

# Application Report



**Applicant Organization:** HireAble

**Project Name:** What Comes Next - Educating Students, Teachers and Families on the Value of Work

**Application ID:** [REDACTED]

**Funding Announcement:** DDS Employment Grant

**Requested Amount:** [REDACTED]

**Project Summary:** This project will educate students, their families and educators on community resources related to competitive integrated employment by offering a series of workshops/trainings focused on the benefits of work.

**Authorized Certifying Official:** [REDACTED] [REDACTED] [REDACTED]

**Project Director/Manager:** [REDACTED] [REDACTED] [REDACTED]

**Project Manager/Coordinator:** [REDACTED] [REDACTED] [REDACTED]

**Compliance/Fiscal Officer:** [REDACTED] [REDACTED] [REDACTED]

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**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

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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:**

HireAble is an innovative regional collaborative of nonprofits, school districts, businesses, funding and referral agencies that work to connect people with Intellectual and Developmental Disabilities (I/DD) with Employers who need competent, qualified employees. HireAble offers training and supports to employers, program staff, families and job seekers to create a more inclusive community through employment.

HireAble's website is [www.hireable.org](http://www.hireable.org)

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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

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**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:**

Training and Implementation - Professional and Staff

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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

**4. Applicant Question:** Counties Served

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

**Applicant Response:**

- Alameda County
  - Contra Costa 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:**

Yes

**Attachment:**

[Acalanes Letter of Support.docx](#) - WORD DOCUMENT

[Castro Valley Hireable Letter of Support - 8.17.22.pdf](#) - PDF FILE

[Pleasanton USD Letter of Support.docx](#) - WORD DOCUMENT

[Mt. Diablo USD Letter of Support for HireAble.doc](#) - WORD DOCUMENT

[San Ramon letter of support.pdf](#) - PDF FILE

[OaklandUSD Letter of Support for HireAble.pdf](#) - PDF FILE

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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"

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**Applicant Response:**

Donna Feingold is the primary consultant and manager to HireAble and has 40 years of experience working with individuals with disabilities, having spent nearly 30 years as the Executive Director of several nonprofits in the Bay Area. She is passionate about supporting individuals with disabilities to live happy and productive lives in the community.

When she first moved to CA, Donna started working for Toolworks in San Francisco and later went on to become Toolwork's second executive director. Toolworks is a very progressive organization that closed its sheltered workshop back in 1987 to focus on supporting individuals to find competitive jobs in the community. Donna understands the important role a job plays in the lives of persons served. Donna started consulting and working with HireAble in January of 2022 and is also a certified Work Incentives Practitioner. She has years of experience training at the organizations for which she has worked and her resume is attached.

**Attachment:**



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**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:**

25

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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:**

125

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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:**

150

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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:**

40

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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:**

Not Applicable

**Applicant Comment:**

Not Applicable

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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:**

- White
  - Pacific Islander
  - Hispanic
  - Chinese
  - African American
  - Filipino
  - Indian
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**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.

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### **Applicant Response:**

The purpose of this project is to better prepare students, their families, and school staff on the value of work, employment resources in their local communities and how earnings impact benefits such as SSI and SSDI. It is well documented that it often feels to families that the period of time after graduation (or certificate of completion) is like "falling off a cliff". Through HireAble, school district staff, providers of adult services and funders collaborate well together and frequently share how the lack of education for families and students on what comes next is a huge barrier to success. HireAble is committed to helping students and families overcome these barriers through the trainings that will be provided with this grant. Multiple trainings targeting multiple school districts will focus on the importance of competitive integrated employment, not only in terms of the financial rewards that comes with earning a paycheck but with the increased self-esteem that comes with being a valued member of a workplace and the strong sense of belonging that comes with being a productive member of one's community. For many students with I/DD, their school experience may not have been a positive one as the focus is often on what a student can not do. However, a successful job placement where a person can truly shine and where their strengths are being fully utilized can be an incredibly transformative experience. The trainings provided by this grant will focus on success stories told by persons with I/DD as well educating students and families on what employment resources are available in their community. Also, the fears and myths of how working impacts public benefits will be minimized through trainings on this subject. It is expected that school district staff will also participate in these trainings to increase their own knowledge on these important topics. In summary, this will result in more students ready and eager to find jobs upon graduation.

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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:**

Lack of information as well as fears of the unknown create barriers to students and families when they are about to leave their local school districts. It is a very challenging time for families as they enter the "adult world of services", often unprepared. It is always so sad to hear stories about a young person with I/DD who was doing so well in high school or their transition program and who then sat at home with nothing to do for years because they could not find adult services.

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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:**

Even though many of the school districts were on summer break, HireAble was easily able to procure letters of support and a commitment to partner with six local school districts for this project. As a member of the Developmental Disability Councils of both Contra Costa and Alameda Counties, one of the top needs identified each year is the need for more training/education for families and students transitioning from school to adult services. There have been many articles published over the years describing this dilemma of "falling off the cliff" ("Falling of the Services Cliff by Anne Roux, 2015; Dropped off the Special Ed Cliff: School Today, Gone Tomorrow by Maya Bechi, M.ED. 2020). The need is great and this project will make a difference and will support students, families and school staff to have more confidence and optimism about finding a job in the community after graduation or completion of school.

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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:**

This project will be working with school districts throughout Alameda and Contra Costa Counties. These SF Bay Area counties are rich in diversity and the families and students of these school districts will be reflective of the diversity of the communities in which they live. HireAble's collaborative is comprised of many adult providers that serve diverse communities and when putting together the panelists for these trainings, HireAble will be sure to be as inclusive as possible and invite participants and staff who are representative of the wide range of cultures in our communities. Interpretation will be available when requested for all workshops/trainings offered. HireAble is committed to diversity and inclusion and will work hard to make this project as accessible as possible to all individuals and their families living in Alameda and Contra Costa Counties.

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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:**

The objective of this project is to increase the knowledge of community resources, services and supports among families, students and school staff related to employment options after graduation or the completion of school. The project is designed to provide a series of 3 workshops per training session and each training session will be offered three different times during the 18 months of the grant period (spring of 2023, fall of 2023 and spring of 2024) in two counties (Alameda and Contra Costa County). In total, there will be 6 training sessions for a total of 18 workshops over 18 months. At the heart of the project is the collaborative nature of all entities working together with the common goal of promoting the benefits of employment outcomes to students and their families.

These training sessions will be developed to help bridge the gap between students and families and the adult provider community. It will help to inform and educate and alleviate the fears of what comes after school. Too often, students and their families are left with many questions and no information or guidance regarding next steps. Through these training sessions and individual workshops, students and families as well as educational staff will learn about the resources in their local communities related to helping the student find a competitive integrated job after they exit the K-12 system. They will hear directly from services providers who are offering programs that lead to employment including paid internships, CIE, customized employment and self-employment. They will also hear directly from individuals with I/DD who will share how working in the community has improved their lives and the many benefits to having a job. There will also be a workshop in each training session focused on how earnings impact public benefits such as SSI and SSDI and answer all questions related to people's fears about how this system works.

In general, HireAble is a unique organization that has always worked to bring a wide range of groups together to further employment outcomes in Alameda and Contra Costa Counties. One thing we have heard over and over again is that students and families do not have the knowledge or resources of what comes next after school. This grant will go a long way towards filling this gap. The overall focus will be on creating transition plans for each student that is person-centered and individualized. It is known that many students exiting the K-12 system no longer want to attend traditional day programs and fortunately, sheltered workshops are no longer an option. Some students will want to go on to post-secondary education like Community College or 4 Year Colleges but ultimately, work should be a very viable and realistic goal for the vast majority in the same ways it has always been the ultimate goal for individuals who do not have disabilities. The success of this project will be easily replicable and can serve as a model for others.

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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
  - 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

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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:**

The services provided to students and families through this project will give them the tools and resources to know how to find employment service providers upon school completion and/or graduation. They will learn about the services offered by the California Department of Rehabilitation (DOR) and Regional Center of the East Bay (RCEB). They will learn about adult service providers that offer employment services in their communities. They will learn where they can go for support if they have additional questions or problems with how wages are impacting their benefits. Adult service providers will have ongoing funding for their services through DOR and RCEB. The goal of the project is for there to be a seamless transition for students.

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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:**

It is expected that the success of the project will motivate all the partners involved to develop strategies to keep these trainings going whether through school district funding, regional center funding or funding from the adult service providers. With the recognition that employment should be an expected outcome for all students, it is critical that these trainings and education of students, families and school staff continue past beyond the grant funding. HireAble is committed to all best practices that lead to greater employment outcomes for people with I/DD.

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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:**

HireAble has a strong relationship with RCEB and works closely with RCEB's Employment Coordinator. With so much focus on the importance of competitive employment of person served and performance incentives based on employment outcomes, it will be in everyone's best interest to figure out ways to keep this project going. Once all the partners involved in this project, including RCEB, see the benefits of this project, we will work together to see it continue.

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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:**

HireAble started out as the East Bay Employment Task Force many years ago. This group, serving Contra Costa and Alameda Counties met monthly to collaborate on issues related to the employment of persons with I/DD. From the beginning, there were representatives participating from adult programs, school districts, the Developmental Disabilities Councils, RCEB, Workforce Investment Boards and DOR. Through a grant by the Longs Foundation, three organizations received a grant to incorporate this entity and in 2019 it became HireAble, a nonprofit corporation. HireAble's Board of Directors have decades of experience in managing employment programs for people with I/DD, including Tom Heinz from East Bay Innovations, Bill Pelter from Abilities Now, Bay Area and Will Sanford of Sanford Consulting to name a few. HireAble continues its commitment to furthering employment opportunities for people with I/DD by supporting and educating the community on the benefits of employing people with I/DD.

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**11. Applicant Question:** Organizational Capacity Question 2

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

**Applicant Response:**

HireAble is a small but mighty organization thanks to the depth of experience it's board members and consultant has in the field of I/DD. Also, all of HireAble's "member" agencies are dedicated to making a difference in the lives of individuals with I/DD. In total, HireAble's Board and consultant have a combined total of over 250 years of experience working with this population.

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**12. Applicant Question:** Organizational Capacity Question 3

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

**Applicant Response:**

HireAble provides training and support to the members of the collaborative through monthly meetings/presentations and through information (like local job openings) shared through its listserv. HireAble directly provides benefits counseling to persons with I/DD and their families/Rep Payees. HireAble is in the process of forming a Business Advisory Council and developing regional partnerships with employers to create more jobs for people with I/DD.

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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:**

This grant will enable HireAble to put together a series of trainings offered multiple times throughout the school year to students, their families and school staff. There is a huge need for these types of trainings and this gap has been recognized for years. The education and resources offered through these trainings will lead to more students moving directly into competitive integrated employment upon exiting the school system.

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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:**

As previously mentioned, HireAble has a very experienced Board of Directors as well as its current consultant who have years of experience managing both small and large grants. HireAble is already providing a lot of training and support in the community but this grant will allow HireAble to expand its reach and truly help those students and families who will be transitioning out of their school districts in the very near future.

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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:**

Through HireAble's partnership with at least six school districts, we are confident in our ability to recruit students and their families for the planned trainings. We expect even more school districts will want to become involved once the trainings start happening. HireAble is very well connected with the community and will be able to spread the word through its partners and its large network of organizations. Contra Costa and Alameda Counties are also fortunate to have DD Councils in each county (funded by the counties). Many families are connected to the DD Councils and HireAble has strong connections with both of the local DD Councils. HireAble has a strong presence in the community and will widely publicize and market these training sessions.

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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:**

HireAble is a coalition of organizations that are focused on increasing competitive integrated employment for individuals with I/DD. We are well positioned to achieve the objective of the project because everything we do is about collaboration. We typically have 30-50 organizations who participate in our monthly meetings and we have nearly 200 individuals on our listserve. The Consultant to HireAble also sits on many other committees including the DD Councils, the Provider Vendor Advisory Committee, and the Local Partnerships meetings (LPA's) where she is able to share the trainings and services HireAble has to offer to the greater community. HireAble has a strong reputation as being a leader in the field of employment for people with I/DD. HireAble is also passionate about helping the business community create a more inclusive and diverse workforce by hiring more people with I/DD.

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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 major activities of this project include:

- Develop curriculum for planned trainings/workshops
- Recruit and/or hire trainers/participants for the trainings/workshops
- Secure the workshop sites (or decide to do virtual) and schedule the trainings
- Plan three workshops for each training session and conduct the series of three trainings in both counties
- Analyze pre/post workshop data for each session
- Improve trainings as needed based on the feedback of each session
- Collect individual participant data per grant guidelines
- Follow up with participants and partnering school districts
- Write quarterly grant reports as well as final grant report
- Share the results of the project with all stakeholders including the school partners, adult providers and RCEB

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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:**

Pre and post surveys will be distributed before and after each training session to all participants. HireAble will collect all of that data and will summarize the results in an excel spreadsheet. HireAble will also collect individual participant data as required by the grant. HireAble will maintain close contact with a designated representative from each partnering school district. The school district designee will report back to HireAble on the number of students that find and maintain jobs while in school (for example, in WorkAbility Programs) as well as the number of students who find jobs/paid internships or start working with an adult employment providers upon the completion or graduation from school. Likewise, HireAble will maintain close contact with the adult employment providers and ask them to track the number of students who are referred to them when they complete school and how many of them find either paid internships or competitive employment. HireAble will be responsible for summarizing all of this data and completing all reports required by this grant.

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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 majority of funds will be used to pay for HireAble's Consultant who will be responsible for all the activities stated in the grant proposal. Additional funds (stipends) will be used to pay for those willing to participate on any of the panels. This will enable HireAble to provide compensation to job seekers with disabilities who are willing to share their stories as well as others representatives from community agencies who are also willing to help out. Funding will also be used to pay for any requested interpretation (including ASL) to ensure accessibility for all.

**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

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**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:**

Rose Casarez, RCEB Employment Specialist

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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 4652.5](#)?

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

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