

Application Report



Applicant Organization: Special Needs Network
Project Name: Special Needs Network's Behavior Tech Apprenticeship Program
Application ID: App-22-646
Funding Announcement: FY 22-23 Service Access and Equity Grant
Awarded Amount: \$500,000

Project Summary: Apprenticeship program for expanding ABA providers in minority communities to address a crisis in services for Black and brown children. SNN's goal is to train and mentor 50 African-American and Latino professionals to become a combination of behavior therapists and consultants.

Authorized Certifying Official: Juan Carlos Garcia juancarlos@specialneedsnetwork.org -
Project Director/Manager: Daniel Mendoza daniel@snnla.org 213-948-9641
Project Manager/Coordinator: Carolina Gonzalez carolina@snnla.org 323-877-4724
Compliance/Fiscal Officer: Edguin Castellanos edguin@snnla.org 323-309-9368

Section Name: Applicant Eligibility

Sub Section Name: Applicant Information

1. Applicant Question: Project Title

What is the Project Title?

Applicant Response:

Special Needs Network's Behavior Tech Apprenticeship Program

2. Applicant Question: Awarded Amount

What is the total amount awarded for the project?

Applicant Response:

\$500,000

3. Applicant Question: Organization Type

Choose the response that best describes your organization.

Applicant Response:

Community Based Organization (CBO), 501(c)(3)

4. Applicant Question: Description of Organization/Group

Provide a brief description of the organization or group. Explain what experience your organization has managing a project similar to the proposal and state the outcomes of that project. You may upload your brochure or add a website link.

Applicant Response:

<https://snnla.org/mission-values/>

Special Needs Network, Inc. (SNN) is a non-profit grassroots organization responding to the crisis of autism and other developmental disabilities in underserved communities. We recognize the intersectionality of individuals with disabilities and that their fight for disability rights is inextricably tied to the fight for racial justice and the civil rights of all people. SNN Provides a myriad of programs which include; parent advocacy training, legislative advocacy, and direct service through inclusive summer camps, and behavior therapy. Our proposed project is an apprenticeship program for prospective behavior technicians of diverse backgrounds. Special Needs Network prides itself in providing a diverse workforce in our ABA services department, that successfully meets the needs of its 99% BIPOC client population. SNN will expand its existing BIPOC behavioral staff in this unique jobs climate by establishing this program.

5. 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:

[Certificate of Status_1660320927292.pdf](#) - PDF FILE

6. 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?

Applicant Response:

Not Applicable

Section Name: Grant Reapplication Information

Sub Section Name: Grant Reapplications Only

1. Applicant Question: Previous Award(s)

Did your organization receive DDS grant funding in fiscal year 2020-21 or 2021-22? If yes, go to question 2 to complete each column. If no, skip this category and go to category 3.

Applicant Response:

Yes

2. Applicant Question: Previous Grant Award(s)

Since fiscal year 2020, complete a row for each DDS Service Access and Equity grant your organization was awarded funding.

Applicant Response:

Year Awarded	Project Title	Grant Number	Award Amount
N/A	N/A	N/A	167,101
2021	Stepping Stones	20-C21	300,000
2022	Stepping Stones	21-C21	350,000

3. Applicant Question: Previous Grant Outcomes

Provide a brief grant summary of your project outcomes for fiscal year 2020-21 and/or 2021-22.

Applicant Response:

Not Applicable

Applicant Comment:

Not Applicable

4. Applicant Question: Project Transition

If awarded, how will your current project(s) transition into the 2022-23 proposed project? Does your proposed project expand or continue your current project, if so how? What activities, measures, or target groups are being added? Provide a summary of the differences and reasons why you are proposing the change.

Applicant Response:

Not Applicable

Applicant Comment:

Not Applicable

Section Name: General Application

Sub Section Name: Proposal Summary

1. Applicant Question: Project Type

Choose the project type that best describes your activities from the list below:

Applicant Response:

Workforce Capacity and Development

Applicant Comment:

N/A

2. Applicant Question: Duration of project

Choose the duration of your project.

Applicant Response:

12 months

3. Applicant Question: Regional Centers

Choose the Regional Center(s) that your project will serve. Check all that apply. If you are proposing a statewide project, select the All Regional Centers/Statewide option.

Applicant Response:

- Westside Regional Center
 - South Central Los Angeles Regional Center
 - San Gabriel/Pomona Regional Center
 - Frank D. Lanterman Regional Center
 - Eastern Los Angeles Regional Center
 - Harbor Regional Center
 - North Los Angeles County Regional Center
-

4. Applicant Question: Counties Served

List the county or counties your project proposes to serve. Check all that apply. If you are proposing a statewide project, the select All Counties / Statewide option.

Applicant Response:

- Los Angeles County
-

5. Applicant Question: Community Based Organizations

Will you be working with one or more Community Based Organizations? If so, provide the name of the organization and how you will be working together.

Applicant Response:

Not Applicable

Applicant Comment:

Not Applicable

6. Applicant Question: Multiple Organizations

Does your project include partnership 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: Strategies and Sustainability

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

Applicant Response:

The Special Needs Network Apprenticeship Program will aim to become a registered apprenticeship program through the State of California Department of Industrial Relations following the completion of this first year pilot. It will then be available to the entire industry where we hope to become the go-to apprenticeship in the field of behavior services. We anticipate that this will open the door to additional funding at various levels of government and the private sector.

During this grant period, trainees that complete the 9-month program will be hired by Special Needs Network and will begin to generate income for the organization through our various contracts for service with both Medi-Cal and private insurance companies. The employee positions and salaries will immediately be sustainable given this model. The program would then fold into the organization's operating budget.

Sub Section Name: Target Population

1. Applicant Question: Ethnicity Groups Served

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

Applicant Response:

- African American
 - Hispanic
-

2. Applicant Question: Ethnicity Group(s), Language(s) and Number of Individuals Served

For each ethnicity group, provide the number of individuals your project intends to serve and the related language(s).

Applicant Response:

Ethnicity Group(s)	Individuals Served	Language(s)
African-American	25	English
Hispanic	25	English/Spanish

3. Applicant Question: Age Group(s) Served

Select all Age Groups the project will serve.

Applicant Response:

- 16 to 21
- 22 and older

Applicant Comment:

The target is BIPOC adults ages 18 and over. Who are eligible to work in the United States.

Section Name: Project Application

Sub Section Name: Project Application

1. Applicant Question: Project Summary and Organizational Experience

Provide a clear and concise project summary that includes a defined target population, catchment area, and project design. Specifically describe what your project will accomplish and how it will benefit the community served. In your answer, include what experience your organization has working with the target population and how your organization will work with the local RC(s).

Applicant Response:

Document Uploaded.

Attachment:

[Project Summary and Organizational Experience \(2\).pdf](#) - PDF FILE

2. Applicant Question: Data and Community Input

Explain why you have selected your priority population(s) using RC POS data and other data as supporting evidence of the disparity or inequity. Include how your organization used input from the community, target population, and RC to design the proposal.

Applicant Response:

The majority of our clients and staff are from surrounding and nearby communities, many of which fall under the SCLARC service area (SPA 6). This is a region that faces deep disparities in care due to socioeconomic and sociodemographic obstacles. At 31%, this area has the highest poverty rate in Los Angeles County. The county-wide average is 17%. Low income children are often diagnosed at older ages than their more affluent peers, giving them fewer opportunities for proper intervention and treatment. Additionally, this region is diverse with the highest percentage of African Americans in the area (28% compared to 8.5% city-wide) and Latinos (68% compared to 48% city-wide). African American children are grossly overrepresented among children with special health care needs. In Los Angeles County, 30% of children with special health care needs are African American; however, African American children only make up 12% of children in Los Angeles County.

Input from our community and target populations is an essential component of our programs. This is the reason our programming has undergone responsive evolutions, and has stayed at the cutting edge of care and support for families of color affected by developmental disabilities. We maintain meaningful and productive conversations with partners, which include our local regional centers. Feedback from our clients, advocacy training participants, and professional evaluators have consistently led to programmatic shifts and updates.

3. Applicant Question: Uniqueness

How is the proposed project unique from a currently funded grant (e.g., strategies, activities, and goals) in the proposed RC catchment area? If the project is similar to a currently funded grant listed on the Department's website, how is the proposed project different?

Applicant Response:

Special Needs Network is in a unique situation as a non-profit organization offering direct behavior services. We are also in a unique situation as we partner with the Department of Mental Health and the County of Los Angeles on opening a one-of-a-kind center that will allow us to offer a compliment of additional services, which include PT, OT, Social Skills, Life Skills, as well as special needs pediatrics and dentistry all under one roof. This in the most impoverished area of the city.

Our proposed project is consistent with our uniqueness. We feel that creating an apprenticeship program with the support of the Department of Developmental Services that aims to eliminate disparities in service and structural racism in service delivery to children in BIPOC communities is unique and groundbreaking. Studies show as mentioned earlier in our application that BIPOC children respond better when the service provider looks like them. We will recruit, train, and mentor BIPOC youth to join the behavior services work and solidify careers in this space.

4. Applicant Question: Improve Equity and Service Access

How will your project measurably improve equity, access, and reduce barriers to services for individuals with intellectual and developmental disabilities and their families?

Applicant Response:

SNN's primary organizational purpose is to improve equity and access, and reduce barriers to services for individuals with intellectual and developmental disabilities. Our proposed apprenticeship program is one such way we plan to do this. The program model ensures we will be doing it effectively as we strategically train and mentor BIPOC individuals to provide behavior services. Services will be culturally competent and linguistically appropriate, mitigating cultural and language barriers. Additionally, this project will reach deep into the target community through comprehensive outreach to identify individuals who may otherwise be overlooked for job opportunities. We will also reduce barriers to services, which may include challenges from spotty screening, tenuous linkages to referral and evaluation, and difficulty with navigating and crossing multiple agencies, sometimes with very limited English language skills. The apprentices who will come from the same communities they serve, will not only have the knowledge and skill to perform their newly acquired trade, but will also gain a vast knowledge of advocacy and navigation of the systems of care. This in turn will be another advantage to the families they serve. We anticipate that we will see an increase in case loads, with families seeking our behavior services both through regional center and independently.

5. Applicant Question: Support of RC Plan

Does the project support the RC plan to promote equity and reduce disparities in their catchment? If you are a RC, how does this project support your recommendations and plan to promote equity and reduce your identified disparities? How will your project collaborate with other organizations to promote community inclusion?

Applicant Response:

One of the foundations of Special Needs Network, and therefore this project is to implement targeted programs and services to minimize the adverse effects of systemic racism, which have created inequities and disparities in care for developmental disabilities in this catchment. This apprenticeship program will do this in a number of ways. First and foremost, we will ensure Black, Latino, and other minority children who are often overlooked have access to high-quality care. They will receive care from providers that look like them and are from their communities. Care which is easily accessible in more affluent, white neighborhoods and communities, but hard to get in this specific catchment, leveling the playing field for minority children. It will also enhance the capacity of parents and caregivers to identify issues and actively participate in intervention and care efforts through the diverse workforce that more closely reflects the demographic composition of the catchment population. To complement the regional center's work, services will include educating parents and caregivers about available services available and referring them when applicable.

6. Applicant Question: Project Activities and Measures

Note: Before answering this question, applicants must complete the Activities Template located in the middle tab directly above.

The schedule of activities clearly and specifically demonstrates the steps that the project will take to achieve its stated objective and measures. Do the proposed measures appropriately track the project objective and activities, provide insight into the effectiveness of project, and demonstrate impact on the target population?

Applicant Response:

Our proposed measures are appropriate and will provide deep insight into program effectiveness and impact. We will undertake both number and narrative project measures, including feedback from apprentices and client families that include results from pre- and post-training surveys. The successful completion

SNN is wholly committed to evaluating our programmatic progress and impact, as well as to sharing these outcomes with stakeholders. We have extensive experience using the methods described above to assess the progress of our programs and participants to determine if our stated goals have been met. We will build off this track record to successfully measure this new apprenticeship program.

7. Applicant Question: Budget Template and Narrative

Note: Before answering this question, applicants must complete the Budget Template located in the tab directly above.

The project budget is consistent with the stated project objective and activities, and clearly and concisely explains how the proposed expenditures support the overall project design and outcomes. The project budget costs are clearly associated with the activities and does not include non-allowable costs or costs funded by other sources.

- Budget Template example is located at [Attachment C](#).
- Budget Details and Restrictions are available [here](#).

Applicant Response:

Budget Narrative in the template

Section Name: Proposal Certification

Sub Section Name: Certification

1. Applicant Question: Confirm Proposal Discussion with RC(s)

CBOs are required to discuss their proposal with each RC(s) the CBO is intending to serve. If you are a CBO, have you discussed your proposal with each RC you are intending to serve?

Applicant Response:

No

2. Applicant Question: RC Contact

CBOs are required to submit their application concurrently to the Department and to each RC(s) catchment the CBO is intending to serve. If you are a CBO, state the name(s) of the contact person(s) at each RC you have emailed your proposal application. The RC contact list is available here at [Attachment F](#).

Applicant Response:

Gloria Wong gwong@elarc.org

Melinda Sullivan msullivan@lanterman.org

Patrick Ruppe Patrick.ruppe@harborrc.org

Ruth Janka rjanka@nlacrc.org

Jospeh Alvarez jalvarez@sgprc.org

Dexter Henderson DexterH@sclarc.org

Jane Borochoff janeb@westsideRC.org

3. Applicant Question: Code of Conduct

Grantee Code of Conduct

The Department is committed to supporting services and programs with integrity that foster collaboration and professionalism. Grantees are expected to conduct project activities in a professional and respectful manner that include:

- **Valuing Diversity and Inclusion.** Grantees should embrace diversity that includes but is not limited to: ability, race, language, national origin, citizenship, age, gender identity or expression, sexual orientation, and religion.
- **Conducting Activities with Personal and Professional Integrity.** All activities with individuals, families, community organizations, regional centers, and state, local and federal agencies should be conducted with professionalism, dignity, respect, and fairness. Grantees should be open to listening to different points of view and fostering productive communication.
- **Providing a Positive Work Environment:** All projects should foster a positive and respectful work environment with their colleagues and other grantees.

Applicant Response:

- I acknowledge that I have reviewed the Code of Conduct.
-

4. 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
