

Application Report



Applicant Organization: Options for All
Project Name: Workforce Development Riverside
Application ID: [REDACTED]
Funding Announcement: DDS Employment Grant
Requested Amount: [REDACTED]

Project Summary: Business Development in Riverside County by hiring a dedicated Job Placement Specialist to engage with local businesses and fold in as part of their DEI efforts the goal of hiring people with I/DD. Hiring a Job Placement specialist in Riverside to engage with a minimum of 25 employers in the region to customize and carve jobs for our consumers leading to multiple locations and types of positions for the consumers. The job placement will continue to be person-centered based on their own personally choices and goals.

Authorized Certifying Official: [REDACTED]
Project Director/Manager: [REDACTED]
Project Manager/Coordinator: [REDACTED]
Compliance/Fiscal Officer: [REDACTED]

Section Name: Applicant Eligibility

Sub Section Name: Applicant Information

1. Applicant Question: Organization Type

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

Applicant Response:

- Regional Center Vendor
- Department of Rehabilitation 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:

optionsforall.org We provide services for those seeking skill-building vocational training, belonging in their community, expressing oneself through creativity, community or independent living. Our programs celebrate the uniqueness and diversity of our community and pride themselves on providing support that creates an actual difference our participants and communities can experience. We offer day programs, tailored day, community engagement, independent living services & supported employment.

3. Applicant Question: Applicant in Good Standing

Is the applicant in good standing with the California Secretary of State, California Franchise Tax Board, and California Department of Tax and Fee Administration? Please upload confirmation letter(s) or proof of good standing.

Applicant Response:

Yes

Attachment:



4. Applicant Question: Subcontractors in Good Standing

Are the applicant's subcontractors in good standing with the California Secretary of State, California Franchise Tax Board, and California Department of Tax and Fee Administration? Select "N/A" if you do not plan to use subcontractors for your project.

Applicant Response:

Not Applicable

Applicant Comment:

Not Applicable

Section Name: Grant Application

Sub Section Name: Proposal Summary

1. Applicant Question: Project Type

Choose one project type that best describes your activities.

Applicant Response:

Business Focused Practices

2. Applicant Question: Duration of Project

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

Applicant Response:

18 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:

- Inland Regional Center
-

4. Applicant Question: Counties Served

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

Applicant Response:

- Riverside 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:

Options for All has been in business providing services to individuals with disabilities since 1985. We have individual placement, paid internships, supported employment, generalist placements, student and adult work experience programs with DOR and offer short and long term supports based on individual client needs. We have partnered with hundreds of businesses across California to build lasting CIE opportunities for hundreds of consumers at any given time. Rachel Holiday is the Business Developer across California who leads our job placement team. She oversees daily operations for all of the job placement specialists throughout the state. This team assists individuals connect with job opportunities and obtain job placement. Rachel has an Associates degree working toward a Bachelors in business. She is ACRE certified in customized employment and has been working with OFA for 6 years. The San Diego zoo recently had HR, hiring mgrs attend a training Rachel developed on accommodations.

Section Name: Target Population

Sub Section Name: People Served

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

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

Applicant Response:

0

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:

54

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:

30

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:

1

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:

25

Applicant Comment:

The goal of the project is to develop new employer relationships by developing new business partners in the Riverside region. By hiring a Job placement specialist for the region, the goal is to interact with medium to large businesses in the region to expand their Diversity, Equity and Inclusion (DEI) model to include individuals with I/DD into their worksites. This is best accomplished by developing strong relationships, uncovering specific business needs, discovering constraints and opportunities to customize and carve job opportunities for individuals with I/DD. The ACRE customized employment training is evidence based and industry recognized. Building upon strong partnerships, individuals will be placed through paid internships, work experience or direct placement opportunities with a goal of obtaining long term, competitive integrated employment. The job placement specialist will be trained in both the ACRE customized employment and the basic certification that were developed through ASPE with a focus on CIE. The project design will be to onboard a job placement specialist in Riverside, CA, obtain training, and going out a targeting employers in the region to create customized and carved jobs. By connecting with human resources, appointed DEI representatives, and business owners, we ensure that including individuals with I/DD is part of a larger, lasting movement that ultimately leads to long term employment opportunities for consumers in this growing region.

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
- Slavic
- White
- Pacific Islander
- 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.

Applicant Response:

The goal of our project is to develop new employer relationships by developing partnerships with businesses in the Riverside region. By hiring a Job Placement Specialist for the region, the goal is interact one on one with large employers in the region and expand their ongoing Diversity, Equity and Inclusion (DEI) model to include individuals with I/DD into their worksites. This is best accomplished by developing strong partnerships, uncovering specific business needs, constraints and opportunities to customize and carve job opportunities for adults with I/DD. The ACRE training is evidence based and industry recognized. Building upon the strong partnerships, individuals will be placed in either paid internship opportunities or direct hire with a goal of long term, competitive integrated employment (CIE). The Job Placement Specialist will be trained in ACRE customized employment as well as the ACRE Basic Certification that were all developed through ASPE with a focus on CIE. The project design will be onboarding a Job Placement Specialist, Obtaining training, and then specifically targeting employers in the region to create customized and carved positions. By connecting with the employer human resource team and DEI representatives, we ensure that including individuals with I/DD is a part of a larger, lasting movement that ultimately leads to long term employment opportunities for consumers in the growing region. The target population will include businesses in the region currently running DEI strategy and departments typically tied to HR departments. The geographical area is Riverside County. The project intends to build relationships with a minimum of 25 businesses to provide customized employment positions for our referred clients from DOR and Inland Regional Center. The impact is creation of a minimum of 54 individuals in the region with employment placement at the end of the 18 months.

2. Applicant Question: Need for Project Question 1

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

Applicant Response:

There has been a recent push for DEI efforts across a wide spectrum of industries in this country. Often, individuals with I/DD are excluded or forgotten in this long term effort. Our goal is to first make employers aware of this population and their unique skills and abilities. Educating employers on the benefits of hiring people with I/DD and truly becoming an inclusive employer will be a key goal for the job placement specialist. Our goal is to provide a wide array of employment options.

3. Applicant Question: Need for Project Question 2

Provide facts or data to support the need for this project

Applicant Response:

According to the Bureau of Labor and Statistics (U.S), persons with a disability were employed at 19.1 percent versus 63.7 percent for persons without a disability. For those with a disability that held jobs in 2021, they were far more likely to hold part time employment than full time and much more likely to be employed in a service industry. (bls, 2021) 8 of 10 people with a disability were unemployed in 2021. With the recent labor shortage, it is prime time to educate employers and assist in filling the gaps. While the DEI movement in most companies started prior to the 2020 pandemic, it is exacerbated the shortfalls in their goals for inclusivity. Hiring individuals with I/DD can help alleviate the pressure on businesses, and at the same time increase awareness of the population in the workforce. Traditional job placement starts with individual choice. Our intent is to couple individual choice with our business partnerships that our new job placement specialist helps to develop.

4. Applicant Question: Need for Project Question 3

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

Applicant Response:

Riverside county is growing and diverse region. The poverty rate in 2021 is 11.2% and about 25% of the population is under 18. This means that long term, we intend to create lasting employer alliances creating CIE opportunities for decades to come. At Options for All we serve all individuals referred by the Department of Rehabilitation and Regional Centers regardless of age, sex, religion, gender etc. We focus on individuals strengths and operate on a person-centered model of choice in our Employment programs.

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:

We intend to shift our job placement model in the Riverside region to focus on employer relations, building customized and carved positions for individuals with I/DD to 1. help solve staffing issues, 2. include individuals with I/DD in the Diversity Equity and Inclusion missions, 3. create competitive integrated employment opportunities for individuals in the Riverside region. Shifting our focus from approaching employers with an individual, and instead meeting employers, discussing their needs, educating them on the I/DD population and carving customized positions for individuals. This model is replicatable across our service line throughout California. Our goal is to interface and develop relationships with at least 25 business partners during the 18 month grant period with a goal of placing 54 clients into paid internships and direct hires with a goal of all entering CIE. Our intent is to assess the community and business needs across the region by interfacing with local business entities such as the Riverside Chamber of Commerce of which we are a member and regularly attend their events, as well as ensuring that our consumers placements are driven by a person centered model.

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:

Individuals who are placed into employment opportunities will be continued to be supported by our supported employment teams in the region. We are just now developing the team as an extension of our services that are already established in San Bernardino including job coaches and management lines. The job placement specialist will continue to be supported through our ongoing operations in the region.

8. Applicant Question: Sustainability Question 2

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

Applicant Response:

We intend to continue this method of job development in our business development department across the state. The method of building employer relationships leads to longer term placement opportunities versus a one on one ask for one employment placement. It can also lead to integrating I/DD into the DEI models and becoming part of the employers landscape for future hiring.

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 have a strong relationship with IRC in Riverside County and DOR. Our goal is to continue to take ongoing new referrals for employment services.

The long term relationship will continue by ensuring that all referred consumers are able to tap into our developed business networks.

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:

OFA has been providing employment services since 1985. The organization started in San Diego and since expanded to offer services for individuals with I/DD throughout the state. Providing service in independent living, day programs, community engagement and employment services, we have a focus on expanding the lives of those with I/DD by connecting them to their community and providing individual, person centered services. We have business partners across the state including Great America in Sunnyvale, multiple Safeway locations, Sea World, San Diego Zoo and Safari Park. There are countless small business we also are working with across the state. We are partners with multiple Regional Centers and Department of Rehabilitation offices. We partner with several transition programs throughout the state to offer students work experience opportunities as well.

11. Applicant Question: Organizational Capacity Question 2

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

Applicant Response:

Our services are targeted and developed to serve individuals with I/DD and therefore take great interest in providing excellent services to those seeking employment. We offer individual placement providing one on one job placement and readiness preparation with consumers and their support teams. These placement opportunities can be short or long term and either provided an employer of record as a internship or work experience program or direct hire from a company into CIE positions.

12. Applicant Question: Organizational Capacity Question 3

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

Applicant Response:

We provide the following:

supported employment, job development and placement and job coaching and supports once on the job

we provide student and adult work experiences

We have Paid Internship program participants throughout the state.

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 help us to hone business relationships utilizing customized employment principles and help to focus on job carving to meet individual employer needs. Training the job placement specialist through ACRE certification will ensure that we are utilizing the most recent evidence based business development model. This model will help build longer term business opportunities for future consumer job seekers with I/DD.

14. Applicant Question: Organizational Capacity Question 5

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

Applicant Response:

Options for all has long been a partner of multiple Regional Centers and The Department of Rehabilitation across California. Amy Vance, Director of Employment Services across California has operated and managed grants through her employment for the past 6 years. Grant management, reporting and data collection as well as budget oversight will continue to be a partnership at OFA between direct staff, managerial staff, director level staff and our internal finance department

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:

All referrals will come from Department of Rehabilitation or Inland Regional Center. We continuously attend events in the community to market our services. We also intend to build on our strong relationships with IRC, as we have been providing employment services in San Bernardino County since 2000.

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 intend to focus our network and collaboration with businesses in the Riverside County area as well as continued networking with Riverside Chamber of Commerce of which OFA is a strong participating member attending many events throughout the year and engaging with local transition programs at high schools throughout the region. We will continue to build strong partnerships with referral partners at DOR and Regional Center to ensure continuous referrals for individual placement.

17. Applicant Question: Engagement Plan Question 3

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

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

Applicant Response:

Not Applicable

Applicant Comment:

Not Applicable

18. Applicant Question: Project Activities

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

Applicant Response:

The activities include

Hiring a JPS for the Riverside region first step in getting business development accomplished in the region

Training: Acre and internal training to ensure customized employment principles are followed and job customization and carving can occur over the grant period

Business Engagement: Engage with minimum of 25 employers

Placement: Business Engagement leads to 54 placements in the region

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:

Data will be collected through Networks our client database.

We will track individual businesses connected with, and the number of placements including wage, date of hire, hours worked and hours of support on the job

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 project budget includes the following personnel expenses:

Job Placement Specialist dedicated to Riverside: 100% FTE Will work full time to engage with businesses and connect our referred consumers to the positions created and discovered through these partnerships.

Business Developer: Rachel Holiday-6 years of experience. 5% of her time will be working to directly supervise and strategize the job placement specialist.

Director of Employment Services (California): Amy Vance 1% dedicated to oversight and management of this business development team in Riverside.

Operational Expenses include training and tools to accomplish the project activities over the 18 month grant period.

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:

Inland Regional Center

Andrew Burdick, Employment Specialist

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 [Attachment C](#) for Standard Project Measures.

Applicant Response:

Yes

5. Applicant Question: Applicant Certification

By submitting this application, the applicant is certifying the truth and accuracy of the proposal. The applicant also certifies that if you have subcontracting organizations, each participating organization has reviewed your project and agrees to their assigned activities, measures, and the budget.

Applicant Response:

Yes
