated employment on video topics that meet the needs of persons they serve.

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.

Because the objective of the program is clearly defined, the activities needed to meet the objective are straightforward to operationalize. The activities are described in a way that the measure is easy to identify and obtain.

- Since the project operates continuously in 8-week sessions, effectively marketing the program to reach a diverse group of participants interested in exploring employment at a Farmer's Market occurs throughout the project. Effectiveness of marketing efforts can be evaluated continuously and strategies can be adjusted to meet the minimum expectancy of 36 total participants. In addition, adjusting the effectiveness of marketing the online videos can also be evaluated throughout the project. There are no minimum expectancies for this aspect of the project but we anticipate reaching an audience much larger than the Farmer's Market interns. YouTube automatically tracks views and allows for viewer feedback.
- 2. Connecting with a community of practice (Farmer's Market vendors) will occur continuously throughout the project and is vital to achieving our ultimate goal of post project employment opportunities for individuals. Because we will be physically present with vendors on an ongoing basis, the connections will be easy to make in person and through the regular dissemination of marketing materials.
- 3. Providing an 8-week experience improves the ability of individuals to make informed employment decisions and itheir ability to prepare for and transition to CIE.

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:

At the start of the project, data collection sheets are created, or in the case where they already exist, utilized, to collect the following information:

- 1. Demographic and individual goal data on participants
- 2. Type and frequency of marketing activities.
- 3. Contacts with potential employer (Farmer Market vendors).
- 4. Work experiences, wages earned and hours worked.
- 5. Employer referrals and placements.
- 6. Outreach and collaboration with other service providers.
- 7. Video content / video views.
- 8. Standard project measures.
- 9. Pre/post participant experience surveys.

Data is collected weekly by Program Staff and reviewed and summarized by the Program Manager. Client specific data (demographics, progres notes, goals) is tracked on a cloudbased software program ProCare. ProCare supports case management activities, data collection, and can also help with compliance. Other data sheets are developed to track specific project activities. This data is collected on HIPAA compliant Google Sheets and stored in the cloud. Data is continuously evaluated to ensure the project is on track to achieve objectives.

Generations will ensure documentation and tracking of required Standard Project Measures and Individual Participant Outcome data. We will also have participants complete the pre/post Participant Experience Survey.

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 focus of the project is twofold:

- 1. Creating a resource library of on demand videos in English and Spanish to assist individuals with I/DD in the process of finding a job and keeping a job.
- 2. Providing an 8-week experience working part-time at a Farmer's Market.

The budget has two major categories of expenditure:

- Personnel. We will hire a full-time Project Manager whose duties will include the development and operation of the Farmer's Market Booth, marketing, relationships with participants, vendors, collaborators, and families, video content and recording, development of resources and guides for participants, families, and potential employers, soliciation of employment or internship opportunities with Farmer's Market vendors, output and outcome data collection, evaluation, and reporting, and liaison with the San Diego Regional Center. We will also hire two PT Direct Support Professionals who will provide on the job training and support and assist with other aspets of the program. A Technology Contractor to assist in video creating, edit, and support ot uplaod to the internet. And finally, and perhaps most importantly, the part-time wages of 36 interns over the course of the year.
- 2. Operating Expenses. Majority of expenses are associated with the costs with setting up and operating the booth at the Farmer's Market, as well as costs for transporation to the Farmer's Market, office materials to support marketing, guides, and other deliverables and video editing software.

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

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:

Paul Quinones and Wenddy Baca, San Diego Regional Center.

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:

Yes

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 <u>Attachment C</u> 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