

## PROGRAM DEVELOPMENT GRANT CYCLE 43 PROPOSALS RECOMMENDED FOR FUNDING

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| <b>Proposal Number:</b>         | C4301                    |
| <b>Recommended Funding:</b>     | \$20,000                 |
| <b>Regional Office:</b>         | North State              |
| <b>Goal Area:</b>               | Goal 4 Health and Safety |
| <b>Number of People Served:</b> |                          |

**Proposal Summary:** Grants funds will be used to begin stage 2 of a 3-stage campaign designed to help individual practitioners and law enforcement personnel have a better understanding of developmental disabilities, as well as assist individuals with intellectual and developmental disabilities (I/DD) and their families to effectively communicate with these professionals. This will be done by continuing the work that the Council has started by creating individual and universal “passports.” The campaign will also provide specific information about some of the unique physical and mental health problems that can occur in adults with I/DD and suggest approaches to ensure compliance and cooperation.

Specifically, this Grant Proposal states it will design, produce and distribute training videos on the use of health passports and conduct interactive training seminars using both video and in-person demonstrations. While funds are being used to launch stage 2 of the campaign in the North State Region counties of Butte, Glenn and Tehama, this model has the potential to be used in communicating with law enforcement and healthcare professionals statewide. Below provides a summary of each stage of the campaign.

Stage 1 of the campaign was to conceptualize, design and begin distributing individual and universal “passports to better living” for adults with I/DD, healthcare practitioners and law enforcement as well as collect data to advance the design for best practices. This was accomplished with the Council’s release the Health Profile in June 2020.

The bidder initially sent a grant response requesting funding for Stage 1 but could not have known that the Council was about to accomplish Stage 1 in collaboration with the Governor’s Listos California with the Health Profile released in June 2020. The scoring committee asked the bidder to resubmit a proposal for State 2.

This proposal is to fund Stage 2. Stage 2 of the campaign will be to design, produce and distribute training videos using the data collected from Stage 1 and conduct annual interactive training seminars using both video and in-person demonstrations.

Stage 3 of the campaign will be to collect data on an ongoing basis and make content updates annually.

This campaign is an innovative new approach that can deliver clear, concise, culturally, and linguistically relevant health access information to healthcare and law enforcement providers.

**Proposal Outcome/Output:** The ultimate outcome of the campaign project is to help health care and law enforcement providers comprehend and understand developmental disabilities, as well as assist the I/DD population and their families to better communicate with and navigate the healthcare and law enforcement system in the North State – and, by default, California.

**Output:** The Goal of this proposal is to conceptualize, develop and launch Stage 2 of “The Passport to Better Living” campaign to increase information and training to healthcare and law enforcement providers within the one-year grant period.

A grant of \$20,000 will enable the proposer to distribute approximately 74 Health Profiles and produce 1-3 video / seminar interactive trainings.

**Outcome 1:** North State healthcare and law enforcement providers will have new training resources to add content to curricula to prepare culturally competent providers to meet community need.

**Outcome 2:** Thousands of people in the North State will gain interdisciplinary approaches to address the complex interplay between those with I/DD and healthcare / law enforcement so that people with I/DD are more likely to achieve health equity and experience empathy and respect

The project will reach a significant amount of people and provide a new step toward integrating ongoing training to healthcare and law enforcement providers that can be used systemwide for the foreseeable future. Moreover,

training videos will be made available on the website to be used statewide if desired. To assure the completion and longevity of this campaign, we will engage the resources of our collaborative partners and supporters with additional grants and the annual operation budgets within the individual and regional jurisdictions behavioral health's annual training budget.

**Agency Description:** This organization is a non-profit organization dedicated to providing residential and vocational support to developmentally disabled adults.

Over the last 30 years they have grown into a dedicated, reliable, local community support system, serving adults 18 years and older and typically supporting individuals throughout their natural life. They consist of three distinct components: Licensed Residential Care Facilities, Supported Living Services and Day Programs. They provide 24/7 supportive services for adults with I/DD, enabling them to maximize their ability to live independently, gain economic security through a rewarding job, and engage in an inclusive community through social and recreational opportunities.

Their team has over 30 years of experience providing both residential and day program support. All our program leaders receive training in Professional Crisis Management, Person Centered Planning, and AFFIRM training (visual supports, social narratives). The staff is trained to use a person-centered approach, involving the individual in decision-making to support each person to reach their full potential. Their employees and care givers are skilled problem solvers and crisis-ready professionals that are trained to implement written plans, teach skills rather than doing tasks for the individual, and provide flexible and modifiable approaches based on the individual they are supporting.

They use a variety of innovative technology and physical/visual stimuli to provide our clients with individual service/health plans. Innovation to us is using proven and cutting-edge methods to meet the individual needs of their clients throughout the many changes of their lives.

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| <b>Proposal Number:</b>         | C4324                  |
| <b>Recommended Funding:</b>     | \$5,000                |
| <b>Regional Office:</b>         | Orange                 |
| <b>Goal Area:</b>               | Goal 2: Employment     |
| <b>Number of People Served:</b> | A minimum of 20 people |

**Proposal Summary:** Grant funds will be used to educate and provide Vietnamese families that have children with I/DD with employment resources and options in the Orange County region. The grantee will do this by conducting a survey to identify what adult children with I/DD want to do for employment and using the responses to inform recommendations and provide appropriate training for the self-advocates and parents.

**Proposal Outcome/Output:** The grant will provide a better understanding of employment options available in the community and reduce the employment disparity in the Vietnamese community by educating business owners and Vietnamese adults with I/DD.

- Ten (10) or more family members will attend each employment training from the professional trainers.
- Ten (10) or more family members will attend each employment sharing knowledge workshop.
- After participation in the employment training from the professional trainers, 80% of family members report that their knowledge about the employment is increased.
- After participation in the employment sharing knowledge workshop, 80% of family members report that their knowledge about the employment is increased.
- 80% of family members who attend the employment training will be able to say what they want or say what employment services and supports they want or say what is important to them at the end of the project.
- 90% of family members satisfied with the project activity at the end of the project.
- Three (3) or more Vietnamese businesses will participate in the discussion regarding the employing the people with I/DD using paid internship program.
- Three (3) or more Vietnamese business owners or representatives visit events and activities.
- One promising practice created for the employment at the end of the project.

**Agency Description:** This agency was founded in 1986 and is a non-profit 501(c)(3) organization that is representative of the larger Vietnamese community in Orange County and Los Angeles in its demographic composition, history, and shared culture. They advocate for Vietnamese families of children who have disabilities to have access to high quality disability services and social supports. They are an organization whose mission is to equip Vietnamese caregivers of children with disabilities with information on resources and supports, assist families to access services, and provide a forum for sustaining their cultural roots and assuring the transmission of the Vietnamese culture to their children.

The principal objectives are:

- To advocate for the right of Vietnamese children with disabilities and of their families.
- To assist parents, free of charge, in obtaining necessary benefits and services for their children with special needs (SSI, Medi-Cal, CCS, IHSS,)
- To promote linguistically and culturally appropriate education/training opportunities.
- To promote mutual support and assistance.

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| <b>Proposal Number:</b>         | C4306              |
| <b>Recommended Funding:</b>     | \$7,740            |
| <b>Regional Office:</b>         | Orange             |
| <b>Goal Area:</b>               | Goal 2: Employment |
| <b>Number of People Served:</b> | Up to 250          |

**Proposal Summary:** Grant funds will be used to train job developers to better assist I/DD clients in obtaining employment. The proposal has two goals. The first is to enhance the knowledge, skills, abilities and competencies of job developers by creating strong relationships with organizations that enhance employment opportunities for clients with I/DD. The second is to provide job developers with research-based interview and job-seeking tools to train clients with I/DD, which in turn will increase success in attaining and successfully completing job interviews.

The target population of this proposal is the job developers within California school districts, Community-colleges and other institutions with the mandate to create employment opportunities for individuals with I/DD. The diversity of individuals, both culturally and socio-economically, served by these organizations, demonstrates how this proposal will indirectly support and empower the diverse California population.

The primary activities of the proposed project are virtual and in-person trainings that will educate/prepare the job developers on the foundational knowledge of organization structure, language, and critical opportunities in the areas of corporate social responsibly, business insight, and human resources policies and processes.

A significant component of this proposal is the "train the trainer" function of modules within this proposal. The goal is to transfer knowledge of a research-based curriculum on interviewing, communicating with potential employers, soft skills, and establishing a professional online presence to job developers to enhance their ability to educate their clients. The impact on people with intellectual/developmental disabilities is increased employment opportunities, enhanced interviewing and soft skills for securing employment, and knowledge to create an ongoing presence to self-promote for employment opportunities as a lifelong skill.

**Proposal Outcome/Output:** Create a systemic change in the function and competencies of job developers to meet the demands of the current employment landscape. The ability to speak to employment selection professionals will enhance the attractiveness of employer's partnership with and sourcing their talent through job developers for I/DD clients.

- Minimum number of hours training job developers: 35.5
- Number of Job developers trained: Estimate 50 per session
- Estimate 1,500 hours of job developer training

Creation of additional, psychology of work, the related curriculum for goal orientation training, interviewing, and resumes/electronic profiles for job developers' clients to provide new and innovative tools to prepare and help secure sustainable employment for clients with I/DD.

- Minimum number of hours training job developers: 35
- Number of Job developers trained: Estimate 50 per session
- Estimate 1, 200 hours of job developer training

### **Outcomes**

- Increased competencies for job developers to engage in employer partnerships and increase job opportunities for clients with I/DD.
- The training will create a systemic change in the way job developers in California approach businesses through the use of human resource and business-based language, highlighting the value and benefits of hiring from their client base.
- An increase in the job developers' ability to advocate for the legal rights of their clients during their job search and while on-the-job

**Agency Description:** This is an employment consulting firm whose vision is to ensure that every person, regardless of ability or disability, has the right to find well-being through employment. The firm's approach combines human resources, organizational psychology, and vocational psychology research and practices to offer a unique and innovative approach to workplace inclusion. The firm believes that there is a significant gap between the skills provided to job developers and the skills needed to gain successful competitive employment. Their mission is to close this gap using a multi-disciplinary approach to workplace inclusion by contributing to the community, providing job developer training and consulting to organizations that desire to be inclusive.

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| <b>Proposal Number:</b>         | C4302                                       |
| <b>Recommended Funding:</b>     | \$20,000                                    |
| <b>Regional Office:</b>         | Sequoia                                     |
| <b>Goal Area:</b>               | Goal 6 Formal & Informal Community Supports |
| <b>Number of People Served:</b> | 360   |

**Proposal Summary:** Grant funds will be used to develop a mobile workshop program to bring IEP information to remote, Spanish-speaking families. The mobile workshop will modify, combine and expand upon two already successful programs by creating a 1-day, 4-hour traveling workshop that will decrease the disparity in available information and reduce service access barriers by bringing both special advocacy training and legal services directly to rural, underserved, and federally identified poverty areas within the Sequoia Regional Office area. Furthermore, the trainings will be conducted by either a Spanish speaking attorney or a Spanish speaking law clerk. The workshops will increase the knowledge and skills of individuals with I/DD by empowering their caregivers to better advocate for their rights and needs by decreasing the disparity in available information and reducing service access barriers.

The services will be delivered through eight (8) mobile workshops and will be developed for specific populations concentrated on persons with I/DD and their families, including marginalized, low-income residents and non-English speakers. As a result, these individuals will be better prepared to move to community settings and to increase their ability to self-advocate when they exit the school system.

**Proposal Outcome/Output:** Three hundred sixty (360) persons with I/DD and their families are served annually across eight (8) workshops, with a minimum attendance of forty-five (45) per workshop in the following four (4) geographic locations.

One hundred sixty (160) participants will successfully exit having utilized a combination of the training and education sessions, and received either an advocacy action plan, attorney consultation, or formal representation.

**Agency Description:** This is legal clinic hosted by a program within an accredited law school. Specifically, it is the mission of this legal clinic to assist individuals with Intellectual and Developmental Disabilities (I/DD) in obtaining the education services, community services, and related support needed to reach each student's full potential. They do this by developing partnerships between families and schools, improving special education services within communities, empowering families and individuals to self-advocate and networking peer-to-peer advocates.

The clinic offers free consultations to parents/educational rights holders. Through in-person, one-on-one consultation meetings, the clinic provides parents with legal counsel and advice regarding their child's special education services. After an initial intake session, parents receive a written, personalized plan developed by a staff attorney with actionable steps that may help to remedy the issues at hand.

The clinic's programs are concentrated on persons with I/DD and their families, including marginalized, low income residents, people of color, and non-English speakers. Their existing programs empower families and individuals to help themselves and one another.

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| <b>Proposal Number:</b>         | C4331  |
| <b>Recommended Funding:</b>     | \$12,038   |
| <b>Regional Office:</b>         | Bay Area   |
| <b>Goal Area:</b>               | Goal 2: Employment and<br>Goal 5: Early Intervention, Education, Transition & Post-Secondary Education |
| <b>Number of People Served:</b> | N/A  |

**Proposal Summary:** Grant funds will be used to provide an online training series to service providers, transition professionals, educators, social workers, state agency personnel (i.e. vocational rehabilitation, education), and other interested professionals who provide employment services for individuals with intellectual/developmental disabilities (I/DD) in the San Francisco Bay Area. The online training will be organized into two parts:

Part 1 will provide an in-depth, interactive curriculum on family engagement, focusing on raising expectations for community employment and partnering and working collaboratively with families. Participants will receive a Family Engagement Toolkit. Following part 1 of the online training, the project team will conduct an online family workshop *Imagine the Possibilities: Employment for Your Son or Daughter* to demonstrate the strategies, methods, and tools discussed earlier in the day.

Part 2 will provide an overview of Customized Employment (CE) methods. Instructors will discuss ways to partner with families to conduct the discovery process and improve placement outcomes (Part 2, Workshop 1). Part 2, Workshop 2 will cover CE employer engagement strategies and identifying business needs and marketing the idea of customized positions and presenting job seekers. The CE training (Part 2, Workshop 3) will focus on CE postplacement support/systematic instruction. Throughout the CE training, instructors will incorporate strategies for working with families and engaging them in the CE process.

Furthermore, captioning will be provided and interpretation available (in Spanish and/or Asian languages) for monolingual families and stakeholders in the 'Imagine the Possibilities' training.

The goal of this project is to increase provider/professional staff capacity to effectively partner with families throughout the employment process and to increase provider capacity to use CE methods, both of which can improve

competitive integrated employment outcomes for individuals with I/DD and encourage and empower families and individuals with disabilities to understand that competitive integrated employment is possible. The upshot of which would create a new promising practice of combining family engagement and CE training.

**Proposal Outcome/Output:** For the Family Engagement (Part 1) sessions, the grantee will develop pre and post online surveys that measure changed attitudes of the family engagement process and level of knowledge of tools and strategies for working with families during the transition and employment processes. For the (Part 2) CE Workshops, the grantee will develop pre and post online surveys that measure level of knowledge of tools and strategies for CE, employer engagement, and postplacement support/systematic instruction. The surveys will be shared with SCDD. Two months after the training, the project team will conduct an online survey with participants to determine how the trainings impacted service methods and relationships with families.

This training series will yield the following outcomes, primarily impacting the systems serving individuals with I/DD with a secondary impact on improved employment outcomes for individuals with I/DD:

1. Increased number of people trained and educated on family engagement and CE practices;
2. Increased number of families trained on seeing opportunities in competitive employment;
3. Improved professional capacity to engage families around competitive integrated employment
4. Improved partnerships between provider staff and families;
5. Improved professional capacity on CE;
6. Creation of a new promising practice (promotion of-family-engagement strategies + CE services) positively impacting employment outcomes with a high degree of replicability throughout the region and state; and
7. Increased employment outcomes based on increased family expectations, improved partnerships, and CE practices.

**Agency Description:** This organization is a 501(c)(3) private non-profit that has been involved in direct services, school-to-work transition projects, employment, and systems change initiatives for individuals with disabilities

since 1986. This organization's mission is to improve the lives of individuals with disabilities through meaningful work and community inclusion.

The organization has over 30 years of expertise and experience in developing and administering trainings and technical assistance (TA) projects on a national scale. This experience has translated into the development of trainings and curricula that have been used for employment and transition professionals around the country. Unique to them is the expertise in providing family engagement services and providing effective "train-the-trainer" and capacity building services. They have developed and led countless trainings and TA projects on CE throughout the country, delivered to service providers, transition professionals, educators, social workers, state agency personnel, and other stakeholders. They have also been successful in delivering family engagement trainings, workshops, and TA projects, which demonstrate the importance of work and that employment is possible for individuals with all types/severities of disabilities.