



## Youth, Young Adult and Adult Employment APPLICATION FORM

Submit Application to: [cddapplications@cityofmadison.com](mailto:cddapplications@cityofmadison.com)

Deadline: 12:00 pm CST (noon) on **August 19, 2022**

*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 RFP should be complete and comprehensive but succinct. Materials submitted in addition to this application form will not be considered in the evaluation of the proposal. If you are applying for multiple program or activity areas you must fill out this application for each program or area. **Do not attempt to unlock or alter this form.** Font should be no less than 11 pt.

If you have any questions **related to the content of the application**, please contact: Hugh Wing – [hwing@cityofmadison.com](mailto:hwing@cityofmadison.com) or Yolanda Shelton-Morris – [yshelton-morris@cityofmadison.com](mailto: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](mailto:jstoiber@cityofmadison.com)

Legal Name of Organization:	DANE ARTS MURAL ARTS INC	Total Amount Requested:	\$ 85,000
Program Name:	YOUTH ARTISTS APPRENTICE		
Program or Activity are you Applying for:	<input checked="" type="checkbox"/> Youth Employment Services (ages 14-21) <input type="checkbox"/> Youth Employment & Training <input type="checkbox"/> Wanda Fullmore Youth Internship Program <input type="checkbox"/> Young Adult Employment Services (ages 18-26) <input type="checkbox"/> Adult Employment Services (18+)		
Contact Person:	Veronica Figueroa Velez	Email:	figueroav@danearmuralarts.org
Full Address:	5004 Allis Ave Madison WI 53716	Telephone:	608-977-4071
501 (c) 3 Status:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Fiscal Agent (if applicable)	

## **Organizational Qualifications:**

1. Describe your organization's experience implementing services relevant to the services described in the Youth, Young Adult and Adult Employment RFP, including to those who are furthest from resources and opportunities and who face systemic barriers to employment.

DAMA exists to foster youth development through collective art experiences and to train local artists to stabilize and sustain community transformation processes. Since its inception, DAMA's goal was to provide training to local and emerging artists as well as provide employment and training opportunities to young people. For the last 5 years, we have successfully run youth employment and training for youth 14 to 21. Through the mural-making process, artists positively engage youth, many of whom lack opportunity and whose early interaction with trauma has impacted their access to employment and opportunities. Our program is designed to help close the opportunity and achievement gaps that limit the abilities of Madison's youth—especially those from the BIPOC, LGBT, immigrant community, and justice-involved youth—to envision and attain successful futures in their own hometowns.

The same limitations to quality arts programs impact our rural communities as well as poorer inner-city communities. DAMA community artists address the disparities and lack of access to employment programs in both rural and urban Madison. Art is the tool used to address youth self-affirmation, community engagement, and urban decay. DAMA engages students and other youth through project-based learning so as to help increase school attendance and improve outcomes in other areas of life. Data from alternative high school programs show increased attendance for students who participate in our mural activities.

DAMA gives youth the opportunity to train alongside community muralists. Depending on the skill level of youth, perhaps some will become community artists themselves; others might learn to be able to paint murals or install mosaics commercially; while others might merely learn how to show up regularly – and on time – for a job. The acquisition of job-readiness skills is a major goal for youth.

Our curriculum is “emergent.” This means that our curriculum is based on the learning goals for youth, not merely on the mural project or projects themselves. The curriculum “emerges” as we get to know a specific participant and build a relationship with him or with her.

We use a trauma-informed curriculum in our work with youth. The first component of our curriculum is to give youth the chance for a degree of recovery from trauma and the ability to feel safe. The second component of our curriculum is to give youth the opportunity to express their feelings and find their own voice. The third component of our curriculum is the development of social skills. Artists model cooperative interaction in their work as community artists. They foster problem-solving skills in youth and are experts in changing negative behavior into positive behavior. They foster the resilience that helps youth learn to make a rewarding place for themselves in the world. The main facilitators of our Youth Artist Apprentice Program have an educational background in art therapy and a combined 24 years of experience working with youth at risk and youth from diverse backgrounds and linguistic abilities.

2. Describe how your agency builds relationships and authentically engages with individuals and households served. Specifically include information on previous strategies used to authentically engage with BIPOC, LGBTQ+, immigrant and/or low-income households and individuals.

Our community Public art activities intentionally bring people together to take part in decision-making and design murals that address community wants and needs and get to know one another through art-making. It is a highly inclusive process that reaches deep into communities to ensure diverse voices are represented in Public Art. Parents are welcome to participate in paint dates and are encouraged to check in with our staff at any time.

DAMA has a strong place-making component. One of the most effective ways to engage youth is to help them forge strong connections with their neighborhoods and communities. Helping to beautify their neighborhoods and communities through the creation of murals instills a sense of pride in the participants. Many of Madison's neighborhood communities are pleasant, walkable areas. Others, though, are sadly devoid of art or much that is

humanizing. DAMA uses survey input and partners with youth, their families, and the community to beautify spaces for as many neighborhoods and communities as possible.

DAMA embraces opportunities for growth and leadership to promote justice, equity, and, unity. This grant opportunity will increase the opportunity for youth employment and training to meet the high demand requests for youth employment.

3. Describe your organization’s experience, education and training requirements for program staff and management staff.

Over the years, DAMA has worked to support community strategy to educate, inspire, & drive action. Every year DAMA goes out of its way to identify local artists from the BIPOC, LGBTQ+, immigrants, justice-involved artists, and emerging artists from underinvested communities to design murals and take the role of lead artist on projects. These are contracted positions for the duration of the project. In addition, artists have the opportunity to continue working alongside DAMA artists for additional projects as assistant artists. For the last two years, DAMA has invested in local artists' training to expand the pool of artists available to work on commission work and serve as mentors to our youth programs.

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To successfully teach the emergent curriculum at DAMA, our community artists are firmly grounded in their knowledge of adolescent development. They are aware of the different stages of childhood and young adulthood and know particularly how people at different stages react differently to stress. Through training community artists are prepared to respond to the “teachable moments” that participants present and are able to connect participants with additional resources. DAMA artists encourage youth to take initiative and to make real choices that involve their lives. They give power to youth by helping them have their voices heard and develop skills in real-life situations that perhaps have never been equaled for them in the classroom. Our goal is to make each moment count and make the learning real.

### **Partnerships, Collaboration & Coordination**

1. Describe your current and recent collaboration and partnerships with the following groups, specifying organization names, collaboration/partnership dates, and information about your shared work and accomplishments.
  - a. Organizations and groups that work with youth, young adults and/or adults.

Over the years DAMA has worked with many organizations and communities to address disparities. Through this ongoing pandemic, our partners include MMSD alternative program for the 2021-2022 school year. DAMA in collaboration with the alternative student's program accomplished 3 mini murals installed in 4 different schools (East high school, La Follette High School, James Madison Memorial High School, and Capital High). Students designed and painted their murals and had conversations about identity formation, school attendance, goals and life struggles as a teen. We worked with a total of 55 students combined between these projects. From May 2022 to July 2022 we had the opportunity to partner with the Shabazz high school art teacher and 15 of her students to create an equity mural. The students came up with the concept for the mural and worked alongside DAMA artists to design and paint the mural. This mural will be installed in a few weeks. In partnership with La Movida, teachers, and school BRS we recruited 12 teens for our paid Youth Artists Apprentice program this summer. This summer began on July 5<sup>th</sup> and will end on August 26<sup>th</sup>. We have provided youth with a learning environment in which developmentally appropriate goals have been integrated on an individual basis with the creation of murals and training. Some of the learning goals our young artists have integrated into their work include:

- Positive self-identity and sense of emotional well-being
- Critical thinking, reasoning, questioning, and experimenting
- Language and other expressive development
- Developing social skills and knowledge
- Creative expression, representation, and appreciation for the arts
- Fostering respect for cultural diversity and self-identity

In addition, in collaboration with the youth, we partner with the Wisconsin Community Veterinary Center in July of 2022 (created a covid awareness and community mural) and the Wisconsin Specialty Clinic in August of 2022 (created 4 diversity mini murals for their new space,). Currently, from August to September we are partnering with Head Start welcome mural, the Native American community, and Fire station 10 on the north side on an awareness mural. Our covid awareness murals are in partnership with DHS.

- b. Organizations that provide pre-employment/career preparation, employment services, and/or training and education.

Currently, DAMA is in the early stages of partnering with Josh Fassl, Director, Dane County School Consortium to have a direct pathway for youth apprentices in the graphic design area and with Adam Gifford from the painters union, who provided training for our youth artists apprentice program this summer. DAMA has partnerships with many organizations and community centers supporting the identified youth population we serve.

- c. Organizations and groups that focus on working with, or have a history of working with, low-income households, women, and those that are Black, Indigenous, People of Color (BIPOC), immigrants, and/or individuals who identify as Lesbian, Gay, Bisexual, Transgender, and Queer + (LGBTQ+).

DAMA works with a number of organizations every year, working with the populations listed above from the Latino Academy of workforce development, the chamber of commerce, Safe Harbor Advocacy Service, the Sanchez Scholar, Madison Music Makers summer youth program, the department of human services, including immigration affairs, JFFF, and their restorative justice program and many community centers in the Madison Area to mention a few.

2. Describe your plans to partner, collaborate, and coordinate services with organizations and groups, including names and partnership details. Please explain why and how these collaborations benefit the participants served. Organizations that identify key partnerships must provide written documentation of agreement/commitment from each listed partner.

Our partner WRTP/BIG Steps supports additional trade pathways for our program participants who have expressed interest in the trades. Our goal is to turn DAMA into a job site for MMSD students and other youth seeking training and employment and connect them to other traits. DAMA has recently partnered with Josh Fassl, Director, Dane

County School Consortium, to ensure that youths apprentice have the support they need to enter the job market. Dane Arts provides financial support for local artists' training and provides the facility for DAMA to do its work.

### **Program Design**

1. Describe the 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.

DAMA has identified two youths to hire from our Youth Artists Apprentice program to work for DAMA during after-school hours. Youth will work four days per week with occasional Saturday work and will be compensated at \$15 per hour. In addition, two other students from our Youth Artists Apprentice will work with DAMA based on contract acquisition yearly; these two additional positions are funded by commissioned work and not by this grant. We will work with Josh Fassl, Director of Dane County School Consortium, to ensure these students have the necessary paperwork for credit toward high school graduation. We aim to train these youth to become the mentors of our 2023 Youth Artists Apprentice program and support the new cohort of students. Youth who work for DAMA yearly must complete the Youth Artists Apprentice Program.

This proposal also includes funding for our Summer Youth Artists Apprentice program to train and work with 10 youth during the summer. The requirements to participate in the Youth Artists Apprentice program are: \* Youth are recruited through MMSD teachers, BRS, counselors, and other youth programs across the City, especially programs providing services to the BIPOC, LGBT, immigrants, and justice-involved youth. \* Youth who are struggling academically. \* Youth 14 to 21 years old. \* Youth from the BIPOC, LGBT, and immigrant communities, and justice-involved youth. \* Youth from low-income families (homeless/runaway and foster care youth are automatically considered low-income). \* Youth must complete an application to be considered, including an income eligibility form or reduced lunch form. \* Submit a resume and DAMA cover letter questionnaire, and undergo an interview process. \* Parents must also complete an interview and participate in the mandatory parent/youth orientation process. \* Youth must be available to work for 3 to 4 hours daily in June and July for six weeks, Monday-Thursday and occasional Saturdays. \* Youth will earn \$15 per hour.

Determination to be accepted in the Youth Artists apprentice program is based on full paperwork completion, interview, application submission on time, and income eligibility. This program includes job readiness training, transferable skills, career exploration instruction, mentorship, leadership development, and hands-on experience. Summer programming is at our production building or locations of host murals. All personnel uses a trauma-informed approach and reflective practice. Every staff member at DAMA also undergoes a criminal background check. DAMA's tools for assessing participant mastery will be those designed for DAMA by UW School of Human Ecology & MMSD Student Performance Evaluations. In addition, youths complete a pre and post-survey.

Our program is designed to offer youth a chance for their voices to be heard and an opportunity to experience hands-on hard work that will make a tangible difference in the communities in which they live. We work collaboratively - and teach youth to work collaboratively - to reduce the barriers which prevent them from experiencing success in school and other areas of their lives.

We will continue to recruit youth through MMSD, the many radio outlets we have in Madison, social media (Facebook, Instagram, LinkedIn, and Pinterest), youth job fairs, and existing and emerging youth programs across the City of Madison, especially those working with youths from the BIPOC, LGBT, immigrant community, and justice-involved youth.

2. Describe the outreach/marketing methods the organization intends to employ to generate participation in the program and to reach the targeted populations considered priority for this funding.

DAMA's outreach plan is to continue to build on the partnerships we already have – strengthening them and creating new ones. More so, we plan to continue cultivating youth development and work closely with MMSD, youth lead organizations, neighborhood associations, parents, and community members to enrich the lives of underinvested youth in our community.

3. Describe how your program includes input or suggestions from target population served in your program design and operation.

DAMA requests feedback from all partners who have contracted our services where youth have an active role in producing the murals. Parents and caregivers are also an essential part of evaluating service delivery. It is crucial for DAMA that youth services are designed based on the needs of the youth participants. In addition to performance evaluation, DAMA engages youth employees and summer program participants in program input sessions to identify program improvements and service delivery. These processes help DAMA deliver youth-driven services and create programming that addresses the needs and wants of our participants.

### **Theory of Change & Logic Model**

1. Describe how your proposed services are based on evidence of success, and how you will meet performance outcomes while maintaining quality services customized to each participant's needs. Please include the following in your response:

- a. Past service outcomes and other accomplishments that validate your approach.
- b. Best practices and proven resources for youth, young adults, and/or adults you will utilize.
- c. How you will incorporate past experience with performance tracking and reaching outcomes, including challenges overcome.

During the last seven years, DAMA has created 145 murals across the City and ten murals around the county. Over 3,850 youth have created these murals. Over 5,100 adult community members have participated in our community paint dates and worked alongside our youth, and 50 local artists received training in our community engagement mural-making and youth mentoring process. 93% of these youths are at-risk of failing to graduate high school. Youth have worked alongside seasoned community artists learning mural-making skills. This grant will enable DAMA to create viable employment opportunities and youth training and be more deliberate in continuing our work of preparing youth for work experiences in the real world. Enhancing creative capacity for Madison's underinvested youth; encouraging and supporting the inclusion of creative placemaking as an economic development strategy and risk reduction.

This summer our youth Artists Apprentice Program, funded by foundations and donations, allowed DAMA artists to train and work alongside 12 teens between the ages of 14 to 18; 10 of our participants were Latinx, 1 Asian, and 1 Arabic. All twelve students completed this program. Through this program, youth receive pre- and post-employment training, employment, and career exploration while being compensated at a \$15 per hour rate. DAMA youth participants were closely supervised and mentored on every mural project - this is work that demands attention - so everyone on the job site works physically and emotionally in a coordinated and safe fashion. These youths design, paint and engage in community art making during July and August 2022.

Our partners for the 2022 summer Youth Artists Apprentice program included Dane County Cultural Affairs Commission (Dane Arts), DHS, Sun Prairie Parks, Madison Music Makers, Madison Youth Art Center, Madison Metropolitan School District, University of Wisconsin, Edgewood College, City Alder, Parents, North Side Station 10 Fire Department, The Painters Union, Wisconsin Specialty Clinic, Wisconsin Community Veterinary Clinic, Head Start, Madison Community Foundation, Kids Fund, Evjue Foundation, Willy Coop West, the Rotary Club, and Wisconsin Bank and Trust. It was a genuine community effort to provide these youths with the tools for success.

DAMA's best practices center on extending outreach, increasing positive youth engagement, social integration, building skills, and inculcating a sense of belonging. These elements include a focus on education, financial literacy; paid work or training; the involvement and mentorship of caring and committed adults; special services for youth with language proficiency and reading difficulties, mental health, or other special needs; resiliency skills; and leadership development. DAMA focus on building social networks and human capital, changing community norms, and giving young people the leadership skills, self-esteem, and resiliency to derive the best from and resist negative influences in their peer cultures through creative placemaking. It is essential to increase the public's interest in the challenges facing at-risk youth and its willingness to devote resources to address them. Language and narratives also matter; therefore, DAMA has invested time to change the narrative, and a new message regarding at-risk youth and new messengers has emerged. The message conveys the assets and potential of youth as a positive resource for strengthening communities and improving society and builds on the notion of a reciprocal agreement. At-risk youth not only generally lack skills and credentials but are often not part of social networks that provide the kind of access to jobs that middle-class youth enjoy. Many low-income young people come from families and communities where relatively few adults work in the mainstream economy.

There also appears to be a growing distrust and cynicism among young people about programs and government bureaucracies. Many young people feel that programs do not show them respect. At DAMA, respect is not based on age but the simple fact that we are all humans learning from each other. Respect among DAMA staff is modeled at every step to set the expectation of a respectful and safe work environment.

DAMA has a well-established performance tracking, and so far, we have reached our outcomes; this will not change at this time.

A few lessons learned during our Youth Artists Apprentice programs are hours, location, and transportation are important factors to consider. Most at-risk youth in urban areas rely on public transport; unfortunately, madison bus routes do not provide easy access to our location by bus. Parents' work schedules conflicted with their ability to drop teens at the work site. As a short-term solution, we resorted to picking up and dropping off teens in our cars and adding company insurance to cover potential transportation accidents. This proposal includes transportation funds to cover the cost of taxis for young people without access to transportation. Work hours will also be changed to accommodate drop-off and pick-up times.

2. Please describe current and past success in engaging community members and service recipients in developing and improving services.

DAMA's tools for assessing participant mastery will be those designed for DAMA by UW School of Human Ecology & MMSD Student Performance Evaluations. Additionally, DAMA requests feedback from all partners who have contracted our services where youth have an active role in producing the murals. Parents and caregivers are also an essential part of evaluating service delivery.

3. Please describe your plan to meaningfully involve service recipients, including past, present and potential recipients, in ongoing design, flexing and improvement of proposed youth, young adult, and/or adult employment services.

It is crucial for DAMA that youth services are designed based on the needs of the youth participants. In addition to performance evaluation, DAMA engages youth employees and summer program participants in program input sessions to identify program improvements and service delivery. These processes help DAMA deliver youth-driven services and create programming that addresses the needs and wants of our participants.

**Budget** - Complete the Budget Worksheet, including all costs for which you request funding through this RFP. All costs included must be reasonable, allowable, necessary, and allocable among the stated cost categories.

**YOUTH, YOUNG ADULT AND ADULT EMPLOYMENT BUDGET APPLICATION FORM**  
**AGENCY AND PROGRAM REVENUES**

**Legal Name of Organization:** Dane Arts Mural Arts, Inc.

**Total Amount Requested:** \$85,000.00

**Contact Name and Email for Budget Info:** Veronica Figueroa-Velez, artmvfdesign@gmail.com

**\*\*Instructions: Complete this workbook in tab order, so the numbers will autofill correctly. Only fill in the yellow cells. Only use whole numbers, if using formulas or amounts with cents, convert to whole number before submitting to CDD.**

Please fill out all expected revenues for the programs you are requesting funding for in this application. All programs not requesting funding in this application, should be combined and entered under NON APP PGMS (last column)

REVENUE SOURCE	AGENCY 2023	PROGRAM A	PROGRAM B	PROGRAM C	PROGRAM D	PROGRAM E	NON APP PGMS
DANE CO HUMAN SVCS	0						
UNITED WAY DANE CO	0						
CITY CDD-This Application	85,000	85,000					
OTHER GOVT*	173,792						173,792
FUNDRAISING DONATIONS**	83,079						83,079
USER FEES	40,000						40,000
<b>TOTAL REVENUE</b>	<b>381,871</b>	<b>85,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>296,871</b>

\*OTHER GOVERNMENT: Includes all Federal and State funds, as well as funds from other counties, other Dane County Departments, and all other Dane County cities, villages, and townships.

\*\*FUNDRAISING: Includes funds received from foundations, corporations, churches, and individuals, as well as those raised from fundraising events.



**YOUTH, YOUNG ADULT AND ADULT EMPLOYMENT BUDGET APPLICATION FORM**  
**AGENCY AND PROGRAM REVENUES**

Enter all expenses for the programs in this application under the PGM A-D columns. Enter the amount you would like the City to pay for with this funding under the CITY SHARE column next to the PGM column. Enter all other programs in your agency under NON APP PGMS (last column).

**\*\*Use whole numbers only, please.**

ACCOUNT CATEGORY	AGENCY 2023	TTL CITY REQUEST	PGM A	CITY SHARE	PGM B	CITY SHARE	PGM C	CITY SHARE	PGM D	CITY SHARE	PGM E	CITY SHARE	NON APP PGMS
<b>A. PERSONNEL</b>													
Salary	207,100	74,600	74,600	74,600									132,500
Taxes/Benefits	17,348	6,840	6,840	6,840									10,508
<b>Subtotal A.</b>	<b>224,448</b>	<b>81,440</b>	<b>81,440</b>	<b>81,440</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>143,008</b>
<b>B. OTHER OPERATING</b>													
Insurance	0	0											
Professional Fees/Audit	114,323	560	560	560									113,763
Postage/Office & Program	12,000	1,000	1,000	1,000									11,000
Supplies/Printing/Photocopy	0	0											
Equipment/Furnishings/Depr.	0	0											
Telephone	1,000	0											1,000
Training/Conferences	600	0											600
Food/Household Supplies	0	0											
Travel	2,000	2,000	2,000	2,000									
Vehicle Costs/Depreciation	0	0											
Other	0	0											
<b>Subtotal B.</b>	<b>129,923</b>	<b>3,560</b>	<b>3,560</b>	<b>3,560</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>126,363</b>
<b>C. SPACE</b>													
Rent/Utilities/Maintenance	24,500	0											24,500
Mortgage Principal/Interest	3,000	0											3,000
Depreciation/Taxes	0	0											
<b>Subtotal C.</b>	<b>27,500</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>27,500</b>
<b>D. SPECIAL COSTS</b>													
Assistance to Individuals	0	0											
Participant Wages	0	0											
Participant Taxes/Benefits	0	0											
Other	0	0											
<b>Subtotal D.</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL (A.-D.)</b>	<b>381,871</b>	<b>85,000</b>	<b>85,000</b>	<b>85,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>296,871</b>

**YOUTH, YOUNG ADULT AND ADULT EMPLOYMENT BUDGET APPLICATION FORM**  
**AGENCY AND PROGRAM REVENUES**

Dane Arts Mural Arts, Inc.

**\*\*List all staff positions related to programs requesting funding in this application, and the amount of time they will spend in each program.**

	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023	2023
Title of Staff Position*	Program A FTE**	Program B FTE**	Program C FTE**	Program D FTE**	Program E FTE**	Total FTE	Annualized Salary	Payroll Taxes and Fringe Benefits	Total Amount	Hourly Wage***	2023 Amount Requested from the City of Madison
Executive Director	0.13					0.13	100,000	8,077	108,077	0.00	14,050
Mural Productions Manager	0.13					0.13	54,600	4,177	58,777	0.00	9,796
Program Manager	0.75					0.75	31,200	2,814	34,014	0.00	34,014
Lead Youth Artists	0.17					0.17	10,500	1,124	11,624	0.00	11,624
Youth Artists (Summer Apprentice)	0.35					0.35	10,800	1,156	11,956	0.00	11,956
						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
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						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
						0.00			0	0.00	0
<b>TOTAL:</b>	1.53					1.53	207,100	17,348	224,448	0.00	81,440

\*List each staff position separately. Indicate number of weeks to be employed if less than full year in parentheses after their title.

\*\*Full Time Equivalent (1.00, .75, .60, .25, etc.) 2,080 hours = 1.00 FTE

**YOUTH, YOUNG ADULT AND ADULT EMPLOYMENT BUDGET APPLICATION FORM**  
**AGENCY AND PROGRAM REVENUES**

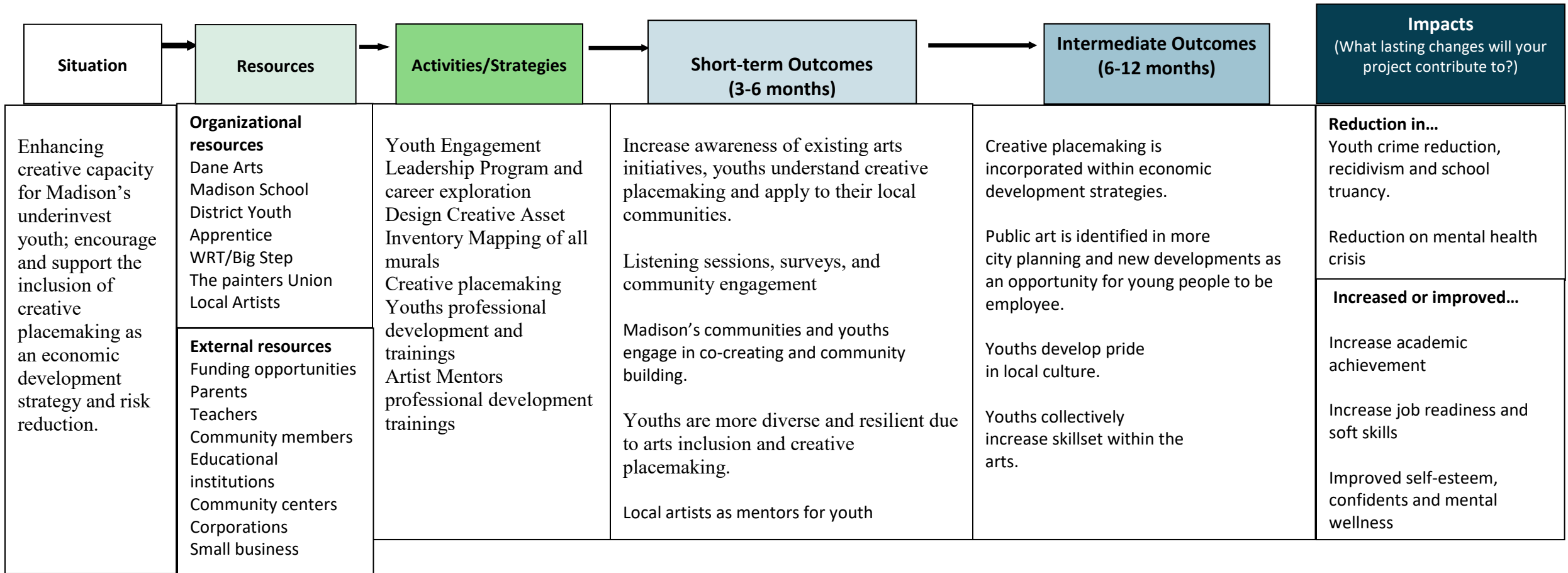
Please name each program you are requesting funding for next to each funding request.

\*\*Only use whole numbers, if using formulas or amounts with cents, convert to whole number before submitting to CDD.

<b>Pgm Letter</b>	<b>Program Name</b>	<b>Program Expenses</b>	<b>2023 City Request</b>
A	Youth Artist Apprentice	PERSONNEL	81,440
		OTHER OPERATING	3,560
		SPACE	0
		SPECIAL COSTS	0
		<b>TOTAL</b>	<b>85,000</b>
B		PERSONNEL	0
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		<b>TOTAL</b>	<b>0</b>
C		PERSONNEL	0
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		<b>TOTAL</b>	<b>0</b>
D		PERSONNEL	0
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		<b>TOTAL</b>	<b>0</b>
E		PERSONNEL	0
		OTHER OPERATING	0
		SPACE	0
		SPECIAL COSTS	0
		<b>TOTAL</b>	<b>0</b>
<b>TOTAL FOR ALL PROGRAMS</b>			<b>85,000</b>

# Appendix B: Logic Model

**Outcomes** Enhancing youth skill development and career exploration through hands-on experience and job training where youth can pave a future of career and personal success.



Possible Sources of Evidence	Survey Data? Yes	School Data? Yes	Crime Data? Yes	Family Reports? Yes	Focus Group Data? Yes	Interview Data?	Other Data? Community engagement
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# DANE COUNTY SCHOOL CONSORTIUM

*Connecting classroom education to career preparation*  
5900 Monona Dr., Suite 202, Monona, WI 53716 / 608.316.1358 / [www.dcsc.org](http://www.dcsc.org)



August 19, 2022

Dear Review Committee,

We are excited to support DAMA's Youth, Young Adult, and Adult Employment Grant application. DCSC works collaboratively with Dane County School Districts and statewide work-based learning programs to connect classroom education to career preparation through the Youth Apprenticeship program.

The work that DAMA is doing to advance youth development and career readiness intersects with our mission. DAMA's commitment to providing access to job readiness training and employment while supporting young people's needs is essential to working with marginalized young people in our community.

DCSC has established a partnership with DAMA. DAMA will become a work-based learning site (YA) for our program to refer young people for training and potential employment in the graphic design trade. Program participants will have the support and mentorship of the DCSC staff and the referrals support system in place to work with their schools and DAMA staff to accomplish their apprentice's training program. DCSC is excited to be able to share about other career pathways and YA opportunities to DAMA participants through scheduled workshops and partnership opportunities.

DCSC strongly supports DAMA's application to the Youth, Young Adult, and Adult Employment 2023 grant and is looking forward to our partnership with DAMA to expand access to employment for youth in the arts.

Sincerely,

A handwritten signature in blue ink that reads 'John Fassl'.

Director - Dane County School Consortium

[jfassl@dcsc.org](mailto:jfassl@dcsc.org)

608-316-1358



August 15, 2022

Dear Review Committee:

Dane Arts' mission is to engage participation, connect people, and inspire expressive living in Dane County, Wisconsin.

As Director of Dane Arts and a founding member in 2014 of Dane Arts Mural Arts (DAMA), I am writing in support of DAMA's current Youth, Young Adult, and Adult Employment 2023 grant application.

DAMA's programs and art events prioritize community well-being and youth leadership as fundamental to advancing healthy, safe, and productive communities. Through their programming, DAMA has facilitated numerous community art projects, and has produced a significant number of murals in underserved neighborhoods. DAMA's initiatives to deliberately engage greater Madison's youth of color and envision a sustainable, just, and healthy future for them, their own neighborhoods, and across communities are visual testament to community connections and empowerment. Dane Arts and DAMA believe that inclusive community artwork has tremendous potential for promoting resilience, and for communicating with greater empathy, the collective experiences across the city.

We are thrilled and honored to continue to support DAMA for the creation of public art that specifically supports young people and acknowledges the needs and wants of its communities. Dane Arts will continue to support DAMA through our yearly contribution, provide office/working space, and opportunities for youth to earn incredible life learning skills through mural making.

Dane Arts strongly supports DAMA's application to the Youth, Young Adult, and Adult Employment 2023 Grant. With your support, DAMA guarantees it will advance and strengthen the resiliency of our Madison youth participants.

Thank you,

A handwritten signature in black ink, appearing to read "Mark Fraire", is placed above the typed name.

Mark Fraire, Director  
Dane Arts

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Dane County Cultural Affairs Commission  
Room 421, City-County Building  
210 Martin Luther King, Jr. Boulevard  
Madison, WI 53703-3345

P 608.266.5915  
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danearts@countyofdane.com  
danearts.com



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Dane County Cultural Affairs Commission  
Room 421, City-County Building  
210 Martin Luther King, Jr. Boulevard  
Madison, WI 53703-3345

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danearts.com

# WRTP | BIG STEP

## SERVING MADISON

August 18, 2022

Dear Review Committee,

We are writing in support of DAMA's Youth, Young Adult, and Adult Employment Grant application. The WRTP/BIG STEP mission is to enhance the ability of public and private sector organizations to recruit, develop, and retain a more diverse, qualified workforce in construction, manufacturing, and emerging sectors of the regional economy.

WRTP | BIG STEP is paving the way to make sure everyone has a pathway to a family-supporting career. We are curious and courageous people who boldly work toward building impactful connections between people and industry in innovative and equitable ways: we are the change-makers.

DAMA levels the playing field by providing artistic opportunities to urban and rural youth who may have limited access to arts education and empowers artists to support youth and communities. DAMA's commitment to advancing economic development, and providing access to the marketplace for emerging young artists make this organization an essential part of our community.

WRTP/BIG STEP will continue to provide DAMA with technical support to connect young people to the trades. In addition, DAMA's program participants benefit from having access to our Apprenticeship programs and trainings, including mentorship.

WRTP/BIG STEP strongly supports DAMA's application to the Youth, Young Adult, and Adult Employment 2023 and hopes that DAMA can continue to advance economic development for youth in the City of Madison with your support.

Thank you,



Stephanie Moreno  
South Central Region Lead Coordinator