

Workforce Development

RFP for Coronavirus State and Local Fiscal Recovery Funds

Liberty Corner Enterprises, Inc.

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Application Form

Question Group

Buncombe County requests proposals for projects to help the community recover from and respond to COVID-19 and its negative economic impacts.

Buncombe County has been awarded \$50,733,290 in Coronavirus State and Local Fiscal Recovery Funds (Recovery Funding), as part of the American Rescue Plan Act. To date, Buncombe County has awarded projects totaling \$23,093,499, leaving a balance of \$27,639,791 available to award.

Visit <http://www.buncombecounty.org/recoveryfunding><http://www.buncombecounty.org/recoveryfunding><http://www.buncombecounty.org/recoveryfunding><http://www.buncombecounty.org/recoveryfunding><http://www.buncombecounty.org/recoveryfunding> for details.

This infusion of federal resources is intended to help turn the tide on the pandemic, address its economic fallout, and lay the foundation for a strong and equitable recovery.

Buncombe County is committed to investing these funds in projects that:

- Align to county strategic plan and community priorities
- Support equitable outcomes for most impacted populations
- Leverage and align with other governmental funding sources
- Make best use of this one-time infusion of resources
- Have a lasting impact

Proposals shall be submitted in accordance with the terms and conditions of this RFP and any addenda issued hereto.

[Click here for the full terms and conditions of the RFP](#)

Organization Type*

Nonprofit

Nonprofit documentation

If nonprofit, attach IRS Determination Letter or other proof of nonprofit status.

IRS Determination Letter.pdf

Name of Project.*

Workforce Development

New/Updated Proposal*

Is this a new project proposal or an updated version of a proposal submitted during the earlier (July 2021) Recovery Funding RFP?

New project proposal

Amount of Funds Requested*

\$100,000.00

Category*

Please select one:

- Affordable Housing
- Aging/Older Adults
- Business Support/Economic Development
- Environmental/Climate
- Homelessness
- K-12 Education
- Infrastructure and/or Broadband
- Mental Health/Substance Use
- NC Pre-K Expansion
- Workforce

Workforce

Brief Project Description*

Provide a short summary of your proposed project.

The Covid-19 pandemic created a crisis for the direct care workforce while reinforcing the enormous values of all essential workers. This project will supercharge workforce development to increase the number of direct care workers for citizens with intellectual disabilities while providing opportunities for underemployed populations include low income non college bound, dislocated workers, young adults who have aged out of foster care, and low income seniors choosing to continue to work. Direct Care workers enables individuals with intellectual/developmental disabilities to receive services in their homes instead of costlier facilities more restrictive care in congregate and institutional settings. This project is proposed to serve both the population of unemployed and underemployed workers and individuals with intellectual/developmental disabilities and their families who need workers to provide care.

Project Plan*

Explain how the project will be structured and implemented, including timeframe.

This project will encompass a three tiered approach to the direct care workforce crisis. This will include the development of a public service campaign promoting the value of direct care work, engagement with school and universities to encourage students to enter the direct care workforce, and partnership with local human service agencies to provide on the job training to the underemployed.

1. A public service campaign to promote the value of direct care as an occupation will be created. Public service campaigns help educate the public on the value of all direct care workers as well as celebrate the contributions of individuals with intellectual/developmental disabilities and integration of individuals with disabilities into their community. Attention to workforce development and increasing the number of direct care workers is needed to support individuals with intellectual/developmental disabilities in their communities instead of higher cost settings including institutional care. Direct Care workforce public service campaign will be completed by 12/31/2022.

2. Engagement with High Schools, Community Colleges, and Universities - Creation of a "career pipeline" through development and implementation of a strategic plan to engage with our local educational system to encourage students to enter the direct care workforce including organized opportunities for high school students to volunteer and gain experience will be developed. Strategic plan for engagement with local high schools, community colleges, and universities will be completed by 6/30/2023.

3. Partnership with other direct care agencies to support and train the unemployed and underemployed populations including young adults who are not college bound, young adults aging out of Foster Care, low income seniors desiring to return to work, and displaced workers. On the Job training provided to five hundred additional direct care workers to be completed by 12/31/2024.

Statement of Need*

Describe the need that this project will address. Include data to demonstrate the need, and cite the source of the data.

Direct care and nursing assistants make up the third largest occupation in Buncombe County directly behind retail sales and fast food service. A strong direct care workforce will increase the economic impact in our community. It is the largest growing occupation in the country due to shifting population demographics. Eighty seven percent of direct care workers are women. Fifty percent of the direct care workforce are people of color. This project will increase the availability of jobs and promote economic recovery for essential workers who provide services that cannot be performed remotely or through the use of technology. The Covid-19 Pandemic has forced innovative approaches to the direct care workforce crisis that requires a variety of diverse efforts. As the demand for long term care continues to grow in our community, a commitment to a fundamental cultural that promotes and prioritizes the direct care workforce will have economic as well as quality of care benefits for our community members who depend on direct care workers.

Both the direct care workforce and individuals with disabilities experience inequities. Direct Care workers are often paid low wages and receive inadequate training that leads to increased turnover. The provision of on the job training and opportunities to participate in a career ladder for direct care workers impacts the quality of care that is provided to individuals with intellectual/developmental disabilities and the quality of life of the direct care worker.

(Reference: PHI Release New Annual Data on Direct Care Workforce <http://phinational.org/news/phi-releases-new-annual-data-on-the-u-s-direct-care-workforce/>)

Link to COVID-19*

Identify a health or economic harm resulting from or exacerbated by the public health emergency, describe the nature and extent of that harm, and explain how the use of this funding would address such harm.

Individuals with Intellectual/Developmental disabilities have been disproportionately impacted by Covid-19 due to co-existing medical conditions placing them in the high risk categories. Further, this population typically requires lifelong care and support from others. Individuals with intellectual/developmental

disabilities have been historically marginalized by being placed in institutional and congregate care settings to receive care rather than receiving the support and care they need in their own homes and communities. These settings place individuals at a higher risk for communicable disease.

The paraprofessional long-term care workforce including nurse aides, home health and home care aides, personal care workers, and personal care attendants forms the centerpiece of the formal long-term care system. In Buncombe County, approximately 5,760 "direct care" workers provide hands-on care, supervision, and emotional support to individuals with Intellectual/Developmental Disabilities, chronic illness, and the elderly. The need for a prepared, committed, and sustainable long-term care workforce is crucial as this work cannot be done remotely and is less impacted by optimization of technology.

Population Served*

Define the population to be served by this project, including volume and demographic characteristics of those served.

This project is proposed to serve both the population of unemployed or underemployed workers as well as individuals with intellectual/developmental disabilities and their families who need workers to provide care.

Individuals with Intellectual/Developmental disabilities have been disproportionately impacted by Covid-19 due to co-existing medical conditions placing them in high risk categories. Further, this population typically requires lifelong care from others.

The paraprofessional long term care workforce including nurses aides, home health and home care aides, personal care workers and personal care attendants form the centerpiece of the long term health care system. In Buncombe County, there is a need for approximately a 50% increase in direct care workers over the next decade. The need for a prepared, committed, and sustainable long-term care workforce is crucial as this work cannot be done remotely and is less impacted by optimization of technology.

Results*

Describe the proposed impact of the project. List at least 3 performance measures that will be tracked and reported. If possible, include baselines and goals for each performance measure.

Progress will be measured by data collected on the increase of direct care workers including increased recruitment and retention rates at 1 year, 18 months, and 2 years. The outcome measures will allow valid comparisons among diverse workforce initiatives (public service campaign and partnerships), based on widely accepted measures of employee turnover, job satisfaction, perceptions of worker competence by those receiving care, and worker empowerment. Data will be collected electronically and by qualitative interviews and surveys..

Specific outcomes to be measured include:

- 1) Increase in number of direct care staff by 25%.
- 2) Reduction in turnover of direct care staff by 25%
- 3) Job satisfaction measures at 80%.

Evaluation*

Describe the data collection, analysis, and quality assurance measures you will use to assure ongoing, effective tracking of contract requirements and outcomes.

The quality and completeness of the data will be assured by the Compliance Coordinator. This will include ensuring the timeliness of data collected, elimination of bottlenecks in the process of data collection, ensuring that data is consistent across the project, user accessibility of data, integration of data so that is transformed to enable business decisions and public dissemination regarding the project.

Equity Impact*

How will this effort help build toward a just, equitable, and sustainable COVID-19 recovery? How are the root causes and/or disproportionate impacts of inequities addressed?

Equity and inclusion are essential for good jobs and good workplaces. Support, Opportunity, and having a Voice are key elements with the most impact when applied with an equity mindset. Both the direct care workforce and individuals with disabilities experience inequities. Direct care workers are often paid low wages and receive inadequate training that leads to increased turnover. The provision of on-the-job training and opportunities to participate in a career ladder for direct care workers directly impacts quality of care that is provided to individuals with intellectual/developmental disabilities.

Inclusive participation will be ensured by the recruitment and ongoing participation of a wide range of stakeholders impacted by the project. A "nothing about me without me" approach will be used to support individuals who may have barriers to participation including provision of transportation, childcare, accessible technology, and interpretation when needed.

Project Partners*

Identify any subcontractors you intend to use for the proposed scope of work. For each subcontractor listed, indicate:

- 1.) What products and/or services are to be supplied by that subcontractor and;
- 2.) What percentage of the overall scope of work that subcontractor will perform.

Also, list non-funded key partners critical to project.

Liberty Corner will partner with non-funded local agencies that serve individuals with I/DD and their families to accomplish this project including The Arc of Buncombe County and Blue West Opportunities. As the project develops, other community partners will be recruited. The Arc of Buncombe County began in 1957 with a group of volunteers concerned about the lack of programs for individuals with intellectual/developmental disabilities in the area. Today it is a professional organization that works to help individuals and their families realized their highest potential through advocacy, education, programs, and family support. Blue West Opportunities, provides residential, vocational, and supported employment services that offer persons with intellectual/developmental disabilities meaningful experiences focused on the whole person.

Liberty Corner in partnership with The Arc and Blue West using a combined 132 years experience serving individuals with I/DD through the employment of a direct care workforce will convene an advisory council to oversee the implementation of the project. As project outcomes are achieved including a strategic plan for coordination with local high schools, community colleges, and universities, these partners will be recruited to participate in the project.

Capacity*

Describe the background, experience, and capabilities of your organization or department as it relates to capacity for delivering the proposed project and managing federal funds.

Liberty Corner Enterprises, Inc. has a long history as an employer in Buncombe County. For the past 35 years, Liberty Corner has provided residential and employment services to individuals with intellectual/developmental disabilities. The direct care workforce is the backbone of the support provided to individuals and their families. Beginning as a small program in 1987 focused on providing supported employment. Liberty Corner has evolved into a full array of residential and vocational supports including providing home based care and supported employment.

Liberty Corner has a long history of collaborating with community partners to address the needs of our local community. Liberty Corner has successfully managed local, federal, and state funds including grant funds in excess of \$500,00 to build a group home for individuals who are Deaf/Blind. a \$1.2 award for the development of a 9 unit apartment complex for individuals with I/DD in Buncombe County, and Federal Grants through the North Carolina Council on Developmental Disabilities to implement programmatic expertise in assisting individuals with I/DD to remain in their community through home based care and to transition back home from institutional settings.

Liberty Corner has successfully managed local, state, and federal funds in the past including grant funds from Buncombe County, NC Department of Vocational Rehabilitation, NC Housing Finance Agency, Cannon Foundation, Helen Keller National Center, and is a Medicaid Provider maintaining contracts with VAYA Health and Partners Behavioral Health with oversight provided by a Financial Director and a Certified Public Account (CPA). Liberty Corner participates in Annual Financial Audits and is Nationally Accredited by the Council on Quality Leadership for the provision of services to individuals with Intellectual/Developmental Disabilities.

Budget*

Provide a detailed project budget including all proposed project revenues and expenditures, including explanations and methodology. For all revenue sources, list the funder and denote whether funds are confirmed or pending. For project expenses, denote all capital vs. operating costs, and reflect which specific expenses are proposed to be funded with one-time Buncombe County Recovery Funds.

Download a copy of the budget form [HERE](#). Complete the form, and upload it using the button below.

Recovery-Funds-budget-template (2).xlsx

Special Considerations*

Provide any other information that might assist the County in its selection.

As a nonprofit organization that has served citizens with disabilities in Buncombe County since 1987, we are aware of the many competing priorities for funding in our community. However, we would offer that the needs of individuals with intellectual/developmental disabilities for care is often overlooked in the discussion of equity and inclusion and the allocation of resources. This is a population that is often overlooked because it is assumed that state or other funding such as that provided by charitable organizations meet the needs of these citizens in our communities. Thoughtful and planned measures are needed to create a diverse, well trained, and stable workforce for the care of individuals with disabilities. We appreciate the opportunity to submit this proposal.

File Attachment Summary

Applicant File Uploads

- IRS Determination Letter.pdf
- Recovery-Funds-budget-template (2).xlsx

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In reply refer to: 4055267774
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LIBERTY CORNER ENTERPRISES INC
% BRAD ALEXANDER
723 FAIRVIEW RD
ASHEVILLE NC 28803-1107



018788

Employer ID Number: 56-1562650
Form 990 required: Yes

Dear Taxpayer:

This is in response to your request dated Sep. 07, 2016, regarding your tax-exempt status.

We issued you a determination letter in September 1987, recognizing you as tax-exempt under Internal Revenue Code (IRC) Section 501(c)(3).

Our records also indicate you're not a private foundation as defined under IRC Section 509(a) because you're described in IRC Sections 509(a)(1) and 170(b)(1)(A)(vi).

Donors can deduct contributions they make to you as provided in IRC Section 170. You're also qualified to receive tax deductible bequests, legacies, devises, transfers, or gifts under IRC Sections 2055, 2106, and 2522.

In the heading of this letter, we indicated whether you must file an annual information return. If a return is required, you must file Form 990, 990-EZ, 990-N, or 990-PF by the 15th day of the fifth month after the end of your annual accounting period. IRC Section 6033(j) provides that, if you don't file a required annual information return or notice for three consecutive years, your exempt status will be automatically revoked on the filing due date of the third required return or notice.

For tax forms, instructions, and publications, visit www.irs.gov or call 1-800-TAX-FORM (1-800-829-3676).

If you have questions, call 1-877-829-5500 between 8 a.m. and 5 p.m., local time, Monday through Friday (Alaska and Hawaii follow Pacific Time).

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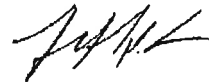
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LIBERTY CORNER ENTERPRISES INC
% BRAD ALEXANDER
723 FAIRVIEW RD
ASHEVILLE NC 28803-1107

Sincerely yours,



Jeffrey I. Cooper
Director, EO Rulings & Agreement

Coronavirus State and Local Fiscal Recovery Funds Proposed Project Budget

Organization Name:	Liberty Corner Enterprises, Inc.
Project Name:	Direct Care Workforce Development
Amount Requested:	\$100,000

Proposed Project Revenue Funder	Amount	Confirmed or Pending?	Notes
Proposed Buncombe COVID Recovery Funds	\$ 100,000.00	Pending	
List other sources here			
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Total	\$ 100,000.00		

Proposed Project Expenses	Proposed Recovery Funds	Other Funds	Total	Capital or Operating Expense?	Notes
List expenses here	\$ 80,000.00		\$ 80,000.00	Operating	2 Years- Annual Salary Project Director at \$40,000 Annually
List expenses here	\$ 10,000.00		\$ 10,000.00	Operating	Public Service Campaign, Print and Other Media
List expenses here	\$ 10,000.00		\$ 10,000.00	Operating	Support for Barriers to Engagement-Transportation, Childcare, etc.
List expenses here			\$ -		
List expenses here			\$ -		
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Total			\$ 100,000.00		