

Application Report



Applicant Organization: PathPoint
Project Name: PathPoint's Customized Employment & Employer Resources Pilot Project
Application ID: [REDACTED]
Funding Announcement: DDS Employment Grant
Requested Amount: [REDACTED]

Project Summary: PathPoint respectfully requests [REDACTED] for the Customized Employment and Employer Resources Pilot Project. The objective of this project will be creation of structures to place individuals with high-support needs in meaningful jobs, while giving staff the necessary training and teaching employers about the benefits of working with this population.

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:

- Community-Based Organization

Applicant Comment:

PathPoint is a 501(c)3 nonprofit that supports people in living the life they choose.

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:

PathPoint is a 501(c)3 that supports people in living the life they choose. We partner with 2,400+ people annually with developmental disabilities and behavioral health diagnoses to pursue their hopes and dreams through strengthening workplace abilities, building life skills, and developing meaningful relationships. Founded in 1964, the organization has since evolved to provide person-centered services across five counties: Kern, Los Angeles, San Luis Obispo, Santa Barbara, and Ventura.

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:

Service Models for Individuals with High Support Needs

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:

- Tri Counties Regional Center
 - Kern Regional Center
 - North Los Angeles County Regional Center
-

4. Applicant Question: Counties Served

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

Applicant Response:

- Santa Barbara County
 - Ventura County
 - San Luis Obispo County
 - Los Angeles County
 - Kern 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:

PathPoint supports people in Long Beach, San Fernando Valley, and Antelope Valley with the following ZIP codes:

Long Beach: 90801- 90810, 90813- 90815

San Fernando Valley: 91340 (including 91040- 91618)

Antelope Valley: 95843 (including 93534-93686)

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:

PathPoint will work with the following trainers for this project:

1. [ACRE: Basic Customized Employment Services Training](#)

ACRE is a national membership org. and Community of Practice for trainers in the field of employment services for people with disabilities. PathPoint will utilize their competency-based training for employment services professionals. ACRE'S clients include: Dept. on Disability Services- Washington DC, Minot State University, North Dakota Center for Persons with Disabilities, and The ARC of Pennsylvania.

1. [Milt Wright & Associates, Inc: Windmills Training](#)

MWA is a publishing, training and consulting firm focused on Disability Management, Job Creation, and Employment Resources. Clients include: CA Dept. of Rehab., Council of State Administrators of Vocational Rehab., and numerous Fortune 500 companies.

"Windmills" consists of 12 modules that use participation and discovery as learning vehicles, and focuses on human factors while addressing legal requirements/accommodation.

Attachment:

[ACRE Overview.pdf](#) - PDF FILE

[Windmills Training.pdf](#) - PDF FILE

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:

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:

2007

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:

22

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:

2007

Applicant Comment:

Through the Customized Employment and Employer Resources Pilot Project, PathPoint will create systems and resources that will benefit all of the 2,007 individuals in the organization's Developmental Disability Services. Individuals will benefit from more highly trained staff, materials geared towards recruiting employment partners, a sustainable model aimed at opening opportunities for individuals who want to work, and de-stigmatization of disability employment within the community.

22 staff members from across five service regions (including PathPoint's PACE Facilitators and Employment Specialists) will engage in ACRE'S Basic Customized Employment Services Training and Milt Wright and Associate's Windmills Training. Through these trainings, staff will gain the skills necessary to provide intensive, individualized job discovery to individuals with high-support needs. Specifically, Milt Wright's Windmills training utilizes a train-the-trainer model, allowing our staff to gain knowledge that they will pass on to other Employment Staff for many years. As a whole, the community will benefit through the added depth and diversity from increased numbers of individuals with disabilities working alongside non-disabled folks at local businesses.

The high-support needs demographic is comprised of individuals who have either never held a job, have been on the roster for a long time, were previously employed in a position that they didn't resonate with, haven't thought of employment (day programs), or were employed under 14(c) conditions before PathPoint transitioned away from this model in 2019. PathPoint already has an estimated 20+ individuals in Los Angeles, Ventura, and Santa Barbara counties who have expressed interest in being part of the Customized Employment portion of the pilot project. The PACE Facilitators will work directly with these folks to devote an expanded amount of time towards job discovery and find positions that truly resonate with them and support their personal growth.

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
- Native American
- Pacific Islander
- White
- Hispanic
- 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:

PathPoint's Customized Employment & Employer Resources Pilot Project aims to create structures to place individuals with high-support needs in meaningful community jobs by providing staff with the necessary training and teaching employers about the value of working with this population. The project builds on our FY20-21 HCBS grant: PACE (Person-centered, Active planning, Competitive Employment). PACE uses intensive discovery tools to work with individuals employed under 14(c) conditions pre-pandemic and use career exploration for goal discovery and obtaining competitive employment. PathPoint is also becoming the official Assistive Technology Services (ATS) provider for TCRC. After years of experience in connecting folks with technology that bolsters their communication, mobility, and independence, PathPoint will customize these tools to support people in reaching their employment goals.

PathPoint's Pilot Project will expand on prior expertise and use the following approach: 1) Provide PathPoint staff (PACE Facilitators and Employment Staff) the ACRE/ Windmills training to refine their job discovery skills; 2) The PACE Facilitators will partner with the ATS team to learn about tools that can be geared toward employment outcomes; 3) PACE Facilitators will work with Employment Staff to support the job discovery process; 4) These staff will create collateral (trainings, pitch materials, and best practices) for employers, to teach them the value of working with our individuals.

The target population for the Customized Employment Pilot are folks in PathPoint's Los Angeles, Ventura, and Santa Barbara services where PACE Facilitators can provide in-person support. Employer Resources will benefit people in all five counties PathPoint serves. The project's overarching accomplishment will be a customized employment model and employer resources by expanding on the following: person-centered discovery process, supportive employment, AT tools, and highly trained staff.

2. Applicant Question: Need for Project Question 1

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

Applicant Response:

The primary issue addressed is that individuals with higher-support needs are not receiving the services they need to obtain meaningful employment. The amount of time required for an adequate, person-centered discovery process alongside public perception of the population holds these individuals back, causing them to remain on the rooster for a long time and/or never get placed. Also, many employers are unaware of the benefits to having a diverse work pool and how to support this demographic.

3. Applicant Question: Need for Project Question 2

Provide facts or data to support the need for this project

Applicant Response:

According to the [U.S. Department of Labor's Office of Disability Employment Policy \(2021\)](#), individuals with a disability in the 16-64 age range (considered the "working class population") have a 37.3% labor force participation rate, whereas their non-disabled counterparts hold a 77.8% participation rate. Additionally, the unemployment rate for folks with disability sits at 7.8% and only 3.6% for individuals without a disability. This grand disparity is exacerbated by the fact that the COVID-19 emergency caused massive layoffs for people with disabilities, and [The National Council on Disability](#) found that the disability community's chronic underrepresentation in the U.S. workforce was deeply impacted because of this. In a competitive job market where obtaining employment is generally difficult for all individuals (irrespective of disability), those with higher- support needs truly require service providers, like PathPoint, to help bridge this staggering divide.

4. Applicant Question: Need for Project Question 3

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

Applicant Response:

A main catalyst for this project is feedback that PathPoint has received from individuals supported and parents (mainly from the Annual Satisfaction Survey and Family Committee) regarding the challenges of obtaining employment in the current job market. Many people benefiting from this pilot project are people PathPoint supports who have either never worked or were previously employed under sub-minimum wage. This demographic needs extra support such as one-on-one interaction, job carving, job discovery, and more.

These individuals will be involved in providing real-time input. Additionally, PathPoint conducts annual surveys with individuals, their families, public funding agencies, partners, and staff to determine program satisfaction and solicit feedback. Results are evaluated and used to build the three-year Strategic Plan and annual program objectives. Input from PathPoint's DEI Taskforce will also be included throughout the project to ensure inclusive implementation.

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:

There are two main objectives for PathPoint's project: 1) Expand and tailor Employment Services for individuals with higher support needs; 2) Create more resources for partnering employers, to break the stigma of disability employment. These objectives will be realized through the use of innovative, evidence-based practices including: Person-Centered Thinking Facilitation, ACRE Basic Customized Employment Services Training, and Windmills Training. PathPoint will also utilize a comprehensive, person-centered discovery process for staff to truly get to know the person they support, understand what is "important to" them and "important for" them, and use this knowledge to find job opportunities. Finally, PathPoint will utilize our industry-leading Assistive Technology Services (ATS) to identify and connect individuals with technology that supports people in reaching their vocational goals.

Through increased training about the discovery process, PathPoint hopes to support individuals in making informed career choices, and ultimately, demonstrate that traditional employment is not the only "correct" form of employment. PathPoint will support individuals in all vocational options including engaging in gig-based work such as: creating or selling art or goods, buying/selling items, survey-taking, roving snack shops, odd jobs, etc. Through the longer, intensive discovery process, individuals will be able to fully explore the range of career options.

Ultimately, PathPoint's project is aimed at providing a wrap-around approach to advancing individuals with I/DD in competitive integrated employment. Staff will be trained in the person-centered discovery process necessary for job development, will connect folks with AT necessary to be successful on the job, and will create collateral to share all this expertise with local business employers. The project model is comprehensive and easily replicable: PathPoint will implement learned best practices in all Employment Services and share with the greater community of service providers. This project has also been crafted based on feedback both from the people the organization supports (through our Annual Satisfaction Survey and Family Committee) and our current partnering employers.

Deliverables will benefit all 2,007 people in our Developmental Disability Services and are as follows:

- Staff Training
 - ACRE
 - Windmills
- Intensive discovery process and job development
- Train the Trainer model (for future implementation across all ES)
- Assistive Technology Resource guide – adding and tailoring tools for employment outcomes
- Training materials for employers
- Materials for pitching and promoting
- Sharing all employment collateral on PathPoint's website

Overall, PathPoint's Customized Employment and Employer Resources Pilot Project seeks to equip staff with the tools they need to support individuals in obtaining competitive employment, while communicating the importance and benefits of hiring these individuals to our business partners.

Attachment:

[PACE Handout.pdf](#) - PDF FILE

[PACE Status Update.pdf](#) - PDF FILE

6. Applicant Question: Approach Question 1B

For project type, Service Model Transformation

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

- Describe how you plan to engage the regional center in the transformation plan

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

Applicant Response:

Not Applicable

Applicant Comment:

Not Applicable

7. Applicant Question: Sustainability Question 1

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

Applicant Response:

Outside of funding for the Customized Employment and Employer Resources Pilot Project, PathPoint holds well-established and respected Employment Services that support 750 individuals annually across five counties. Through this project, PathPoint will improve service provision through increased staff training and external resources for employers. Learned best practices will be implemented into future internal staff trainings and the collateral created will help PathPoint continue forging partnerships with local businesses. The individuals with high-support needs directly impacted through this grant will continue receiving employment services from higher-trained staff who have access to more robust training and resources than before.

8. Applicant Question: Sustainability Question 2

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

Applicant Response:

PathPoint aims to collaborate with our funding partners, TCRC, NLACRC, and KRC and the Department of Rehabilitation, to increase our expertise in customized employment and be able to expand service to individuals in our catchment areas. If successful, we would like to make ACRE and Windmills training a permanent component for all Employment Staff and continue the creation of time-relevant collateral that resonates with local employers.

PathPoint's CEO, Harry Bruell, is engaged in many efforts at the state level to support stronger employment outcomes for individuals. He serves on the Cal APSE Board of Directors and the SCDD SB639 Workgroup and supported DDS with identifying quality incentive measures for employment.

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:

PathPoint holds a close and collaborative relationship with the Regional Centers in our service areas (TCRC, NLACRC, and KRC). We have worked with the RCs on past grant proposals through DDS (such as the 2017, 2018, and 2019 Disparity Grants and 2020 and 2021 Equity Grants) and HCBS (2016- this current calendar year). If awarded funding, PathPoint will engage the RCs through the following:

- Communicating the challenges we are facing and seeking input to develop creative solutions
 - Garnering their support for authorizations and allowing a longer, more intensive discovery process
 - Gathering input on how we can integrate this model into our system going forward, and
 - Learning about and understanding the needs from their perspective
-

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:

Originally, PathPoint was founded in Santa Barbara in 1964 to provide job-placement services for low-income people. The organization provides the following:

- [Employment Services \(ES\)](#): aimed at increasing vocational skills to help people find and retain meaningful community employment. Support includes: competitive integrated employment, paid internship program, training, coaching, and direct job placement.
- [Independent Living Services \(ILS\)](#): supportive living services for individuals who want to reside independently in their communities.
- [Community Integration Services \(CIS\)](#): provide organized, engaging day services five days a week. Activities include: art, gardening, volunteering, vocational training, self-care and more.

Within ES, PathPoint works with local businesses in each region to secure opportunities for people supported. Through this pilot project, PathPoint will improve ES by providing enhanced training for staff and increased resources for existing and future employers.

11. Applicant Question: Organizational Capacity Question 2

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

Applicant Response:

PathPoint has worked with the project's target population (high-support individuals seeking competitive employment) for many years. PathPoint's Executive Director of Developmental Disability Services (who will help oversee this project) has worked with this population for 40 years, and is a mentor-trainer for Person Centered Practices and the Learning Community. Also, PathPoint gained crucial experience with this community through implementation of the PACE Project and will use this experience.

12. Applicant Question: Organizational Capacity Question 3

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

Applicant Response:

PathPoint's ES are dedicated to increasing skills and finding meaningful community jobs, while meeting the needs of people supported and businesses. They include assessments, training, internships, coaching, supported employment, and direct placement. In fiscal year 21-22, PathPoint placed approximately 296 individuals. PathPoint also hosts robust [AT Services](#), aimed at connecting people with technology that bolsters communication, mobility, and independence.

Attachment:

[PathPoint ATS Overview \(1\).pdf](#) - PDF FILE

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 primary goal of this project is to equip our staff and partnering employers with the tools to support individuals in obtaining competitive integrated employment. Through the ACRE and Windmills training, staff will gain expertise in this field. With continuation and customization of the PACE Facilitator position to this area, ES staff will have increased support throughout job discovery. Funding from this grant will allow us to further customize and enrich our Employment Services.

14. Applicant Question: Organizational Capacity Question 5

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

Applicant Response:

PathPoint has extensive expertise in implementing, managing, and meeting reporting deadlines for grant-based activities. As previously described, the organization has received numerous large grants from various public and private funders including HCBS, DDS, and the Regional Centers. Specifically, PathPoint's Vice President of Strategic Initiatives (who will manage this pilot) has a background in project management and vast experience implementing multi-phase initiatives at PathPoint.

Attachment:

[PathPoint Prior Funding- HCBS, DDS, TCRC.pdf](#) - PDF FILE

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:

20+ individuals in our Los Angeles, Ventura, and Santa Barbara services have expressed interest in this project, which has informed the geographic service area of the customized employment portion of the project. Additionally, there are individuals who went through our PACE pilot project and have expressed that their next desired step is obtaining employment. Once staff go through ACRE and Windmills and have the training to support these individuals, this will be a possibility.

Through PACE, PathPoint also learned instrumental strategies such as: how to talk about the planning process, how to connect with our program staff for referrals, and creation of materials accurately describing the service. Overall, the project's recruitment strategy will be to engage already-interested folks while leveraging already-developed PACE materials to recruit new individuals.

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:

Through partnership with well-versed training organizations- ACRE and Milt Wright- PathPoint will provide crucial resources to staff. PathPoint will also work with the RCs and DoR to develop strategies for implementing more intensive job discovery in the long-run. As part of resource development, PathPoint hopes to provide training to local business partners on working with employees with disabilities. For example, in 2019 PathPoint partnered with Chevron (a local employer for our ES) to pilot their Neurodiverse Hiring Initiative. PathPoint helped Chevron create a tailored interview process, customize a role to match the skills of employees with Chevron's labor needs, and facilitate Chevron receiving a total of \$78,000 in labor subsidies. The pilot expanded from 7 hired employees in 2019 to a projected 55+ by end-of-year 2022. Through this pilot project, PathPoint hopes to gain expertise and create the materials necessary to collaborate with other businesses in a similar manner.

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:

Objective: To create structures to place individuals with high-support needs in meaningful community jobs by providing staff with the necessary training and teaching employers about the value of working with this population. A main lesson from the PACE Project is how much time a true, person-centered discovery process takes for people with high-support needs (up to 30 hours). 18 months is our desired timeframe due to the amount of training needed and adapting to the needs of these individuals.

- Activity 1: ACRE Training
 - Time period: Ongoing
 - Reimbursement program through the state; no grant funding will be used but outcomes will be tracked
 - Importance: Granting ES Staff/PACE Facilitators the tools necessary for more robust discovery
- Activity 2: Windmills Training
 - Time period: May 2023 – October 2023
 - Importance: Best practice training for ES Staff and a train-the-trainer model that can be offered as a future resource to employers
- Activity 3: Pilot Customized Employment Model
 - Time period: Ongoing
 - Importance: Person- centered job-discovery process and introduction of AT support
- Activity 4: ATS Resource Development
 - Time period: Ongoing
 - Importance: Collaboration between PACE Facilitators and ATS Team to gear equipment towards employment goals
- Activity 5: Resources for Employers
 - Time period: January 2024 – June 2024 (after ACRE and Windmills)
 - Importance: Materials, training, and website collateral to help us forge partnerships and outline the benefits of working with us to employers

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:

PathPoint’s pilot structure includes a Project Manager (PathPoint’s Vice President of Strategic Initiatives) who will be in charge of implementation, data management, and reporting. The Project Manager has experience overseeing many grant projects and reporting directly to DDS. Once PathPoint is funded, the Project Manager will develop the comprehensive project plan. This plan includes project overview, roles, metrics, tracking process, reporting, and communication. The project team will meet with the Project Manager to develop and finalize the plan.

Once implementation begins, the Project Manager will work with the team to incorporate measures into daily tracking activities. The data will be collected on a monthly basis by the Project Manager. Data is reviewed during team meetings and is also overseen by PathPoint’s Management Team. If necessary, PathPoint’s Board of Directors will provide counsel on effective management and actions for responding to unforeseen expenses or situations that may arise.

In addition, PathPoint uses a constituent management database “Case Magic” to track data and goals for each person that we support. This system includes contact information, demographics, activities, and progress toward goals. Information will be pulled from this system in order to report progress. Data from Case Magic is compiled into a yearly Characteristics Report, which serves as a guideline for service and care provision.

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:

PathPoint is respectfully requesting [REDACTED] for our project. Provision of wages for our PACE Facilitators, ATS team, and Project Manager will allow PathPoint to develop a robust, effective team. One of the key takeaways from our current HCBS project is that the facilitators need to be able to continue alongside the job development process with individuals in order to have stronger outcomes. The PACE Facilitators will also work with our ATS team and consultants to develop resources identified in this project.

Funding is also for investment in sustainable tools, training, and processes such as the Windmills training, AT equipment, and mileage. Mileage will allow PACE Facilitators to support in-person job discovery and relationship-building with local employers. Windmills is a train-the-trainer model, allowing staff to impart knowledge to other employees after the grant period. Materials for job discovery, work training, and collateral will also be developed and impact ES across all counties. The ACRE training is not included due to reimbursement through the state quality incentives program. Funding for AT will focus on LA, allowing us enhance services, expand our expertise, procure equipment, and provide support in a region that currently has less access.

In sum, PathPoint will provide intensive, personalized job discovery for individuals with high-support needs, while investing in a sustainable model that will impact the entire organization for years to come.

Attachment:

[REDACTED]

21. Applicant Question: Budget Costs

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

Applicant Response:

I Confirm

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:

- Kern Regional Center: Michi Gates, Executive Director and Jamie Patino, Employment Specialist
 - NLACRC: Ruth Janka, Executive Director and Evelyn McOmie, Community Services Director
 - TCRC: Omar Noorzad, Executive Director, and Diva Johnson, Community Services Director
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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

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
