

**Request for Applications
Issued by:**

**NEBRASKA PLANNING COUNCIL ON DEVELOPMENTAL DISABILITIES
Department of Health and Human Services
PO Box 95026
Lincoln, NE 68509-5026**

**For Hand Delivery Correct Address is:
220 South 17th Street
Lincoln, NE 68509-5026**

Phone: 402-471-2330 Fax: 402-471-0180

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**An application packet must be obtained by contacting the Council Office at
402-471-2330 or joni.dulaney@nebraska.gov**

The Nebraska Planning Council on Developmental Disabilities announced on June 7th, 2013 the availability of funds for the State Plan goal: **To increase the employment of individuals with developmental disabilities working in integrated settings and earning at least minimum wage in a project funded by the Council.** The project would begin October 1, 2013. Applications are due by July 26, 2013. Money is available to fund 4 to 8 project(s) from \$5000 to \$10,000 for one year. A total of \$40,000 has been designated for these projects. Funding for this project comes from federal monies awarded the Nebraska Planning Council on Developmental Disabilities, Nebraska Department of Health and Human Services, through the Developmental Disabilities and Bill of Rights Act. Eligible applicants are profit and nonprofit entities, faith-based organizations, state agencies, institutions of higher education, or local subdivisions of government. Applicants will be expected to provide 25% match of the total project costs.

Developmental Disability Definition

The term "developmental disability" means a severe, chronic disability of a person that:

- Is attributable to a mental or physical impairment or combination of mental and physical impairments;
- Is manifested before the person attains age twenty-two;
- Is likely to continue indefinitely;
- Results in substantial functional limitations in three or more of the following areas of major life activity: (a) self-care; (b) receptive and expressive language; (c) learning; (d) mobility; (e) self-direction; (f) capacity for independent living; and (g) economic self-sufficiency;
- Reflects the individual's need for a combination and sequence of special, interdisciplinary, or generic services, individualized supports, or other forms of assistance that are of lifelong or extended duration and are individually planned and coordinated;
- An individual from birth to age 9, inclusive, who has a substantial developmental delay or specific congenital or acquired condition, may be considered to have a developmental disability without meeting three or more functional limitations in major life activities, if the

individual, without services and supports has a high probability of meeting those criteria later in life.

Time Frame

October 1, 2013 to September 30, 2014.

Amount of Funds

The Council has set aside \$ 40,000 to fund 4 to 8 project(s) in the above stated goal area for one year.

Reports and Delivery Dates

1. Grantee shall commence work on this project October 1, 2013.
2. Grantee and the Department of Health and Human Services Developmental Disabilities Planning Council staff will communicate as needed but with a minimum of contact every three months.
3. Progress reports will be due to the Developmental Disabilities Planning Council staff two weeks following the end of each quarter (January 15, 2014, April 15, 2014, July 15, 2014 and October 15, 2014). A final report will be due 30 days after the end of the grant year.

Additional Requirements

1. Interested agencies must request an application packet by contacting the Council Office at 402-471-2330. Applicant must follow the application instructions provided in the packet.
2. Submitted applications must include signed cover sheet and the Department of Health and Human Services Subgrant Terms and Assurances. Please note that by submitting and signing the application, the applicant agrees that if a subgrant is awarded, it will operate the program as described in the Subgrant Application for funding in accordance with the Subgrant Terms and Assurances. The individual signing these documents must be authorized to legally bind the applicant.
3. This document, together with the approved proposal of the grantee, the Subgrant Terms and Assurances, the Program Specific Requirements, and the notice of award which includes the amount, award period, and any contingencies shall constitute the entire agreement between DHHS and the grantee.
4. Proposals are due no later than **5:00 PM, Friday, July 26, 2013** to:

NEBRASKA PLANNING COUNCIL ON DEVELOPMENTAL DISABILITIES

Department of Health and Human Services

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PROJECT DESCRIPTION

Goal: *To increase the employment of individuals with developmental disabilities working in integrated settings and earning at least minimum wage in a project funded by the Council.*

Objective: *To enhance employer engagement that promotes employing people with developmental disabilities.*

This objective is selected based on the recommendation from the Council study on collaboration and best practices in the employment field. The business community is a primary customer to provider agencies and yet many providers have not been able to engage employers in understanding the significance of hiring people with disabilities. Employees with disabilities offer unique skills and work ethics that help reduce costs. The return on investment offers diversity and an expanding customer base. Creating an inclusive workforce that values all employees, including those with disabilities, allows an employer to maximize savings by reducing both recruitment and turnover costs. Evidence has shown that by creating more efficient work processes through minor accommodations for their workers with disabilities, the bottom line for employers demonstrates an overall increase in productivity for all employees. Providers need to build relationships with the business community and raise awareness that employing people with disabilities can lead to greater business opportunities for employers and employees.

Focus: Grants should encourage increased networking and collaboration with businesses in local communities. To expand opportunities for people with developmental disabilities to get jobs in their communities in integrated settings, earning at least minimum wage, it is important for providers of supported employment services to interact with employers as businesses. This could mean that their staff may require training to create opportunities to interact with employers in the business community. The focus is to make needed connections that will increase employers' knowledge and confidence in hiring people with disabilities while understanding the potential they have to be a successful employee and the skills they have to offer.

Intent: The intent of these grants is to increase the number of interactions between supported employment providers and potential employers of persons they serve. Applicants could use a number of strategies but are encouraged to focus on personal interactions with businesses as opposed to general activities like job fairs or social media efforts. Possible activities could include:

- Participation in business organizations such as Chamber of Commerce, Kiwanis, Rotary, etc.
- Training for job developers on business/marketing skills as opposed to human service ones.
- Time allowed for job developers to interact with local businesses and form relationships that can be called upon when trying to find future jobs for individuals.
- Make connections with professional groups such as local chapters of the State Human Resource Managers Association or Business Leadership Network.
- All grantees would be expected to track outcomes of their efforts. Although the focus of the grant is on building relationships with businesses not job placement, still data should be collected on successful employment efforts.