

2020 Employment First Partner Grant Application



***Increase integrated employment opportunities
for people with disabilities in Wisconsin!***

*Applications due **Sunday, August 30, 2020***



Grant Application Timeline

Activity:	Date:
Application released	Monday, July 13, 2020
Applications due	Sunday, August 30, 2020
Notice of Award	Friday, September 11, 2020
Contract start date	Thursday, October 1, 2020
EF Partner Kick Off Zoom Meeting	Monday, October 5, 2020
End date of contract	Thursday, September 30, 2021



What are Employment First (EF) Partner Grants?

The purpose of Employment First Partner Grants is to enlist partners to engage in community outreach activities in local communities to increase community, integrated employment opportunities for people with intellectual and developmental disabilities (IDD). Grant funds can be used to cover staff time, stipends, materials, and more.

The Wisconsin Board for People with Developmental Disabilities (BPDD) is especially interested in supporting projects that will increase employment outcomes for people with IDD of color, people with IDD with diverse backgrounds, or people with IDD from communities that are often underserved*.

What activities do grant recipients often engage in?

Typically, grant recipients organize in-person events like the ones listed below. Due to the COVID-19 pandemic, it will likely be necessary to engage in virtual activities using video conferencing platforms. The grant cycle goes through September 2021, so it may be possible to host in-person events later in the grant cycle, provided it is safe to do so given the status of the pandemic. Please contact Molly Cooney if you would like help thinking through possible activities.

- **Gather a team of stakeholders** to plan and host a **Community Conversation** to address barriers to employment and increasing employment outcomes for **people with IDD**;
- **Present to employer groups** such as the Kiwanis, Rotary, Lions, Chamber, etc. on Employment First, and the business case for hiring people with IDD;
- **Connect family members who may be unsure about integrated employment** with family members who are committed to integrated employment to share experiences and alleviate worries (family-to-family mentoring).
- **Organize and actively support a peer group focused on employment** who can become leaders in the community to talk with others about employment for people with disabilities and mentor peers around employment (virtually, or in person as it is safe to do so).
- **Host a legislative breakfast** to engage local representatives and community stakeholders in a presentation and discussion on integrated employment.
- **Build capacity to implement best practices in supported employment** by providing training and supporting the use of the strategies learned (e.g. job matching, systematic

instruction, natural supports, use of technology for remote support, etc.) for paraprofessionals, job developers and job coaches.

- Other creative ideas include, **organizing a virtual job tour or transition fair, coordinating a virtual a disability employment film festival, etc.**

What are the requirements?

- Review and agree to the **WI Employment First Partnership Commitments (below)**.
- **Participate in the virtual EF Partner Grant Kick Off meeting** October 5, 2020, via Zoom from 10:30am-12:30pm.
- Coordinate and host **at least one activity or community engagement/stakeholder event by September 30, 2021.**
- Recruit and support **at least two Employment First Ambassadors (refer to page 6 for EF Ambassador description) to co-present at minimum of two times** to local groups. Ambassadors will be paid a stipend of \$50.00 for each presentation. **A minimum of \$100 must be allotted in your project budget to cover stipends for four Ambassador presentations.**
- Communicate your plans to and receive **technical assistance and coaching from a BPDD Employment First consultant.**
- **Participate in the BPDD Take Your Legislator to Work Campaign (TYLTW)** by identifying 2 employees with disabilities in your area who would be willing to share their employment story with their legislator. This could be done via a virtual visit, a recorded video, or a written profile.
- Provide **quarterly updates to the BPDD staff and project consultant** through phone interviews.

Who Can Apply?

- **Anyone committed to expanding integrated employment** opportunities for people with disabilities in their local community (e.g., people with disabilities, family members, service providers, schools).
- **People with IDD or family members of color, those with diverse identities*, or those from communities that are often underserved*** are strongly encouraged to apply.
- Any person, group, school, or agency that has received only one year of funding through EF Partner grants thus far. An entity can only receive EF Partner grant funds for two years maximum.

How Do You Apply?

- Submit a **completed application by e-mail** to Molly Cooney at molly.cooney@wisconsin.gov by **Sunday, August 30, 2020.**
- To submit via fax, fax your application materials to (608) 267-3906.

- To submit via regular mail, mail your application materials to:

EF Partner Grant
c/o Wisconsin Board for People with Developmental Disabilities
101 East Wilson Street, Room 219
Madison, WI 53703

How Much Funding Can You Request?

- Requests can be made **up to \$2,000**. A **budget** of how the money will be spent must accompany your application.
- Purchasing technology is typically not allowed. However, given the global pandemic, technology purchases will be considered. If you plan to include technology purchases in your budget, please contact Molly Cooney to discuss (608-266-0266; molly.cooney@wisconsin.gov).
- Up to 6 grants will be awarded.

How Will Projects Be Chosen?

- Proposals that **focus on improving outcomes of people with IDD of color, people with IDD with diverse identities, and/or people with IDD from underserved communities** will be given priority.
- Proposals that support family leadership and family peer mentors will be given priority.
- Applications will be reviewed and scored by a **review team of at least 3 people**.
- Each member will read and score each proposal independently, discuss each proposal jointly, and then **submit final results for tabulation**.
- The quantitative score from each member will be averaged and a final score will be assigned to the proposal. Scores will be ranked from highest to lowest scores. The **highest ranked proposals will be funded**.

If you **need application materials in an alternative format and/or language**, contact:
Molly Cooney at 608-266-0266 or molly.cooney@wisconsin.gov

**Diverse Identities refers to people of various races, cultural and ethnic heritages, genders, gender identities, gender expressions, sexual orientations, ages, and religions from diverse socio-economic and geographic backgrounds.*

The term “unserved and underserved” includes populations such as individuals from racial and ethnic minority backgrounds, disadvantaged individuals, individuals with limited English proficiency, individuals from underserved geographic areas (rural or urban), and specific groups of individuals within the population of individuals with developmental disabilities, including individuals who require assistive technology in order to participate in and contribute to community life.



Employment First Ambassador Role

Employment First (EF) Ambassadors are individuals with intellectual and developmental disabilities (IDD) who have jobs in their communities and/or family members who are champions of integrated employment. EF Ambassadors understand the importance of advocating for policies and services that will help *everyone* with disabilities get jobs in their communities.

EF Ambassadors support the principles of Employment First and believe that:

- Everyone can work and there is a job for everyone
- Everyone has something to contribute
- Schools, families, and businesses must raise their expectations about work
- Employment is not a social service
- Not working should be the exception
- People are healthier, safer, and happier when they work
- Integrated employment is good for the employers, individuals, and the economy

EF Ambassadors will be asked to:

- Get training about the Employment First Initiative
- Meet with legislators and policy-makers to tell them why it is important for them to support the Employment First Initiative
- Share their personal employment stories by presenting at conferences, meetings, and community events; interested groups might include businesses, legislators, People First or other local advocacy groups, parent support groups, Rotaries, High schools, Chambers of Commerce, etc.
- Meet with employers to talk about why they work and like their jobs and why hiring people with disabilities is a win-win
- Meet with families unsure about integrated employment to share their own experiences about how community-based employment has benefited themselves or their family member, their family, and their community
- Be part of videos and Public Service Announcements to help educate others about the importance of Employment First



EF Partner Grant: Application

*The completed application is **due by Sunday, August 30, 2020**. Late applications will not be accepted.*

Applicant(s) Name:

Organization(s), if applicable:

Lead Contact Information

Name: Click or tap here to enter text.

Address:

Telephone:

Email address:

1. Describe what **local community events/activities** you will engage in that will lead to **increased community, integrated employment opportunities** for people with intellectual and developmental (IDD) disabilities.
2. Describe how your community events/activities **will expand integrated employment opportunities** for people with IDD in your community, including **people of color, those with diverse identities, and/or people who are underserved**.
3. What **stakeholders/groups** will be participating in **planning/hosting activities**? What groups that include **people of color, those with diverse identities, and/or people who are underserved** will be participating?

4. How will you **recruit and support at least two Employment First Ambassadors**? What audiences do you plan to **support the EF Ambassadors** in presenting to (e.g., local High Schools, businesses, and legislators)?

5. How will you know that your **activities/events were successful**?

6. What is your plan to **continue your efforts** to expand integrated employment opportunities for individuals with disabilities **after the grant ends**?

7. WI Employment First Partnership Commitments:

Do you believe: (please check to “agree” to the statements that apply):

That **people with disabilities can and should be contributing members** in their communities?

That **everyone deserves the opportunity to find and develop their best talents** and contributions?

That **businesses can benefit from employees who are enthusiastic and well-matched** to their business needs?

That **local economies benefit from workers** who purchase more goods and services and pay taxes?

That **many of us need assistance to find our talents** and to find ways to use them in our communities?

That **dedicated, well-trained employment service providers** can effectively match individual worker talents with business needs?

That **workers, families, businesses, schools, employment agencies and entire communities CAN come together** to include people with disabilities as productive members in the workplace?

That **integrated employment should be the number one priority** for all working age citizens with disabilities, regardless of level of disability?

8. How will your efforts help drive your community toward understanding and fulfilling these commitments?

SAMPLE BUDGET

ITEM (be as specific as possible)	COST
EF Ambassador Presentation Stipend (2@\$50.00)-- required	\$100.00
Meeting space rental (\$100/event x 2 events)	\$200.00
Refreshments (\$100 x 2 meetings)	\$300.00
Transportation	\$500.00
Marketing/outreach materials	\$100.00
Total	\$1200.00
In-kind contributions	
Volunteers at 2 events (10 people for 4 hours x 2 events)	80 hours
Event t-shirts (donated from ABC org.) 50 shirts x \$5.00 each	\$250.00

YOUR PROJECT'S BUDGET

ITEM (be as specific as possible)	COST
TOTAL	
In-kind contributions	

Project Workplan

(See sample work plan on next page)

Project Contact Person: Project Title:	Contact Information (address, phone number, e-mail address):
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Employment First Partner Work plan

Project Activities:	Target Date:	Outcomes:	Deliverables/Products:	Target Date:

Project Contact Person:	Contact Information (address, phone number, e-mail address):
Project Title:	

Sample Work plan

Project Activities: (What will you do?)	Target Date: (When will activities be done?)	Outcomes: (What will you achieve?)	Deliverables/Products: (What will you develop or create?)	Target Date: (When will products be done)
Host a legislative breakfast to engage local representatives and community stakeholders in a presentation and discussion on integrated employment.	1/25/19	Legislators will have increased knowledge about: <ul style="list-style-type: none"> • Benefits of integrated employment for individuals with disabilities. • Actions they can take to support expansion of IE options for individuals with disabilities • Resources to learn more about IE Legislators who attended will participate in BPDD Take Your Legislator to Work Project	List/contact information for all attendees Power point on integrated employment targeted to legislators Informational materials/resources on integrated employment geared towards legislators Photos of event posted to social media	2/22/19

