



2022 American Rescue Plan: Services to Undocumented Immigrants

Submit Application to: CDDapplications@cityofmadison.com

Deadline: 12:00 pm CST (noon) January 28, 2022

Late applications will not be accepted

Please limit your proposal and responses to the spaces provided in this form. Any materials submitted in addition to this application form will not be considered in the evaluation of the proposal. Please *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 Name:	Latino Academy of Workforce Development, Inc.	Amount Requested:	\$ 149,846
Title of Proposal:	Urgent Support to Undocumented Students		
Contact Person:	Baltazar De Anda Santana	Email:	baltazar@latinoacademywi.org
Agency Address:	1917 Lake Point Dr.	Telephone:	608-469-5448
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.	
Name of Fiscal Agent (if Applicable):		Fiscal Agent Phone:	
Fiscal Agent Contact Person:		Fiscal Agent Email:	

Project Goal:

1. Please describe your proposal’s goal of supporting undocumented immigrant households as they deal with the negative impacts of the COVID-19 pandemic.

The Latino Academy was founded in 2011. Its mission is to provide culturally competent, bilingual adult education and job training programming to vitalize our local economy and connect Latino adults with meaningful careers that contribute back to Madison’s community. Our driving purpose is workforce development and we are the region’s only provider of bilingual instruction and training. Our approach to our mission is as a community, where we first seek to welcome and understand the needs and aspirations of the Madison residents who reach out to us. We advise and guide our clients through personalized education and career plans and then check in with them continually before, during, and after their formal education and training programs to ensure that they are on track and that we can address possible barriers together, before they disrupt the student’s career and learning path. Because of this approach, we have achieved an average of 80% program completion rate across our various programs and our program enrollments have more than doubled since 2019.

Our organization’s population has always included significant numbers of undocumented immigrant households. The abrupt pandemic closures in March 2020 hit 85% of our community with reduced or no income from their various jobs. Our undocumented immigrant households were ineligible for most of the available pandemic relief. The Latino Academy responded by supporting 400 families in 2020 with \$500,000 in relief funds, all fundraised and distributed in addition to running our regular programs and services.

The goal of our proposal is to be able to sustain this support work and provide the flexible funds that these families need to get them through the economic disruptions of the pandemic. Our strategy is to provide targeted financial support and resource navigation while they are gaining the new workplace

skills and certifications that they seek. Targeted and readily available emergency funds will help these students stay enrolled and acquire the skills they need to regain employment and—more importantly—find better employment with higher wages and benefits. We know that technical colleges have long seen the benefits of providing small amounts of flexible emergency funds for their students to deal with unexpected car repairs or health issues. We know that small amounts of aid do not transform a family’s life, but this kind of aid can do a great deal to reduce the daily stress of financial precariousness.

Perhaps most importantly, the Latino Academy can provide the case management guidance and financial support for these undocumented immigrant families quickly and efficiently because our outreach process and staff are already in place and functioning. Funds from this grant will allow us to continue to serve these families without disruption. Already we have received requests from 25 undocumented immigrant families for emergency assistance in 2022 and we anticipate that this waiting list will grow.

2. Please describe the demographics of the immigrant population(s) your organization serves. (e.g. age groups, ethnicity, economic status, holders, , specific income ranges, etc.).

A United Way of Dane County study indicates that 30% of Dane County Latinos are illiterate in English. Latinos have the lowest rates of educational attainment of any ethnic group in Dane County. Nearly 20% of Latino students did not graduate from high school in four years, and the University of Wisconsin estimates that the percentage of Latinos in Wisconsin with less than a high school diploma is 40%.

COVID-19 brought devastating disruption to our community members, many of whom worked in hospitality and restaurant positions. Eighty-five percent of the community served by the Latino Academy of Workforce Development in Dane County experienced job loss or work reduction in 2020: 204 households representing 1,020 Madison residents lost jobs.

The toll of the pandemic has been even more pronounced on underserved populations, who suffered significantly more worker displacement alongside higher rates of COVID-19 illness and mortality than on white populations. Stay-at-home orders and other public health measures hit the low-wage service and hospitality jobs hardest; Latino unemployment reached a record high of 18.9% in April 2020, hitting households that already had higher rates of financial insecurity and lower savings. Nationwide, Latino unemployment rates remained at 7.2% in the second quarter of 2021, 2.1% higher than white unemployment. The pandemic continues to take its harshest toll on the leisure/hospitality sector here in Wisconsin, losing 45,800 jobs as of August 2021. The Latinx community is an underutilized economic growth source, despite being Madison’s fastest-growing demographic, comprising 6.5% of Dane County’s 561,000 residents.(US Census data, 2020). The Latino Academy of Workforce Development is dedicated to empowering these residents to achieve their education and career goals, benefitting our students’ families and also the larger Madison community.

3. Describe how your project will address any formal and informal barriers that prevent undocumented immigrants from accessing needed services.

Formal barriers to accessing needed services for our undocumented immigrant community members are many. As undocumented residents, they are ineligible for most of the federal pandemic relief assistance. Language and literacy

skills are a formidable barrier for our students, many of whom have less than a high school diploma and limited English proficiency. Much access to relief services and aid is through websites, adding additional barriers for our community members who do not have computers or internet or a familiarity with technology. At Latino Academy, we have recognized and addressed these formal barriers for over a decade. Students connect with us and with our center like an extended family and we provide formal and informal assistance to students throughout the day, everyday.

Our grant request focuses on the unique barriers faced by our students, who enroll in our programs because they want to improve their English language or workplace skills but struggle to also meet their ongoing financial responsibilities. Our grant request will address at least a portion of the emergency expenses that our students face when trying to complete a training or education program for a better job. Our students are juggling childcare and family responsibilities as well as one or more jobs while they are enrolled in an education or training program. This grant can help us provide a limited amount of utility, internet and language learning financial support as well as a small stipend while they are enrolled in job training. To be sure, we will continue to face unmet need among our students. We project to have a pool of 500 eligible people a year in 2022 and 2023. Funds from this grant will support 250 of those eligible individuals at a maximum support level of \$500 per student annually. Inflation and continuing economic uncertainties may increase this need significantly and we are prepared to disburse the full budget of funds in 2022 if the need exists.

4. Describe the process your clients/participant will need to follow to receive assistance.

Our process will follow the plan that Latino Academy first developed in early 2020 as a partner in Madison's Latino Consortium for Action (LCA) Emergency Relief Fund. We determine an individual's need and eligibility for relief based on the following criteria: they are a resident of Madison, they do not have access to a work permit, they are ineligible for any federal stimulus funding or relief; they have lost income due to COVID-19, and they can demonstrate an emerging need for childcare, utility payment assistance, food, transportation, or an instruction-related expense. We do not ask any of our community members directly about their immigrant status because of the need to protect individual and family privacy and maintain trust.

This LCA Emergency Relief Fund collaboration has provided us with an efficient means to coordinate services and relief in an accountable manner, to distribute funds equitably and without duplication.

Madison College has also reached out to us to partner in this process and will be referring their undocumented immigrant students to us for help with emergency aid.

Every community member who contacts us is informed about the range of programs and services that we provide. We have a dedicated bilingual case specialist on staff to whom we refer undocumented individuals and families. That case specialist works alongside our program staff and instructors to identify students with need and expedite the referral process. This case specialist also collaborates with Madison's community organizations and social service organizations to connect families with the most appropriate services and support. Because we have an established system with dedicated staff in place, our process is quick and funds can be disbursed within a week of determining eligibility. This quick turnaround is a priority and ensures that our students do not lose hours of time and develop added stress that will pull them away from their learning.

Staff:

- Please briefly describe any relevant lived experience, as well as formal training, possessed by your staff, and how it will help make this project successful.

Our entire staff at the Latino Academy is made up of Latinx immigrants who came to the US and had to learn the language. Our organization was founded by an undocumented immigrant from Mexico who lived with the challenges and uncertainties of undocumented status for sixteen years. We started the

Latino Academy of Workforce Development a decade ago in response to the support that we needed and could not find. Because of this personal, lived experience, the Latino Academy staff do not need to ask our undocumented immigrant families what they are struggling with because we have struggled with these barriers ourselves. Our work in the community over the past decade has earned the community's trust and word-of-mouth referrals. The most important asset that we bring to this work is the earned trust and affinity with Madison's undocumented immigrant community.

We will also ensure success with this project because our GED, ESL and workforce training programs have been developed in close partnership with Madison College, the Workforce Development Board of South Central Wisconsin, and Madison's construction, manufacturing and service employers. We offer the region's only bilingual workforce training programs with wraparound and individualized support, helping clients meet their education, language and occupation goals. Our Personalized Education Plan is so successful because it carries through to the classroom and into the workplace. The undocumented immigrant families we serve know that they will gain industry-recognized credentials with highly employable skills. Our programs are high quality and we were recognized most recently in October 2021 by the Wisconsin Technical College System as being in the top quartile of all Wisconsin AEFLA funded providers for meeting performance targets in adult education and English language learning services.

Because of our staff's lived experiences as immigrants, we are driven to support our undocumented immigrant community in achieving career goals that will move them and their families out of poverty and into financially secure livelihoods.

Timeline:

- Describe the anticipated timeline for your proposal.

Program Start Date 04/01/2022	Program End Date 12/31/2023
We will use the funds over a period of up to two years, but if the need exists we will spend it in 2022. The need is such that we currently have a waiting list for these funds, due to the work we have been already doing as part of the LCA. Participants in the waiting list are already looking for funds to pay their internet and utility	2023 Latino Academy Spring Semester (January to May) - Student registration and intake. - Funds distribution to students. Latino Academy Summer Semester (June to August)

bills. Funds will start being allocated as soon as we receive them. 2022 Latino Academy Spring Semester (January to May): Fund distribution to students. Students are already registered so this will expedite the fund distribution process. Latino Academy Summer Semester (June to August) - Student registration and intake. - Funds distribution to students. Latino Academy Fall Semester (September to December) - Student registration and intake. - Funds distribution to students.	- Student registration and intake. - Funds distribution to students. Latino Academy Fall Semester (September to December) - Student registration and intake - Funds distribution to students NOTE: Funds are also available to other community members even if they are not Latino Academy's students.
Remember funds will be allocated by the second quarter of 2022, and are available until 12/31/24.	

7. Budget: Summarize your project budget by estimated costs for staff and participants.

BUDGET EXPENDITURES	TOTAL PROJECT COSTS	AMOUNT OF CITY \$ REQUESTED
A. Personnel Costs		
Salaries/Wages (show detail below)	\$71,398	\$40,198
Fringe Benefits and Payroll Taxes	\$17,136	\$9,648
B. Estimated Program Costs		
Utility Bills	\$15,000	\$15,000
Internet Bill	\$15,000	\$15,000
House Supplies		
Transportation		
Job Training Assistance	\$60,000	\$60,000
Language Learners Assistance	\$10,000	\$10,000
Meal Programs		
Telephone		
Other (explain below):		
TOTAL (A + B)	\$188,534	\$149,846

Other please explain:

In order to quickly respond to the need, the budgeted work for 2022 and 2023 will be used in 2022. That will increase the amount of hours staff dedicate to these programs per year. This does not alter the budget.

Personnel Costs explanation:

Case Manager Specialist 1 \$ 20.00/hr. x780 hrs. = \$ 15,600 per year.

Case Manager Fringes 1 \$ 4.80/hr. x 780 hrs. =\$ 3,744 per year.

Total Case Manager 1 \$ 19,344 per year.

Case Manager Specialist 2 \$ 20.00/hr. x 780 hrs. = \$ 15,600 per year.

Case Manager Fringes 2 \$ 4.80/hr. x 780 hrs. = \$ 3,744 per year.

Total Case Manager 1 \$ 19,344 per year.

Program Coordinator \$ 21.63 /hr. x 208 hrs. = \$ 4,499 per year.

Program Coordinator Fringes \$ 5.19/hr. x 208 hrs. = \$ 1,080 per year

Total Program Coordinator \$ 5,579 per year.