



United Way
of North Central Iowa

2021 United Way of North Central Iowa Small Grants Application

Purpose: To provide support for small grants to fill identified needs in the community. Submissions are reviewed throughout the year until the Small Grants fund is expended. Grant awards will not exceed \$3,000.

Instructions

To fill out: Download application and open in Word.

Submit one hard copy and one e-copy, to United Way of North Central Iowa. Applications should be sent to 2911 4th Street SE, P.O. Box 1465, Mason City, IA 50402. Applications should be three-holed punched. For any questions or to request additional information, please contact Jen Arends by phone at (641) 423-1774 or by e-mail at ceo@unitedwaynci.org.

General Information

Full Legal Agency

Name One Vision

Mailing Address 1200 N 9th W

City Clear Lake

State Iowa

Zip Code 50401

Agency Website www.onevision.org

Agency Executive

Director Mark Dodd

Title Chief Executive Officer

Phone Number 641-355-1270

E-Mail Address mdodd@onevision.org

**Contact Person (if
different)**

Jennifer Pinske

Title Chief Development Officer

Phone Number 641-355-1356

E-mail Address jpinske@onevision.org

Request Narrative: *This section of the application requires a description of the program or project you are seeking matching funds for. Please be specific and concise.*

Program/Project Name: Employment Solutions: Job Development

Funding Requested: \$3000

One Vision's Employment Solutions supports individuals with disabilities and other needs in finding community-based jobs in businesses of their choosing. In turn, businesses gain dependable, qualified employees, a specialized workforce, and the ability to help foster independence and purpose in the lives of others.

Individuals are referred to Employment Solutions from area schools and social service agencies. With the current employment crisis, even more businesses are interested in partnering with One Vision to find qualified staff. In our Employment Services program, we provide individuals supported with job exploration, job training, skill development, job coaching, and routine check-ins after a job is secured. We provide employers with a workforce equipped with skills that align with the services offered, help create custom job descriptions, implement on-the-job training, and furnish support long after employment begins. Currently, we have 53 Employer Partners around North Central Iowa and a list of 18 individuals waiting for Employment Solutions services.

Program Need:

Please describe the unique local needs/problems/gaps addressed by this grant funding request.

Employment Services is partially funded through reimbursement from Medicaid, Managed Care Organizations (MCOs), and Iowa Vocational Rehabilitation Services. However, there are gaps in funding as our reimbursement rate does not meet the expenditure and we provide a broader scope of services than is reimbursable. Operationally, our goal is to reduce our deficit by seeking additional forms of charitable funding to bridge this gap.

Since 2015 we have supported 385 individuals in North Iowa. Currently, we are finding our Employment Services in demand both by potential employees as well as employers looking for creative solutions to solve the current employment crisis. A program within Employment Solutions that is not covered by reimbursement is Job Development. One Vision Employment Specialists seek out and work with employers in the community to match individuals seeking employment. The specialist helps identify jobs in the business where an individual could be placed, works with the employer to create a job description, and then arranges for any adaptive aids needed for that job so that an individual with disabilities can be placed. The Job Development process is crucial to the success of the individual in the workforce.

One Vision is asking the United Way of North Central Iowa for \$3000 in funding for Job Development. This funding will ensure that we have jobs ready for placement of individuals who have worked through the Employment Services program. Individuals with disabilities who go through the interviewing and hiring process, and are able to be successful in their jobs, find meaning and purpose in their lives, earn their own money and become active participants in the North Iowa community and economy.

Job development is ongoing and has received funding in the past from a variety of sources including private donation. We anticipate in applying for funding through the Bank of America Foundation as well the US Bank Foundation. However, the prolonged effects of the pandemic has changed the focus of many philanthropic funders. We fear, without the local support of organizations like the United Way of North Central Iowa, we may have to reduce the number of individuals we could have served annually and lengthen our waiting list.

Service Location: Please identify which United Way of North Central Iowa counties and associated zip codes will be served by the grant request you are requesting match for. (Check all that apply)

Counties: Cerro Gordo Floyd Franklin Hancock
 Kossuth Mitchell Winnebago Worth

Program Outcomes and Evaluations

What outcome(s) will your program achieve in support of the Impact area in which you are applying (Education/Health/Financial Stability)? *Outcomes refer to the changes in the behaviors or condition of the participants based on what services were offered to them. (Example: Families will have increased their financial literacy.)*

Our grant request supports the United Way of North Central Iowa's impact areas of Education and Income Stability.

Through Employment Services' individualized Employment Solutions program, each participant will receive the training and skill readiness that they need to achieve employment. This enhances their income stability and reduces the reliance on government subsidy to meet daily needs.

Employers hiring an individual trained by One Vision's Employment Solutions will not only learn that employing a person with a disability is a rewarding experience but will experience fewer job openings, less employee turnover, more employee satisfaction, and dependable work quality. All these factors contribute to the Employer's long-term fiscal sustainability and have a direct impact on the economy of North Iowa.

Job development will be considered successful when we have enough jobs for the employees with disabilities seeking employment.

What methods of evaluation will be used to measure progress towards the outcome(s) listed above? Please explain how the program will determine whether intended outcome(s) were achieved. Describe:

- (a) *What indicators will be measured to indicate program success;*
- (b) *What specific measures (e.g., behavioral, self-report, etc.) will be used to assess each of these outcome indicators;*
- (c) *At what point(s) in time these measures will be collected and;*

(d) How the data will be analyzed and interpreted to assess the success of the program

Annually, we collect statistics to evaluate the success of Employment Solutions. Our fiscal year runs from October 1st through September 30th. We gather details on the number of individuals participating in job training and skill development, number of individuals receiving job readiness programming, number of individuals who were placed in jobs within the community, number of individuals receiving ongoing job coaching, and number of businesses partnering with One Vision.

In FYE 2019-2020, at the height of the pandemic, One Vision continued it's work in Employment Solutions. We provided 29 individuals with job training and skill development and 50 individuals with our job readiness program. Additionally, 33 individuals found jobs within the communities in which they live, and we grew our business partnerships to 53 businesses.

The true success of our program, however, is found within the lives of the individuals with disabilities and other needs and the employers who hire them. For an individual supported, going through the Employment Solutions program means greater economic self-sufficiency, an opportunity to use skills, and a more active participation in community life. Employers who hire Employment Solutions personnel, experience a lower turnover, increased productivity, and access to a broader pool of skilled workers.

Impact Area: This section is designed to help you identify which of the following United Way Impact Area *best describes* what the grant request will impact. Select: **Education, Income Stability, or Health**

Education: Helping community members connect with the tools they need to reach their potential

Income Stability: Provide connections to aid in financial stability & independence

Health: Increase access to ensure health & well-being

Grant Funding Impact: Please describe how receiving the grant you are applying for will impact the area identified above.

A grant from the United Way of North Central Iowa will help facilitate the education of individuals with disabilities and other needs as they learn skills to be employable. This in turn gives them income stability, lessens their reliance on government subsidy, and connects them to their community. The charitable contribution will also educate employers and co-workers on the life of purpose that can be led by an individual that has challenges to employment.

Program Funding

United Way of North Central Iowa Application for Small Grant Funding

Please provide a budget summary supporting the program costs requested.

Click here to enter budget narrative, an excel sheet may be copied below

Attached is the full Employment Solution's budget for the 2021-22 fiscal year. Please note that the \$3000 One Vision is asking of the United Way of North Central Iowa for is part of the \$15,000 development budget. Development includes the solicitation of potential business partners, promotion, and Job Development. Job Development is not reimbursable and therefor 100% of the cost for Job Development must be raised through charitable giving. The \$3000 will ensure funding for our employees to work with potential business partners to help them develop a position that would work for those we support. This will fund the research, training, and development of approximately 10 potential job placements through Employment Services in 2021-22. That is 10 more positions filled in North Iowa and 10 more individuals on their way to financial security and independence.

If United Way Funds do not make up the entirety of program funding, please describes how you will use United Way funds:

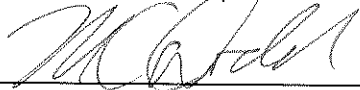
This essential program is not sustainable without support of local charitable organizations, private donations, and grants. Funding from the United Way of North Central Iowa will be used to ensure our Job Development program has the necessary funding to have jobs ready to place individuals with disabilities.

The undersigned hereby certify:

The information contained in this application, and various attachments, is accurate and correct to the best of my knowledge.

I further certify that our Board of Directors endorses this funding application and agrees to the requirements set forth in the Grant Application Requirements.

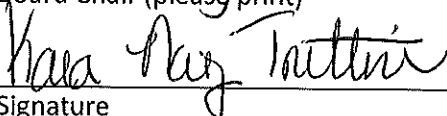
Mark Dodd
Executive Director (Please Print)


Signature

10/28/21
Date

mdodd@onevision.org
Email Address

Kara Naig Tretlin
Board Chair (please print)


Signature

10/28/21
Date

tretlin.kara@gmail.com
Email Address

**One Vision
Employment - Clear Lake**

budget FYE 09.2022

Description	FYE2022
Client Revenue	353,375
Vocational Contracts	13,800
IVRS Assessment	6,348
Total Revenue	373,523
Salaries & Benefits	
Salaries	407,108
Salaries - OT	4,071
PR Taxes & Unemployment	32,569
Workers Comp	7,124
Health Benefits	83,130
Retirement	11,195
Other Benefits	1,221
Total Salaries & Benefits	546,418
Margin on Personnel Cost	(172,895)
Program Expenses	
Resident Comp	24,000
Supplies	300
Transportation Costs	24,000
Leasing & Equipment Rental	2,100
Depr / Amort	2,016
Total Program Exps	52,416
Administrative Expenses	
Conferences/ Conventions	900
Communications	3,120
Insurance/Licenses	1,200
Bank/CrCard Fees	500
Dues/ Subscriptions/ Licenses	16,800
Development	15,000
Background/Drug testing	1,000
Allocations	84,456
Total Admin Exps	122,976
Total Expenses	175,392
Operating Inc (Loss)	(348,288)
Net Other Income(Expense)	-
Net Profit(Loss)	(348,288)

Allocations include amounts for insurance, supervision payroll, overhead charges for HR, accounting, maintenance and fleet, rent