



Youth Violence Prevention 2023

APPLICATION FORM

Submit Application to: cddapplications@cityofmadison.com

Deadline: 4:30 pm CST on **April 3rd 2023**

Official submission date and time will be based on the time stamp from the CDD Applications Inbox. Late applications will not be accepted

Please limit your proposal and responses to spaces provided in this form. Responses to this funding opportunity should be complete and comprehensive but succinct. Materials submitted in addition to this application form (unless otherwise asked for) will not be considered in the evaluation of the proposal. **Do not attempt to unlock or alter this form.** Font should be no less than 11 pt.

Complete and submit the application and other required documentation **BEFORE** the deadline. **No late applications will be accepted.**

If you have any questions **related to the content of the application**, please contact: Dominic Davis – ddavis2@cityofmadison.com or Yolanda Shelton-Morris – yshelton-morris@cityofmadison.com

If you have any questions or concerns that are related to **technical aspects** of this document, including difficulties with text boxes or auto fill functions, please contact Jen Stoiber – jstoiber@cityofmadison.com

| | | | |
|-----------------------------|--|------------------------------|-----------------------------------|
| Legal Name of Organization: | Briarpatch Youth Services, Inc. | Total Amount Requested: | \$ 50,000 |
| Program Name: | Employment Mentoring 101 | | |
| Brief Program Description: | Positive youth development employment readiness program for at-risk youth | | |
| Type of Program | <input checked="" type="checkbox"/> New Program <input type="checkbox"/> Program Expansion | | |
| Contact Person: | Joseph Bednarowski | Email: | joseph.bednarowski@briarpatch.org |
| EIN and DUNS # | 39-1391737 | | |
| Full Address: | 2720 Rimrock Road, Fitchburg, WI 53713-3337 | Telephone: | 608.245.2550 x 1306 |
| 501 (c) 3 Status: | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | Fiscal Agent (if applicable) | N/A |

Target Population: The target population for this funding opportunity is youth and young adults ages 14-26 who previously have been, currently are, or at-risk of being involved with the juvenile justice system. Responses provided below should elaborate on the organization's experience working with this target population.

Organizational Qualifications:

- Briefly describe your organization's experience implementing services relevant to youth at risk of engaging in violence and/or youth violence prevention programming.

Briarpatch has provided and supported summer employment opportunities for court-involved and at-risk youth for over 30 years. The Briarpatch Youth Job Center (YJC) was established in 1992 through a collaboration with the City of Madison to operate the Madison Summer Team (MST). The MST

provides a first-time summer work experience for 14-16 year olds with barriers to employment who reside in the City of Madison. Approximately 90% of the 20-25 youth served by the MST each summer are youth of color. Since 1998, the YJC has also collaborated with Dane County to provide pre-employment training, job placement assistance, and job coaching to over one-hundred youth, ages 14-21, annually who are under court supervision and/ or involved in restorative justice programming. In 2021, the Youth Job Center began the Minority Business Youth Employment Project, which connects BIPOC youth to BIPOC owned businesses.

We have had numerous positive partnerships with other non-profits, community centers, and neighborhood programs throughout the City of Madison. These relationships have resulted in hundreds of successful projects including community engagement and event planning, community gardens and urban agriculture projects, community arts projects, and more. Our expertise extends beyond project work to include very successful partnerships with smaller community organizations, providing support to them while allowing them to maintain their voice and identity, to better serve the communities in which they work. Both our highly-supported work team model and our individual placement of youth model are evidence-based and a best practice for serving youth with little or no work experience.

2. Describe how your agency will build relationships and authentically engage with individuals and households served. Specifically include information on previous strategies used to authentically engage with youth who are previously, currently, or at-risk of juvenile justice involvement, BIPOC, and/or low-income households and individuals.

As an agency, Briarpatch recently completed its five-year strategic plan. As part of this plan and process, program services and evaluation are a key component to measuring the success that the agency is having to address racial equity and inclusion in our community and agency. The agency staff and leaders are an integral part of this process and will be creating and developing strategies and activities to ensure that racial justice knowledge, skills and practices are incorporated into program performance objectives, such as job descriptions, work plans/goals and performance appraisals for staff. This process also includes the opportunity for feedback from clients, their families, and our community stakeholders. Through our Positive Youth Development lens, we create strategies to authentically engage BIPOC, LGBTQ+, immigrant and/or individuals, households and low income neighborhoods. Briarpatch has 50 years of experience serving youth of color, differently-abled, LGBTQ+ youth, and youth from diverse cultural and ethnic backgrounds. Each year, approximately 70% of agency youth served identify as a race other than white.

Youth in Madison face some of the most significant racial inequities in the nation. With this in mind, the Youth Job Center will continue to focus its service delivery on youth of color and youth from low income families. This population of youth has historically been over-represented in our local juvenile justice system and in the population of youth receiving municipal court citations. In 2021, approximately 90% of youth served by the YJC identified as a youth of color. YJC services will also be targeted towards youth with barriers to employment. These barriers may include: no previous job experience; lack of self-discipline; mild cognitive impairment; poor academic performance/credit deficiency; and early stages of developing interpersonal skills.

Program Design and Strategies:

1. Describe your organization's program and proposed service delivery plan including recruitment and selection of participants, individual assessment process, anticipated number to be served, who will be served, duration, location, and goals.

Project Description: Briarpatch Youth Services is pleased to submit a \$50,000 request for its Employment Mentoring 101 Program. The program will use youth-focused activities to attract youth to the agency, where they will receive employment services. Youth-focused activities will include things like music mixing and hip-hop production workshops, sports team marketing and management, cooking classes, LGBTQ+ youth event production (e.g. PrideProm, Homoween), art workshops, and more. Once engaged, youth will be offered job coaching, resume building, financial literacy, and internship opportunities. Participants will receive one-on-one attention from a Briarpatch Youth Counselor to help them explore their interests and learn how to turn those interests into career opportunities. In addition to providing opportunities for youth to explore their music, sports, culinary, community, and other interests, the program will offer free healthy meals to families to encourage parent/guardian engagement on Sundays. To encourage youth participation, clients will receive a stipend for each activity session attended. The agency has already secured internship opportunities with Frank Productions (music and performances), and is currently in discussions with Madison Mallards Baseball and Forward Madison FC, about partnering to create educational opportunities regarding music and sports that will draw youth in. Eventually, Briarpatch hopes to develop additional internship opportunities, like the ones offered by Frank Productions, with the aforementioned Madison companies and others, so that program participants can continue to pursue their interests, be placed in an internship, and continue on a career path.

Youth will be recruited for program participation through a variety of means including: participation in other Briarpatch programs or partner agency programs, outreach at community events, outreach in schools, social media, referrals from the Briarpatch Street Outreach Program, and outreach at community centers. While outreach efforts will focus on BIPOC, LGBTQ+, and low-income communities, the program will be available to all youth.

Program models used: Youth Employment Training, Digital Employment Skill Education and Training, College and Career Exploration, Internship Placement, Skill Development, Combined Employment Training and Social-Emotional Support for Disconnected Youth, Placement in a Private Business Committed to Supporting Youth Experiencing Barriers to Employment.

Who will be served: Approximately 20 diverse youth with barriers to employment, ages 14-21, each summer.

Duration, location & goals: see Staffing and Scale section.

2. Describe the outreach/marketing and/or referral methods your organization intends to employ to generate participation in the program to reach the target population.

The primary population served by this program is youth of color, ages 14-21, facing multiple barriers to employment. Additionally, we will target youth from low-income families; youth with mild cognitive, emotional or behavioral disabilities; youth lacking positive adult role models; youth facing housing instability or homelessness; and court-involved youth. Recruiting for the Employment Mentoring 101 Program will target youth from neighborhoods in the North, South Central and Southwest parts of Madison (e.g., BadgerRock, Allied, Vera Court, Kennedy Heights, Meadowood, Park Edge/Park Ridge, Moorland, Owl Creek).

Briarpatch performs outreach to schools, churches, community centers, youth centers, law enforcement agencies, and to other organizations that have regular contact with youth. Staff from Runaway and Homeless Youth (RHY) programs actively seeks to engage LGBTQ+ youth, youth of color, and youth from low-income families. In addition, the agency maintains collaborations with the Gay/Straight Alliance for Safe Schools; Family Service Madison, Inc.; local Gay/Straight Alliances which are run entirely by high school students; Access Health Services; Madison Area Literacy Council; Centro Hispano, Inc.; Urban League of Greater Madison, Inc.; and United Refugee Services, Inc. These

collaborations facilitate outreach to clients served by these organizations, provide opportunities for recruitment of diverse staff and volunteers, and help our staff make culturally sensitive referrals to youth and their families.

3. Describe how the program will facilitate the engagement of participants’ families in the program. How will the program work with families to improve outcomes for the youth?

As part of the program, families will be encouraged to participate in Sunday family/group dinners patterned after the African-American Soul Food Sunday tradition. Each Sunday a community meal will be held at Briarpatch where family members can connect with their youth, other youth and families and staff members, build community, and make connections with peers.

4. Describe activities that will be provided to help build youth skill development and community connectedness for youth and their families.

In addition to the above mentioned family and community dinners, program elements will include: Basic Employment Readiness Skills, Job Search Techniques, Positive Work Habits, Digital Applications and Skills Development, Financial Empowerment Education, Education and Career Planning, Private Sector Employment, Internship Placements, Social-Emotional Learning

5. Proposed Timeline for Implementation (please use an additional sheet if you need more room)

| Activity | Estimated Start and Completion Dates |
|--|--------------------------------------|
| Recruit and hire summer Employment Specialists | May 2023 |
| Develop job readiness curriculum | May-June 2023 |
| Perform outreach to engage clients | May-June 2023 |
| Youth-centered activity and employment skills sessions | June-August 2023 |
| Sunday dinner sessions | June-September 2023 |
| Mentorship placement | July-September 2023 |
| Evaluation | On-going |
| Program graduation | September 2023 |
| | |
| | |

Staffing and Scale:

1. Proposed service numbers: Please complete the table below. Include number of unduplicated participants to be served, adult to youth/young adult ratios, number of service hours to be provided and frequency of activities or meetings. If you are proposing to provide a summer program at more than one location and the program structure is the same for all locations, please list all of the locations in the “Location(s)” cell in the table below. If the program structure varies amongst locations, please complete the rows for “Location #2” and the question following the table for any additional program locations.

| Youth & Young Adult Violence Prevention Programming | Frequency* of Activities/Meetings | # of Service Hours Per Program Day | Annual Duration** | Adult to Youth/Young Adult Ratio | Unduplicated Participants |
|---|--|---|--------------------------|---|----------------------------------|
| Location(s): Briarpatch Youth Services, 2720 Rimrock Road (Badger Rock Neighborhood) | | | | | |
| Summer | Twice Weekly | 2 | 10 weeks | 1 to 10 | 20 |
| Location #2: Various Employers/Activity Sites | | | | | |
| Summer | Once Weekly | 2 | 10 weeks | 1 to 5 | 10 |

*Frequency=number of times per week, month, year (i.e. 5 days per week, 2x per month, 4x per year)

**Annual Duration=number of weeks or months annually (i.e. 10 weeks, 6 months)

If applicable, please list any other locations with differences in the program structure as compared to the summer programs included in the table above.

Additional locations will include businesses that offer internship opportunities.

2. **Personnel:** List all staff that will be working on the proposed program/project, including volunteers. (please use an additional sheet if you need more room)

| Staff Title | FTE | Duties |
|--------------------------|------------|---|
| Program Coordinator | .12 | Supervision, Program Reporting, |
| Employment Specialist | .12 | Activity Coordination, Group Facilitation |
| PT Employment Specialist | .1875 | Activity Coordination, Group Facilitation |
| PT Employment Specialist | .1563 | Activity Coordination, Group Facilitation |
| | | |
| | | |

3. **Outcomes:** Funded programs will be required to collect data and report on three outcome measures. Programs are encouraged to identify an additional outcome measure of interest. In the box below, describe the outcome measure and measurement tools and data collection process you might use to document and report the impact of your program.

| | | | | |
|--|--|--|------------------------|------|
| Outcome Objective #1 | Develop youth interest focused workshops to engage youth | | | |
| Performance Standard | Targeted Percent | | Targeted Number | 8-10 |
| | Actual Percent of Actual Total Enrollees | | Actual Number | |
| Measurement Tool(s) and Comments: Briarpatch will hold workshops (hip-hop music/music production, cooking, LGBTQ+ organizing, art, sports, etc) during the course of the summer | | | | |

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|-----------------------------|--|--|------------------------|-------|
| Outcome Objective #2 | Provide one-on-one employability mentorship to youth involved in workshops | | | |
| Performance Standard | Targeted Percent | | Targeted Number | 20-25 |

| | | | | |
|---|---|--|----------------------|--|
| | Actual Percent of Actual Total Enrollees | | Actual Number | |
| Measurement Tool(s) and Comments: Briarpatch will provide, job search guidance, resume building, financial literacy, and job skills training to youth during the summer. | | | | |

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|--|--|--|------------------------|-----|
| Outcome Objective #3 | Cultivate internship opportunities for youth who receive employability mentorship. | | | |
| Performance Standard | Targeted Percent | | Targeted Number | 3-5 |
| | Actual Percent of Actual Total Enrollees | | Actual Number | |
| Measurement Tool(s) and Comments: Briarpatch will work with employers involved in the interest areas identified above to create internship opportunities that program participants can move into. | | | | |

Cultural Relevance and Language Access

1. Capacity and Strategies: Describe your organization’s capacity and strategies to ensure language access and cultural relevance for your target population.

Briarpatch employs several staff who are fluent in both English and Spanish. The agency offers all major documents in both English and Spanish. For clients who speak Hmong or other languages, the agency relies on translation services provided by the UW or other entities.

2. Staff Demographics: Does the staffing of the program reflect the racial and cultural diversity of program participants? If not, what plans do you have to address this?

Currently more than half of Briarpatch staff are people of color, and many identify as LGBTQ+ and/or non-binary. In particular, the agency has increased its diverse population representation in leadership team and mid-level management positions in the past year. Currently, 54% (7 of 13) of management staff are members of diverse (BIPOC/LGBTQIA+) groups. Our on-going staff recruitment efforts emphasize lived-experience as a valuable qualification for many positions.

Budget and Funding:

You may be asked to submit additional information on agency finances and/or your most recent audit statement.

1. Project Budget:

| BUDGET EXPENDITURES | TOTAL PROJECT COSTS | AMOUNT OF CITY \$ REQUESTED |
|--|----------------------------|------------------------------------|
| A. Personnel Costs (Complete Personnel chart below) | | |
| 1. Salaries/Wages (show detail above) | 24,752 | 24,752 |
| 2. Fringe Benefits and Payroll Taxes | 5,193 | 5,193 |

| BUDGET EXPENDITURES | | TOTAL PROJECT COSTS | AMOUNT OF CITY \$ REQUESTED |
|---------------------------------|--|---------------------|---------------------------------|
| B. Program/Project Costs | | | |
| 1. | Program/Project supplies and equipment | 11,430 | 11,430 |
| 2. | Office Supplies | 250 | 250 |
| 3. | Transportation | 375 | 375 |
| 4. | Food | | |
| 5. | Other (explain) Insurance | 500 | 500 |
| C. Space Costs | | | |
| 1. | Rent/Utilities/Telephone | | |
| 2. | Other (explain) | | |
| D. Special Costs | | | |
| 1. | Other (explain): Youth Stipends | 7,500 | 7,500 |
| 2. | Other (explain): | | |
| D. TOTAL (A + B + C +D) | | 50,000 | 50,000 |

2. Additional Information on Budget (if needed):
 20 youth x 10 sessions x \$37.50 stipend/youth = \$7500
 Sunday Soulfood \$350/day = \$3500 + \$1000 other activities/snacks = \$4500
3. What percentage of total Agency Budget is this project?
 1.7%
4. Other Funding: What other funding do you anticipate pursuing if the project is expected to continue?
 Briarpatch intends to pursue additional government and private funding sources, such as federal OJJDP Mentorship funding and local corporate foundations like the Alliant Energy Foundation.