

PART I - FACE SHEET

APPLICATION FOR FEDERAL ASSISTANCE

Modified Standard Form 424 (Rev.02/07 to conform to the Corporation's eGrants System)

1. TYPE OF SUBMISSION:

Application Non-Construction

2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS):	3. DATE RECEIVED BY STATE: 17-JUN-14	STATE APPLICATION IDENTIFIER:
2b. APPLICATION ID: 14AC160104	4. DATE RECEIVED BY FEDERAL AGENCY:	FEDERAL IDENTIFIER:

5. APPLICATION INFORMATION

LEGAL NAME: Department of Economic Opportunity DUNS NUMBER: 968930664	NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes): NAME: Shila Salem TELEPHONE NUMBER: (850) 245-7466 FAX NUMBER: INTERNET E-MAIL ADDRESS: shila.salem@deo.myflorida.com
ADDRESS (give street address, city, state, zip code and county): 107 E Madison St Tallahassee FL 32399 - 4120 County:	

6. EMPLOYER IDENTIFICATION NUMBER (EIN): 364706134	7. TYPE OF APPLICANT: 7a. State Government 7b. Other State Government
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8. TYPE OF APPLICATION (Check appropriate box). <input checked="" type="checkbox"/> NEW <input type="checkbox"/> NEW/PREVIOUS GRANTEE <input type="checkbox"/> CONTINUATION <input type="checkbox"/> AMENDMENT If Amendment, enter appropriate letter(s) in box(es): <input type="text"/> <input type="text"/> A. AUGMENTATION B. BUDGET REVISION C. NO COST EXTENSION D. OTHER (specify below):	9. NAME OF FEDERAL AGENCY: <p style="text-align: center;">Corporation for National and Community Service</p>
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10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER: 94.006 10b. TITLE: AmeriCorps State	11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: Department of Economic Opportunity II 11.b. CNCS PROGRAM INITIATIVE (IF ANY):
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc): Calhoun, Holmes, Jackson, Liberty, Washington, Bay, Franklin, Gulf, Gadsden, Leon, Wakulla, Baker, Clay, Duval, Nassau, Putnam, St. Johns, Citrus, Levy, Ma	

13. PROPOSED PROJECT: START DATE: 08/01/14 END DATE: 07/31/15	14. CONGRESSIONAL DISTRICT OF: a.Applicant <input type="text" value="FL 02"/> b.Program <input type="text" value="FL 02"/>
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15. ESTIMATED FUNDING: Year #: <input type="text" value="1"/> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 5px;"> <tr> <td style="width: 20%;">a. FEDERAL</td> <td style="text-align: right;">\$ 274,075.00</td> </tr> <tr> <td>b. APPLICANT</td> <td style="text-align: right;">\$ 132,946.00</td> </tr> <tr> <td>c. STATE</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>d. LOCAL</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>e. OTHER</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>f. PROGRAM INCOME</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>g. TOTAL</td> <td style="text-align: right;">\$ 407,021.00</td> </tr> </table>	a. FEDERAL	\$ 274,075.00	b. APPLICANT	\$ 132,946.00	c. STATE	\$ 0.00	d. LOCAL	\$ 0.00	e. OTHER	\$ 0.00	f. PROGRAM INCOME	\$ 0.00	g. TOTAL	\$ 407,021.00	16. IS APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS? <input type="checkbox"/> YES. THIS PREAPPLICATION/APPLICATION WAS MADE AVAILABLE TO THE STATE EXECUTIVE ORDER 12372 PROCESS FOR REVIEW ON: DATE: <input checked="" type="checkbox"/> NO. PROGRAM IS NOT COVERED BY E.O. 12372
a. FEDERAL	\$ 274,075.00														
b. APPLICANT	\$ 132,946.00														
c. STATE	\$ 0.00														
d. LOCAL	\$ 0.00														
e. OTHER	\$ 0.00														
f. PROGRAM INCOME	\$ 0.00														
g. TOTAL	\$ 407,021.00														
	17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT? <input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO														

18. TO THE BEST OF MY KNOWLEDGE AND BELIEF, ALL DATA IN THIS APPLICATION/PREAPPLICATION ARE TRUE AND CORRECT, THE DOCUMENT HAS BEEN DULY AUTHORIZED BY THE GOVERNING BODY OF THE APPLICANT AND THE APPLICANT WILL COMPLY WITH THE ATTACHED ASSURANCES IF THE ASSISTANCE IS AWARDED.

a. TYPED NAME OF AUTHORIZED REPRESENTATIVE: Diane Vacca	b. TITLE:	c. TELEPHONE NUMBER: (850) 245-7451
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:		e. DATE SIGNED: 06/17/14

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Executive Summary

The Florida Department of Economic Opportunity will have 19 Full-time and 2 Half-time MSY AmeriCorps members who will provide workforce services to 1,100 youth in eight (8) Regional Workforce Board (RWB) career centers. These members will serve a total of 35,600 hours. By the end of the 1st program year, the AmeriCorps members will be responsible for increasing the number of job skills development and increase placement in employment and education of at-risk youth. This program will focus on the CNCS focus area of Economic Opportunity. The CNCS investment of \$265,380 will be matched with \$132,946 in State-level Workforce Investment Act (WIA) funds.

Rationale and Approach

Problem/Need

This project will operate in eight of the State's 24 Regional Workforce Boards (RWB). The participating regions are: CareerSource Chipola (Calhoun, Holmes, Jackson, Liberty, Washington Counties), CareerSource Gulf Coast (Bay, Franklin, Gulf Counties), CareerSource Capital Region (Gadsden, Leon, Wakulla Counties), CareerSource Northeast Florida (Baker, Clay, Duval, Nassau, Putnam, St. Johns Counties), CareerSource Citrus Levy Marion (Citrus, Levy, Marion Counties), CareerSource Flagler Volusia (Flagler, Volusia Counties), CareerSource Pinellas (Pinellas County), CareerSource South Florida (Miami-Dade, Monroe Counties). These regions span the State from the Florida Panhandle to the Keys and include rural counties, midsized cities, and larger metropolitan areas.

The participating communities include varying demographic characteristics. Some demographics specific to those regions are:

* Hispanics in larger metropolitan areas -- Miami-Dade (39%) compared to State 18%.

* African-Americans in rural areas in the Northern part of the State -- Chipola (17%), Capital Region (30%), Northeast Florida (20%) compared to State 13%.

Several of the areas in this project have higher poverty rates than the State's 12.5%: Chipola (16.3%), Capital Region (20.5%), Citrus Levy Marion (15.7%), Flagler Volusia (13.9%). The remaining areas are within ½ percentage point of the State average (with the exception of South Florida which has an 11.4% rate).

Several of the proposed project areas exceed the State's unemployment rate of 25% for youth age 16 - 21. The unemployment rates for the participating regions are as follows: CareerSource Chipola (29%), CareerSource Capital Region (27%), CareerSource Citrus, Levy, Marion (32%). The

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unemployment rate, however, does not tell the whole story. Many youth are not actively seeking work; therefore are not counted in these figures. Unfortunately, those who have withdrawn from the labor market are at risk of remaining in this status indefinitely. (OECD 2011.) In the 20 -- 21 age range, the percentage of youth not engaged in the workforce stands at 45% for the State. This statistic for the proposed project areas are as follows: Chipola (47%), Capital Region (54%), Flagler Volusia (48%), South Florida (52%).

This project targets out-of-school and at-risk youth (14 -- 21) and those who are not connected to the workforce or to education. Additionally, this project intends to focus on youth who are low income and/or recipients of public assistance, many of who face additional barriers to employment, such as being involved with the juvenile justice system, being in or aging out of foster care, pregnant or parenting, children of migrant and seasonal farm workers and/or non-native speakers of English, etc. Additionally, the project will also engage 30% of the total MSY(s) identified as Opportunity Youth and prepare them to provide direct services to the at-risk youth participants. Opportunity Youth will deliver the workforce services to youth participants in the same manner as other AmeriCorps members. Simultaneously, these Opportunity Youth will participate in their own career exploration and guidance, employer engagement activities, and job search activities. Opportunity Youth are defined as economically disadvantaged individuals between the ages of 16-24 who are disconnected from school or work for at least six months prior to service. In the event an Opportunity Youth leaves the program prior to the project end date, participants will be transitioned to other AmeriCorps members; and new members will be recruited to maintain the 30% MSY requirement.

The AmeriCorps members will work with regional workforce staff and, to some extent, will provide services similar to those offered by existing staff. However, the proposed workforce activities will focus on at-risk youth who need intensive case management, individualized program services, and ongoing engagement by the members. The proposed AmeriCorps service delivery model will provide these youth with an opportunity to receive education and training in a structured evidence-based program with a series of gradual activities that will improve their employment outcomes. In addition, DEO, working with the RWBs, have designed an approach that includes a comprehensive program delivery model, with specified dosage and prescriptive topics. This is what makes this workforce AmeriCorps project different from the services provided through existing RWB operations.

Theory of Change and Logic Model

The Florida Department of Economic Opportunity (DEO), in conjunction with its partner RWBs, has developed a multi-stage intervention that is designed to counter the lack of connection to critical

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institutions (work and education). A lack of connection from work or school has an impact on employability and economic opportunities available to help the youth progress on a path of engagement and self-efficacy. The AmeriCorps members serving in the DEO project will deliver direct service activities as described below to at-risk youth related to career exploration, employer engagement, and school to work follow-up services. The Opportunity Youth engaged in the project will practice skills and gain experience needed to achieve self-sufficient employment and/or succeed in post-secondary education.

The proposed intervention has several key characteristics to gain and maintain the interest of the targeted youth, including involvement of supportive adults, opportunities to develop peer relationships, increasing responsible leadership, incremental mastery of skills, and time and opportunity to attempt, and sometimes fail yet work through, new experiences. The program experiences are grounded in a career exploration and career guidance framework that centers on the youth participants' matching of their skills and aspirations with local demand occupations. This increases their understanding of their own skills and deficiencies in order to make informed career choices. As they come to appreciate the need to become self-sufficient, they will be more willing to invest in the development of these needed skills. (Albreton 2009, Wyckoff 2008, Bandura 2006, OECD 2011, J-PAL 2013.)

The proposed intervention provides multiple opportunities for youth who are not engaged in school or workforce activities to increase their knowledge about employment opportunities, good jobs as opposed to low-skill, entry level jobs, and how their interests and skills match available jobs in their area. These activities will be provided in a setting that involves employers and provides workplace experiences. These workforce activities will broaden the youth's networks to include employers, gives them a sense of entry points for selected careers, and enhances their employment opportunities. The project links education with real world work experience and exposes the youth to the world of work. In addition, the interaction of selected employers with the participants will help counter employer prejudices about the productivity of young workers. (OECD 2011, Manpower 2012, Bandura 2006, J-PAL 2013, Wyckoff 2008.)

As the youth participants enter employment and/or re-enroll in formal education, they will receive guidance, follow-up support and additional services to help them re-engage with these critical institutions. Successful re-engagement with critical institutions that provide pathways to employment and self-sufficiency is essential.

Long-term Goal and related Outcomes

The long-term goal of this project, both for project participants and for Opportunity Youth members is

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employment in demand occupations that will lead to self-sufficiency.

Long-Term Outcomes: To meet this goal, the youth (participants and Opportunity Youth members) will need to attain the following long-term outcomes:

- * Know how to plan and follow a path to obtain employment in demand occupations through knowledge gained about labor market information (LMI), assessment of their ability to meet entry level requirements, and development of a plan to address deficiencies.
- * Continue to pursue formal education to acquire skills for selected occupations.
- * Participate in the world of work through entry-level employment.

The attainment of these outcomes will be measured by the indicators shown in the Logic Model. It is anticipated that the attainment of the long-term outcomes will generally take nine months to two years.

Intermediate (Mid-Term) Outcomes: In order to reach the long-term outcomes, the youth will need to:

- * Learn how to access and understand Labor Market Information (LMI).
- * Participate in their comprehensive career assessment process and the development and implementation of their individualized plan
- * Participate in the ongoing evaluation of their plan and make adjustments as needed.
- * Take steps to re-engage in formal education.
- * Model appropriate behaviors in the workplace and the skills to relate to employers.
- * Participate in work-based activities that allow them to develop relationships with employers.
- * Once a youth participant re-enrolls in formal education and/or enters employment, they will access follow-up services to help them maintain employment, learn to use effective note-taking and study skills to succeed in school, and review and update their career plan.
- * For Opportunity Youth members (as well as for older youth as they progress through the process), all of the intermediate outcomes listed here should be (or become) internally-driven rather than case-managed.

The attainment of these outcomes will be measured by the indicators shown in the Logic Model. It is anticipated that the attainment of the intermediate outcomes will take from three months to a year.

Short-Term Outcomes: The foundation for the goals and outcomes listed above consists of:

- * The recruitment and training of AmeriCorps members to develop expertise in the use of LMI, the use of the State's workforce systems tools to match young job seekers with demand occupations, and the development of individual plans to help the youth to attain their employment goals.

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* The delivery of career exploration and guidance activities to at-risk youth in various settings that provide adult and peer support to the participants. The at-risk youth participants will be recruited for participation in the workforce AmeriCorps project by the regional workforce board staff and the AmeriCorps members. RWBs will recruit youth participants using the following methods: referrals from community partners (Community and faith-based organizations, Department of Children and Families, HUD, DJJ, Adult Education, School Districts, etc.); CareerSource career centers; media outlets, to include social media; and public announcements. Project activities will take place in the following settings: CareerSource career centers and employer sites.

* The recruitment and engagement of local employers in demand occupations, targeting those occupational areas that youth participants have indicated in their employment goals.

* The development of processes to provide follow-up support to youth participants who re-enroll in formal education and/or obtain employment.

The attainment of these outcomes will be measured by the indicators shown in the Logic Model. It is anticipated that the attainment of the short-term outcomes will take from one to six months.

Evidence Base

Organization for Economic Co-operation and Development (OECD), International Labour Office (ILO), Giving Youth a Better Start, Sept. 2011. This report provides information about the challenges faced by young people as they seek to integrate into the labor market. It presents a series of intervention approaches based on published studies and highlights promising practices that were incorporated into this project as follows: job search assistance: provides positive returns in the form of higher earnings and employment; training programs: work best when they are carefully tailored to local or national labor market needs (important to involve the private sector and other community partners); and comprehensive package of integrated services which is characteristic of successful programs.

Albreton, Amy, Molly Bradshaw, Jessica Sheldon, and Sarah Pepper, Making Every Day Count: Boys & Girls Clubs' Role in Promoting Positive Outcomes for Teens, Public/Private Ventures, 2009. This study examined teen participation and engagement in out-of-school settings and provides guidance for attracting and retaining young participants in a positive experience.

Wyckoff, Laura, Siobhan M. Conney, Danijela Korom Djakovic, and Wendy S. McClanahan, Disconnected Young People in New York City: Crisis and Opportunity, Public/Private Ventures, 2008. This report provides strategies with working with disconnected youth based on published studies.

Bandura, Albert, "Adolescent Development from an Agentic Perspective", in Self-Efficacy Beliefs of

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Adolescents, Pajares, Frank and Tim Urdan, eds., Information Age Publishing, 2006. This article suggests strategies to help young people develop self-efficacy based on published studies.

Abdul Latif Jameel Poverty Action Lab (J-PAL), J-PAL Youth Initiative Review Paper, 2013. This paper presents strategies to help integrate youth in the labor market based on published studies.

Manpower Group, How Policymakers Can Boost Youth Employment, 2012. This paper offers recommendations to help align young people with job opportunities.

Member Training

AmeriCorps members will receive training in key areas to ensure that the term of the member's service maximizes the community impact of the workforce intervention. Training will be delivered in phases to ensure that all knowledge and skills needed to serve the at-risk youth in the workforce are acquired.

Member training will be coordinated by the DEO AmeriCorps project manager and the participating RWBs. The member training will be provided for specific project components by content experts from DEO, RWBs, Volunteer Florida and other entities as needed. For example, the Bureau of Labor Market Statistics will conduct the labor market information training for members.

The initial stage of member training will be provided during an AmeriCorps project service orientation, which will take place within the first 30 days of service. The service orientation will be conducted at a location that is central to the location of the assigned AmeriCorps members in an effort to maximize the number of AmeriCorps member's participation. Specific topics that will be covered during orientation include rules regarding prohibited activities, discrimination, grievances, incident reporting protocols, AmeriCorps concepts, program performance measures, operating policies, such as, living allowance, benefits, timesheets, safety, travel, roles and responsibilities, direct service delivery expectations, protocols to report prohibited activities and opportunities to coalesce with other members of the workforce AmeriCorps Team. Additionally, members will be oriented to the state-level and local level project management support structure and other areas that directly impact the member's term of service. Administrative/service-related topics will be reinforced during periodic training sessions throughout the year.

At least twice per year, members will receive on-going training on all project elements, based on our proposed Theory of Change/Logic Model. Six regional trainings will be scheduled, each lasting two days. Members will continuously learn about the program design, long, middle, and short-range objectives as well as the program goals. DEO AmeriCorps project model training will include specific learning objectives related to career exploration and guidance activities, employer engagement

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activities, and school to work follow-up activities. Training will be responsive to the member's and the community's need to ensure the intervention strengthens the community. DEO and participating RWBs have extensive resources to address all of the topics needed. As part of their training, members will be introduced to employers in their communities and will learn how to work with these employers to support the project.

Prior to the start of the project, a training plan and schedule will be developed. All necessary training will be delivered to the AmeriCorps members prior to members delivering services to the targeted population. Continuing education opportunities will be scheduled to ensure that members can deepen and broaden their skills and knowledge to better serve the youth participants.

DEO will leverage the agency's technology resources to deliver training through a blended training model. In addition to the regional training discussed above, at a minimum quarterly on-line training will be provided through DEO's online training system.

Member Supervision

DEO's Division of Workforce Services, Bureau of One-Stop and Program Support will provide supervision and management of the AmeriCorps project. DEO will appoint a full-time project director who will be the liaison for on-site RWB supervisors. The DEO project manager will be responsible for providing guidance and training to RWB program supervisors to ensure that the local program implementation is faithful to the proposed model; track ongoing programmatic and administrative compliance with the grant terms; develop and provide initial and on-going training to and remain in contact with the members; and coordinate the AmeriCorps project with stakeholders. The project director, along with the RWB project supervisors, will perform support functions to include, e.g., developing and updating AmeriCorps members' service descriptions, monitoring and tracking member service hours, and conducting program evaluations of members.

Front-line supervision will be provided by the RWBs. Each RWB will designate an experienced program supervisor who will be responsible for the implementation of the program in the local communities. The RWB supervisor will serve as the point of contact and be responsible for recruiting, screening, training, and supervising the AmeriCorps member assigned to their workforce region. Primary responsibility for ensuring that AmeriCorps members adhere to rules and regulations and participate in required training, as well as the management of program data collection and timely submission of reports will rest with the RWBs. The RWBs will also be responsible for monitoring the local operations of the local AmeriCorps project, as detailed in the Grantee-Subgrantee Agreement between DEO and each RWB.

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AmeriCorps Member's Identification

Members will be identified by wearing AmeriCorps gear with the AmeriCorps logo. Member will be oriented to the uniform requirements during orientation. The AmeriCorps gear will consist of a polo with an AmeriCorps patch and a badge. Members will be instructed to wear the AmeriCorps gear while serving the community. During orientation, the understanding that being identified as AmeriCorps member while providing service to the community is essential to the program will be emphasized. The RWB supervisor will monitor the member's compliance and adherence to the uniform policy. The community will be able to recognize the AmeriCorps members by the logo being properly displayed on the member's garment.

The DEO project manager and RWB supervisors will provide members opportunities to speak about their experience serving as an AmeriCorps member during staff meetings, and community meetings and events.

Organizational Capability

Organizational Capacity

The Department of Economic Opportunity (DEO) is the grant applicant for the AmeriCorps Grant project. DEO is the designated state agency for the operation of federal workforce programs, recipient of federal workforce grant awards, and the administrative entity for Florida's workforce system. DEO, in accordance with state law, performs these functions under the policy direction of, and through a performance-based contract with, Workforce Florida Inc. dba CareerSource Florida. DEO's extensive experience with managing federally funded programs coupled with programmatic and fiscal management systems, demonstrates the agency's ability to maintain a sufficient level of internal controls. DEO's existing policies and procedures and quality assurance practices will ensure appropriate use of the federal funds invested to support AmeriCorps members as they serve in the State's workforce system.

DEO successfully administers programs federally funded through the Workforce Investment Act (WIA), Wagner Peyser, Temporary Assistance for Needy Families (TANF), Disability Employment initiatives, Veterans initiatives and others. DEO has extensive experience in implementing, managing, and adhering to reporting requirements for federally funded programs. Throughout the life of this project, all resources available at DEO will be maximized to ensure the project is implemented and managed in accordance with the project guidelines. DEO has specialized units that will provide support services to this grant to include: program information, guidance, training and technical assistance, program monitoring, performance evaluation and federal reporting, management of

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workforce contracts and grants, financial management, audits, labor market information and data collection and tracking.

As Florida's federal grant recipient, the Department provides administrative support to all workforce programs; however, most workforce direct services are delivered through Florida's career center system which is managed by Florida's 24 Regional Workforce Boards. This structure allows for local decision-making based on the workforce needs of individual communities. Each RWB has committed not only to the appointment of a project supervisor, but the engagement of whatever resources are needed to implement this program. Like DEO, RWBs have extensive experience managing multiple workforce grants. Each RWB has a Youth Council that is a subcommittee of its board, comprised of educational institutions, agencies and community based organizations that work with youth. Each RWB has a Youth Council that will support the RWB's efforts for this project. The Youth Council is a subcommittee of RWB that is comprised of educational institutions, agencies and community based organizations that work with youth. The Youth Council is responsible for providing guidance to the local board on issues related to youth and oversight of the local youth programs. The RWBs will ensure that the AmeriCorps project operates in coordination with the Youth Council's efforts to enhance workforce services for at-risk youth. The RWBs have the support of community partners to participate in the project. (See letters of support.)

Compliance and Accountability

Expenditures will be monitored at least quarterly to ensure that they are in compliance with the grant terms. As part of its programmatic monitoring, DEO's Quality Assurance unit will monitor participant records for compliance with the terms of this grant. RWBs are the subject of annual fiscal and program monitoring reviews by DEO. DEO project manager will also be in frequent communication with members and their supervisors to ensure compliance with program requirements and restrictions. Additionally, each RWB is required to conduct its own internal monitoring activities.

Continuous Improvement

DEO is committed to ensuring the AmeriCorps members' service is impactful for the community and the member. DEO, in collaboration with the RWBs, will administer surveys to AmeriCorps members, RWB staff, and the youth served by the members to solicit feedback from each group. Program data will be collected and analyzed to monitor the progress of the project. The results of the analysis will be used to evaluate the effectiveness of the intervention as designed. Program support activities will be

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provided and adjustments will be made as needed.

DEO will utilize the expertise of Volunteer Florida to ensure on-going technical assistance is available to the AmeriCorps members, DEO and RWB staff. In an effort to promote on-going communication, members and other stakeholders will be provided contact information for the state-level project director and local contacts, as appropriate.

Cost Effectiveness and Budget Adequacy

Cost Effectiveness

DEO is a state agency primarily funded through federal funding from the United States Department of Labor. The agency's request for the proposed AmeriCorps project is \$13,269 per MSY. The project is expected to serve 1,100 at-risk youth clients for an average budgeted cost per client of \$358.

CNCS and match funds will be support members to serve at-risk youth with specified evidence-based interventions aimed at improving the employment outcomes of these youth. Investing in the provision of direct services for at-risk youth will impact and possibly divert their interactions with more costly social service systems. The proposed program budget applies CNCS funds to pay member stipends to all AmeriCorps members--whether full-time or part-time--and related member support costs, such as FICA, as well as grant costs that are required to be charged to CNCS (statewide evaluation and Volunteer Florida's administrative costs, e.g.).

Program oversight costs, including salary and benefits for one full-time project coordinator and other support staff are provided as match by DEO from State-level WIA funds. These funds also cover the remainder of required member support expenses, health insurance and background check, e.g., and costs associated with training and attendance at mandatory State meetings.

Local program oversight is provided by each of the eight RWBs. Each RWB has committed to provide local AmeriCorps supervisor in each region. RWBs are also providing operational support in the form of facilities, equipment, supplies, travel, etc., as well as managerial and administrative support. RWB expenses are not included in this budget.

The internal controls and rigorous financial management systems at DEO and the RWBs will ensure adherence to the project budget, fiscal reporting requirements, and applicable program guidelines.

The budget proposed is sufficient to support the members requested and the implementation of the proposed program.

Budget Adequacy

DEO and the RWBs have committed sufficient resources to support the project, not only as shown in the budget, but also through additional, needed resources to fill all the gaps. The proposal reflects that

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the CNCS share will be 66.62% of the total budget, with DEO providing 33.38% of the funds to operate this project.

Evaluation Summary or Plan

The Department of Economic Opportunity will participate in Volunteer Florida's annual statewide evaluation.

Amendment Justification

N/A

Clarification Summary

N/A

Continuation Changes

N/A

Grant Characteristics

- AmeriCorps Member Population - Communities of Color
- AmeriCorps Member Population - Low -income Individuals
- AmeriCorps Member Population - Native Americans
- AmeriCorps Member Population - New Americans
- AmeriCorps Member Population - Older Americans
- AmeriCorps Member Population - People with Disabilities
- AmeriCorps Member Population - Rural Residents
- AmeriCorps Member Population - Veterans, Active Military, or their Families
- AmeriCorps Member Population - economically disadvantaged young adults/opportunity youth
- AmeriCorps Member Population - None of the above
- Geographic Focus - Rural
- Geographic Focus - Urban
- Encore Program
- Community Based Organizations
- Geographic Focus - Rural and Urban
- Faith Based Organizations
- 21st CSC
- Professional Corps
- Governor/Mayor Initiative
- SIG/Priority School
- Other Initiative

Performance Measures

Table1: MSYs by Focus Areas

Focus Area	
Economic Opportunity	95%
Other Community Priorities	5%

Table2: MSYs by Objective:

Objectives	%MSYs
Employment	95%
Other	5%

Table3: %MSYs by NPM vs.Applicant vs. Not in ANY

	NPM	Applicant	Not in ANY
% MSYs	80%	15%	5%

Table4: No of MSY and Members by Objective

Objectives	No of MSYs	No of Members
Employment	19.00	20
Other	1.00	1
Total	20.00	21

Primary Focus Area: Economic Opportunity
 Primary Intervention: Employment: Coaching/Counseling
 Secondary Focus Area: Other Community Priorities
 Secondary Intervention: Other: Other

Performance Measure: Career Exploration and Guidance

Focus Area:	Economic Opportunity	Objective:	Employment	No of MSY's:	9.00	No of Members:	10
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Problem Statement:

At risk youth lack a connection to the workforce, knowledge of demand occupations in the area and the necessary skills sets in those areas to gain employment.

Selected Interventions:

Coaching/Counseling
Workplace Behavior/Soft Skills Training

Describe Interventions:

21 AmeriCorps members will provide targeted youth labor market information, individualized career assessment, job readiness and employability skills training and develop a career plan. Dosage: 2-5 times per week for a period of three weeks to three months for a minimum of 24 hours.

O2 Output:

O2: Number of econ disadv individuals receiving job training or other skill development services.

Target: 1150 Economically Disadvantaged Individuals

Measured By: Activity Log

Described Instrument: The activity log will record dates, hours, and completion of each required activity for each participant. Enrollment and completion of these activities will be captured in DEOs management information system.

OUTCM8869 Outcome:

Number of participants who successfully complete the program components.

Target: 950 Program component completers

Measured By: Other

Described Instrument: Enrollment and completion of these activities will be captured in DEOs management information system.

Performance Measure: Employer Engagement

Focus Area:	Economic Opportunity	Objective:	Employment	No of MSY's:	7.00	No of Members:	7
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Problem Statement:

Target at-risk youth lack an adequate network to obtain employment.

Selected Interventions:

Workplace Behavior/Soft Skills Training

Describe Interventions:

15 AmeriCorps members will work with employers to engage in workforce activities with participating youth (job readiness workshops, worksite visits, and internships). Members will also provide follow-up services to participants when they are placed at a worksite. Dosage 2-5 times per month 3 weeks to 11 months.

O3 Output:

O3: Number of econ disadv individuals receiving job placement services.

Target: 1150 Economically Disadvantaged Individuals

Measured By: Activity Log

Described Instrument: The activity log will record employer involvement at workshops and the participation of youth participants. For youth that are placed in internships, worksite records will be maintained. Enrollment and completion of these activities will be captured in DEOs management information system.

O10 Outcome:

O10: Number of econ disadv individuals placed in jobs.

Target: 400 Economically Disadvantaged Individuals

Measured By: Other

Described Instrument: Employment will be verified using payroll and other records.

Performance Measure: Opportunity Youth Recruitment

Focus Area:	Economic Opportunity	Objective:	Employment	No of MSY's:	2.00	No of Members:	2
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Problem Statement:

Lack of exposure to the workplace and lack of connection to education makes these young adults more likely to remain unemployed over the long term.

Selected Interventions:

Workplace Behavior/Soft Skills Training

Describe Interventions:

Six Opportunity Youth members will be prepared to provide work search activities as they serve at-risk youth in all of this project's program elements. As they learn these processes and work with participants, they will be directed to develop their own employability plan and encouraged to put it into effect. Dosage: OY members will engaged in supervised job search activities on their behalf and deliver job search services to participants three to five times per week for a minimum of three weeks to a maximum of 52 weeks.

OUTPT8900 Output:

O12: Number of econ disadv NSPs who are unemployed prior to term of service

Target: 6 # NSPs completing activities

Measured By: Other

Described Instrument: Attendance at member training; completion of individualized assessment and employability plan. Record of activities will be maintained in DEO's management information system.

OUTCM8899 Outcome:

O15: Number of econ disadv NSPs who secure employment during term or within 1 year

Target: 5 NSPs

Measured By: Other

Described Instrument: Employer and other records will be used to verify employment. Employment information will be maintained in DEO's MIS.

Performance Measure: Employer Volunteer Recruitment

Focus Area:	Other Community Priorities	Objective:	Other	No of MSY's:	1.00	No of Members:	1
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Problem Statement:

Target youth population lacks engagement with employers.

Selected Interventions:

Employer volunteer participation

Describe Interventions:

Employer partners will provide mentorship and supervision of participating youth.

OUTPT14329 Output:

A minimum of 20 individuals will be recruited as volunteers to work with this project.

Target: 20 One participation as documented

Measured By: Other

Described Instrument: Volunteer logs

OUTCM14330 Outcome:

A minimum of 20 volunteers will serve at least 50 hours in this project.

Target: 50 hours

Measured By: Other

Described Instrument: Volunteer logs

Required Documents

Document Name

Status

Evaluation

Not Applicable

Labor Union Concurrence

Not Applicable