

Application Report



Applicant Organization: The Arc of San Diego
Project Name: The Arc of San Diego's Inclusion at Work Project
Application ID: [REDACTED]
Funding Announcement: DDS Employment Grant
Requested Amount: [REDACTED]

Project Summary: The Arc of San Diego will develop a business-focused program to expand the notion of DEI (diversity, equality, and inclusiveness) to include people with I/DD. The goal of this project is to strengthen employee engagement with their staff and to establish the practice of hiring people with intellectual and developmental disabilities (I/DD) as the norm.

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

The Arc of San Diego is the largest nonprofit in the San Diego County region with over 20 sites.

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:

The Arc of San Diego is a frontline service provider that offers a broad range of programs that serves people with intellectual, developmental, and physical disabilities. The Arc serves people of all ages from birth to end-of-life with a full continuum of services. One of our most robust and successful programs is Arc's Employment. [//www.arc-sd.com/](http://www.arc-sd.com/)

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:

- San Diego Regional Center
-

4. Applicant Question: Counties Served

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

Applicant Response:

- San Diego County
-

5. Applicant Question: City of Los Angeles

If your project proposes to serve the City of Los Angeles, list the zip codes your project will serve.

Zip code information for Los Angeles County can be found [here](#). If your project does not serve the Los Angeles area, select "N/A".

Applicant Response:

Not Applicable

Applicant Comment:

Not Applicable

6. Applicant Question: Collaborating Organizations or Other Entities

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

Applicant Response:

No

7. Applicant Question: Consultants and Trainers

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

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

Applicant Response:

If funded, The Arc of San Diego will conduct an extensive recruitment effort to hire a Workforce Neurodiversity Advisor. The candidate must have the following expertise.

Principal Duties and Responsibilities

- Will design curriculum, analyze, recommend, and execute a fully integrated DEI strategy for each company that facilitates an active and inclusive culture in hiring individuals with I/DD.
- Develop and present curriculum to be provided to leadership/management of each company to build inclusive initiatives, allyship, and awareness of the people with I/DD within their workplace.

Education and Experience:

- Bachelor's or equivalent experience
- 5-7 years of related work
- Experience in building programs that address the unique needs and abilities of people with IDD
- Knowledge of leadership models, and organizational development
- Ability to build consensus and influence management
- Excellent oral, written, presentation, and interpersonal communication skills
- Think strategically with tactical execution.

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:

50

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:

100

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:

100

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:

200

Applicant Comment:

The proposed program will serve executive leadership, front-line or division managers, Human Resources staff, and potential co-workers of people with I/DD. It is anticipated that initial training will reach the top-level executives, however, it is recommended that a less intensive form of the curriculum be presented to all staff allowing them to contribute to the overall culture of diversity, equality, and inclusion in their workplace. Conservatively, we estimate training at least 200 people from a total of 30+ companies.

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:

- Pacific Islander
- African American
- White
- Native American
- Hispanic
- Other

Attachment:

[Ethnicity.pdf](#) - PDF FILE

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 Arc of San Diego will develop a business-focused program to expand the notion of DEI (diversity, equality, and inclusiveness) to include people with IDD. The goal of this project is to strengthen employee engagement with their staff and to establish the practice of hiring people with intellectual and developmental disabilities (IDD) as the norm.

Program activities include:

1. The Arc of San Diego will hire a Workforce Neurodiversity Advisor to promote program activities with businesses in the San Diego County region
2. Identify and connect face-to-face with 50 local businesses within San Diego to discuss the benefits of recruiting and retaining individuals with disabilities.
3. Identify businesses willing to partner to improve DEI practices to include people with disabilities
4. Neurodiversity Advisor will assess and analyze the hiring practices and the unique corporate culture of each company partner
5. The Advisor will develop a Diversity, Equity, and Inclusion training curriculum customized for each participating company with a focus on the inclusion of people with disabilities IDD.
6. After DEI training, the company will commit to hiring 2-3 people with IDD by integrating them into positions where they can uniquely contribute to each company.
7. The Arc staff and the DEI advisor will select highly compatible candidates for jobs based on the needs of the company and the client with IDD.
8. Once hired, The Arc will provide job coaches and mentoring for each client with IDD to ensure job retention and satisfaction of the client and the employer.
9. Conduct satisfaction surveys and solicit input from participants (employers and clients with IDD) biannually to integrate lessons learned, eliminate unanticipated barriers, and streamline and improve the overall process.
10. Access outcome measures longitudinally and qualitatively to make program adjustments as needed.

Impact:

The staff of 30+ companies will receive training = 200

Clients with IDD - 50

Family members - 100

Total: 350 served

2. Applicant Question: Need for Project Question 1

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

Applicant Response:

While companies across San Diego County are invested in improving their DEI practices, most focus their efforts on increasing the ethnic makeup among their employees. The Arc of San Diego has extensive expertise in a wide range of employment services, thus experience tells us that companies can improve DEI practices when they include people with disabilities.

The underlying challenge is a lack of awareness among employers of the multitude of benefits of hiring people with I/DD.

3. Applicant Question: Need for Project Question 2

Provide facts or data to support the need for this project

Applicant Response:

NEEDS OF EMPLOYERS: In today's post-pandemic reality many sectors still struggle to fill vital jobs to thrive and prosper. To answer this challenge, this proposal will assist companies to go beyond elemental practices and engage in progressive practices that will facilitate businesses to create sustainable growth by hiring people with I/DD. According to the National Conference of State Legislators Study, employing people with disabilities has resulted in lower turnover, increased productivity, and access to a broader pool of skilled workers.

NEEDS OF PEOPLE WITH I/DD: A February 24, 2022, Bureau of Labor news release states the rate of unemployment among people with disabilities is 12.6% as opposed to persons with no disability rate of 7.9%. Many people with disabilities -about 8 out of 10 -were not in the labor force at all in 2021. If not in the labor force, many people with disabilities feel isolated and unproductive. Their ability to contribute is overlooked. (See uploaded studies)

Attachment:



[PubMed-isolation.pdf](#) - PDF FILE

4. Applicant Question: Need for Project Question 3

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

Applicant Response:

As The Arc of San Diego's mission states: The Arc supports and empowers people with disabilities to achieve their life goals. The Arc has found that the overwhelming majority state that integrated community employment as a life goal. Accordingly, the project will benefit clients with I/DD including those with intellectual disabilities, autism spectrum disorder, Down syndrome, and cerebral palsy. The Arc of San Diego is committed to the vision of a more inclusive society in which people of all abilities have the chance to achieve their goals, experience success, and be valued for their contribution to society. Thus, The Arc welcomes this funding opportunity to expand employment opportunities to the mutual benefit of the company and people with I/DD. Employer-focused training will increase the company's ability to recruit, hire, and retain people with I/DD. Hiring people with I/DD signals to customers and the community that people with I/DD are a valued part of their workforce.

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:

Business Focused Objective: To develop business-focused partnerships that will lead to increased Competitive Integrated Employment (CIE) of individuals with intellectual and developmental disabilities (I/DD). This is accomplished by conducting outreach to at least 50 companies to offer Diversity, Equity, and Inclusion (DEI) consulting and training to key company leaders. As a result of DEI training, we estimate that at least 30 medium to large-sized companies will integrate a more inclusive landscape of hiring practices to include people with I/DD.

Best practices implementation:

1. Hire a Workforce Neurodiversity Advisor with significant expertise in both business and the employment needs of people with I/DD
2. Incorporate a flexible process designed to personalize the employment relationship between the job candidate with I/DD and the employer in a way that meets the needs of both. The program will be based on an individualized match between the strengths, conditions, and interests of a job candidate and the identified business needs of an employer.
3. The Arc will provide a continuum of services that provide guidance and direction to an individual with I/DD in developing job search techniques and appropriate work-related behaviors that will enhance the job seeker with I/DD's employability.
4. The Arc of San Diego will work with the local Workforce Investment Board (WIB) which is equally invested in increasing employment opportunities for I/DD people. Arc will collaborate with the WIB to reach employers likely to receive DEI training.
4. The program is measurable with clear objectives and outcomes. Deliverables are clearly defined in longitudinal stages such as:
 - Number of companies contacted
 - Number of companies partnering by receiving expanded DEI training/curriculum with an emphasis on hiring people with I/DD.
 - Number of companies that hire people with I/DD
 - Number of people with I/DD hired
 - I/DD clients will be included in program design and provide ongoing input on how best to integrate people with I/DD into the workplace. For this and all the services at The Arc of San Diego, the voices of our clients are considered vital.
5. Qualitatively, satisfaction surveys will be administered in six-month intervals with hiring and successful retention of people with I/DD will be the ultimate measure of success.

Project deliverables include employer focus curriculum, the recorded evaluation outcomes including input from business and new hires with I/DD, and best practices/lessons learned that are documented throughout the project.

The Arc of San Diego's business-focus project is fully replicable and scalable and serves as a model that can be utilized by other agencies that serve people with I/DD.

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:

The project will operate beyond the terms of this grant to ensure that people with I/DD will continue to have ongoing and greater opportunities to join the workforce.

The project is scalable and replicable as project activities become clearly prioritized to achieve high-impact results throughout the terms of the grant. Additionally, the employer-focused DEI curriculum developed as a product of the grant will be used as the framework for ongoing DEI training with additions of new best practices and outcomes will be added as refinements to the training content. The Arc will leverage existing employer relationships to continue its DEI training to employers. The Arc's working group will continue to operate with the same goals and objectives.

8. Applicant Question: Sustainability Question 2

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

Applicant Response:

Individuals with I/DD will continue to benefit as project activities become clearly prioritized to achieve high-impact results throughout the terms of the grant. Additionally, the employer-focused DEI curriculum developed as a product of the grant will be used as the framework for ongoing DEI training with additions of new best practices and outcomes will be added as refinements to the training content. The Arc will leverage existing employer relationships to continue its DEI training to employers. The Arc's working group will continue to operate with the same goals and objectives.

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:

Curriculum, outcomes, challenges, barriers, and successes will be shared with the San Diego Regional Center to create a methodology of best practices as a result of this program. Outcomes can be shared with other service providers that network with the regional center to increase the opportunities for job seekers with I/DD.

At the same time, a true business-focused approach that demonstrates solid positive economic benefits will be a more persuasive incentive as companies consider hiring people with I/DD. All the findings of this project will be shared with the San Diego Regional Center to increase the opportunities for jobseekers with I/DD.

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:

The Mission Statement: The Arc of San Diego supports and empowers people with disabilities to achieve their life goals.

The Arc of San Diego was established over 70 years ago in 1951 when a group of concerned parents realized there was no unifying body to represent the needs of people with developmental disabilities. At that time there were no programs or activities to care for children or adults with developmental disabilities (I/DD). In formally establishing The Arc of San Diego many programs were provided over the years to authentically and innovatively serve people with disabilities. Today we are the largest provider of services to people I/DD in San Diego County. The Arc has over 20 sites and employs 1,000 professionals. The Arc provides services such as 24-hour residential housing, early intervention programming, community integration/day programs, and more. Our largest and most robust program is our multi-faceted Community Employment Services Program. (See uploads)

Attachment:

[Organizational Chart August 2020.pdf](#) - PDF FILE

11. Applicant Question: Organizational Capacity Question 2

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

Applicant Response:

The Arc of San Diego has a long history of providing services for people with disabilities from birth to their senior years. The Arc enhances the quality of life for our clients by providing them with opportunities such as participating in health wellness programs, engaging in inclusive cultural and community activities, increasing their computer literacy and virtual communication skills, and providing job placements for nearly 500 people through our Community Employment Services Program.

Attachment:

[REDACTED]

12. Applicant Question: Organizational Capacity Question 3

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

Applicant Response:

The Arc of San Diego's Employment Services finds employment for people with I/DD in a variety of positions and industries. The Arc also offers pre-employment training and job placements and mentoring services. The Arc provides employment placements that match the abilities and desires of each client, including the following:

- Individual Community Placements
- Group Employment
- Student services for Youth 16-21 and
- Paid Internships
- A military partnership with the Marine Corp Recruit Depot (MCRD)

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 Arc of San Diego has 40+ years of experience in providing client-focused support to individuals with I/DD to achieve competitive integrated employment. DDS funding will increase our capacity to serve jobseekers with I/DD by developing employer focused curriculum and expanding relationships with existing and new employers. Further, our development of company training materials, with an emphasis on DEI, will teach employers how to take inclusion to a higher level of productivity.

Attachment:

[Letter of Support - JCC-2.pdf](#) - PDF FILE

[Letter of support_The Arc of San Diego \(1\).pdf](#) - PDF FILE

[LOS-Arc.pdf](#) - PDF FILE

[Letter of Support - San Diego Pride.pdf](#) - PDF FILE

14. Applicant Question: Organizational Capacity Question 5

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

Applicant Response:

The Arc of San Diego has an outstanding track record of engaging with funders and providing timely and accurate reports that often exceed our anticipated outcomes. Our grants management team has extensive experience administering grant-supported activities to ensure they comply with the factors identified in each proposal. Complicated federal reporting typical of HUD grants through CDBG awarded projects and State funding require expertise found within The Arc's Grants Management team.

Attachment:

[Bios.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:

As the largest agency in San Diego County and in collaboration with the San Diego Regional Center, The Arc has access to a continuous pipeline of people with I/DD whose life goals are to obtain employment and a greater degree of self-sufficiency. Further, The Arc of San Diego will leverage existing relationships with over 100 community employers who wish to increase or establish DEI policies to include individuals with I/DD. The Arc networks with military installations, government agencies, and municipalities - all of whom have the bandwidth and interest in deepening the breadth of their DEI/employment practices.

The Arc's Workforce Neurodiversity Adviser will coordinate directly with companies to provide training to the employing organization on not only their social responsibilities but the many benefits of hiring people with disabilities. For example, the inclusion of people with I/DD brings a diversity of thought and life experience that benefits customers and employees alike.

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:

The Arc will practice true inclusion by focusing on employers and companies in diverse and marginalized communities. We anticipate these companies will be particularly receptive to The Arc's message of Diversity, Equity, and Inclusion.

The Arc will partner with the San Diego Regional Center and the U.S. Department of Rehabilitation to coordinate and reciprocate with records and participant information. In addition to these formal partners, The Arc will reach out to over 100 local businesses who are existing partners as a source of referrals to likely new company participants.

A longtime partner- the local Workforce Investment Board will also be included in facilitating outreach to corporate recipients.

The Arc will use social media to promote the program to clients, their families, and Arc followers on Instagram Facebook, and Twitter. The object of our social media promotion is to announce the employer-focused DEI training as broadly as possible.

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 Name: Employer-focused DEI training to increase employment opportunities for people with I/DD.

Objective Description: The Arc will develop business-focused partnerships that will lead to increased CIE of individuals with intellectual and developmental disabilities (I/DD), by providing Diversity, Equity, and Inclusion (DEI) training to facilitate increased employer engagement and more employment opportunities for people with I/DD.

Manager: Brian Nero, Arc of San Diego's Director of Employment Services

Start Date: December 1, 2022

End Date: May 31, 2024

Project Activities:

- The Arc of San Diego will hire a Workforce Neurodiversity Advisor with broad experience in economic development and recruiting and retention of individuals I/DD.
 - The Advisor will conduct outreach to at least fifty medium to large-sized employers spanning a wide range of industries.
 - The Advisor will schedule Diversity, Equity, and Inclusion Training with identified businesses targeting human resources, corporate officers, division leaders, and relevant staff.
 - The Arc will assist in recruiting people with I/DD who wish to work.
 - Arc staff and advisor will develop evaluation measures qualitatively and longitudinally to assess the efficacy of the project.
 - Review policies and practices conducted and make refinements as needed.
 - Satisfaction and pre/post survey will be developed and administered at appropriate intervals to be provided to DDS. The Arc will solicit surveys and input from businesses and clients with I/DD.
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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:

The Arc of San Diego will use CMS (Content Management System) software to record all relevant data. The project goals, objectives, and activities will be measured longitudinally to measure grant progress and to be sure that The Arc fully complies with those stated in this proposal.

The Arc's Project Manager, Brian Nero, will be responsible in collecting and maintaining data.

The Neurodiversity Advisor will maintain notes/summaries of presentations for improvement or to answer additional needs of company participants. These notes will be shared with Mr. Nero.

A timeline of activities will be created by The Arc's employment manager and the Advisor

Participant Experience/Satisfaction Surveys will be administered before and after the DEI training and hiring process is completed at a 12-month benchmark. The 12 months allows the program to mature and holistically evolve within each employer who will share their solutions, barriers, and successes.

Data to be collected will include:

- Input from employers on useful content of the DEI training
- The total number of companies that were approached to receive DEI training
- Total number of companies that received DEI training
- Total number of companies who incorporated new hiring practices as a direct result of the Arc's training
- Total number of people with I/DD hired throughout the project
- Total number of people with I/DD hired
- Job description of individuals hired
- Job retention statistics
- Extra input such as anecdotal comments from all participants.

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:

Budget Narrative and the rationale for each line item is explained in detail within the budget document as part of this submission

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:

Wenddy Baca

Paul Quinones

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
