Application Report

Applicant Organization: Self Determined Futures L.L.C.

Project Name: Pursuit To A More Inclusive Workforce

Application ID: ███████

FundingAnnouncement: DDS Employment Grant

Requested Amount: ███████

Project Summary: SDF will establish an employer collaborative to develop industry focused opportunities to increase workforce preparations and competitive integrated employment opportunities.

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:

- Community-Based Organization

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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:

Self Determined Futures (SDF) LLC is a community based organization that provides services to individuals with developmental disabilities under the Self Determination Program. SDF mission is to make a more inclusive community for individual with developmental disabilities become independent pillars of their communities. We build relationships with community organizations to ensure that we are able to utilize every resource to help persons with disabilities.

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3. Applicant Question: Applicant in Good Standing

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

Applicant Response:

Yes

Attachment:

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4. Applicant Question: Subcontractors in Good Standing

Are the applicant's subcontractors in good standing with the California Secretary of State, California Franchise Tax Board, and California

Department of Tax and Fee Administration? Select "N/A" if you do not plan to use subcontractors for your project.

Applicant Response:

Not Applicable

Applicant Comment:

Not Applicable

Section Name: Grant Application

Sub Section Name: Proposal Summary

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1. Applicant Question: Project Type

Choose one project type that best describes your activities.

Applicant Response:

Business Focused Practices

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2. Applicant Question: Duration of Project

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

Applicant Response:

12 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:

- Frank D. Lanterman Regional Center
- Harbor Regional Center
- Inland Regional Center
- North Los Angeles County Regional Center
- San Diego Regional Center
- Westside Regional Center
- Tri Counties Regional Center

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4. Applicant Question: Counties Served

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

Applicant Response:

- Los Angeles County
- Riverside County
- San Bernardino County
- San Diego County
- Santa Barbara County
- Ventura County
- Imperial 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:

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6. Applicant Question: Collaborating Organizations or Other Entities

Does your project include partnerships with one or more organizations either as a co-applicant or subcontractor? If "yes", please upload a letter of support from each organization, that includes an explanation of their role in the partnership.

Applicant Response:

No

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7. Applicant Question: Consultants and Trainers

Describe the qualifications of the consultant/trainer/training organization, including their subject matter expertise in competitive integrated employment for individuals with developmental disabilities. Describe their prior experience as a consultant/trainer, professional credentials, including names of other organizations/entities for whom they have provided consultation or training.

If question does not apply to your project, select "N/A"

Applicant Response:

Not Applicable

Applicant Comment:

Not Applicable

Section Name: Target Population

Sub Section Name: People Served

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

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

Applicant Response:

Not Applicable

Applicant Comment:

Not Applicable

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2. Applicant Question: Number of adults (18 and older) with I/DD that will be served

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

Applicant Response:

100

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3. Applicant Question: Number of family members that will be served

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

Applicant Response:

Not Applicable

Applicant Comment:

Not Applicable

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4. Applicant Question: Number of professionals and staff that will be trained

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

Applicant Response:

50

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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:

150

Applicant Comment:

Self Determined Futures (SDF) will have a total of 150 participants that will be apart of the grant project. SDF intends to train 50 professionals and intends to serve 100 adult participants over the age of 18. Professionals will be trained through our employer collaborations and adult participants will be served through grant activities.

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6. Applicant Question: Ethnicity Group Served

Select the ethnicity group(s) the project will serve. For "Indian", "Pacific Islander", "Slavic" or "Other" use comment section to list specific groups.

- **"Indian"** includes: Indian (nationals of the present-day Republic of India), Bangladeshi, Nepalese, Pakistani, and Sri Lankan.
- **"Pacific Islanders"** includes: individuals whose origins are the original peoples of Polynesia, Micronesia, and Melanesia. Polynesia includes Guam, Hawaii (Native Hawaiian), Samoa (Samoan), American Samoa (Samoan), Tokelau (Tokelauan), Tahiti (Tahitian), Tonga (Tongan) and other Pacific Islands.
- **"Slavic"** includes: Russian, Ukrainian, and Belorussian (East Slavic), Polish, Czech, Slovak, and Sorbian (West Slavic), and Bulgarian, Serbian, Croatian, Macedonian, and Slovene (South Slavic).
- The **"other"** category includes ethnicities not specified in the ethnicity options.

Applicant Response:

- African American
- Hispanic

Section Name: Project Application

Sub Section Name: Project Application

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1. Applicant Question: Project Abstract

Provide a clear and concise project summary that includes a defined target population, geographic area, and project design. Specifically describe what your project will accomplish and the intended impact it will have on the employment of individuals with intellectual and developmental disabilities.

Applicant Response:

SDF will work with employers in the community to develop industry focused collaborations to increase workforce preparations and employment opportunities. The target population will be individuals who are between the ages of 16-71, receiving regional center services, have identified that they are seeking to work, and self-identify as African-American or Hispanic. SDF will service the following geographic areas: Los Angeles County, Riverside County, San Bernardino County, Imperial County, San Diego County, and Ventura County. SDF will create an employer collaborative in each community we serve so that way we can meet the needs of the employer and the consumer to ensure they are ready to fill the positions effectively. Through this collaborative we will be able to provide hiring events and meet & greets between employers and persons with developmental disabilities to achieve integrated employment. The intended impact is to reduce barriers of bias and stigmas amongst employers and to level the opportunity field for persons with developmental disabilities to obtain competitive integrated employment. As a service provider we have witnessed first hand and heard the experience persons with developmental disabiltiies face when trying to seek employment which range from low level low wage jobs to simply not receiving interview due to their disability. Most employers make the assumption that due to the persons developmental disabiltities that their capabilities are limited therefore they can only do certain jobs. SDF wants to be the community based organization that bridges the connection to employers and persons with developmental disabilities.

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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:

Employers have biases and preconceived notions about persons with developmental disabilities. They believe that our individuals are not capable of doing certain jobs or they force them into the jobs they see fit based upon their disability. SDF will tackle this issue directly with employers by making community connections and developing a collaboration in which we will inform them of the abilities, talents, supports, and benefits of hiring a person with developmental disabilities.

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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:

In 2021, persons with a disability were more likely to work in service occupations than those with no disability (18.2 perce

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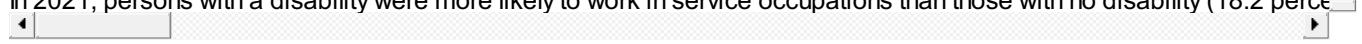
4. Applicant Question: Need for Project Question 3

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

Applicant Response:

SDF will seek employers from all industries to bring into the employer community collaborative to help our diverse participants from all backgrounds achieve their employment goals. By having employers from diverse industries it will align with our diverse target population of persons with developmental disabilities, between the ages of 16-71, that identify as African-American or Hispanic to have the opportunity to explore any industry of choice so that they might get the change to explore outside of their backyard. The individuals we serve have expressed that people feel that it is easiest and best for them to remain in their community but they want to experience the same employment experience as persons without disabilities such as working outside the city they live in, have various jobs in different industries, and working amongst diverse populations of persons without disabilities. Employers get individuals from diverse backgrounds and our individuals will have diverse employers.

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:

Project Objective: Develop an ongoing employer collaborative collective to create more opportunities for the employment of individuals with intellectual and developmental disabilities.

Innovative Methods: SDF will use its current employer connections to develop an employer database bank of employers that have hiring needs and need to employ persons with intellectual/developmental disabilities or they need to meet a federal requirement of hiring a person with a disability. This will create a direct connection of supply and demand but also decrease barriers to employment for persons with disabilities, increase opportunities for persons with disabilities, offer diverse employment opportunities for persons with disabilities, and give persons with disabilities gainful competitive integrated employment.

Activities included but not limited to:

- Recruiting employers from diverse industries
- Hosting job fairs/ Pop up direct hiring events
- Assisting employers with connecting 1:1 with candidates with developmental/intellectual disabilities to inform them how to apply and obtain employment in their industries or with their organization.
- Hosting round tables for employers to speak with persons with disabilities to determine how they can be more inclusive and disability supportive in the workplace.
- Host informational workshops on the benefits of hiring persons with disabilities.
- Host seminars/trainings with employment services vendors on the types of supports they provide persons with developmental/intellectual disabilities from seraching to obtain a job to job retention.

Input from community/target population: SDF did a survey of our current participants that fall into our target population (persons with developmental/intellectual disabilities recieving regional center services between the ages of 16-71, identify as African-American or Hispanic, desire to work) to find out what the barriers to employment were when it comes to employers and these are the results we received.

- 68% stated that they do not feel that employers give them the same job opportunities as persons without disabilities.
- 79% stated that they do not disclose in the interview process that they have a disability for fear it may disqualify them from the job.
- 91% stated that they would like to have diverse employment opportunities just as persons without disabilities.
- 45% stated that they would like to explore employment opportunities outside of their neighborhood.
- 84% stated that would like to have direct employment opportunities specifically for persons with developmental/intellectual disabilities.

Individuals from the developmentally/intellectually disabled African-American and Hispanic populations have voiced that they experience the most barriers to employment due to their disability and race. They feel that due to their geographical placements that the opportunities that surround them are very limited compared to persons that identify as white and live in middle class communities.

6. Applicant Question: Approach Question 1B

For project type, Service Model Transformation

- A description of the transformation team that will be developing the action plan and includes representation by individuals with

ID/D, family members, those who provide direct support, and other relevant community members (e.g., businesses, peer organizations, partnerships, etc.,)

- The objective and activities to be used in developing the action plan, including an outline of the areas to be addressed in the transformational planning and organizational change that will affect the CIE employment services.
- Include how you used input from the community and/target population in the design of the project?
- A detailed description of the planning process that will be used
    - Descript project deliverables
    - Describe how you plan to engage the regional center in the transformation plan

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

Applicant Response:

Not Applicable

Applicant Comment:

Not Applicable

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7. Applicant Question: Sustainability Question 1

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

Applicant Response:

SDF will continue to serve the individuals of the project by continuing to bridge the connection to the employer collaborative collective and individuals with developmental/intellectual disabilities seeking employment . SDF will maintain providing employment activities to the target population after the project has ended to ensure that they continue to have employment opportunities to achieve competitive integrated employment. SDF realizes the long term outcomes that the project will provide to the target population and the importance of them having a stable support.

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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:

SDF will continue its project work after the grant funding has concluded by having employers pay a membership fee as well as vendors to sustain the opportunities the community employment collaborative brings to individuals with developmental disabilities. Through the membership fees we will be able to ensure all the projects activities continue and maintaining solid partnerships with employers in the community to continue employing individuals with developmental disabilities. I have spoken with big companies such as: Amazon, Starbucks, Google, Netflix, Apple, and Tesla and they all expressed that they want to employ more individuals with developmental disabilities but they don't know how to attract those individuals.

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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:

SDF will request to be vendored for PIP and CIE from the regional centers we serve for future sustainability of the projects and the individuals served. As the developer of the employer community collaborative SDF essentially is the agency that obtained the employment for the individual client. The service provider bringing the individual/s to our events will be the employment service provider providing job the vendor bringing them to our hiring events, community outreach collaborations, and our job specific preparation informational will be providing the support to maintain employment.

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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:

I have been in the disability services industry for 12 plus years and developed Self Determined Futures in 2020 through Self Determination Program. I started out as a DSP, Behavior Specialist, Community Integration Consultant, Employment Specialist/ Employment Resource Developer, and then venturing off to become a Service Provider. SDF mission is to enrich the lives of individuals with developmental disabilities to become independent and thrive as pillars of their community. SDF provides independent facilitation services, Independent living skills, Supportive living skills, Social Skills, and Adaptive Skills to its program participants. The services we provide are strictly for individuals who are regional center clients and have expressed a need for the services we offer. Our tie to the target population is direct and everyday because the individuals we serve are between the ages of 16-71, receive regional center services, and are African-American or Hispanic.

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11. Applicant Question: Organizational Capacity Question 2

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

Applicant Response:

SDF supports our selected target population of individuals with developmental disabilities through our current services under SDP. The individuals we work with have all expressed a desire to work or do work. The ones that want to work have experienced employment biases and barriers that we have provided them support on overcoming.
Our individuals that have jobs we have assisted them with on the job advocating to ensure they get the supports/accommodations they need to be successful.

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12. Applicant Question: Organizational Capacity Question 3

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

Applicant Response:

SDF currently provides multiple services under self determination program such as: Independent facilitator services, person centered plan writing, ILS services, SLS services, Social Skill Support Services, and Adaptive Skills Services. Through all the services we provide they are linked to an employment objective or activity in which we support our individuals on supporting them to achieved their successful outcome.

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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:

The grant will help SDF build a network of employers to support individuals with I/DD to achieved competitive integrated employment by reducing barriers and expanding opportunities. This grant will allow SDF to successfully tackle all the issues that as an organization we see everyday as we support our individuals on their employment objective journey. SDF will use its current employer resources and expertise to bring opportunities to expand across counties to reach our target population.

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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:

SDF experience and current capacity to support grant based activities and reporting is on-going. As a current service provider we constantly engage in activities with our I/DD individuals we serve on a daily basis and reports are constantly being produced to demonstrate the services that are being provided, results/outcomes of services received, and any potential changes that need to be made as a result of achievement/barriers/change. SDF will successfully incorporate grant project activities.

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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:

SDF will recruit participants through outreach to Employment Support Service providers, Special Education Departments in local School Districts, Department of Rehabilitation, and Community resources.SDF will encourage employment services providers to bring their clients seeking competitive integrated employment to attend our hiring events and inviting the service providers to attend our roundtables to provide us feedback. SDF will connect directly with Special Education Departments at local schools to partner with them on events focused on assisting students transition into the workforce. SDF will connect with DOR and Community resources to identify our target population and connect our employers to obtain participants. By reaching out to these agencies we will be going directly to our target population and their direct supports to ensure we are able to secure their participation in our grant project activities. Through collaborative efforts we will also do outreach at

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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:

SDF will collaborate with employers in various industries to develop a diverse employer database bank of opportunities for our individuals with I/DD seeking employment. SDF will then identify from its community partners (Employment Service Providers, Local School Districts, DOR, and Community Resources) the individuals that fit the target population criteria and connect them with our employers collaborative through activities we host. Through collaborative efforts we will be able to focus on our target population and share participants without duplication of services. We will partner with our community partners on events, training, and workshops to encourage the target population of individuals to attend our project activities to connect them to competitive integrated employment.

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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:

Project Activity 1:Secure workshop sites and schedule- This will need to be done in order to secure a meeting/workshop/event space to achieved the development of the collaborative, host job fairs, and conduct focus groups.

Project Activity 2:Analyze pre/post workshop data- This will need to be done to determine if we were able to meet the project outcome measures.

Project Activity 3: Recruit/Hire trainers for workshop- This will support the delivery of the project by ensuring we recruit and hire the most qualified candidates.

Project Activity 4:Host 7 Employer Focus Groups in 7 Counties- This will allow us to determine what the employers candidate expectations are and also give pertinent information regarding the preparation our target population may need.

Project Activity 5:Host 7 Consumer Focus Groups in 7 Counties- This will help us provide feedback to our employers regarding the barriers and accommodation request our target population may need.

Project Activity 6: Conduct 24 Employer Collaborative Workshops in 7 Counties-This will allow for us to build the employer collective and ensure the diversity of employers we have to expand competitive integrated employment opportunities.

Project Activity 7: Host 7 Job Fairs in 7 Counties- This will allow for our project to achieve its objective by connecting persons with I/DD to employers seeking to hire them.

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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:

Data Collection:

1. Surveys-SDF will provide surveys at the beginning and end of every event and workshop to gather contact information and feedback on how the information will be used. We will use the data from the surveys collect to improve the project and be sure we are achieving our overall objective of connecting employers and persons with I/DD to fill competitive integrated employment positions.
2. Focus Groups- SDF will have employer and participant focus groups to ensure we are meeting the needs of each group to achieved the project objective,
3. Follow Up calls- SDF will do follow up calls to employers to determine if our project is helping fill their open positions and follow up calls to participants to get their feedback on the hiring process.
4. Excel spreadsheet - We will utilize excel spread sheets to track all data received.

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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:

T   he delivery
and implementation of the overall project design. The personnel expenses will allow SDF to hire qualified staff to dedicate 100% of their
time to ensuring the project outcomes are delivered far past the estimated results. Without the personnel expenses we would not be able to
carry the project out.

The operational expenses in the project budget is consistent with the stated project objective and activities to support the ability to engage
and implement the activities to achieved successful outcomes in the project. The operational expenses allow for the project to
actually operate the activities to produce outcomes. Without the operational expenses SDF would not be able to have as
many activities as listed which would result in less of the target population being served.

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:

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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