

# Application Report



**Applicant Organization:** Seesaw Communities, Inc  
**Project Name:** Seesaw's Starting Pathways to Employment  
**Application ID:** App-22-606  
**Funding Announcement:** FY 22-23 Service Access and Equity Grant  
**Awarded Amount:** \$93,500

**Project Summary:** Educating and empowering Korean-speaking families in starting employment for adults with intellectual and developmental disabilities

**Authorized Certifying Official:** Sam Yoon syoon@thesc.us 2137065500  
**Project Director/Manager:** Rachel Lee rlee@thesc.us 6265067640  
**Project Manager/Coordinator:** Rachel Lee rlee@thesc.us -  
**Compliance/Fiscal Officer:** Sam Yoon syoon@thesc.us 2137065500

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**Section Name:** Applicant Eligibility

**Sub Section Name:** Applicant Information

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**1. Applicant Question:** Project Title

What is the Project Title?

**Applicant Response:**

Seesaw's Starting Pathway to Competitive Integrated Employment

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**2. Applicant Question:** Awarded Amount

What is the total amount awarded for the project?

**Applicant Response:**

\$93,500

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**3. Applicant Question:** Organization Type

Choose the response that best describes your organization.

**Applicant Response:**

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

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**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:**

Seesaw Communities Inc. is a 501(c)(3) non-profit with the purpose of providing specific vocational job training to adults with intellectual/developmental disabilities. Seesaw seeks to provide inclusive job training through case management, individual goal-setting, and flexible curriculum that can be tailored to each individual client's needs. Additionally, while open to all clients, Seesaw supports Korean-speaking clients and their families by offering bilingual Korean services for case management and job training. Seesaw's direct mission statement is, "to work directly alongside people with developmental disabilities through supported employment and job training."

Seesaw's current programs are hands-on job training programs, but through this project proposal, Seesaw desires to provide education and support in other factors related to employment, specifically culturally-competent seminars/workshops regarding financial management for clients.

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**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\\_1661310967581.pdf](#) - PDF FILE

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**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:**

No

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**Section Name:** Grant Reapplication Information

**Sub Section Name:** Grant Reapplications Only

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**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:**

No

**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:**


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**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

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**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

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**Section Name:** General Application

**Sub Section Name:** Proposal Summary

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**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:**

Seesaw's project utilizes group and individual services to support families start appropriate pathways to employment through seminars/workshops and parent advocacy.

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**2. Applicant Question:** Duration of project

Choose the duration of your project.

**Applicant Response:**

12 months

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**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:**

- Regional Center of Orange County
  - San Gabriel/Pomona Regional Center
  - Eastern Los Angeles Regional Center
  - Harbor Regional Center
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**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
  - Orange County
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**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:**

1) Southern California Resource Services - Independent Living (SCRS - ILC) We are seeking to consult and bring a representative from SCRS - ILC for one of our educational seminars 2) Being Built Together, Circle of Friends, Milal Mission, Korean American Special Education Center We are seeking to partner with these CBOs in promoting our project to the Korean Community

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**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

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**7. Applicant Question:** Strategies and Sustainability

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

**Applicant Response:**

Upon conclusion of this grant, Seesaw plans to build sustainability and continue its work of pathways to employment through case management, organized data, additional personnel, and grant-writing for other opportunities for funding.

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**Sub Section Name:** Target Population

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**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:**

- Korean
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**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)
Korean	100	Korean

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**3. Applicant Question:** Age Group(s) Served

Select all Age Groups the project will serve.

**Applicant Response:**

- 22 and older

**Applicant Comment:**

While our target population is 22+ years, the seminars and workshops will be open to all Korean-speaking families who wish to attend.

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**Section Name:** Project Application

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**Sub Section Name:** Project Application

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**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:**

Target Population: Korean-speaking individuals and their families

Catchment Area: SGPRC, RCOC, Harbor, ELARC

Project Design: Developing a culturally-sensitive pathway for competitive integrated employment

1. Educating individuals and their parents / conservators / guardians in a culturally-sensitive manner about factors affecting employment

Many Korean families have expressed hesitation to support their children to attain competitive integrated employment due to fear of getting SSI cut or concerns about financial strains. At the same time, parents also worry about their children's well-being when they pass away.

As a response to the Korean culture of "readiness" and "awareness", Seesaw seeks to host 2 seminars / webinars about financial management and how to maximize employment benefits, as this has been the most heavily raised question.

These seminars will be open to everyone, but will be bilingual Korean-English in order to target our Korean population.

2. Taking on the role of community connector "Navigator" / liaison for families and the RC / DDS / etc, as cultural and language interpreter

Language and interpretation with the use of cultural context act as the biggest barriers to services for Korean families.

This project will implement a staff who will provide 1:1 consultations and meetings, acting as a parent advocate and support for the individual and families in connecting them to competitive integrated employment opportunities through the RC, DDS, etc.

Organizational Experience: Seesaw has acted as a parent advocate for a few of its clients through Regional Center IPP meetings. Seesaw has also acted as a resource to connect families with other services if Seesaw does not provide that specific service. Seesaw also partners with various members and organizations in the community to support the I/DD community.

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**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:**

Similar to 2019-2020 Purchase of Services (POS) data, 2020-2021 POS data reveal there is a disparity of services between Korean-speaking consumers and English-speaking consumers regarding no POS. However, for ages 22+ that disparity seems to vary by Regional Center.

For SGPRC (ages 22+): 13.9% of Korean-speaking consumers had no POS, compared to 21.9% of English-speaking consumers in 2020-2021. This number is comparable to 2019-2020 data, where 10.8% of Korean-speaking consumers had no POS, compared to 19.2% of English-speaking consumers.

For RCOC (ages 22+): 20% of Korean-speaking consumers had no POS, compared to 18.1% of English-speaking consumers in 2020-2021. This number is comparable to 2019-2020 data, where 15.4% of Korean-speaking consumers had no POS, compared to 18.9% of English-speaking consumers.

For Harbor RC (ages 22+): 26.7% of Korean-speaking consumers had no POS, compared to 20.1% of English-speaking consumers in 2020-2021. This number is comparable to 2019-2020 data, where 23.3% of Korean-speaking consumers had no POS, compared to 16.4% English-speaking consumers.

For ELARC (ages 22+): 5% of Korean-speaking consumers had no POS, compared to 14.5% of English-speaking consumers in 2020-2021. This number is comparable to 2019-2020 data, where 9.5% of Korean-speaking consumers had no POS, compared to 12.7% English-speaking consumers.

While some Regional Centers have less of a disparity gap compared to others, the percentage no POS has increased across the board.

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### **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:**

Seesaw's project is unique as it is designed to shorten the disparity gap between Korean-speaking consumers and English-speakers from a language and cultural perspective, using competitive integrated employment as its focus. Seesaw's project is to equip and empower Korean-speaking clients and parents into employment readiness, so that our clients will be encouraged to step into the employment field with confidence.

While each RC has been committed to meet the needs of underserved communities, lack of staffing for the Korean language and culture lead to difficulties in families connecting with the RC. All the RCs have service coordinators or outreach specialists fluent in Korean, but it is simply impossible to meet the needs of all Korean consumers, in addition to the other consumer groups they need to handle. Some concerns Seesaw has heard from our own clients who are part of the SGPRC and RCOC include high turnover rate of service coordinators, lack of interpreters for the Korean community, and language barriers regarding documentation and important paperwork.

Seesaw seeks to become a community navigator and partner to these Regional Centers, so that parents and clients will take initiative in steps leading to competitive integrated employment, such as job training and the paid-internship program, as well as any other services/resources they can tap into the Regional Centers.

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#### **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:**

In Seesaw's experience, Korean families in the I/DD community tend to fall under one of two categories regarding disability educational material. Either they feel overwhelmed by the plethora of information regarding disabilities and resources and don't know where to start, or they feel underwhelmed and under-supported due to lack of resources available in their own language that is also culturally sensitive. Koreans also come from a collectivist culture so pure individual services may seem uncomfortable. However, utilizing both a group AND individual approaches, will allow Seesaw to best equip and empower families in the Korean community. Koreans enjoy group work as much as desire individual attention so having seminars in a group setting while acting as client advocates for the individual setting can produce the best possible solutions. Additionally, providing services in their native language will allow parents to feel more comfortable to ask questions and advocate for their children.

Additionally, Korean families still go through cultural stigmatization regarding disabilities, which indirectly pressures parents to limit their children. While they want employment for their children, many Korean parents would rather keep their children in one place with menial jobs. Through parent groups Q&A session as well as individual support / case management, Seesaw hopes to enlighten and educate Korean parents into supporting their children's dreams for employment.

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#### **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:**

Seesaw has been in communicative collaboration with the SGPRC and RCOC regarding its job training programs to reduce the disparity of employment as well as POS for its clients. In addition, Seesaw consulted with the paid-internship program employment specialist at the SGPRC, regarding this grant project.

For this specific project, Seesaw hopes to establish new permanent connections with the Harbor RC and ELARC while keeping consistent connections with SGPRC and RCOC, to support Korean clients aged 22+ the Regional Center(s) support. The RC(s) will promote our events as well as refer us to any similar events that we can connect our families to.

Other organizations Seesaw has collaborated with in regards to event promotions and client referrals include Circle of Friends, Inc., Milal Mission, Korean American Special Education Center (KASEC), and Being Built Together (BBT).

Some other organization Seesaw seeks to collaborate with are the Social Security Administration Office and Southern California Resource Services, regarding getting speakers on financial management for adults with I/DD.

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#### **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:**

Seesaw's Starting Pathway to Employment project is designed to meet the language and cultural needs of Korean-speaking families, utilizing both group and individual settings.

#### Utilizing Group Setting

- 1st in-person and online 2-day seminar/workshop: Seesaw will host a 2-day seminar/workshop in April or May 2023 in LA County to educate parents and clients about navigating financial management in SSI, employment, savings and benefits
  - Seminars/Workshops will be bilingual so both native English-speaking clients AND their native Korean-speaking guardians can attend together
  - Q & A section will be allowed for parents to ask questions and discuss topics with one another
- 2nd in-person and online 2-day seminar/workshop: Seesaw will host a 2-day seminar/workshop in September or October 2023 in Orange County to educate parents and clients about navigating financial management in SSI, employment, savings and benefits
  - Seminars/Workshops will be bilingual so both native English-speaking clients AND their native Korean-speaking guardians can attend together
  - Q & A section will be allowed for parents to ask questions and discuss topics with one another

#### Utilizing Individual Setting

- Act as a connector/navigator between individual families and Regional Center(s) regarding POS for employment
- Conduct individual follow-up / case management for families based upon request

#### Indirect result - develop organizational infrastructure

- Hire a staff member to act as liaison and parent advocate
- Train staff on topics of employment readiness, financial management, Regional Center resources for employment and families

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### **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:**

Seesaw proposes to add one new position through this project while cementing two existing positions.

1. Executive Director - Responsible for administrative responsibility and oversees entire grant project
2. Project Director - Responsible for grant execution and analyzing data
3. Program Coordinator - Responsible for assisting Program Director in grant execution, collecting data, and acting as main navigator / liaison for parents & Regional Center

Operating Expenses are to support grant project activities and build organizational infrastructure

- Advertisement and Promotion of seminars/workshops: Seesaw's project will be advertised through Korean media (newspapers, radio, online sites, etc.), and social media (instagram / facebook ads)
- Translation/Interpretation service for events
- Stipends for speakers and trainers for seminars/workshops

Indirect Costs:

- Office supplies and materials: cost for printing brochures, flyers, material for seminars/workshops
- Utilities / site for seminars/workshops
- Office technology: cost of payroll software, marketing campaigns, new equipment (computer)
- Administrative cost

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**Section Name:** Proposal Certification

**Sub Section Name:** Certification

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### **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:**

Yes

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### **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:

Adriana Roman: aroman@elarc.org

Brent Fryhoff: Brent.Fryhoff@harborrc.org

Linh Lee: llee@sgprc.org

Rose Chacana: schacana@lanterman.org

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### 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.

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### 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