

FUNDING APPLICATION

GENERAL INFORMATION

Organization Information

Legal Name: Volunteers of America Texas, Inc.	Federal Tax ID#: 75-0827469	Are you a 501(3)(c) charity? Yes	
Address: 300 E. Midway Road	City: Euless	State: TX	Zip Code: 76039
Website: www.voatx.org	Fax: (817) 529-7300		

Head Of Organization

Name: Angela King	Title: President and CEO
E-Mail Address: aking@voatx.org	Phone: (817) 529-7358

Application Contact

Name: Amy Gill	Title: Director of Grants	E-Mail Address: agill@voatx.org	Phone: (817) 529-7330
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Has the organization applied to the Gordon Hartman Family Foundation in the past and been declined?

No

Grant Amount Requested \$:	Total Project Budget \$:	Organization's Annual budget \$:
\$14,800	\$154,935	\$28,848,180

Mission Statement:

The SHARED mission of VOATX is to help the most vulnerable reach their full potential through our five service areas: (1) Substance abuse treatment, (2) Housing Assistance, (3) Re-entry from jails and prisons, (4) Employment and (5) Disability services.

PROJECT INFORMATION

Program / Project Title:

Vocational Opportunity Training Services (VOTS)

PROJECT TIMELINE

Start Date	End Date
10/01/2020	09/30/2021

Program / Project Description:

Volunteers of America Texas has nearly 40 years working with individuals with disabilities; ensuring they are able to live in their least restrictive environments and engage actively in their community. Those struggles and advocacy have been worth it as we see more and more individuals with disabilities live out their dreams. The next big challenge is to increase the number of people with disabilities gaining employment earning a competitive wage. To that end, we work with the Texas Workforce Commission (TWC) Vocational Rehabilitation (VR) Program, but there is more to be done.

Goal/Target Population

Our goal in seeking Gordon Hartman Foundation support is to transition some of the hardest to serve individuals with disabilities from schools and traditional day habilitation programs into employment. After high school, students with disabilities may enter the workforce, attend day habilitation programs, or attend community college as a path to employment. (Others don't receive services past high school.) However, some attend day habilitation programs because they or their families don't see employment as attainable. Others are still not work-ready after community college and need more support. Our target population is composed of those who transition from school not immediately ready for work, those attending traditional day habilitation programs but seeking the opportunity to explore an employment goal, those who have behavioral challenges and/or mental health issues, and those who are deaf and blind with multiple disabilities (DBMD). Our proposal seeks to bridge that gap for successful services with the TWC VR. We believe that those that have the desire to work should have the opportunity to work.

Expected results

With Gordon Hartman Foundation funding, VOATX plans to increase the number of people with developmental disabilities employed in their communities by a minimum of 15, while enrolling 20. We project an annual increase in numbers served and an ever-improving success rate from continuous quality improvement efforts.

Activities

Volunteers of America Texas will

o conduct assessments to serve as a basis for the collaborative development of an Individual Career Plan (ICP). VOATX will utilize an established assessment tool to help participants identify strengths, interests, skills gaps and educational/training needs.

o provide job skills and job readiness training via an eight week apprenticeship program (up to 4 per year). The training will teach and reinforce skills and explore accommodations and/or compensatory techniques to increase the individual's independence and ability to meet the job expectations. The apprenticeship will provide clients critical job experience, compensate them for the first time, and reveal their readiness for work. Requirements are straightforward: (1) enroll in supportive employment apprenticeship and complete assessment, (2) work the assigned designated hours and tasks, and (3) participate in weekly one-on-one job coaching.

o offer remote and in-person training on the impact of employment on government benefits, financial literacy, and communication skills.

o support the individual with enrollment in the Texas Workforce Commission Vocational Rehabilitation program for services to assist with job placement, job coaching and/or supported employment.

Evaluation Plan:

In order to measure success, VOATX will examine the following output and outcome indicators:

- o # of participants enrolled in the program
- o # of participants to successfully complete the program
- o # of participants placed in employment
- o # of goals met in Individualized Career Plan
- o Job retention at 90 days.

Data collected at exit interviews will help to determine success of the program and will include an examination of pre-and post-job readiness tests and tests for soft skills. Additionally, VOATX will utilize surveys for program participants, community partners and family members to make ongoing program improvements.

Plans to sustain project beyond the term of this request:

As currently designed, this program supplements the TWC Vocational Rehabilitation program by offering preparatory services for those that need them. All adults should enjoy the principle of self-determination. It is our hope that the program will be sustained through funding from Texas Workforce Commission and Medicaid Wavier Programs including those with Managed Care Organizations. With the anticipated positive outcome of this program, VOATX will advocate for funding through the legislative process and directly with the TWC. Until that time, we would continue to seek private funding to continue services.

Line item Budget:

Line Item Description	Total Project Funds Allocation	Gordon Hartman Funds Allocation
salary + fringe	\$119,115	\$8,000
program space	\$11,400	\$0
computers/office supplies	\$4,700	\$500
phone	\$3,120	\$0
copier	\$1,800	\$0
TOTAL:	\$140,135	\$8,500

BOARD OF DIRECTORS

LIST OF BOARD DIRECTORS

Name & Office Held	Corporate Affiliation
Tom Turnbull, Chair	consultant
Debbie Perrault, Vice Chair	Parkland Health and Hospital System (Retired)
Dan Addison, Treasurer	Groves Brothers Fabric
Duane Lock, Secretary	River Oaks Energy

Jiten Agarwal	Expedien
Tony Brownfield	UPS
David Carner	MRI Software
Luke Elliott	Texas Bank Financial
Jessica Hernandez	Parkland Hospital
Angela King	CEO, VOATX
Lori Little	National Affordable Housing Trust
Patti McCoy	McKesson Corporation
Harold Roberts	Retired
Jane Shank	Retired
Bruce Woodward	Myan Management Group
Curt Zaske	Wells Fargo, Retired