

linkages and on-site knowledge of applicable resources that address multiple disability issues and barriers to community integration and employment that are commonly experienced by the *Olmstead* covered population.

A. Staff Capacity—the applicant must:

(1) Describe the proposed staffing of the project. Identify how it will ensure that trained staff with adequate knowledge of diverse disabilities, knowledge of diverse customized employment strategies, and employment-related experience for the target population will be available to provide grant related services.

(2) Summarize the qualifications, including relevant education, training and experience of key project personnel, as well as project consultants or subcontractors, including their qualifications, relevant training and experience. Attach copies of resumes in the Appendices.

(3) Describe the applicant's experience in serving people with disabilities and in providing customized employment services.

(4) Describe the extent to which the time commitments of the project director and principal investigator and other key project personnel are appropriate and adequate to meet the objectives of the proposed project.

B. Proposed Project Design and its Evaluation—the application must address the proposed design for the WorkFORCE Action Grant, including its response to the requirements outlined in Part V (Eligible Applicants and Required Partnerships) of this Solicitation.

The Project Design must:

(1) Address the movement of individuals from segregated settings to customized employment opportunities in the community;

(2) Work in coordination with their state's *Olmstead* lead agency on their state's overall *Olmstead* plan, and describe how they will contribute to the development of their state's plan and implementation strategy related to employment;

(3) Integrate customized employment strategies with their state's employment programs and services, including existing services available through the One-Stop Centers, the state and local Workforce Investment Boards, and their partners;

(4) Coordinate their efforts with existing *Olmstead* activities and programs including grant activities and initiatives funded by the SSA, the Centers for Medicaid and Medicare Services at HHS, and grant activities and initiatives funded by the Center for Mental Health Services of HHS;

(5) Develop customized employment opportunities in a variety of occupations and industries based on the strengths, needs, and desires of the individual with a disability, including self-employment and entrepreneurship where appropriate. Services and supports must be organized in ways that provide informed choice and promote self-determination;

(6) Establish employer involvement; track and respond to customer service and satisfaction for both persons with disabilities and employers; and provide services, including follow-up services, to ensure job retention and career development;

(7) Collaborate with other faith-based and community organizations in their state in order to expand opportunities for customized employment for the target group. This includes facilitating the availability and use of customized employment strategies by such organizations, as well as facilitating such organizations registering as eligible training providers with their local One-Stop Career Centers;

(8) Educate relevant stakeholders and systems personnel about changes needed to increase customized community employment outcomes for individuals with disabilities;

(9) Consider the usefulness of increasing the availability of personal agents and job development personnel offering customized services through customer-controlled approaches that result in customized employment. One possible area of focus could include demonstrating the effectiveness of paying family members or other individuals with disabilities to serve as personal agents when selected by the individual with a disability to assist in negotiating and implementing employment plans and services;

(10) Incorporate use of funds leveraged across several systems available to people with disabilities through personal budgets and other forms of self-directed accounts.

In evaluating the quality of the proposed project design, ODEP will also consider the following factors:

(a) The extent to which the goals, objectives, and outcomes to be achieved by the proposed project are clearly specified and measurable;

(b) The extent to which the design of the proposed project is appropriate to, and will successfully address, the needs of the target population and other identified needs and the quality of the applicant's plans for recruiting and retaining the target population;

(c) The extent to which the design of the proposed project provides procedures and approaches for

collaboration and coordination with key agencies and organizations and identification of critical roles;

(d) The extent to which the design of the proposed project provides clear understanding of and experience with utilization of customized employment strategies for increasing employment, choice and earnings of individuals with significant disabilities;

(e) The extent to which the proposed project will be coordinated, including demonstrated support from the state governor or designated *Olmstead* agency and commitment from key organizations, employers, and agencies;

(f) The extent to which the applicant encourages involvement of people with disabilities and their families, experts and organizations, and other relevant stakeholders in project activities;

(g) The extent to which the design of the project will facilitate an increase in the number of faith-based and community organizations that register as eligible training providers or as providers of supplemental and supportive services with their local One-Stop Center;

(h) The extent to which performance feedback and continuous improvement are integral to the design of the proposed project;

(i) The extent to which the management plan for project implementation is likely to achieve the objectives of the proposed project on time and within budget; and

(j) The extent to which the proposed project design features innovative strategies to implement customized employment and choice.

Letters of Commitment. Applicants can include letters of support if they provide specific commitments. Such letters can increase an applicant's score by showing that the commitments in the text of the proposal are serious. Form letters will not be considered. *See also* Part V.

3. Sustainability (25 Points)

The purpose of the sustainability criteria is to identify strategies for ensuring that activities funded under the grant will continue once federal funding ceases. Sustainability objectives must be built into the project design and ongoing project operation. Applicants must:

(1) Identify resources and partnerships that are an integral element of the project. Projects funded under this SGA must leverage a combination of Federal, state, and local public sector resources, as well as local non-profit sector resources for purposes of sustainability. Accordingly, in this section the applicant should enumerate