



2019 Emerging Opportunities Program Application

Submit Application to: EOPapplications@cityofmadison.com

Deadline: 12:00 pm CST (noon) on October 16, 2018

Late applications will not be accepted

Please limit your proposal and responses spaces provided in this form. Any materials submitted in addition to this application form will not be considered in the evaluation of the proposal. *Do not attempt to unlock or alter this form.*

If you need assistance with this proposal or are unclear about how to respond to any questions listed below, please contact CDD staff at 266-6520.

Agency or Group:	WRTP/BIG STEP	Amount Requested:	\$
Title of Proposal:	FutureBound		
Project Type	Employment training and support		
Project Description:			
Contact Person:	Bill Clingan	Email	bclingan@wrtp.org
Address:	1602 S Park Street	Telephone:	(608) 738-9722
Is this Group a 501 (C) (3)?	Yes or No Yes	If no, applicant will need to secure a fiscal agent with 501 (C) (3) status	
Applicant Organization founded (Year):	2005		
Name of Fiscal Agent (if Applicable):		Fiscal Agent Phone:	
Fiscal Agent Contact Person:		Fiscal Agent Email:	

1. Project Description

- a. What is the goal of your project? (500 characters)

FutureBound is an innovative, accelerated program that links older youth to a HS credential and industry skills. For those without that HS credential economic growth is blocked-typical solutions (ex. GED) are difficult. This program leads to a HS credential (DPI approved) and the Building Trades' nationally recognized Multi-Craft Core cert. in 14 weeks. Funding is to pilot to 30 Madison youth who will benefit by gaining a HS credential, work skills and better employment opportunities.

Contact Us! CDD staff are committed and willing to help interested groups understand and work through program requirements. Call Nancy Saiz at 266-6520 or check out the staff directory on our website for a list of staff, their focal areas, and contact information.

- b. Intended Service Population: (500 characters) Describe the intended service population that will be impacted by this project (e.g., location, ages, ethnicities, income ranges, English language proficiency etc.). FutureBound's focus are Madison youth ranging from the ages of 18-24 who do not have a HS credential. Specifically, recruitment will focus on young, African-American, Latino and Asian males and in neighborhoods of high poverty which also have low rates of HS credentials (ex. and with a specific focus on the Buckeye, Greentree, Raymond, Highpoint and Cross Country.
- c. Project Design: (5000 characters) Describe your proposed project activities. How will these activities help you accomplish your stated goals? Include information about key parts of your project that help us understand how you will accomplish your goals and how these funds would be used.

The FutureBound program will recruit students to enter the sessions starting 1/19 and 9/19. The qualification process includes: TABE testing, Skills inventory and personal interviews by an industry. Students participate in an intense course of study 4 hrs/day for 14 weeks. At completion, they will bring to this job search and placement: 1) HS credential- key to accessing a true career; 2) OSHA30 3) First Aid/CPR and 4) MC3 certifications 5) access to a construction skilled trade apprenticeship.

d. Proposed Timeline for Implementation

Activity	Estimated Start and Completion Dates
Recruitment of students	February 2019
First cohort class	March 4
Graduation	Week June 3, 2019
Recruitment next cohort, job placement activities first cohort	June- August
Second class start	Week of September 2
Graduation, job placement activities	Week December 2, 2019 & Dec

2. Applicant Organization or Group: (2500 characters) Briefly describe the structure of your organization. Include information about your board and/or volunteers. Please describe any successes you have had that relate to the proposed project. (10 Pts)

The mission of WRTP/BIG STEP is to enhance the ability of private sector organizations to recruit and develop a more diverse qualified workforce in construction, manufacturing and related sectors of the regional economy. Our approach can be summarized as, "Industry Led, Community Focused, Worker Centered." WRTP/BIG STEP's relationships and commitments to industry drive the intermediary model. We focus on connecting industry to community workforce resources. Our strategy and success is built on: 1) our demonstrated capacity serving as the workforce intermediary including a very strong partnership with labor unions and their leadership; 2) linking typically underrepresented to careers in construction, manufacturing and emerging sectors of the economy. 3) Providing a comprehensive response to community and industry leaders that helps provide solutions linking economic development and workforce solutions.

WRTP/BIG STEP established a presence in south central Wisconsin beginning in September of 2014. Since then, we have provided education to hundreds of individuals. This model was built upon more than 25 years' worth of successful experience in Southeast Wisconsin. The success we have related to this project is that we have linked many economically disadvantaged individuals who have recognizable barriers such as reentry backgrounds, no work history to family sustaining careers. This project is the result of many people walking through the door who have the motivation and need to enter these careers but need that last piece, the HS credential.

We are Board led with our 18 Board of Directors all who come from industry. In addition, the Madison office is led by a Steering Committee composed of the following: South Central Steering Committee : Dave

Branson, Steering Committee Chair, Exec Dir- Building & Construction Trades Council; Jeff Mehrhoff, Painters & Allied Trades; Casey Healy, IBEW 159; Joe Schwengels, JP Cullen; Mike Pohlman, Nickles Electric; Greg Jones, President, NAACP; Jessica Cavazos, Exec Dir, Latino Chamber of Commerce; Dr. Floyd Rose, Community leader, SIDAT; Brian Hornung, Findorff; Joe Lotegeluaki, North Central State Reg Council of Carpenters; Teresa Tellez-Giron, Dane County Human Services; Eric Schmidt, CG Schmidt; Scott Bartz, SMART Local 18; Paul Christensen, H & H Industries; Spencer Statz, Plumbers, Local 75; Brian Mitchell, Choice Construction; Tom Hansen, Crew Cut Teleproductions; Anthony Anastasi, Iron Workers Local 383.

3. Alignment: (2500 characters) Briefly describe how your proposed project aligns with City, neighborhood or community based planning processes, data, or reports. (10 Pts)

FutureBound closely aligns to two core program areas of youth and workforce preparedness and employment. The birth of this program is founded upon feedback from our partner community organizations and many individuals who have sought access to careers we link to but that require a high school credential. We know from US Census data that Madison has an extremely high HS rate (95.2%) and very high educational attainment overall, 56.3% have a baccalaureate or higher. That makes it all the worse for those without the HS credential. We know from data from Madison Metropolitan schools for the 2013 class (which would include some of our target group) that although they had an overall graduation rate of 86.7%, the number of graduates of color were disproportionately low. Only 71.9% of African-Americans, 78% of Latinos completed. This is also directly tied to low income with only 73% of those who were economically disadvantaged completing high school. It is these individuals who are caught in low-end jobs. Previously, the GED provided an avenue for youth who had dropped out of high school to meet this educational credential. However, since the GED was revised the failure rate for the tests has become large and many youth are discouraged from even preparing for and taking the GED tests which can be a very lengthy process. High school dropout rates leave too many Madison youth adults without the education and credential they need to gain access to the workplace.

WRTP/BIG STEP is aligning the FutureBound recruitment and service areas which are identified through the Madison Neighborhood Indicators project. Through data analysis provided by this data set, we would focus our recruitment to the neighborhoods of the Buckeye, Greentree, Raymond, Highpoint and Cross Country. These are the higher poverty areas which we believe also house those with non-high school completion. We will also recruit highly in neighborhoods of higher than average African-American population since MMSD report shows they have a higher rate of non-completion. Neighborhoods in this category include: Marlborough and Warner Park. All of these data anchored efforts are further bolstered by our knowledge of the community we serve and our Steering Committee that guides us. .

4. Community Engagement: (2500 characters) Briefly describe how residents and the community who may benefit from this project have been involved in the development of this proposal. (10 Pts)

The residents who directly participate in this program and gain both the high school credential and the work technical skills we greatly benefit from this program. Also, all of their family members will benefit in that there will now be an additional family member with that high school diploma, better planned career pathway and an identified method to link to family sustaining careers. Data shows that individuals without a high school credential jump from low-end job to low-end job making at most \$11/hour. The opportunity to gain a high school credential will provide entry to jobs and careers starting minimally at \$15/hour and up to \$22/hour. This kind of income changes has a great multiplier effect on communities. In addition research has shown that going back for that high school credential is a great incentive for other family members to either stay in school, gain the credential. Also, by showing a direct link between the educational attainment, hands-on skills and better pay and access to a great career, this can be a good lesson for those other community members could not see a way out of their current circumstances.

The FutureBound program is the result of discussions with Steering Committee members, community organizations that work closely with WRTP/BIG STEP and Madison residents who have sought services from

WRTP/BIG STEP but could not meet their goals because of the lack of that HS credential. The feedback we received was that industry was holding people back by requiring that HS credential but industry said they need that credential. We also heard from community members that the new GED was too difficult and lengthy often taking up to two years to complete. Many individuals were discouraged and had "life happens" before they could complete. Something more efficient, tied to the adult world and work and industry was needed. In response, we sought funding to create the curriculum which ticked off all of the boxes: accelerated, tied to specific skills, meeting HSED requirements and engaging to students who had not flourished in typical book/lecture based teaching. FutureBound is the response to the cry for help to link high school credentialing to real careers and economic opportunity.

5. Collaboration: (2500 characters) Briefly describe any collaboration or coordination with other organizations or service providers in the development of this proposal. (5 Pts)

The success of WRTP/BIG STEP is driven by our work with our partners. Our strong working relationship with the Building Trades Council of South Central Wisconsin and over 200 contractors in the Madison and greater Southcentral area help us in our recruitment, preparation and employment of program participants. In turn, this work gave us access to the National Building Trades pre-apprentice MC3 curriculum (a nationally recognized curriculum and certification). Completing this circle, and assuring industry buy-in which is crucial for job linkages, BTCSCW will also provide the skilled trainer that meets MC3 certification requirements.

Crucial in development of the curriculum and material was curriculum leadership and curriculum development services provided by Literacy Services of Wisconsin (LS). They are experienced in developing competency based, 509 HSED program that are recognized by DPI. The result is this curriculum that is an innovative, competency based HSED diploma that weaves together HSED requirements with the MC3 competencies.

As we provide this FutureBound program, Madison College (MC) partnership will be a crucial partner. Providing the educational skills for the tradition and required HSED competencies. In addition their partnership has brought college resources/services/programs, coordination with assessment and recruitment of possible participants.

As part of our partnership structure, we support a Community Workforce Partnership (CWP) which unites organizations that work with low income populations color to allow for cross referrals, jointly manage caseloads, offer added services to participants and manage expectations between partners. Organizations include: MUM, Nehemiah, Employment & Tng. Assoc., Operation Fresh Start, Catholic Multicultural CT, Briar Patch, Kennedy Neighborhood Ctr, Centro Hispano, Lussier Neighborhood Ctr, Literacy Network, 100 Black Men, Boys & Girls Club, CAC, OMEGA, Journey, Commonwealth, ATTIC, Joining Forces for Families and the Latino Chamber of Commerce and others in the future. These organizations were crucial in providing feedback and a need for this kind of program.

6. Funding: (5 points)

- a) Has your organization received funding from the City of Madison Community Development Division, City of Madison CDBG office, Community Resources, or the Emerging Opportunities Program in the last 5 years? (Please note: Amount and frequency of funding will be considered in scoring this criteria)

Yes No

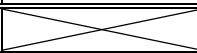
- b) What other funding do you anticipate pursuing if the project is expected to continue? (500 characters)

The goal with our programming is to build on what has been successful. WRTP/BIG STEP is an innovative and nationally-recognized 501 (c)3 workforce development intermediary devoted to

strengthening the local workforce. This project will demonstrate our ability to recruit, train/educate, and provide the kind of workforce that our local economy needs. We have access to public/private funding that can be leveraged to help sustain the program and after the Emerging Opportunities funding has ended.

7. Budget (5 points):

a. Summarize your project budget by estimated costs, revenue, and fund sources.

BUDGET EXPENDITURES	TOTAL PROJECT COSTS	AMOUNT OF CITY \$ REQUESTED	AMOUNT OF NON-CITY REVENUES	SOURCE OF NON-City FUNDED PORTION
A. Personnel Costs (Complete Personnel chart below)				
1. Salaries/Wages (show detail below)	13520	8112	5408	Industry funds
2. Fringe Benefits and Payroll Taxes	4056	2434	1622	Industry Funds
B. Program/Project Costs				
1. Program/Project supplies and equipment	4000	1800	2200	Private funds
2. Office Supplies	500	200	300	Private Funds
3. Transportation	0	0	0	
4. Insurance	1000	200	800	Private funds
5. Other (explain)				
C. Space Costs				
6. Rent/Utilities/Telephone	4600	400	4200	MATC donated
7. Other (explain):	800	800	1600	Industry funds
D. TOTAL (A + B + C)	38476	23946	14530	

Explanation of "Other" expenses: (500 characters)

5. \$10,000 in funds will be provided to sub-contract HSED instruction (assuring state certified instructor) to provide core and mandated high school equivalency competencies are taught in a prescribed manner.

7. Other, admin, payroll

b. Personnel Chart: List all paid staff that will be working on the proposed program/project.

Title of Staff Position	F.T.E.*	Proposed Hourly Wage*
Skilled Trades Instructor	0.2	\$27

Title of Staff Position	F.T.E.*	Proposed Hourly Wage*
Program Coordinator	0.05	\$22
		\$
		\$
		\$
TOTAL	0.25	

*FTE = Full Time Equivalent (1.00, .75, .50, etc.) 2080 hours = 1.00 FTE Please identify FTE that will be spent in this project.

-SIGNATURE PAGE-

City of Madison Contracts:

The following information is provided in order to outline city requirements that will apply if your proposal is funded. All allocated funds will be administered through contracts with the City of Madison, Community Development Division. If funded, the City of Madison reserves the right to negotiate the final terms of a contract with the selected organization. If funded, applicants will be required to attend a **mandatory meeting** on contracting requirements. City purchase of service contracts include requirements regarding non-discrimination, consideration of vulnerable populations along with specific requirements in the following three areas:

1. Affirmative Action:

If funded, applicant hereby agrees to comply with City of Madison Ordinance 39.02, an Affirmative Action Plan with the City Department of Civil Rights (DCR) or an exemption if allowed by City DCR. For more information on these requirements, please visit the Department of Civil Rights website: <http://www.cityofmadison.com/dcr/programsCCP.cfm>.

2. Insurance

If funded, applicant agrees to secure insurance coverage in the following areas to the extent required by the City Office of Risk Management:

- Commercial General Liability
- Automobile Liability
- Worker's Comp
- Professional Liability

The cost of this coverage can be considered in the request for funding. The Certificate of Insurance that will be required at the time of contracting is available on the City of [Madison Risk Management website](#).

A sample contract that includes standard provisions may be obtained by contacting the Community Development Division at (608) 266-6520.

3. Signature:

(Any applications submitted without a signature will be considered incomplete and will not be considered for funding.)

Applicant Signature:

Enter Name: Matt Waltz

Date: 10/16/18

By entering your initials in the box,

mw

You are electronically signing your name and agreeing to the terms above.