

Freedom, Inc.

601 Bayview

Madison, WI 53715

(608)661-4089

Proposal for:

Employment Services to Prevent Homelessness

Program Design

OWH proposes to address the current needs of homeless and unemployed individuals by simultaneously providing on-site services, jobs, and leadership development to homeless people and other potential workers; education and support to employers; and accountability to the local community. OWH will work with other community agencies to provide comprehensive social services at the Program site to ensure that homeless individuals can access services in a way that works for them. OWH will conduct outreach to employers to create employment opportunities for workers through the coordinated dispatch of staff and Program participants throughout the City during the entire contract term. OWH will also provide training sessions for employers. Finally, through a Community Council, regular meetings, an open-door policy, and invitations to an open-house event each year, OWH will involve the local community and the City in addressing community concerns relating to the homeless and workers.

The strength of OWH's Program is that it will be accountable and responsive to the needs of the workers. Program participants will guide the direction of the Program through two worker meetings each week. At these meetings, program participants will have elected their own steering committee of volunteer coordinators. These coordinators in collaboration with staff will facilitate the meetings, move the agenda, assist with worker outreach, and maintain general Program operations. Program participants will set their agenda/priorities, discuss issues and regularly prioritize job creation through job development activities. The emphasis of our Program is to create jobs, and involve workers in that job development.

OWH will engage in aggressive job development strategies that include researching prospective employers, advertising, direct targeted solicitation, and mass flyering. Every job that is provided through the Program will be well documented through intake forms, job referral sheets, and eventually input into our job database. The method of job distribution will be determined with worker input and voted upon at workers' meetings. Any changes to the job distribution method will be conducted through the workers' meetings where program participants themselves suggest and propose changes and vote on these proposals. There will also be a job protocol that establishes the procedure for receiving employer calls and the administration of the worker list.

OWH will operate the Program in the best interests of the workers, specifically to:

- Meet the needs of people where they are at by increasing their access to work, vital social services, and job-skills training;
- Provide prospective and actual employers of the workers with information and education to promote mutually beneficial and healthy working relationships; and
- Create and maintain a Community Council to address community tensions related to the presence of homeless individuals and workers in affected neighborhoods.

OWH is in the process of building partnerships with Madison Area Urban Ministries (MUM) and the Interfaith Coalition for Worker Justice (ICWJ) with the aim of managing the program jointly. We propose to work with highly qualified and trained staff and build strong collaborations with community-based agencies, City departments, other community resources, and workers and homeless people themselves.

Homeless people and other extremely marginalized potential workers face an intersection of challenges that are unique when compared with other low-wage workers. Homeless people, for example, often demonstrate intense and extreme forms of alienation or isolation. People new to the Program are likely to be filled with fear and anxiety, wary of new challenges, coping with depression, and undergoing intense economic and social pressures. Moreover, homeless people and other extremely marginalized potential workers experience high rates of depression and struggles with both mental health issues and/or substance abuse. This community is often transient. The mobility of the population hinders efforts to provide ongoing training programs to the same group of workers.

Employers express the need for trained and reliable workers. Knowledge of employment laws and obligations is often lacking. Employers want easy access to an affordable workforce without fear of legal implications.

Community members residing, working, or operating businesses in locations where homeless people and other extremely marginalized people gather also face challenges. Tensions exist within the community regarding: 1) neighborhood cleanliness (unsanitary behaviors) – litter, trash, public urination, sleeping in public spaces; 2) public safety – concern regarding opportunities for traffic accidents, pedestrian accidents, drug dealing, and other incidents of crime; 3) harassment – there is a mutual perception from homeless people and non-homeless people alike regarding actual or perceived acts of harassment; and 4) perceptions of trespassing – on or immediately next to private property.

Providing employment, training, social services and referrals:

The program will provide comprehensive employment training and social services for homeless individuals and other highly marginalized people to meet their needs. The social services will be provided on-site through counseling by existing staff or through collaborations with other agencies, and appropriate referrals. Social services anticipated to be provided on-site to workers include:

- A medical health clinic and STD testing
- Case management
- Substance abuse counseling
- Mental Health counseling
- General literacy classes
- GED/HSED completion courses
- Vocational education
- Life skills classes

- Shelter, clothing, and food referrals
- The provision of food staples
- Legal advice
- HIV testing and counseling
- Coordinated recreational events (recommended by our mental health partners)

The program prioritizes providing as many on-site social services as possible to ensure that workers and potential workers access these resources. The Program will conduct regular outreach in the downtown and Southside neighborhoods, as well as other pertinent areas. The outreach will consist of providing education regarding services available at the Program, other services available in the City, worker etiquette, and workers' rights.

Community Liaison and Community Council:

To address the issues and challenges faced by employers, merchants, and residents in affected communities, OWH is committed to serving as a liaison to the community and City and to assist in problem-solving activities. The Program will create a Community Council comprised of local merchants, neighborhood residents, employers, City Departments/Officials, and Program participants to create a team that can bring forward these concerns and work collectively towards their resolution. The Community Council builds good will, consistent strategies, and a sense of community among its participants.

Location:

A site for the Program has not yet been located. While we are flexible with the location, the space will need to meet the following requirements:

- Be located in an area that is easy for the homeless and other potential workers to access
- Contain classroom, office, and computer lab space
- Provide enough space for workers to congregate while waiting for employment opportunities

Qualifications of Agency and Staff

Due to the fact that this is an entirely new program with no predecessor, we have to experience in providing job readiness, employment search and job placement services. However, this is a time in which we need to support creative new solutions to addressing homelessness and unemployment and the Day Labor Program is just that. With plenty of community support and connections, as well as connections with successful models in cities like San Francisco and Portland, this proposal has enormous potential as a community initiative to decrease homelessness and unemployment.

In addition, we are attaching the resume of the anticipated staff member of the Program.

Outcomes

Because we are an entirely new program with no predecessor, it is difficult to develop concrete numbers to meet for our service contract. We will also need several months for operation start-up time. That said, in 2009 we will document that:

- We have settled into our program space
- Program policies and procedures have been developed
- Staff have been hired
- Extensive outreach has occurred with potential workers
- Program participants have been organized into weekly Program meetings
- Volunteer coordinators have been elected by Program participants at our weekly Program meetings
- Extensive outreach has occurred with potential employers
- Job development will expand on an ongoing basis.
- 1,000 permanent or temporary job placements to workers were made requesting a minimum of \$10 per hour or a minimum of \$35 for three hours.
- 200 workers received access/referrals to shelter, clothing, and/or food.
- 100 workers received on-site medical, mental health counseling, STD testing, HIV testing, HIV counseling, domestic violence and/or substance abuse counseling services.
- 100 workers participated in educational classes and trainings offering GED/HSED completion, life-skills, legal advice, leadership development, basic job skill training, skilled job training, healthy living counseling, and/or occupational safety.
- Over 300 potential and existing employers were provided Program information and/or were directly contacted to develop jobs for day laborers.
- Over 300 employers received written information sheets explaining their employment responsibilities when hiring workers.
- A computer lab was maintained and made accessible to all participating workers for Program related and computer skills training purposes.
- Storage for personal belongings was coordinated to facilitate participants' ability to work
- Transportation to/from job placement was coordinated to facilitate participants' ability to work
- A Community Council was created and maintained comprised of workers, employers, merchants, neighborhood residents, and City Departments that addressed emerging issues and proposed comprehensive strategies and solutions.

The Program will also host an Open House/Community Meeting at our site 1-2 times each year. All interested individuals will be welcome to come hear about how the Program is operating and provide input. Moreover, visitors will always be welcome to drop in to visit the Program's office.

Budget

Director (1 FTE)

\$42,727

Salaries Subtotal: \$42,727

Medical Insurance .20 \$22,800

Workers Compensation Insurance .019 \$2,166

FICA .0765 \$8,721

Payroll Tax .112 \$12,768

Professional Liability Insurance \$3,000

Subtotal Benefits: \$49,455

Total Personnel Costs: \$163,455

General Liability Insurance \$1,000

Rent \$25,000

Advertising \$6,000

Office Supplies \$4,000

Postage & Delivery \$2,000

Printing and Reproduction \$4,000

Professional Fees (Audit, Development, Computer, etc.) \$20,000

Telephone \$2,400

Staff Training \$3,000

Travel \$10,000

Food \$5,000

Utilities \$10,000

Total Non-Personnel Costs: \$92,400

Capital Equipment (Computers, Phones, Fax, etc.) \$10,000

Total Capital Start-Up Costs: \$10,000

Total Program Cost: \$265,855

References

Madison Urban Ministries

Linda Ketchum, Executive Director, Madison-area Urban Ministry, Ph: (608) 256-0906

2300 S. Park St. Suite 5, Madison, WI 53713

Interfaith Coalition for Worker Justice of South Central Wisconsin

Rabbi Renee Bauer

2300 S. Park Street, Suite 6

Madison, WI

(608) 255-0376

See Letters of Support attached

Kristen Petroschius

1145 Petra Pl., Apt. 1, Madison, WI 53713
(608) 335-6171 petroschius@riseup.net

Community Work

YW Transit Program Coordinator, YWCA Madison *2007-present*

YW Transit provides employment-related transportation throughout Dane County, and Sexual Assault Prevention transportation in the City of Madison.

Primary duties include: Grant writing & procurement of local fund match; start-up and development of new program; developing relationships with area employers; outreach to potential program participants; billing; reporting; oversee program operations, including staffing, client issues, routes and scheduling, etc.

Community Organizer, Operation Welcome Home *2007-present*

Operation Welcome Home is a community of low-income and homeless people and their allies organizing to address the root causes of homelessness.

Primary duties include: Tracking local and statewide funding and legislative developments; building and supporting homeless membership base; facilitating community accountability circle; facilitating weekly membership meetings and providing opportunities for political education; acting as media liaison; organizing press conferences; public speaking; writing grants and doing grassroots fundraising; representing organization in meetings with various community organizations, coalitions, government offices and politicians; recruiting and training volunteers.

Board Member, Freedom, Inc. *2005-present*

Freedom, Inc. is a primarily Southeast Asian/Hmong agency organizing to end domestic violence and empower youth as leaders.

Primary duties include: Work with FreeMen (young boy's group working to end domestic violence); grantwriting and grassroots fundraising; currently working to begin program by and for LGBTQ youth of color.

Community Organizer, Groundwork *2005-present*

Groundwork is a local racial justice organization working to support racial justice work in communities of color and engage community members in racial justice education.

Primary duties include: Volunteer with various immigrant rights groups in Wisconsin (Voces de la Frontera, 10 de Abril); Fundraise for community of color-led organizations; organize with local groups to attend U.S. Social Forum in 2007; facilitate several 6-week long racial justice workshops with the goal of examining racism and white privilege playing out in social justice movements; organize racial justice trainings across the state of Wisconsin; facilitate racial justice and conflict mediation sessions with a variety of predominantly white community organizations.

Volunteer Community Organizer & Accompanier, Puente de Paz

November 2006- March 2007

Puente de Paz is an indigenous women's led organization in Ixcán, Guatemala.

Primary duties include: accompany indigenous communities resisting transnational 'development' projects on their land; support women's political education; serve as a witness and advocate for the rights of indigenous women and families.

Front Desk Staff, YWCA Madison *2006*

YWCA provides services to low-income women and families.

Primary duties include: intakes for homeless families; conflict mediation; answering phones; providing resources and referrals to clients; ensuring safety within building; enforce program policies.

Community Organizing Intern, San Francisco Day Labor Program 2005

The San Francisco Day Labor Program is a poor workers' group organizing to create jobs and improve labor conditions.

Primary duties include: organize logistics for organizing events; support media work of the organization; organize community building and fundraising events; attend, facilitate, and interpret at membership meetings.

Community Educator & Program Coordinator, Action Dialogues 2003-2005

Action Dialogues was a multiracial racial justice education project.

Primary duties include: grant writing; organizing member training curriculum; planning events; forming coalitions with similar community organizations; outreach; doing racial justice trainings with a variety of community groups.

Education & Training

B.A. in Sociology & Women's Studies, UW-Madison 2005

Bilingual: English & Spanish

Graduate of 2005 STARC community organizing institute, training young people in the following basic community organizing skills: conflict mediation; media work; anti-oppression education; grassroots fundraising; campaign development; building membership base; facilitating meetings; political education and popular education techniques

Extensive training in "Theatre of the Oppressed" techniques - an educational tool for doing anti-oppression work

Panelist at 2006 White Privilege Conference session titled "Youth/Young Adult Racial Justice Organizing"

2008 Recipient of Water Bearer Award for service to the community

eliminating racism empowering women

ywca

April 9, 2009

To Whom It May Concern:

I am writing this as a letter of support for the Day Labor Program that Freedom, Inc. is initiating. A Day Labor Program here in Dane County would provide a place for marginalized workers to come together to obtain short-term employment, connect to social services, receive peer support, and participate in leadership development activities. Such a program would contribute significantly to the health and vitality of our community by providing people with a safety net and support network in these very harsh economic times.

The YWCA Madison is interested in collaborating with Freedom, Inc. to provide some of our services on-site. For example, YW Transit may provide employment-related transportation to take workers to their job sites. Job Options may hold office hours on-site so that people can work on job search, resume, and interview skills. Moreover, our employment & training and housing programs may make regular visits to the Day Labor Program to inform people about the variety of programs and services available to them.

Again, we would like to demonstrate our support of this wonderful initiative of Freedom, Inc.'s.

Sincerely,



Julie Larson
Economic Empowerment Director
YWCA Madison
3101 Latham St.
Madison, WI 53713
(608) 255-3098



2300 South Park Street
Suite #6
Madison, WI 53711

Telephone: (608) 255-0376
Fax: (608) 255-0239
worker@workerjustice.org

June 29, 2009

To Whom It May Concern:

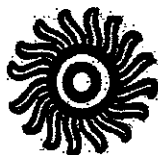
I am writing to support the Day Labor Program that Freedom Inc. is proposing. In our past seven years working of with low-income, mostly immigrant workers in Dane County, the Workers' Rights Center (WRC) has seen the particular challenges faced by homeless or migrant workers. An organized day labor program here in Dane County would provide a safe place for marginalized workers to come together to obtain short-term employment, connect to social services, receive peer support, and participate in leadership development activities. Such a program would contribute significantly to the health and vitality of our community by providing people with a safety net and support network in these very harsh economic times.

The WRC looks forward to collaborating with Freedom, Inc. to provide training and services on-site. The Workers' Rights Center would commit to hold periodic on-site clinics providing information, education, and legal referrals to day laborers. We would also provide workshops on workplace rights at the Day Labor Program site. Many of our peer organizations in other cities have strong ties to day labor sites in their areas with which they collaborate. The WRC could provide its expertise in employment rights and its multi-lingual training materials on site as a way for workers to connect with our services.

We strongly support Freedom, Inc.'s efforts to establish a day labor center for workers here in the Madison area.

Sincerely,


Patrick Hickey
Workers' Rights Center Director



CENTRO HISPANO OF DANE COUNTY

July 1, 2009

To Whom It May Concern:

I am writing this as a letter of support for the Day Labor Program that Freedom, Inc. is initiating. A Day Labor Program here in Dane County would provide a place for marginalized workers to come together to obtain short-term employment, connect to social services, receive peer support, and participate in leadership development activities. Such a program would contribute significantly to the health and vitality of our community by providing people with a safety net and support network in these very harsh economic times.

Centro Hispano is interested in collaborating with Freedom, Inc. to provide some of our services on-site. For example, Centro Hispano would provide information and materials on the services and programs we offer for workers so that day laborers can connect with Centro Hispano. We would also use the Day Labor Program as a resource for our clients, who are often searching for short-term employment. This program will play an important role for marginalized workers in Dane County.

Again, we would like to demonstrate our support of this wonderful initiative of Freedom, Inc.'s.

Sincerely,

Peter Muñoz
Executive Director

· 810 W. Badger Rd. · Madison, WI · 53713 · 608-255-3018 · www.chdc.us





July 1, 2009

To Whom It May Concern:

Please accept this letter of support for the Day Labor Program being initiated by Freedom, Inc. A Day Labor Program here in Dane County would provide a place for marginalized workers to come together to obtain short-term employment, connect to social services, receive peer support, and participate in leadership development activities. Such a program would contribute significantly to the health and vitality of our community by providing people with a safety net and support network in these very harsh economic times.

The Dane County TimeBank is interested in collaborating with Freedom, Inc. to provide some of our services on-site. For example, Dane County TimeBank may connect people at the site with work in exchange for Time Dollars as an alternative to day labor when a job is not available. The Day Labor site would be an ideal place for marginalized workers to connect with our broad network of individuals, social service organizations, food producers, local businesses, and public and private institutions to exchange time and work. This initiative would assist us in increasing our network, and would assist potential day laborers by building their connection to the Madison community.

Again, we would like to demonstrate our support of this wonderful initiative of Freedom, Inc.'s.

Sincerely,

Stephanie Rearick
Director, Dane Co. TimeBank
2120 Fordem Ste. 150
Madison, WI 53704
(608) 663-0400





TAO SANGHA MADISON

2330 Willard Ave., Madison, WI 53704
(608) 257-4663 usa@taosangha-na.com

May 14, 2009

To Whom It May Concern:

I am writing this as a letter of support for the Day Labor Program that Freedom, Inc. is initiating. A Day Labor program here in Dane County would provide a place for marginalized workers to come together to obtain short-term employment, connect to social services, receive peer support, and participate in leadership development activities. Such a program would contribute significantly to the health and vitality of our community by providing people with a safety net and support network in these very harsh economic times.

The Tao Sangha Center Madison is interested in collaborating with Freedom, Inc. to contribute to the program. There are a number of possibilities of how Tao Sangha could team up with the Day Labor Program to serve workers in need. We could offer 2 different classes; one in empathetic listening and communicating from the heart; another about money in which participants explore ways to improve their relationship with money, so as to share and spend wisely. We also may be interested in hiring workers as well.

Again, we would like to demonstrate our support of this wonderful initiative of Freedom, Inc.'s. Please contact me if you have any questions.

Thank you
Kind Regards,

A handwritten signature in cursive script that reads 'Deborah Bachmann'.

Deborah Bachmann
Outreach Director





July 1, 2009

To Whom It May Concern:

Madison Area Technical College's Center of College Preparedness and Academic Advancement Center is happy to collaborate with Freedom, Inc. by providing a list and information about our classes in the community so that you may be able to refer students to us. We will also include you in our efforts to coordinate with service providers in the South Madison community to effectively establish a South Madison corridor where all of our services can be connected in a meaningful way.

In addition, we may be awarded some financial literacy grants that will be an opportunity for us to offer some financial assistance workshops in collaboration with you and our other South Madison partners.

Sincerely,

A handwritten signature in cursive script that reads 'Kristin Z. Frederickson'.

Kristin Z. Frederickson
Coordinator of Outreach and High School Completion Options
608-258-2442



July 1, 2009

To Whom It May Concern:

Madison Area Technical College's Center of College Preparedness and Academic Advancement Center is happy to collaborate with Freedom, Inc. by providing a list and information about our classes in the community so that you may be able to refer students to us. We will also include you in our efforts to coordinate with service providers in the South Madison community to effectively establish a South Madison corridor where all of our services can be connected in a meaningful way.

In addition, we may be awarded some financial literacy grants that will be an opportunity for us to offer some financial assistance workshops in collaboration with you and our other South Madison partners.

Sincerely,

A handwritten signature in black ink that reads 'Kristin Z. Frederickson'.

Kristin Z. Frederickson
Coordinator of Outreach and High School Completion Options
608-258-2442