



Youth, Young Adult and Adult Employment APPLICATION FORM

Submit Application to: cddapplications@cityofmadison.com

Deadline: 12:00 pm CST (noon) on **August 19, 2022**

Official submission date and time will be based on the time stamp from the CDD Applications inbox. Late applications will not be accepted

Please limit your proposal and responses to spaces provided in this form. Responses to this RFP should be complete and comprehensive but succinct. Materials submitted in addition to this application form will not be considered in the evaluation of the proposal. If you are applying for multiple program or activity areas you must fill out this application for each program or area. **Do not attempt to unlock or alter this form.** Font should be no less than 11 pt.

If you have any questions **related to the content of the application**, please contact: Hugh Wing – hwing@cityofmadison.com or Yolanda Shelton-Morris – yshelton-morris@cityofmadison.com

If you have any questions or concerns that are related to **technical aspects** of this document, including difficulties with text boxes or auto fill functions, please contact Jen Stoiber – jstoiber@cityofmadison.com

Legal Name of Organization:	Goodwill Industries of South Central Wisconsin, Inc.	Total Amount Requested:	\$ 138,644
Program Name:	G.E.T. Ready for Success		
Program or Activity are you Applying for:	☐ Youth Employment Services (ages 14-21) ☐ Youth Employment & Training ☐ Wanda Fullmore Youth Internship Program ☒ Young Adult Employment Services (ages 18-26) ☐ Adult Employment Services (18+)		
Contact Person:	Kate Buenger	Email:	kbuenger@goodwillscwi.org
Full Address:	1302 Mendota St Madison, WI 53714	Telephone:	608-246-3140
501 (c) 3 Status:	☒ Yes ☐ No	Fiscal Agent (if applicable)	N/A

Organizational Qualifications:

1. Describe your organization's experience implementing services relevant to the services described in the Youth, Young Adult and Adult Employment RFP, including to those who are furthest from resources and opportunities and who face systemic barriers to employment.

Goodwill of South Central Wisconsin's expertise is in helping people in our community attain the job skills needed to acquire meaningful employment. We have served Madison and South Central Wisconsin for over 50 years offering workforce development programs to a diverse population including BIPOC, LGBTQIA+, immigrants and/or low income households or individuals. Our mission is helping people achieve their highest level of independence through the Power of Work.

We have a 51-year-long history of creativity, advocacy and workforce training programs to help our participants advance in their employment readiness and move toward achieving their goals. Goodwill SCWI has a culture that values learning which we support in the Madison-area through our workforce development programs.

For the five years from 2017 to 2021, our statistics from Caseworthy show that 48% of persons served in our workforce development programs identify as BIPOC. 46% of persons served are women, 53% are men and 1% identify as transgender.

One of our mission programs, Supported Employment assists adults with disabilities to gain job skills by working at one of over 150 Madison businesses with which we partner. Participants are provided with a Goodwill job coach at no cost to them or to the employer.

Another mission program is Volunteer Income Tax Assistance (VITA), a partnership with the IRS and the Wisconsin Department of Revenue in which we provide free tax preparation for low-to-moderate income families and individuals at seven South Central Goodwill locations.

Our G.E.T. (Goodwill Employment Training) Ready For Success team has over 90 combined years of experience in the nonprofit human services sector working with populations including BIPOC, LGBTQIA+, immigrants and/or low income households or individuals, adults with disabilities, chronic mental illness, those lacking job skills and other circumstances that prevent successful employment.

The G.E.T. team is responsible for hiring appropriate program staff, achieving the program objectives, managing the budget, serving and supporting program participants, evaluating the program and processes and implementing regular improvements.

Michele Harris, President/CEO, Goodwill SCWI, joined us in 2021 to continue a 30-year career in the Goodwill network. Her most recent role was as the Chief Mission and Workforce Advancement Officer, Workforce & Family Services at Goodwill Industries of the Inland Northwest located in Spokane, Washington. While in Washington, Michele provided oversight of the partnership with the Workforce Consortium as a provider of youth services via the Next Generation Zone program. The Next Generation Zone is a Workforce Innovation and Opportunity Act (WIOA) funded Career Center that combines education, career skills, training, community and employment resources in one place to inspire the career goals of young adults. The program served nearly 500 youth annually.

Michele has 30+ years experience administering and managing over \$11 million in state and federal contracts and grants to serve youth and adults. She serves as a Commission on Accreditation of Rehabilitation Facilities (CARF) accreditation surveyor, administering the peer-review survey process for the program. She received her Bachelor of

Science in Workforce Education and Development at the Southern Illinois University at Carbondale and her MBA at the University of Louisiana, Lafayette.

Kate Buenger, Director of Mission Program Development, Vocational Services, Goodwill SCWI, will oversee and monitor the G.E.T. (Goodwill Employment Training) Ready for Success program. She manages our Supported Employment mission program for adults with disabilities and our Workforce Development Programs which provides job skills training for anyone in the community. She has worked in the nonprofit sector providing direct services and leadership focused on employment, education and life stabilization for over 10 years. Helping community members grow, succeed and improve their life draws Kate to the nonprofit sector.

Kate's experience includes working as a Workforce Innovation and Opportunity Act program (WIOA) Youth Case Manager, serving young folks facing barriers to employment including pregnancy and parenting, low-income, incarcerated parent, justice-involved, disability and other barriers. In this role, she helped to find jobs for persons served in the Wisconsin Works (W-2) program by partnering with employers, creating pipelines for candidates, doing targeted job searches, resume development and by leading small groups and classes on work readiness, customer service, effective communication skills and teamwork.

Kate also worked as a W-2 Program Coordinator where she covered multiple Wisconsin counties and supported a team of Case Managers, Job Developers and Emergency Assistance Intake staff. Her team served hundreds of low-income families as they learned new job skills including public speaking, communication, teamwork, body language, interviewing, job search and resume creation. Kate created partnerships with local employers where W-2 participants would gain a range of job experience and skills. From this experience, the W-2 participants returned to school, found meaningful employment and were able to successfully exit the W-2 program.

Elena Golden, Director of Mission Quality & Residential Services, Goodwill SCWI, coordinates our Residential mission program for adults with chronic mental illness. Goodwill SCWI owns three group homes where residents learn life and coping skills with the goal of being able to live independently. We also own and manage eight Housing and Urban Development (HUD)-supported apartment buildings for adults with mental illness, low-income individuals and retirees which are managed by Elena and her Residential team.

Elena is a licensed clinical social worker with specialization in serving people living with severe and persistent mental illness. She received her bachelor's degree from the UW-Madison in Psychology and Social Work and a master's degree from the UW-Madison in Social Work. She has provided support and services to people living with mental health disabilities for 27 years.

Bharati (Maya) Holtzman, Resource Navigator, Goodwill SCWI, provides comprehensive case management to support the personal and career goals of Goodwill SCWI employees. Using guided advocacy and resource navigation to organizational and community resources, Maya communicates information to our employees regarding affordable housing, financial management, future planning and education to help with their goal achievement.

Maya served as the Associate Director of the University of Wisconsin-Madison TRIO Ronald E. McNair Scholars Program, a mission driven program to increase the number of Ph.Ds. from communities that have historically been underserved and are underrepresented in higher education. Most of the McNair Scholars had experienced hunger and food insecurity, many were new immigrants and/or un-housed, all of which contributed to their anxiety and depression. Many of the McNair Scholars identified as LGBTQIA+.

Maya has over 25 years of experience as an educator working with young adults and adults from diverse backgrounds both in the U.S. and internationally. She earned a Master of Education from Delhi University, India and a Master of Curriculum and Instruction from UW-Madison. In addition to English, Maya speaks Hindi, Bengali, and Urdu.

Our Madison-based volunteer Board of Directors includes many who work or volunteer in job sectors focused on adults with disabilities and mental health challenges. The Board and the Goodwill SCWI Leadership team actively seek out new partnerships in the Madison community in order to serve the BIPOC, LGBTQIA+, immigrant, and low-income households or individuals.

2. Describe how your agency builds relationships and authentically engages with individuals and households served. Specifically include information on previous strategies used to authentically engage with BIPOC, LGBTQ+, immigrant and/or low-income households and individuals.

Goodwill is unique in our ability to partner with many different agencies depending on the needs of the agencies and the needs of our own organization. When approaching other agencies, Goodwill seeks to locate partners that help to meet the needs of community members, advance our mission and support the growth and success of other organizations in meaningful ways.

Goodwill seeks out organizations that serve diverse populations by contacting agencies directly, looking for areas where partnership may be mutually beneficial and schedules time to discuss. Goodwill partners with numerous local businesses and we seek opportunities for persons served in environments that are equitable, diverse and inclusive.

Goodwill staff spends time with agencies and individuals to learn the culture and values of the organization and prioritizes equity in tangible ways. This is done by getting to know the organization over a period of time and building trust by being a reliable partner who is able to assist others in achieving their goals. Our organizational goals are to find opportunities for persons served that are sustainable and appropriate to that individual and we have found that by seeking out organizations that are also serving diverse populations, we have significantly better outcomes and placements for persons served.

Continuing to remain a trustworthy partner for other agencies and employers creates additional opportunities for our community members and businesses to advance, strengthen and grow.

3. Describe your organization's experience, education and training requirements for program staff and management staff.

Our full-time Mission Training Coordinator is dedicated to individual and group training for our program and home office staff. Staff is required to attend training specific to their job on an ongoing basis. In our stores, the Leadership Track is a multiple week training focused on life and job skills with the goal of promotion to a management position. Goodwill Industries International, a 120-year-old organization, has developed training based on industry standards that team members across the organization regularly utilize resulting in positive outcomes.

We have ongoing Commission on Accreditation of Rehabilitation Facilities (CARF) accreditation. CARF approaches programming with a focus on best practices and concentrates on de-escalation training, cultural diversity, suicide prevention, person-centered care, workplace safety and many other topics in order to provide the best outcomes for populations served. The Goodwill team provides services to individuals in our programs following these practices.

Partnerships, Collaboration & Coordination

1. Describe your current and recent collaboration and partnerships with the following groups, specifying organization names, collaboration/partnership dates, and information about your shared work and accomplishments.

- a. Organizations and groups that work with youth, young adults and/or adults.

For many years we've coordinated programing with the WI Dept. of Workforce Development Supported Employment Provider Coalition and the WI Dept. of Vocational Rehabilitation for support with our workforce development programs. We also partnered with the Madison College Career Center for three years to provide work readiness, job search skills and life skills for college students with disabilities.

- b. Organizations that provide pre-employment/career preparation, employment services, and/or training and education.

We partner with the Division of Vocational Rehabilitation for job placement for participants in our workforce development programs and with local library systems in conjunction with the Volunteer Income Tax Assistance (VITA) program that we offer at no cost to low-to-moderate income individuals and families. Over 1000 tax returns were prepared by our VITA volunteers resulting in over \$1.4 million in refunds turned back into the community.

- c. Organizations and groups that focus on working with, or have a history of working with, low-income households, women, and those that are Black, Indigenous, People of Color (BIPOC), immigrants, and/or individuals who identify as Lesbian, Gay, Bisexual, Transgender, and Queer + (LGBTQ+).

We are members of the WI LGBT Chamber, Wisconsin Latino Chamber, and the Madison Black Chamber of Commerce. In order to support and strengthen our communities, we provide community vouchers to Porchlight, Urban League, Dane County Aging & Disability Resource Center, Wisconsin Department of Corrections and many other local nonprofit organizations for distribution to their clients to purchase clothing, household items and other neccessities in our stores.

2. Describe your plans to partner, collaborate, and coordinate services with organizations and groups, including names and partnership details. Please explain why and how these collaborations benefit the participants served. Organizations that identify key partnerships must provide written documentation of agreement/commitment from each listed partner.

We have two partners: The Employment and Training Association (ETA) will co-enroll clients served by Workforce Innovation and Opportunity Act (WIOA) and WorkSmart in Goodwill SCWI's short-term adult employment program funded by the City of Madison. G.E.T. program participants will receive life and soft skills training, community resource information, employment readiness training and paid work experience over a six-week period in cohorts offered throughout the year. ETA provides services to individuals in WIOA and WorkSmart and is committed to providing employment and training services in a way that preserves personal dignity, considers individual needs and differences and supports individuals and their families. ETA provides comprehensive employment and training services throughout South Central Wisconsin. Goodwill SCWI program staff and ETA program staff also agree to share resources as it relates to employment opportunities for those within the program to allow for greater employment placement and outcomes for persons served.

Our second partner is Forward Service Corporation (FSC) who will refer clients of their existing programs and services to participate in Goodwill SCWI's short-term adult employment program funded by the City of Madison. FSC provides services to individuals in the Wisconsin Works (W-2), Foodshare Employment and Training (FSET), Child Support non-custodial parents and refugee populations. FSC will also provide a representative to attend one session of each class to discuss FSC programs and services that program attendees may participate in. G.E.T. program staff and FSC program staff also agree to share resources as it relates to employment opportunities for those within the program to allow for greater employment placement and outcomes for persons served.

The signed partnership agreements from ETA and FSC are included in our RFP response.

Program Design

1. Describe the organization's program and proposed service delivery plan including recruitment and selection of participants, individual assessment process, anticipated number to be served, who will be served, duration, location, and goals.

Our G.E.T. (Goodwill Employment Training) Ready for Success program will provide paid internship/work opportunities for 130, Madison-based 18-26-year-olds recruited from the EATA and Forward Service programs as well as targeted populations which we will recruit. Once the grant is awarded, coordination with Forward Service and EATA will begin immediately.

G.E.T. staff will meet with staff from the partnering agencies to discuss schedules, classes and opportunities for referral with the partner agencies. Initial assessment will allow for Goodwill and partners to determine additional needs outside of the short-term employment program and create opportunities for additional referrals. Releases of Information will be included as part of the intake process to allow for ongoing support to be provided between agencies.

Program Description:

Offering paid employment, two positions per location at each of our three Madison-area stores and the Home Office

Locations:

East Towne Goodwill, 2127 East Springs Drive, Madison 53704
Northside Goodwill, 2901 N. Sherman Avenue, Madison 53704
Verona Road Goodwill, 4530 Verona Road, Madison 53711
Goodwill Home Office, 1302 Mendota Street, Madison, 53714

Through a combination of classroom and work-based learning experiences and exposure to the range of support services available in the City of Madison, the G.E.T. Ready for Success program aims to equip participants with the knowledge and skills they need to overcome the barriers they encounter to gain meaningful employment. Our goal is that the G.E.T. program leads participants to a career in their field of choice and/or opportunities for advancement with an employer.

The G.E.T. program approach is based on the concept of "vocational anticipatory socialization" which maintains that appropriate skill building and positive experiences can boost the individuals' self-efficacy and employment outcome expectations. This in turn can enhance the passion and perseverance for long term goals and the resilience to easily recover from or adjust to misfortune or change and help participants envision themselves in employment with career and advancement opportunities.

The G.E.T. program is guided by the principles of growth mindset - 1. If it's a challenge, you might be able to embrace it, 2. Don't give up, give it another try, 3. If they criticize, prove them wrong and 4. Who is your role model, the person you look up to?

Referrals between organizations and agencies will allow for greater service access for persons served and long-term case management with dual-enrollment potential. Engagement includes the three weeks of classes with the opportunity to meet with the Case Manager separately for additional support along with the on-the-job experience that will be supported by the Case Manager and worksite locations.

One-on-one meetings with G.E.T participants initially and ongoing throughout the program as needed will be conducted based on the participants availability. The G.E.T. team will have flexible schedules to allow for follow-up outreach and high-touch service for high-need clients.

Partnering organizations will also be invited to attend one of the sessions - approximately monthly, to share information on services and programs that the participants may find valuable and useful. Accessing additional opportunities for training, employment and growth will assist with participant engagement and long-term success.

Program Schedule:

- 12-month calendar, 6-week rotations
- 3 weeks of twice weekly classes followed by 3 weeks of 12 hours per week of paid work experience
- Classroom time is scheduled twice weekly
- Participants able to participate in 36 hours of paid work experience post class completion
- Assumed 75% will go on to paid work experience (100 participants)
- Work schedule is flexible within the store and Home Office hours
- Forklift training provided (when appropriate)

1 Case Manager for Employment Program to serve 130 adults

50 weeks per year, 8 cohorts, 8 participants per cohort, 2 cohorts concurrently

Classes to include:

Transferrable Life Skills Training

- Time management
- Conflict Resolution
- Communication
- Problem-solving and coping skills

Job Skills

- Career Exploration
- Resume and Interview preparation
- Job-seeking

Education and Community Resource Training

- Educational discussion
- Financial training from a local credit union representative
- Adult daily living skills; housing, food, community resources, transportation, health and wellness, relationships
- Peer support discussions and team building through group activities

Goals of our program include:

An increase in:

Self-efficacy

Engagement with employer, coworkers, community

Participant wellness

Sense of safety and belonging among BIPOC, immigrant and LGBTQIA+ employees at all levels within Goodwill SCWI

Full-time employment - career track/promotion opportunities

Supportive community of program cohorts, especially among BIPOC, immigrant and LGBTQIA+ in Madison

Community awareness of resources and services available

Connection to peer groups and a sense of community among cohorts

A reduction in:

Poverty level in participant's family

Debt from using payday loan companies

Unemployment due to barriers

Sense of isolation

Assessment process

A needs assessments will be conducted to develop the individual program baseline. An individual progress plan will be visited weekly between the participant and instructor to assess and update the plan. Real-time tracking will be used to monitor and troubleshoot jobseeker progress through services, initial assessment, referral and ongoing touch points throughout the program. We will also gather mid-point feedback from participants and G.E.T. staff to adjust the program as needed. An end-point summative evaluation will be conducted for program and process improvements as needed. We plan to track past participants for follow-up to determine their employment success and if additional support or training is needed.

Outcomes:

3-6 months:

75% of participants participate in all classroom-based learning opportunities

65% of participants continue to the work-based learning opportunity

65% of participants show good time management skills and consistently arrive on time for their work shifts

90% of program graduates are knowledgeable about other support programs and services that help them gain access to additional education, training or other stabilizing services

70% of program graduates are hired in permanent positions within 120 days of program completion

75% of participating employers will report satisfaction with the employees who were past participants of our program

Intermediate Outcomes:

45% of program graduates employed at Goodwill SCWI successfully complete the Leadership Track training and are eligible for advancement to a management position

75% of program graduates remain employed and/or advance in their area of work

80% of program graduates will report they feel equipped with the skills needed to remain successfully employed via follow-up services.

2. Describe the outreach/marketing methods the organization intends to employ to generate participation in the program and to reach the targeted populations considered priority for this funding.

Partnerships with the Employment & Training Association and Forward Service Corporation will provide outreach to their clients who are BIPOC, LGBTQ+, low income individuals and families in the WIOA, WorkSmart, Wisconsin Works and Foodshare Employment and Training programs and most in need of the program training that we will provide.

The G.E.T. team will also recruit participants to ensure we reach our target populations of BIPOC, LGBTQ+, low income individuals and families earning wages below self-sufficiency, people who have immigrated to the U.S., long-term unemployed, public assistance recipients and individuals facing other barriers to employment.

Marketing will engage our target populations and participants in EATA and Forward Service programs and will be distributed through our partners and the Dept. of Workforce Development and other local workforce development agencies.

3. Describe how your program includes input or suggestions from target population served in your program design and operation.

Input from local nonprofit organizations, business leaders and individuals who participated in the August 2022 Goodwill SCWI Community Needs Assessment will help us design the program to target the most needed training. We will also conduct participant surveys at the mid-way point and post-completion of the six week rotation. Goodwill will use the results of the survey to inform the program's approach and incorporate feedback into our outcome measurements and strategy for serving the population successfully.

Theory of Change & Logic Model

1. Describe how your proposed services are based on evidence of success, and how you will meet performance outcomes while maintaining quality services customized to each participant's needs. Please include the following in your response:

- a. Past service outcomes and other accomplishments that validate your approach.
- b. Best practices and proven resources for youth, young adults, and/or adults you will utilize.
- c. How you will incorporate past experience with performance tracking and reaching outcomes, including challenges overcome.

a. We have an average job retention of nine years with our workforce development participants. This represents the number of years the participant has been in their job. According to U.S. Bureau of Labor Statistics, the average U.S. retention rate is 4.3 years, so we are pleased to report that our retention is double that of the national statistics.

b. Goodwill implements an Outcome Measurement System for each program that measures effectiveness, efficiency, accessibility and stakeholder satisfaction. Information is collected for each performance measure, analyzed quarterly, and revised with the team. During quarterly performance review meetings, actions are identified where there is opportunity for improvement.

Goodwill will provide person-specific transportation services to participants during the classroom period of the cohort to remove barriers for participation. This can include gas cards, bus passes or another form of transportation funding. Goodwill will also use grant funds to cover the pay for persons served so they can continue to participate in this experience while earning income.

We will strive to create a sense of community among G.E.T. participants through group activities, with the goal for past participants to stay connected with each other via text, email and phone calls for peer support.

Each classroom session will begin with checking-in and light, healthy snacks and a team and trust-building exercise. Best practices will include using engaging interactive materials to hold the participants attention, encouraging individual and group questions and their participation in responding to questions.

We will tailor classroom training to the learning styles and experience/skill levels of participants. We will create an incentive to keep participants engaged and continuing with the program. Goodwill SCWI has a culture that values learning and we will ensure that participants learn skills to be successfully employed.

c. Using the Outcome Measurement System performance tracking for our programs, we have identified our successes and will implement them in the G.E.T. program. The Outcome Measurement System also provided information about the challenges encountered which enabled us to make changes and improve the programs.

2. Please describe current and past success in engaging community members and service recipients in developing and improving services.

Every three-to-five years, we send out a community needs assessment (CNA) to local nonprofits, organizations, business owners, community members, Goodwill SCWI staff and others to garner input to improve our services. Currently, we have a CNA for which responses were due to us by August 18. These responses will help us determine our mission programs moving forward into 2023 and beyond.

We also conduct annual satisfaction surveys for our workforce development and residential participants with the goal to improve or increase services for the people we serve.

Goodwill SCWI employees participate in an annual employee engagement survey to provide input on what is working and what could be improved. We have an open door policy and Goodwill SCWI employees are welcome to discuss ideas, issues or concerns at any time with our Leadership Team members including the President/CEO so that issues are able to be resolved in a timely manner which helps to reduce employee turnover.

Our Resource Guides through the Good Guides program conduct surveys with the Goodwill SCWI employees they serve. The Good Guides is a resource-based program for Goodwill SCWI employees. Resource Guides meet with employees one-on-one to discuss topics including community-based financial, educational, wellness and housing resources to resolve issues that could be preventing success on-the-job or in their personal life.

3. Please describe your plan to meaningfully involve service recipients, including past, present and potential recipients, in ongoing design, flexing and improvement of proposed youth, young adult, and/or adult employment services.

As an organization that values and encourages learning, we involve all levels of our team to regularly provide feedback for improvement. Each team member participates in ongoing training that focuses on individual and organizational growth.

This approach will also be utilized in the G.E.T. Ready for Success program. We will follow the Plan-Do-Check-Act (PDCA) cycle to learn and deliver the desired outcomes. Plan - establishing program objectives and processes, DO - carrying out the program objectives and processes, Check - Evaluating the data gathered from the Do phase and comparing it to the expected outcomes to determine the similarities and differences, Act - Using the lessons learned from the Do and Check phases to improve program processes.

See also responses to Theory of Change & Logic Model question #1, b and c.

Budget - Complete the Budget Worksheet, including all costs for which you request funding through this RFP. All costs included must be reasonable, allowable, necessary, and allocable among the stated cost categories.

YOUTH, YOUNG ADULT AND ADULT EMPLOYMENT BUDGET APPLICATION FORM
AGENCY AND PROGRAM REVENUES

Legal Name of Organization: Goodwill Industries of South Central Wisconsin, Inc.

Total Amount Requested: 138,644

Contact Name and Email for Budget Info: Kate Buenger kbuenger@goodwillscwi.org

****Instructions: Complete this workbook in tab order, so the numbers will autofill correctly. Only fill in the yellow cells.**
Only use whole numbers, if using formulas or amounts with cents, convert to whole number before submitting to CDD.

Please fill out all expected revenues for the programs you are requesting funding for in this application.
 All programs not requesting funding in this application, should be combined and entered under NON APP PGMS (last column)

REVENUE SOURCE	AGENCY 2023	PROGRAM A	PROGRAM B	PROGRAM C	PROGRAM D	PROGRAM E	NON APP PGMS
DANE CO HUMAN SVCS	0						
UNITED WAY DANE CO	0						
CITY CDD-This Application	138,644	138,644					
OTHER GOVT*	0						
FUNDRAISING DONATIONS**	24,755,889						24,755,889
USER FEES	0						
TOTAL REVENUE	24,894,533	138,644	0	0	0	0	24,755,889

*OTHER GOVERNMENT: Includes all Federal and State funds, as well as funds from other counties, other Dane County Departments, and all other Dane County cities, villages, and townships.

**FUNDRAISING: Includes funds received from foundations, corporations, churches, and individuals, as well as those raised from fundraising events.

YOUTH, YOUNG ADULT AND ADULT EMPLOYMENT BUDGET APPLICATION FORM
AGENCY AND PROGRAM REVENUES

Enter all expenses for the programs in this application under the PGM A-D columns. Enter the amount you would like the City to pay for with this funding under the CITY SHARE column next to the PGM column. Enter all other programs in your agency under NON APP PGMS (last column).

****Use whole numbers only, please.**

ACCOUNT CATEGORY	AGENCY 2023	TTL CITY REQUEST	PGM A	CITY SHARE	PGM B	CITY SHARE	PGM C	CITY SHARE	PGM D	CITY SHARE	PGM E	CITY SHARE	NON APP PGMS
A. PERSONNEL													
Salary	12,453,285	46,800	46,800	46,800									12,406,485
Taxes/Benefits	2,540,513	14,040	14,040	14,040									2,526,473
Subtotal A.	14,993,798	60,840	60,840	60,840	0	0	0	0	0	0	0	0	14,932,958
B. OTHER OPERATING													
Insurance	82,873	0											82,873
Professional Fees/Audit	2,334,167	0											2,334,167
Postage/Office & Program	291,713	0											291,713
Supplies/Printing/Photocopy	708,441	600	600	600									707,841
Equipment/Furnishings/Depr.	0	0											
Telephone	169,631	0											169,631
Training/Conferences	30,818	0											30,818
Food/Household Supplies	2,000	2,000	2,000	2,000									
Travel	1,200	1,200	1,200	1,200									
Vehicle Costs/Depreciation	159,213	0											159,213
Other	12,604	12,604	12,604	12,604									
Subtotal B.	3,792,660	16,404	16,404	16,404	0	0	0	0	0	0	0	0	3,776,256
C. SPACE													
Rent/Utilities/Maintenance	4,237,402	4,500	4,500	4,500									4,232,902
Mortgage Principal/Interest	116,029	0											116,029
Depreciation/Taxes	946,744	0											946,744
Subtotal C.	5,300,175	4,500	4,500	4,500	0	0	0	0	0	0	0	0	5,295,675
D. SPECIAL COSTS													
Assistance to Individuals	15,902	6,500	6,500	6,500									9,402
Participiant Wages	50,400	50,400	50,400	50,400									
Participant Taxes/Benefits	0	0											
Other	0	0											
Subtotal D.	66,302	56,900	56,900	56,900	0	0	0	0	0	0	0	0	9,402
TOTAL (A.-D.)	24,152,935	138,644	138,644	138,644	0	0	0	0	0	0	0	0	24,014,291

YOUTH, YOUNG ADULT AND ADULT EMPLOYMENT BUDGET APPLICATION FORM
AGENCY AND PROGRAM REVENUES

Please name each program you are requesting funding for next to each funding request.

**Only use whole numbers, if using formulas or amounts with cents, convert to whole number before submitting to CDD.

Pgm Letter	Program Name	Program Expenses	2023 City Request
A	G.E.T. Ready for Success	PERSONNEL	60,840
		OTHER OPERATING	16,404
		SPACE	4,500
		SPECIAL COSTS	56,900
		TOTAL	138,644
B		PERSONNEL	0
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	0
C		PERSONNEL	0
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	0
D		PERSONNEL	0
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	0
E		PERSONNEL	0
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		TOTAL	0
TOTAL FOR ALL PROGRAMS			138,644

Appendix B: Logic Model

Logic Model Template:

The following logic model template should be used by applicants applying for funds to support youth, young adult & adult employment and training initiatives. Any content over the 3 page limit will not be considered by reviewers. Below is a brief definition of each required logic model component.

				Outcomes (Benefits for which the project is directly responsible)			Impacts (What lasting changes will your project contribute to?)
Situation	Resources	Activities/Strategies	Short-term Outcomes (3-6 months)	Intermediate Outcomes (6-12 months)			
Interventions based on the concept of Vocational Anticipatory Socialization will empower 18-26 year old a) low-income, b) new-immigrant, and c) LGBTQI+ residents of Madison that encounter barriers to employment with career/promotional opportunities	Organizational resources Goodwill SCWI CEO, Dir. of Mission Program Development, Dir. of Human Resources Program Staff, Store Managers and staff at selected work experience locations, Classroom, Goodwill Industries International Curriculum, and development programs.	What strategies and activities will you use to carry out your aims and achieve your outcomes? i)Recruit and co-enroll 130 participants who are 18–26-year-old Madison residents from target populations in partnership with EATA and Forward ii) Identify needs to develop individual and program baseline iii) Gather mid-point feedback and adjust as needed	What are your short-term outcomes? What do you expect will change or improve due to your strategies and activities in the first 3-6 months—for youth, families, and/or the neighborhood? i) 75% of participants participate in all classroom-based learning opportunities ii) 65% of participants continue to the work-based learning opportunity iii) 65% participants show good time management skills and consistently arrive on-time for their work shifts	What intermediate outcomes (changes or benefits) do you expect for youth, families, and/or the neighborhood experience after 6-12 months due to your activities or strategies? i) 45% of program graduates employed at GoodwillSCWI will successfully complete the Leadership Track training ii) 75% of the program graduates will remain employed and/or advance in their work area	Reduction in... What problem behaviors or conditions will be reduced? - Poverty level in participant’s family		
	External resources Partnerships with Employment and Training Association and Forward Service Corporation, Invited speakers/trainers				Increased or improved... What positive, wanted behaviors or conditions will improve? - Self – efficacy - Participant wellness - Community awareness of resources and services available		
Possible Sources of Evidence	Survey: Baseline needs survey, Mid-point and End-point evaluation – narrative and numerical data	School Data	Crime Data	Family Reports	Focus Group Data	Interview Data Individual Needs Assessment, Mid-point, and End-point	Tracking: for outcomes and impact data – variety of ways including text messages, and emails

Appendix B: Logic Model

Outcomes (Benefits for which the project is directly responsible)

Situation	Resources	Activities/Strategies	Short-term Outcomes (3-6 months)	Intermediate Outcomes (6-12 months)	Impacts (What lasting changes will your project contribute to?)
Continued... Interventions based on the concept of Vocational Anticipatory Socialization will empower 18-26 year old a) low-income, b) new-immigrant, and c) LGBTQI+ residents of Madison that encounter barriers to employment with career/promotional opportunities	Organizational resources Goodwill SCWI - Case Management Team, Dir of HR, Program Manager, DEI team and training for all staff, Trainings, Store Managers and Staff, and Participant cohort community, transportation assistance to attend classes, on-the-job training	iv)Prepare Individual Progress Plans that are used by participant and instructor to assess progress v) Offer group activities for community building, and peer support vi) Provide referrals and resources to appropriate agencies for additional support. vii) Classroom Based Learning for Vocational Anticipatory Socialization that include a) Three weeks of 2-hour classes two times a week, b) transferrable life skills training - time management, conflict resolution, communication, problem-solving and coping skills	iv) 90% of program graduates are knowledgeable about other programs and services that help them gain access to additional education, training, or other stabilizing services v) 70% of program graduates are hired in permanent positions within 120 days of program completion	80% of program graduates will report that they feel equipped with the skills needed to remain successfully employed via follow-up services	Reduction in... - Sense of Isolation - Debt from using Payday loan companies
	External resources Partners: i)Employment and Training Association ii)Forward Service Corporation				Increased or improved... - Supportive community of program cohorts, especially among BIPOC, immigrant and LGBTQIA+ in Madison - Connection to peer group and a sense of community - Engagement with employer, coworkers, community

Appendix B: Logic Model

Outcomes (Benefits for which the project is directly responsible)

Situation	Resources	Activities/Strategies	Short-term Outcomes (3-6 months)	Intermediate Outcomes (6-12 months)	Impacts (What lasting changes will your project contribute to?)
Continued: Interventions based on the concept of Vocational Anticipatory Socialization will empower 18-26 year old a) low-income, b) new-immigrant, and c) LGBTQI+ residents of Madison that encounter barriers to employment with career/promotional opportunities	Organizational Resources	c)Job Skills-career exploration, resumes, interview skills, job-seeking, d) Education and Community Resource Training - educational discussion, financial training, daily living skills; housing, food, health and wellness, relationships, peer support discussions and team building viii)Work-based learning for Vocational Anticipatory Socialization that include: a)customer service, b)teamwork, c)professional communication, d)use of office equipment, e)fork lift training where appropriate ix)Regular assessment of learning gains x) Conduct end-point-summative evaluation for program and process improvements as needed	vi) 75% of participating employers will report satisfaction with the employees who G.E.T. Program participants.		Reduction in... - Unemployment due to barriers
	Classroom Based: GII Online Curriculum Instructors, speakers Work-based: Home Office North Store East Store Verona Road Store Curriculum Mentoring Exposure to work-place technology-computers, printers, forklift External Resources Classroom Based: Partners' Curriculum				Increased or improved... - Full-time employment – career track/promotion opportunities - Personal financial condition - Sense of safety and belonging among BIPOC, immigrant, and LGBTQIA+ in Madison



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PARTNERSHIP AGREEMENT OF

Goodwill Industries of South Central Wisconsin, Inc. and Employment and Training Association

THIS PARTNERSHIP AGREEMENT is made effective as of January 1, 2023, by and between **Goodwill Industries of South Central Wisconsin, Inc. (Goodwill SCWI) and Employment and Training Association (EATA)** (the "Partners"). This agreement ceases upon completion of the grant award by the City of Madison, up to four years.

EATA agrees to support Goodwill SCWI's short-term adult employment program proposal funded by the City of Madison and intends to support the recruitment of individuals involved in WIOA (WorkSmart), Children First, Windows to Work and FSET Re-Entry programs for program participation. Goodwill program participants will receive life and soft skills training, community resource information, employment readiness training, and paid work experience over a six-week period in cohorts offered throughout the year. EATA provides comprehensive employment and training services in Madison and throughout South Central Wisconsin. EATA is committed to providing employment and training services in a way that preserves personal dignity, considers individual needs and differences, and supports individuals and their families. Goodwill SCWI program staff and EATA program staff also agree to share resources as it relates to employment opportunities for those co-enrolled in the program to allow for greater employment placement and outcomes for persons served.

DocuSigned by:

Jon Danforth

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Name of Partner

Date: 8/12/2022

DocuSigned by:

Kate Buenger

66E824E60C8842C...

Name of Partner

Date: 8/13/2022



Our mission is to help people achieve their highest level of independence through the power of work.





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PARTNERSHIP AGREEMENT OF

Goodwill Industries of South Central Wisconsin, Inc. and Forward Service Corporation

THIS PARTNERSHIP AGREEMENT is made effective as of January 1, 2023, by and between **Goodwill Industries of South Central Wisconsin, Inc. and Forward Service Corporation** (the "Partners").

This agreement ceases upon completion of the grant award by the City of Madison, up to four years.

Forward Service Corporation (FSC) agrees to refer clients of their existing programs and services to Goodwill Industries of South Central Wisconsin, Inc. (Goodwill SCWI) to participate in Goodwill SCWI's short-term adult employment program funded by the City of Madison. Goodwill program participants will receive life and soft skills training, community resource information, employment readiness training, and paid work experience over a six-week period in cohorts offered throughout the year. FSC provides services to individuals in the Wisconsin Works (W-2), Foodshare Employment and Training (FSET), Child Support non-custodial parents, and refugee populations. FSC will also provide a representative to attend one session of each cohort to discuss FSC programs and services that program attendees may participate in, approximately once per month. Goodwill SCWI program staff and FSC program staff also agree to share resources as it relates to employment opportunities for those within the program to allow for greater employment placement and outcomes for persons served.

Lisa Omen, COO, Forward Service Corporation

Name of Partner

Date: 8/9/22

Kate Buenger, Goodwill Industries of South Central Wisconsin, Inc.

Name of Partner

Date: 8/15/22



Our mission is to help people achieve their highest level of independence through the power of work.

