



Department of
Development



Community Services Block Grant Application

Organization Information

Organization Name :	IMPACT Community Action
Organization Address :	711 Southwood Avenue Columbus, Ohio 43207
Telephone :	(614) 252-2799
Board Chair Person :	Robert Keyes
Executive Director :	Robert Chilton
Field Rep :	Mark Alderman
CSBG Coordinator :	Kenneth Wright
Fiscal Contact :	Sue Petersen

CSBG Grant Information

Grant Name :	CSBG 2022-2023-23
Grant Unique Number :	23
Grant Award Amount :	\$5,243,555.00
Grant Carry Over Amount :	
Grant Allocation Amount :	\$5,243,555.00
Start - End Date :	January 1, 2022 - December 31, 2023
Grant Status :	Submitted

Agency Resources

Federal Resources	Local Resources	State Resources	Private Resources
\$66,307,306.00	\$3,361,000.00	\$0.00	\$1,500,000.00

Federal Resources	Amount (Year 1)	Amount (Year 2)
Weatherization (DOE) (include oil overcharge)	\$752,978.00	\$752,978.00
Health and Human Services (HHS)	\$10,124,889.00	\$4,407,045.00
--LIHEAP - Fuel Assistance (include oil overcharge)	\$2,197,386.00	\$2,197,386.00
--LIHEAP - Weatherization (include oil overcharge)	\$4,377,243.00	\$1,032,597.00
--Head Start		
--Early Head Start		
--Older Americans Act		
--Social Services Block Grant (SSBG)		
--Medicare/Medicaid		
--Assets for Independence (AFI)		
--Temporary Assistance for Needy Families (TANF)	\$1,177,062.00	\$1,177,062.00
--Child Care Development Block Grant (CCDBG)		
--Community Economic Development (CED)		
--Other HHS Resources:		
LIHWAP	\$2,373,198.00	
Department of Agriculture (USDA)	\$0.00	\$0.00
--Special Supplemental Nutrition for Women, Infants, and Children (WIC)		
--All USDA Non-Food programs (e.g. rural development)		
--All other USDA Food programs		
Department of Housing and Urban Development (HUD)	\$0.00	\$0.00
--Community Development Block Grant (CDBG) - Federal, State, and Local		
--Section 8		
--Section 202		
--Home Tenant-Based Rental Assistance (HOME TBRA)		
--HOPE for Homeowners Program (H4H)		
--Emergency Solutions Grant (ESG)		
--Continuum of Care (CoC)		
--All other HUD programs, including homeless programs		
Department of Labor (DOL)	\$784,708.00	\$784,708.00
--Workforce Innovation and Opportunity Act (WIOA) *previously		

WIA	\$784,708.00	\$784,708.00
--Other DOL Employment and Training programs:		
--All other DOL programs		
Corporation for National and Community Service (CNCS) programs		
Federal Emergency Management Agency (FEMA)	\$25,000.00	\$25,000.00
Department of Transportation		
Department of Education		
Department of Justice		
Department of Treasury	\$48,650,000.00	
Other Federal Resources:		
TOTAL	\$60,337,575.00	\$5,969,731.00

Local Resources	Amount (Year 1)	Amount (Year 2)
Amount of unrestricted funds appropriated by local government	\$1,680,500.00	\$1,680,500.00
Amount of restricted funds appropriated by local government		
Value of Contract Services		
Value of in-kind goods/services received from local government		
TOTAL	\$1,680,500.00	\$1,680,500.00

State Resources	Amount (Year 1)	Amount (Year 2)
State appropriated funds used for the same purpose as Federal CSBG funds		
State Housing and Homeless programs (include housing tax credits)		
State Nutrition programs		
State Early Childhood Programs (e.g. Head Start, Day Care)		
State Energy programs		
State Health programs		
State Youth Development programs		
State Employment and Training programs		
State Senior programs		
State Transportation programs		
State Education programs		
State Community, Rural and Economic Development programs		
State Family Development programs		
Other State Resources		
TOTAL	\$0.00	\$0.00

Private Resources	Amount (Year 1)	Amount (Year 2)
Funds from foundations, corporations, United Way, other nonprofits	\$750,000.00	\$750,000.00
Other donated funds:		
Value of other donated items, food, clothing, furniture, etc.		
Value of in-kind services received from businesses		
Payments by clients for services		
Payments by private entities for goods or services for low income clients or communities		
TOTAL	\$750,000.00	\$750,000.00

Budget

Total Admin Amount	Total Operating Amount	Total Budget Amount
\$891,404 (17.00%)	\$4,352,151 (83.00%)	\$5,243,555 (100.00%)

Budget Line Items

Cost Category:	Total Budget Line Item:	Admin Amount:	Operating Amount:
Salary(Wage)	\$2,276,975.00 (43.42%)	\$467,631.00	\$1,809,344.00

Line Item Detail Info.

<i>Description</i>	<i>Admin Amount</i>	<i>Operating Amount</i>
Cecil, Clarissa - Fiscal Coordinator	\$21,926.00	
Spence, Suprena - Fiscal Coordinator	\$11,125.00	
Wiredu, Emily - Fiscal Coordinator	\$21,926.00	
Batt, Michelle - Director Human Resources	\$64,960.00	
Vacant - Accounting Manager (To be filled 01/01/2022)	\$13,680.00	
Chilton, Robert CEO	\$80,350.00	
Lasher, Rhonda - Director of Finance	\$40,600.00	
Rice, Treva - Senior Accountant	\$30,450.00	
Thoroughman, Robert - Chief Financial Officer	\$57,187.00	
Young, Tommy - Human Resource Generalist	\$45,320.00	
White, Mable - Administrative Coordinator	\$36,967.00	
Strong, Marsha - Executive Administrator	\$43,140.00	
Castleman, Breanna - ERA II		\$28,740.00
Conley, Chy-Lisa - ERA I		\$8,840.00
Hawkins, Charlene - EAR I		\$30,431.00
Jackson, Dijone - EAR I		\$8,840.00
McNair, Juana - EAR II		\$32,122.00
Rhoades, Rebecca - EAR I		\$28,740.00
Strother, Wyzetta - EAR I		\$8,840.00
Spurlock, Jimmie - Program		

Manager - Supportive Services	\$40,040.00
Williams, Kimberly - Director - Emergency Assistance	\$40,600.00
Cole, Lisa - Self-Sufficiency Coordinator	\$49,745.00
Brock, Dana - Self-Sufficiency Coordinator	\$54,211.00
Dozier, Michael - Program Instructor	\$52,625.00
Lawson, Spring - Self-Sufficiency Coordinator	\$47,419.00
Thompson, Misty - Self-Sufficiency Coordinator	\$52,625.00
Wilson, Sarai - Self-Sufficiency Coordinator	\$23,048.00
Abraham, Ashley - Program Manager - Workforce Development	\$73,313.00
Allen, Carmen - Manager - Employer Community Relations	\$64,706.00
Devlin, Katherine - Program Manager - Build UP	\$71,178.00
Kelly, Keith - Special Projects Coordinator	\$99,937.00
Lewis, Todd - Program Manager - Re-Entry	\$75,977.00
Thomas-Jones, Jo'el - Director - Empowerment Services	\$97,440.00
Urban, Beth - Chief Operating Officer	\$63,437.00
Wilson, Wendy Kay - Director - Community Planning & Engagement	\$64,960.00
Turner, LaRon - Security Supervisor	\$55,539.00
Kessler, Josh - Director-Operations & Infrastructure	\$40,000.00
Clinkscale, Sherrie - Security Attendant	\$37,549.00
Loechler, Robert - Security Attendant	\$35,890.00
Duehart, Shtunka Marie -Security Attendant	\$35,890.00
Holmes, Velda- ERA I	\$36,421.00

	Wilcoxon, Demetria-EAR I		\$27,050.00
	Heckathorn, Nicholas - Manager- Call Center		\$0.00
	Diouf, Aida - EAR I		\$27,050.00
	Jones, Renee - ERA I		\$27,946.00
	Rucker, Mark - Estimator		\$5,554.00
	Banks, Nieme - Program Manager -LEC Academic		\$60,931.00
	Revels, Tracy - Research & Compliance Coordinator		\$44,432.00
	Jones, Kevin L - Manager- Outreach & Community Engagement		\$21,250.00
	Gary, Teresa - VP-Workforce Development		\$48,250.00
	Smith, Sahmeikia - VP- Housing		\$24,125.00
	Walton, Robin - Manager- Research & Planning		\$22,950.00
	Tyson, Luther - Manager - Financial Services		\$75,743.00
	Wright, Kenneth - Director-Research & Planning		\$64,960.00
Fringe	\$683,092.00 (13.03%)	\$140,289.00	\$542,803.00
	<i>Line Item Detail Info.</i>		
	<i>Description</i>	<i>Admin Amount</i>	<i>Operating Amount</i>
	FICA 7.65%	\$35,774.00	\$138,415.00
	403B Retirement 7%	\$32,734.00	\$126,654.00
	Unemployment 0.49%	\$2,291.00	\$8,866.00
	Workers Compensation 3.0%	\$14,029.00	\$54,280.00
	Health & Dental Insurance 11.86%	\$55,461.00	\$214,588.00
Consultations /Contracts	\$341,200.00 (06.51%)	\$81,000.00	\$260,200.00
	<i>Line Item Detail Info.</i>		
	<i>Description</i>	<i>Admin Amount</i>	<i>Operating Amount</i>
	HHH, CPA Group - 403(b) Audit	\$16,500.00	
	John Bickley	\$7,500.00	
	Business of People	\$12,000.00	
	Hemphill Wright - Financial Audit	\$23,500.00	
	Sophisticated Systems	\$4,000.00	\$45,000.00
	Ice Miller	\$17,500.00	

	Dr. Lewis Dodley		\$120,000.00
	Comprehensive Needs Assessment		\$25,000.00
	Carpentry Instruction Contract		\$60,000.00
	Larry Hawkins		\$4,200.00
	Goettler		\$6,000.00
Travel	\$56,650.00 (01.08%)	\$17,300.00	\$39,350.00
	<i>Line Item Detail Info.</i>		
	<i>Description</i>	<i>Admin Amount</i>	<i>Operating Amount</i>
	Mileage& Parking for Local Travel	\$1,800.00	\$12,000.00
	Travel Per Diems	\$2,000.00	\$2,600.00
	Hotels	\$3,500.00	\$9,750.00
	Travel-Out of Area	\$10,000.00	\$15,000.00
Space Costs	\$495,459.00 (09.45%)	\$49,689.00	\$445,770.00
	<i>Line Item Detail Info.</i>		
	<i>Description</i>	<i>Admin Amount</i>	<i>Operating Amount</i>
	Clean Turn International	\$2,500.00	\$27,863.00
	Southwood	\$37,368.00	\$325,989.00
	Utilities	\$9,371.00	\$41,079.00
	Building Repairs & Maintenance	\$250.00	\$30,339.00
	Security System Maintenance	\$200.00	\$500.00
	COWIC Space Allcoation		\$20,000.00
Supplies/ Equipment	\$179,396.00 (03.42%)	\$57,689.00	\$121,707.00
	<i>Line Item Detail Info.</i>		
	<i>Description</i>	<i>Admin Amount</i>	<i>Operating Amount</i>
	ARC Copier Lease	\$1,585.00	\$9,015.00
	Pitney Bowes Global Mail Machine	\$465.00	\$1,164.00
	GHG Software	\$300.00	\$2,300.00
	GMS Software	\$320.00	\$7,500.00
	Stragery	\$3,900.00	\$0.00
	Microsoft Office Software	\$2,580.00	\$2,000.00
	Bamboo Software	\$3,100.00	\$6,096.00
	Adobe Software	\$3,500.00	\$3,359.00
	Office Supplies	\$20,848.00	\$30,000.00
	Janitorial Supplies	\$1,000.00	\$5,200.00
	Equipment Repairs & Service	\$500.00	\$2,300.00
	Maintenance Agreements	\$6,500.00	\$15,000.00
	Internet	\$1,000.00	\$7,500.00

Telephone	\$1,000.00	\$15,000.00
Cell Phone	\$1,000.00	\$6,000.00
Cintas AED Lease	\$950.00	\$2,376.00
Postage & Delivery	\$1,600.00	\$973.00
Adobe Sign Software	\$7,541.00	
Geer Cylinder Lease		\$445.00
Survey Monkey Software		\$700.00
Grammarly Software		\$720.00
Poll Everywhere Software		\$1,659.00
Network for Good Software		\$2,400.00

Other Direct Costs	\$1,210,783.00 (23.09%)	\$77,806.00	\$1,132,977.00
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Line Item Detail Info.

<i>Description</i>	<i>Admin Amount</i>	<i>Operating Amount</i>
Employment Screening	\$1,800.00	\$20,000.00
Insurance - Bonding	\$606.00	\$1,000.00
Insurance - Property & Liability	\$7,500.00	\$6,500.00
Insurance - Cyberliability	\$850.00	\$1,000.00
Insurance - Board Liability	\$7,500.00	
Training & Technology Assistance (Administration: GMS Conference 5 people @ \$600 = \$3000, National Conferences, NCAF, CAPLAW , Partnerships 5 people @\$500*2 years = \$5000)	\$8,000.00	
Printing	\$3,250.00	\$7,000.00
Memberships	\$24,000.00	\$17,600.00
Subscriptions	\$300.00	
Bank Service Charges	\$10,000.00	
Board Expenses	\$14,000.00	
Volunteer Recognition		\$855.00
Vehicle Repair & Maintenance		\$3,200.00
Vehicle License		\$620.00
Vehicle Gas		\$7,500.00
Community Outreach Expenses		\$10,000.00
Program Supplies		\$44,322.00
Furniture Bank		\$28,800.00
Stipends Build-Up Core (110 participants*\$100/wk*6 Weeks)		\$66,000.00
Client Assistance Build-Up Core (110 participants*\$400)		\$44,000.00

Stipends Build-Up (72 participants \$100/wk*12weeks)	\$86,400.00
Stipends Build-Up Roads (205 participants*\$100*5weeks)	\$102,500.00
Client Assistance Build-Up Roads2Work (205 participants*\$400)	\$82,000.00
Stipends Re-Entry (180 participants*\$100/Wk*2 weeks)	\$36,000.00
Client Assistance - Re-Entry (170 bus passes \$8500, Gas cards 100 \$2500)	\$11,000.00
Stipends Connections (220 Participants*3wks*\$100/wk)	\$66,000.00
Client Assistance Connections (Bus Passes \$8000, Gas Cards \$8000)	\$16,000.00
LinkedIn Training Platform	\$28,000.00
Emergency Assistance Bus Passes	\$4,200.00
Emergency Assistance Client Assistance	\$50,000.00
Emergency Assistance Mortgage Assistance	\$175,000.00
Emergency Assistance Gas Cards	\$2,500.00
Emergency Assistance Car Repairs	\$25,000.00
Clean Clothes Initiative (50 washers @ \$750, 50 dryers @ \$750)	\$75,000.00
Prosperity Now Stipends (100 Participants*\$100/wk*1 week)	\$10,000.00
Side Hustle 101 Stipends (80 participants*\$100/wk*4 weeks)	\$32,000.00
Side Hustle OH Business Reg Filing	\$10,000.00
Side Hustle Student Online Access to Icehouse Entrepreneurship	\$7,920.00
Side Hustle Certifications	\$7,680.00
Off the Block Capital Academic Incentives	\$2,400.00
Off the Block Capital Bus Passes	\$1,560.00

Off the Block Capital IDA		\$3,200.00
Off the Block Capital RiseUP Certification		\$2,750.00
Off the Block Capital Stipends (Academic Performance \$50*32 participants, 32 participants *\$50/wk*6 weeks)		\$11,200.00
Youth Entrepreneurship RiseUp Certifications		\$2,750.00
Youth Entrepreneurship Bus Passes		\$1,560.00
Youth Entrepreneurship State of OH LLC Filing Fee		\$3,960.00
Youth Entrepreneurship Stipends (Academic Performance 40 participants \$50/ participant, 40 participants*\$50/wk*8 weeks)		\$18,000.00
Indirect Costs	\$0.00 (00.00%)	

Roma WorkPlans

Agency Capacity Building

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Community Relations	\$203,887.00	03.89%	--NA--	--NA--

Narrative :

The Community Relations Program supports the agency’s approach to identifying and addressing community needs beyond the county-wide assessment that is conducted every three (3) to five (5) years, and ensuring satisfactory compliance with stakeholders’ expectations. The program components include 1) data collection & analysis, 2) advocacy and linkages, and 3) mobilization. Benefactors of this program are the agency as a whole, as well as its various internal and external stakeholders. Specific benefits include, but are not limited to, providing continuous engagement through various activities. Throughout the grant cycle, the Community Outreach and Engagement and Research and Planning Departments will collect and analyze stakeholder data. The Community Relations Program will position external volunteers who are non –customers to support the data collection process as needed and support other agency advocacy initiatives. The joint department effort will share, and develop messaging across our platforms (Social media, Monthly newsletter, Community events, website). The department will conduct quarterly training sessions for external volunteers. The projection is one (1) training offered every quarter (three in one day) and then deployment for activities with IMPACT Advocates. The department will capture Volunteer activities and hours and report service values. The Community Relations Program will mobilize external Volunteers along with the Civic Action participants to participate in the data collection process through specific engagement activities encompassing Franklin County (i.e., poverty summits, poverty simulations, signature events, annual meetings and other community events). The department will capture Volunteer activities and hours, and report service values. The Community Relations Program is on-going and will be revised and updated as community conditions and/or Community Relations industry standards mandate. All Community Relations Program activities will be executed and monitored quarterly. The Community Relations program originates and is coordinated at IMPACT Community Action’s headquarters; but its reach is throughout Columbus and Franklin County and is operated by IMPACT Community Action’s Community Outreach and Engagement Department, with input provided by, and/or solicited from, the agency’s executive office, various departments, staff, board of directors and other stakeholders.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$25,486	\$25,486	\$25,486	\$25,486	\$25,486	\$25,486	\$25,486	\$25,485

Agency Capacity Building Activities	Provide a narrative for the activities. Please include a timeline for completion if applicable
	Executive Coaching To assist IMPACT's CEO in problem-solving, navigating sensitive community issues, and broaden the agency's reach to influential and high-profile individuals in the community, IMPACT Community Action's CEO has contracted with John Bickley, Professional Executive Coach. Mr. Bickley's services will assist the CEO in maximizing the potential of our workforce, improving skills to manage executive teams more effectively and

✓ Training and Technical Assistance

support leadership to handle increasing stresses within the workplace, as well as establishing a healthier work-life balance, building confidence and visibility Executive coaching sessions include, but are not limited to, 1) scenarios-based decision-making strategies on matters involving personnel, public relations, agency growth, and sustainability, and other critical business matters; 2) strategic networking and connection-building strategies for partnerships, alliances, and collaborations to foster agency growth and prosperity; and 3) strategies to foster and build connections for social enterprise opportunities and other strategic endeavors. IMPACT Community Action utilizes a Leadership Academy training program for all staff. The Leadership Academy prepares staff to excel in their positions, increase skills and provide the highest level of service to our customers. The Leadership Academy will use internal and external resources. It includes 5 levels of training – Onboarding, Staff Training, Emerging Leader Training, Supervisor/Manager Training and Leader Training.

✓ Strategic Planning

IMPACT's current Strategic Plan is being assessed and revised as emerging trends and issues become known. The strategic planning goals will include many different activities beginning with IMPACT Community Action's current strategic plan and operationalizing the goals. There are four (4) primary goals under strategic planning: 1. Pathways to Economic Prosperity 2. Partnerships 3. Policy and Advocacy 4. Positioning the IMPACT Brand. These goals allow IMPACT Community Action to make a distinctive impact on the community until such time as our poverty-fighting programs and services are unnecessary. The focus of the strategic planning goal is to shift from programmatic thinking to building a great organization. Within the four aforementioned goals for strategic planning, IMPACT will implement the following strategies: 1) broadening its workforce development programming to including more career-development opportunities for vocational training and certifications to position workers to achieve and maintain economic prosperity; 2) building partnerships that will further IMPACT's mission, provide access to and leverage with various resource pools (capital, human and material); 3) galvanizing external advocates and grooming internal advocates to address issues concerning root causes, current realities, and reduction strategies for poverty; and 4) continuing to Tell IMPACT's story and fortifying its Brand through data (collection and analysis), development (economic, personnel, and programmatic) and discipline to remain focused on the Strengths, Weaknesses, Opportunities, and Threats, as they relate to the Agency's viability and sustainability.

Currently, IMPACT manages more than 115 contracts, vendors and partnerships. In 2021 the Agency terminated its service agreement with Outlaw Contract Management Software, as it did not meet the agency's needs. The agency will issue an RFP in late 2022 for another contract management software provided. In the interim, and to ensure that we remain in compliance, we are updating our

<p>✓ Other</p>	<p>electronic workflow system to track all contracts and vendors from initiation to execution. Community Engagement: Non-Profit Board Training, which - The Leadership proposes to draft (recruit), develop (train), and deploy former program participants to maximize their potential of becoming leaders in the low-income community including service on one or more of IMPACT's Board Committees, IMPACT's Advisory Board, or IMPACT's Governing Board of Directors.</p>
<p>✓ Data Management & reporting</p>	<p>Centralized Integrated Database System - As a result of an RFP, IMPACT engaged Cap60 to develop and manage data on an agency level. Through Cap60 IMPACT implemented a database to complete intake on all customers and track customer, program and agency outcomes. Unfortunately, Cap60 did not satisfy the Agency's database management needs fully, and another provider, Allita360, was contracted. Outside of any advancements by its current data management providers, IMPACT will issue an RFP in 2022 for a database provider. The initial T&TA request submitted to ODSA will be for the initial installation and training. The cost of the database will be added to other grants as they open for renewal and through corporate funds.</p>
<p>✓ Community Needs Assessment</p>	<p>As part of its ongoing Community Needs Assessment strategy and to build upon its current Comprehensive Community Needs Assessment (that comprises three separate Needs Assessments that span 2018-2021), IMPACT Community Action, will issue in RFP in 2022 to contract with a local research provider to develop an online survey/questionnaire, provide online survey/questionnaire in one or more languages besides English, data collection and data analysis throughout Columbus and Franklin County. The research partner will work with IMPACT to conduct the Community Needs Assessment during the second quarter of 2022 and will issue its findings in the early fourth quarter of 2022.</p>

Civic Engagement and Community

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Civic Action	\$122,122.00	02.33%	--NA--	--NA--

Narrative :

The COVID-19 pandemic has posed unprecedented challenges for IMPACT Community Action. To ensure the safety of our IMPACT staff, we provided additional PPE, because our team was considered essential services and although we didn't have many staff work remotely from home, we had innovative ways via social media and electronic messaging that we sent messages to the community. In this role IMPACT Community Engagement will coordinate with other community, nonprofit, and faith-based organizations, government agencies, schools, and private businesses to serve the most vulnerable in their community specifically in the area of civic engagement training. IMPACT Community Engagement and Civic Engagement Training programs had to adapt to doing more of their tasks and communication electronically. For some programs this included: learning new software programs to help recruit, view, assign, assess, and share electronic documents, creating fillable application forms, hosting meetings or presenting through video trainings. We will continue to adapt to be able to help facilitate the process of civic engagement and nonprofit board training while availing our services to clients who were also learning how to navigate new computer hardware and software. IMPACT will continue to use our website, email notifications, Twitter, Facebook, and Instagram platforms to keep our community safe and informed. We also implemented a call center team to relay important information to clients through their individual phone calls and video call meeting. The Civic Action program develops a community of good troublemakers fighting to solve inequality in Franklin County by informing and inspiring the public, investing in and amplifying the work of community leaders, and advocating for local policy change that affects people living in poverty. We have seen that in order to address issues of inequality in our community, we need solutions built from the ground up, and we believe that finding and supporting community solutions to community problems starts with making sure that everyone can be heard. In Franklin County: where a person lives is still one of the greatest determinants of their social and economic well-being. Overwhelmingly, statistics show that if you are born poor in Franklin County, you will die poor in Franklin County. Recent crises, including the COVID-19 pandemic, didn't create Franklin County's inequality- it exposed it! VoteFC is a year-round effort to inform residents of Franklin County about representation, power, and budgets that affect the wellbeing of our communities. On November 2, 2022, residents will vote for a new mayor, city council, and school board. We know an engaged community is a healthy community! The program will serve individuals ages 17 and older and they must meet all eligibility criteria for IMPACT services.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$15,265	\$15,265	\$15,265	\$15,265	\$15,265	\$15,265	\$15,265	\$15,267

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 6a. The number of Community Action program participants who increased skills, knowledge, and abilities to enable them to work with Community Action to improve	Target Enrollment: 50	Target Enrollment: 50	SRF 6a. Voter Education and Access	50	50
			SRF 6b. Leadership Training	30	30
			SRF 6f. Volunteer		

<p>conditions in the community</p>	<p>Target Achieved: 50</p>	<p>Target Achieved: 50</p>	<p>Training</p>	<p>20</p>	<p>20</p>
<p>FNPI 6a3. Of the above, the number of Community Action program participants who gained other skills, knowledge and abilities to enhance their ability to engage.</p>	<p>Target Enrollment: 50</p>	<p>Target Enrollment: 50</p>	<p>SRF 6a. Voter Education and Access</p>	<p>35</p>	<p>35</p>
	<p>Target Achieved: 50</p>	<p>Target Achieved: 50</p>	<p>SRF 6b. Leadership Training</p>	<p>30</p>	<p>30</p>
			<p>SRF 6f. Volunteer Training</p>	<p>20</p>	<p>20</p>

Civic Engagement and Community

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Non -Profit Board Leadership	\$128,122.00	02.44%	--NA--	--NA--

Narrative :

Participants will learn essential education and training needed to support, develop and hone board governance skills that are critical to the success of nonprofits in the Franklin County region. By ensuring individuals have the tools and insights they need to be effective and impactful board members, both the individual and the organization they serve benefit. Whether you are looking to get involved in a nonprofit board or are already serving on a board and want to enhance your expertise, this training will help you get the most out of nonprofit board service. The session combines information on board governance standards and best practices with first-hand experiences from experts actively serving in the field to create a unique and enriching educational opportunity.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$16,015	\$16,015	\$16,015	\$16,015	\$16,015	\$16,015	\$16,015	\$16,017

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 6a. The number of Community Action program participants who increased skills, knowledge, and abilities to enable them to work with Community Action to improve conditions in the community	Target Enrollment: 50 Target Achieved: 40	Target Enrollment: 50 Target Achieved: 40	SRF 6a. Voter Education and Access	35	35
			SRF 6b. Leadership Training	30	30
			SRF 6c. Tri-partite Board Membership	4	4
FNPI 6a3. Of the above, the number of Community Action program participants who gained other skills, knowledge and abilities to enhance their ability to engage.	Target Enrollment: 50 Target Achieved: 40	Target Enrollment: 50 Target Achieved: 40	SRF 6a. Voter Education and Access	35	35
			SRF 6b. Leadership Training	30	30
			SRF 6c. Tri-partite Board Membership	4	4

Education and Cognitive Development

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Build Up Core	\$290,651.00	05.54%	--NA--	--NA--

Narrative :

According to the 2018-19 Community Needs Assessment, Key Finding #2 listed "lack education and access to resources" as the most identified cause of poverty within the community. Additionally, Key Finding #4 identified "career and vocational training" as a major service gap for residents living within 125% of the Federal Poverty Level (FPL). The Build Up Core program will address these Key Findings by providing an opportunity for income-eligible individuals to participate in educational training that provides the foundational knowledge necessary for a career within the skilled trades. After completing Core, participants will have the opportunity to gain additional training within a chosen vocational training pathway, where participants can learn, practice, cultivate, and strengthen their marketable and transferable employability and technical skills. With the support of Self-Sufficiency Coordinators and industry-specific employers, Build Up Core will offer wrap-around services and educational resources needed to complete the Core training and continue onto additional training or employment in the industry. Participants will learn industry-specific vocational training taught by subject matter experts. The Core training will be provided in-house by both IMPACT staff and contracted instructors, certified to teach the National Center for Construction Education and Research (NCCER) curriculum. The program will serve Franklin County Residents with household incomes at or below 200% of FPL. Interested participants must have a willingness and ability to work within the skilled trades. Interested participants must complete a pre-training readiness evaluation to determine if they are eligible and appropriate for skilled trades training and employment.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$36,331	\$36,331	\$36,331	\$36,331	\$36,331	\$36,331	\$36,331	\$36,334

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 2h. The number of individuals who obtained a recognized credential, certificate, or degree relating to the achievement of educational or vocational skills.	Target Enrollment: 55	Target Enrollment: 55	SRV 2x. Applied Technology Classes	44	44
	Target Achieved: 44	Target Achieved: 44			

Education and Cognitive Development

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Clean Energy Workforce Development	\$0.00	00.00%	Private	\$175,000.00
			Local	\$300,000.00

Narrative :

According to the 2018-19 Community Needs Assessment, Key Finding #2 listed "lack education and access to resources" as the most identified cause of poverty within the community. Additionally, Key Finding #4 identified "career and vocational training" as a major service gap for residents living within 125% of the Federal Poverty Level (FPL). The Clean Energy Workforce Development program will train individuals in clean energy careers including weatherization, electric vehicles, and solar installation.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 2h. The number of individuals who obtained a recognized credential, certificate, or degree relating to the achievement of educational or vocational skills.	Target Enrollment: 20 Target Achieved: 16	Target Enrollment: 20 Target Achieved: 16	SRV 2i. Other Post Secondary Preparation	16	16
			SRV 2j. Other Post Secondary Support	16	16

Education and Cognitive Development

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Women in Linework	\$0.00	00.00%	Private	\$30,000.00

Narrative :

According to the 2018-19 Community Needs Assessment, Key Finding #2 listed "lack education and access to resources" as the most identified cause of poverty within the community. Additionally, Key Finding #4 identified "career and vocational training" as a major service gap for residents living within 125% of the Federal Poverty Level (FPL). "WiL" Women in Linework Partnership between AEP & Central Ohio Community Based Organizations to Attract & Recruit, Train & Retain Talent. The WiL program seeks to attract women who are underrepresented in Electrical Linework at AEP. The women will be involved in a 48-week training program including - basic employments skills, CDL, Job skill training, and mentoring. At the end of the program, the women will be invited to become apprentices at AEP. The target population will be low-income women interested in linework.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 2h. The number of individuals who obtained a recognized credential, certificate, or degree relating to the achievement of educational or vocational skills.	Target Enrollment: 20	Target Enrollment: 20	SRV 2p. Mentoring	20	20
	Target Achieved: 18	Target Achieved: 18	SRV 2i. Other Post Secondary Preparation	20	20

Education and Cognitive Development

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
City of Columbus Build Up	\$0.00	00.00%	Local	\$270,000.00

Narrative :

According to the 2018-19 Community Needs Assessment, Key Finding #2 listed "lack education and access to resources" as the most identified cause of poverty within the community. Additionally, Key Finding #4 identified "career and vocational training" as a major service gap for residents living within 125% of the Federal Poverty Level (FPL). The Build Up Skilled Trades program will address these Key Findings by providing an opportunity for income-eligible individuals to participate in interactive, engaging, hands-on, and clear vocational training in a productive learning environment where participants can learn, practice, cultivate, and strengthen their marketable and transferable employability and technical skills. With the support of Self-Sufficiency Coordinators and industry-specific employers, Build Up Skilled Trades will provide the wrap-around services and educational resources needed to locate, secure and maintain employment within the skilled vocational trades. Build Up Skilled Trades will provide career and vocational training through the use of industry-recognized curriculum taught by subject matter experts within the skilled trades. Additionally, the program will work with Self-Sufficiency Coordinators to provide support through comprehensive case management to address and combat the unique barriers that individuals living in poverty face, in an effort to alleviate any hurdles that may prohibit the individual from completing vocational training and securing and maintaining successful employment. While providing the necessary support to reduce the burden of socioeconomic barriers, the vocational training will provide in-depth knowledge on the expectations and responsibilities of a career within the skilled trades. Providing participants with vocational training will help provide more opportunities for employment and a tangible way to combat poverty within Central Ohio. The program will serve Franklin County Residents with household incomes at or below 200% of FPL. Interested participants must have a willingness and ability to work within the skilled trades. Interested participants must complete a pre-training readiness evaluation to determine if they are eligible and appropriate for skilled trades training and employment. If necessary, participants will be encouraged to complete "Build Up Core" before transitioning into a career pathway within "Build Up Skilled Trades".

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 2h. The number of individuals who obtained a recognized credential, certificate, or degree relating to the achievement of educational or vocational skills.	Target Enrollment: 75	Target Enrollment: 75	SRV 2i. Other Post Secondary Preparation	60	60
	Target Achieved: 60	Target Achieved: 60			

Education and Cognitive Development

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Casey Goodson CDL	\$0.00	00.00%	Local	\$250,000.00

Narrative :

According to the 2018-19 Community Needs Assessment, Key Finding #2 listed "lack education and access to resources" as the most identified cause of poverty within the community. Additionally, Key Finding #4 identified "career and vocational training" as a major service gap for residents living within 125% of the Federal Poverty Level (FPL). In partnership with Franklin County and Capital Transportation, the Casey Goodson program will address these Key Findings by providing an opportunity for income-eligible individuals to participate in educational training that provides the knowledge necessary for a career as a Class A CDL driver. Participants can learn, practice, cultivate and strengthen their marketable and transferable employability and technical skills through training with Capital Transportation Academy. With the support of Self-Sufficiency Coordinators and industry-specific employers, Casey Goodson CDL will offer wrap-around services and educational resources needed to complete the training and continue into employment in the industry that will offer a living wage and economic stability. Through a collaborative partnership with Capital Transportation, participants will train to become Class A CDL drivers through the use of an industry-recognized curriculum taught by subject matter experts within the industry while earning a \$200 training stipend. Additionally, the program will work with Self-Sufficiency Coordinators to provide support through comprehensive case management to address and combat the unique barriers that individuals living in poverty face, in an effort to alleviate any hurdles that may prohibit the individual from completing vocational training and securing and maintaining successful employment. While providing the necessary support to reduce the burden of socioeconomic barriers, the Roads 2 Work training will provide in-depth information on the expectations and responsibilities of a career within the trucking industry. Providing participants with vocational training will help provide more opportunities for employment and a tangible way to combat poverty within Central Ohio. The program will serve Franklin County Residents with household incomes at or below 200% of FPL. Interested participants must have a willingness and ability to work within the industry. Participants will learn industry-specific vocational training taught by subject matter experts. IMPACT Community Action will provide one week of work-readiness "soft skills" training. The Class A CDL training will be provided by certified instructors at Capital Transportation Academy.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 2h. The number of individuals who obtained a recognized credential, certificate, or degree relating to the achievement of educational or vocational skills.	Target Enrollment: 20	Target Enrollment: 0	SRV 2x. Applied Technology Classes	16	0
	Target Achieved: 16	Target Achieved: 0			

Education and Cognitive Development

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Life Skills	\$0.00	00.00%	Local	\$36,000.00

Narrative :

Juveniles Diversion - Youth are educated in areas such as personal mission statements, leadership behavior, and self-reflection just to name a few. Youth are also provided skills and techniques that will assist them in continuing their education or becoming more marketable for future employment, thus decreasing the likelihood of re-incarceration.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 2f. The number of adults who demonstrated improved basic education.	Target Enrollment: 75	Target Enrollment: 75	SRV 2o. Behavior Improvement Programs (attitude, self-esteem, Dress-for-Success, etc.)	60	60
	Target Achieved: 60	Target Achieved: 60	SRV 2p. Mentoring	60	60

Education and Cognitive Development

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
AMP OSY Education	\$0.00	00.00%	<i>Federal</i>	\$2,326,396.00

Narrative :
 The AMP OSY program supports young adults ages 16-24 who are currently disconnected from school. The program consists of career pathway development and entry into a 4E path for Employment, Education, Enlistment, or Entrepreneurship. Participants will work one on one with an AMP Coach and engage in job readiness and occupational skills training to earn in-demand credentials while receiving support with life skills, computer and financial literacy, work experiences, educational support, and access to post-secondary education opportunities.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 2h. The number of individuals who obtained a recognized credential, certificate, or degree relating to the achievement of educational or vocational skills.	Target Enrollment: 100 Target Achieved: 50	Target Enrollment: 100 Target Achieved: 50	SRV 2j. Other Post Secondary Support	50	50
			SRV 2z. Financial Literacy Education	50	50
			SRV 2x. Applied Technology Classes	50	50

Education and Cognitive Development

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
AMP ISY	\$0.00	00.00%	<i>Federal</i>	\$1,597,144.00

Narrative :

The AMP ISY program supports young adults ages 16-18 who are currently enrolled in school. The program supports participants to explore their interests, get hands-on experience, and train for their dream careers. AMP ISY assists participants through educational support, life skills, leadership development, work experiences, in-demand certifications and workforce training, computer and financial literacy, access to post-secondary education opportunities, and one on one support from an AMP Coach. Young adults who are determined eligible will complete a comprehensive needs assessment and create long and short-term education and career goals with their AMP Coach. The young adult will then participate in AMP services and activities designed to assist them with removing barriers and building technical and essential soft skills needed to complete their goals.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 2g. The number of individuals who obtained a high school diploma and/or obtained an equivalency certificate or diploma.	Target Enrollment: 100 Target Achieved: 75	Target Enrollment: 100 Target Achieved: 75	SRV 2i. Other Post Secondary Preparation	50	50
			SRV 2h. College-Readiness Preparation/Support	50	50
			SRV 2t. Basic Education Classes	50	50
FNPI 2h. The number of individuals who obtained a recognized credential, certificate, or degree relating to the achievement of educational or vocational skills.	Target Enrollment: 100 Target Achieved: 50	Target Enrollment: 100 Target Achieved: 50	SRV 2i. Other Post Secondary Preparation	50	50
			SRV 2t. Basic Education Classes	50	50
			SRV 2z. Financial Literacy Education	50	50

Education and Cognitive Development

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Youth Entrepreneurship	\$149,180.00	02.85%	--NA--	--NA--

Narrative :

According to the community needs assessment, programs that are most interval to improving poverty in low resource communities, specifically aim to provide financial training and provide income-generating opportunities. The Youth entrepreneurship program will provide young people, (through Sunny Martins curriculum) with a digestible framework for taking an idea and turning it into a viable and operational business with all the necessary steps included. Nieme Banks will be facilitating the program. The program will take place twice a week on Wednesday & Friday from (4-6 pm). This program will be for all CSBG eligible high school-aged youth (14-18). We will focus on those enrolled in high schools within region three. South High School, Marion-Franklin High School, and Downtown High School will be the schools we primarily focus on.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$18,648	\$18,648	\$18,648	\$18,648	\$18,648	\$18,648	\$18,648	\$18,644

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 2h. The number of individuals who obtained a recognized credential, certificate, or degree relating to the achievement of educational or vocational skills.	Target Enrollment: 20	Target Enrollment: 20	SRV 2l. Before and After School Activities	16	16
	Target Achieved: 16	Target Achieved: 16			

Education and Cognitive Development

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Off the Block Capital	\$141,613.00	02.70%	--NA--	--NA--

Narrative :

According to the community needs assessment, programs that are most interval to improving poverty in low resource communities, specifically aim to provide financial training and provide income-generating opportunities. Investing and attaining assets are critical components to closing the wealth gap and by teaching youth the basic principles of investing in the stock market, they will be better positioned to use their income to generate wealth. This program will be for all CSBG eligible high school-aged youth (14-18). We will focus on those enrolled in high schools within region three. South High School, Marion-Franklin High School, and Downtown High School will be the schools we primarily focus on. Those students who are under the age of 18 will need a parent's approval to open a custodial brokerage account. Over the course of 6-weeks, participants will be guided through a curriculum designed to be an introductory course into the stock market and how to invest. Participants will receive the RiseUp customer service credential. Students will also receive a \$50.00 weekly stipend that will be used to fund their brokerage account as well as a savings account that each will be required to open. Nieme Banks will deliver the services utilizing the First Generation Investors curriculum. Sessions will occur twice a week after school (Tuesday and Thursday from 4-6 pm).

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$17,702	\$17,702	\$17,702	\$17,702	\$17,702	\$17,702	\$17,702	\$17,699

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 2h. The number of individuals who obtained a recognized credential, certificate, or degree relating to the achievement of educational or vocational skills.	Target Enrollment: 16	Target Enrollment: 16	SRV 2l. Before and After School Activities	13	13
	Target Achieved: 13	Target Achieved: 13	SRV 2v. Leadership Training	13	13

Education and Cognitive Development

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Sojourn	\$0.00	00.00%	Local	\$250,000.00
			Private	\$76,000.00

Narrative :

According to the 2018-19 Community Needs Assessment, Key Finding #3 causes and conditions of poverty. "Lack of Education & Resources" and "Lack of Income/Livable Wage Employment" were specific objectives of such programming. Even as companies reopen, the unemployment rate remains in the area of 4.5% overall. IMPACT Community Action's response was the creation of an intensive workforce development training program with a unique focus on addressing the whole person, empowering women with the tools needed to overcome multiple barriers. Eighteen women from across Columbus began the journey of self-discovery, accountability, life-planning, and comprehensive support. The SOJOURN Women's Empowerment Program is a transformative program, resulting in employment, concrete pathways out of poverty, and eliminating barriers to self-sufficiency. According to Columbus, OH data, women are more likely than any other group to attend college or receive an Associate's degree. Despite their educational attainment, women are still the most likely to live in poverty, making up 24% of Columbus' poorest residents. The Coronavirus pandemic has put individuals, especially single female heads of households, at an increased risk of falling deeper into poverty. To lift women out of poverty, public and private entities must join forces and implement solutions that address the myriad ways structural and societal racism uniquely burdens women. We must be intentional about programs and services that alleviate barriers. If not, the present trajectory perpetuates a lifetime of poverty for themselves and their children. The Sojourn Women's Initiative will support up to 25 women towards self-sufficiency by providing a variety of training from soft skills training to financial literacy and career exploration towards selecting a career pathway program. This will allow them to select a training program, receive education, and increase their opportunities of entering a career with a livable wage.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 2h. The number of individuals who obtained a recognized credential, certificate, or degree relating to the achievement of educational or vocational skills.	Target Enrollment: 25 Target Achieved: 20	Target Enrollment: 25 Target Achieved: 20	SRV 2t. Basic Education Classes	20	20
			SRV 2f. Financial Literacy Education	20	20
			SRV 2o. Behavior Improvement Programs (attitude, self-esteem, Dress-for-Success, etc.)	20	20
			SRV 2p. Mentoring	20	20
			SRV 2x. Applied Technology Classes	20	20

Education and Cognitive Development

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Re-Entry	\$360,162.00	06.87%	--NA--	--NA--

Narrative :

The cycle of recidivism has obvious financial consequences. The United States spends \$80 billion a year on incarceration but also points to deeper fractures within a system that over-emphasizes incarceration and does little to support ex-offenders returning to their communities. (In Public Safety with America Military University – 7/11/2018). Recidivism is defined as a return to incarceration in an Ohio prison for conviction of a new criminal offense or a technical violation of the conditions of post-release supervision. The recidivism rate refers to the percent of inmates released in a calendar year who are returned for either of these reasons within three years of the date of their release. Transitional Control releases are not tracked until the end date of their stated term, placement onto post-release control, or date of judicial release. (Ohio Bureau of Research). The purpose of the Re-Entry Program is to support individuals returning from incarceration, assist with reintegration into the Franklin County Community, reduce recidivism, and assist in making them more work-ready in order to gain self-sufficiency. By providing the Participants with needed cognitive reconstruction, conflict resolution, and social skills to reduce recidivism, prepare customers for an employment environment, assist with skills for improved domestic relationships, and further help individuals towards self-sufficiency. The Re-Entry Program at IMPACT Community Action has had an overall 87 percent non- recidivism rate since its existence beginning in 2009. The Re-Entry Program has served 1,245 people through its existence. The Re-Entry Program Facilitators (Dr. Lewis Dodley and Ms. Marion Gamble, who are contracted to provide the services) are able to develop rapport and trust with the Participants usually very quickly. The various cognitive reconstruction activities that are completed such as Mis-Socialization of Men and Women. This activity focuses on how men and women can be "mis-socialized" during their formative years which can cause issues with their behavior and mindset. The hours are 10 am to 12:30 pm Monday through Friday and the program is Two-weeks long. It will be offered each month of the grant cycle (24 classes total). IMPACT staff handles all the administrative tasks for the program (i.e. intake, program forms, and files).

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$45,020	\$45,020	\$45,020	\$45,020	\$45,020	\$45,020	\$45,020	\$45,022

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 2f. The number of adults who demonstrated improved basic education.	Target Enrollment: 160 Target Achieved: 90	Target Enrollment: 160 Target Achieved: 90	SRV 2o. Behavior Improvement Programs (attitude, self-esteem, Dress-for-Success, etc.)	90	90

Education and Cognitive Development

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Connections	\$377,968.00	07.21%	--NA--	--NA--

Narrative :

U.S Department of Health and Human Services - Office of the Administration for Children and Families (published on 8/15/2019) - New research has led policymakers and researchers to argue that some people might not achieve economic independence in part because of difficulty applying the self-regulation skills needed to get, keep, and advance in a job (Pavetti 2018; Cavadel et al. 2017). These self-regulation skills—sometimes referred to as soft skills or executive functioning skills—include the ability to finish tasks, stay organized, and control emotions. Evidence suggests that facing poverty, and the multiple stresses that accompany it, can make it particularly difficult to develop and use self-regulation skills (Mullainathan and Shafir 2013). However, research indicates that interventions can strengthen these important skills (Kautz et al. 2014). Based on the potential link between self-regulation skills and successful employment outcomes for low-income people, some employment programs, including some offered as part of the Temporary Assistance for Needy Families (TANF) program, pair program participants with coaches (Derr et al. 2018; Pavetti 2014; Ruiz De Luzuriaga 2015; Dechausay 2018). The coaches work with participants to set individualized goals and provide motivation, support, and feedback as the participants pursue their goals. The coaches aim to help the participants use and strengthen their self-regulation skills, succeed in the labor market, and move toward economic security. To assess whether coaching can improve employment outcomes for low-income people, the Office of Planning, Research, and Evaluation is currently sponsoring the Evaluation of Employment Coaching for TANF and Related Populations. By providing the Participants with needed employment soft-skills to adequately prepare them for the employment environment. Many of the participants served by the IMPACT Community Action Connections Program have limited employment experience or not at all. The Connections Program focuses on teaching these skills to the participants so they can be better prepared to attain and maintain employment. The Connections Program focuses on having the Participants complete a self-assessment of barriers they may have in gaining employment, creating SMART goals, critical skills evaluation, taking personal responsibility, and accountability. The Participants are prepared to take a Customer Service Certifications test through RiseUp and this is a nationally recognized credential. The Connections Program Facilitators are IMPACT Employees. The hours are 9 am to 12: pm Monday through Friday and the program is three weeks long. The Connections classes are held at IMPACT in the Computer Lab IMPACT staff handle all the administrative tasks for the program (i.e. intake, program forms, and files). The Connections Class First Week will offer a digital literacy class (computer skills learning). The plan for the next two weeks is to utilize Linked In Courses for the Customers to have the most modern employment soft skills training to be prepared to gain and maintain a job.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$47,246	\$47,246	\$47,246	\$47,246	\$47,246	\$47,246	\$47,246	\$47,246

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
	Target Enrollment: 150 Target	Target Enrollment: 150 Target	SRV 2o. Behavior Improvement Programs (attitude, self-esteem, Dress-for-Success, etc.)	110	110

<p>FNPI 2f. The number of adults who demonstrated improved basic education.</p>	<p>Achieved: 110</p>	<p>Achieved: 110</p>	<p>SRV 2t. Basic Education Classes</p>	<p>110</p>	<p>110</p>
<p>FNPI 2h. The number of individuals who obtained a recognized credential, certificate, or degree relating to the achievement of educational or vocational skills.</p>	<p>Target Enrollment: 150 Target Achieved: 110</p>	<p>Target Enrollment: 150 Target Achieved: 110</p>	<p>SRV 2t. Basic Education Classes</p>	<p>110</p>	<p>110</p>

Education and Cognitive Development

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Build Up Skilled Trades	\$327,051.00	06.24%	--NA--	--NA--

Narrative :

According to the 2018-19 Community Needs Assessment, Key Finding #2 listed "lack education and access to resources" as the most identified cause of poverty within the community. Additionally, Key Finding #4 identified "career and vocational training" as a major service gap for residents living within 125% of the Federal Poverty Level (FPL). The Build Up Skilled Trades program will address these Key Findings by providing an opportunity for income-eligible individuals to participate in interactive, engaging, hands-on, and clear vocational training in a productive learning environment where participants can learn, practice, cultivate, and strengthen their marketable and transferable employability and technical skills. With the support of Self-Sufficiency Coordinators and industry-specific employers, Build Up Skilled Trades will provide the wrap-around services and educational resources needed to locate, secure and maintain employment within the skilled vocational trades. Build Up Skilled Trades will provide career and vocational training through the use of industry-recognized curriculum taught by subject matter experts within the skilled trades. Additionally, the program will work with Self-Sufficiency Coordinators to provide support through comprehensive case management to address and combat the unique barriers that individuals living in poverty face, in an effort to alleviate any hurdles that may prohibit the individual from completing vocational training and securing and maintaining successful employment. While providing the necessary support to reduce the burden of socioeconomic barriers, the vocational training will provide in-depth knowledge on the expectations and responsibilities of a career within the skilled trades. Providing participants with vocational training will help provide more opportunities for employment and a tangible way to combat poverty within Central Ohio. Participants will learn industry-specific vocational training taught by subject matter experts. If necessary, participants will be encouraged to complete "Build Up Core", which provides foundational knowledge on safety and the "soft skills" necessary for successful employment within the trades. The training will be provided either in-house by both IMPACT staff and contracted instructors, certified to teach the National Center for Construction Education and Research (NCCER) curriculum. Training may also be provided by subject matter experts from local businesses or community partners. The program will serve Franklin County Residents with household incomes at or below 200% of FPL. Interested participants must have a willingness and ability to work within the skilled trades. Interested participants must complete a pre-training readiness evaluation to determine if they are eligible and appropriate for skilled trades training and employment. If necessary, participants will be encouraged to complete "Build Up Core" before transitioning into a career pathway within "Build Up Skilled Trades".

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$40,881	\$40,881	\$40,881	\$40,881	\$40,881	\$40,881	\$40,881	\$40,884
FNPI		Target Year 1	Target Year 2	Services		Target Year 1	Target Year 2
FNPI 2h. The number of individuals who obtained a recognized credential, certificate, or degree		Target Enrollment: 36	Target Enrollment: 36	SRV 2x. Applied Technology Classes		28	28

relating to the achievement of educational or vocational skills.	Target Achieved: 28	Target Achieved: 28	
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Education and Cognitive Development

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Build Up Roads 2 Work	\$350,792.00	06.69%	Federal	\$1,440,000.00
			Local	\$960,000.00

Narrative :

According to the 2018-19 Community Needs Assessment, Key Finding #2 listed "lack education and access to resources" as the most identified cause of poverty within the community. Additionally, Key Finding #4 identified "career and vocational training" as a major service gap for residents living within 125% of the Federal Poverty Level (FPL). Participants will learn industry-specific vocational training taught by subject matter experts. IMPACT Community Action will provide one week of work-readiness "soft skills" training. In partnership with Franklin County and Capital Transportation, the Roads 2 Work program will address these Key Findings by providing an opportunity for income-eligible individuals to participate in educational training that provides the knowledge necessary for a career as a Class A CDL driver. Participants can learn, practice, cultivate and strengthen their marketable and transferable employability and technical skills through training with Capital Transportation Academy. With the support of Self-Sufficiency Coordinators and industry-specific employers, Roads 2 Work will offer wrap-around services and educational resources needed to complete the training and continue into employment in the industry that will offer a living wage and economic stability. Through a collaborative partnership with Capital Transportation, participants will train to become Class A CDL drivers through the use of an industry-recognized curriculum taught by subject matter experts within the industry while earning a \$200 training stipend. Additionally, the program will work with Self-Sufficiency Coordinators to provide support through comprehensive case management to address and combat the unique barriers that individuals living in poverty face, in an effort to alleviate any hurdles that may prohibit the individual from completing vocational training and securing and maintaining successful employment. While providing the necessary support to reduce the burden of socioeconomic barriers, the Roads 2 Work training will provide in-depth information on the expectations and responsibilities of a career within the trucking industry. Providing participants with vocational training will help provide more opportunities for employment and a tangible way to combat poverty within Central Ohio. The program will serve Franklin County Residents with household incomes at or below 200% of FPL. Interested participants must have a willingness and ability to work within the industry.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$43,849	\$43,849	\$43,849	\$43,849	\$43,849	\$43,849	\$43,849	\$43,849
FNPI		Target Year 1	Target Year 2	Services		Target Year 1	Target Year 2
FNPI 2h. The number of individuals who obtained a recognized credential, certificate, or degree relating to the achievement of educational or vocational skills.		Target Enrollment: 130	Target Enrollment: 100	SRV 2x. Applied Technology Classes		130	100
		Target Achieved: 125	Target Achieved: 95				

Employment

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Build Up Roads 2 Work	\$172,957.00	03.30%	--NA--	--NA--

Narrative :

According to the 2018-19 Community Needs Assessment, Key Finding #2 listed "lack education and access to resources" as the most identified cause of poverty within the community. Additionally, Key Finding #4 identified "career and vocational training" as a major service gap for residents living within 125% of the Federal Poverty Level (FPL). In partnership with Franklin County and Capital Transportation, the Roads 2 Work program will address these Key Findings by providing an opportunity for income-eligible individuals to participate in educational training that provides the knowledge necessary for a career as a Class A CDL driver. Participants can learn, practice, cultivate and strengthen their marketable and transferable employability and technical skills through training with Capital Transportation Academy. With the support of Self-Sufficiency Coordinators and industry-specific employers, Roads 2 Work will offer wrap-around services and educational resources needed to complete the training and continue into employment in the industry that will offer a living wage and economic stability. The program will serve Franklin County Residents with household incomes at or below 200% of FPL. Interested participants must have a willingness and ability to work within the industry. Participants will learn industry-specific vocational training taught by subject matter experts. IMPACT Community Action will provide one week of work-readiness "soft skills" training. The Class A CDL training will be provided by certified instructors at Capital Transportation Academy.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$21,620	\$21,620	\$21,620	\$21,620	\$21,620	\$21,620	\$21,620	\$21,617

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 1b. The number of unemployed adults who obtained employment (up to a living wage).	Target Enrollment: 75 Target Achieved: 68	Target Enrollment: 75 Target Achieved: 75	SRV 1a. Vocational Training	75	75
			SRV 1q. Employment Supplies	75	75
			SRV 1n. Pre-employment physicals, background checks, etc.	75	75
			SRV 1l. Job Referrals	75	75
FNPI 1h. The number of employed participants in a career-advancement related program who entered or transitioned into a position that provided increased income and/or benefits.	Target Enrollment: 55 Target Achieved: 50	Target Enrollment: 35 Target Achieved: 32	SRV 1a. Vocational Training	55	35
			SRV 1q. Employment Supplies	55	35
			SRV 1l. Job Referrals	55	35
			SRV 1n. Pre-employment physicals, background checks, etc.	55	35

FNPI 1h1. Of the above, the number of employed participants who Increased income from employment through wage or salary amount increase.	Target Enrollment:	Target Enrollment:		
	55	35	SRV 1I. Job Referrals	55
	Target Achieved:	Target Achieved:		35
	50	32		

Employment

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Clean Energy Workforce Development Employment	\$0.00	00.00%	<i>Local</i>	\$50,000.00

Narrative :

According to the 2018-19 Community Needs Assessment, Key Finding #2 listed "lack education and access to resources" as the most identified cause of poverty within the community. Additionally, Key Finding #4 identified "career and vocational training" as a major service gap for residents living within 125% of the Federal Poverty Level (FPL). The Clean Energy Workforce Development program will train individuals in clean energy careers including weatherization, electric vehicles and solar installation.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 1b. The number of unemployed adults who obtained employment (up to a living wage).	Target Enrollment: 16	Target Enrollment: 16	SRV 1a. Vocational Training	14	14
	Target Achieved: 14	Target Achieved: 14	SRV 1h. Coaching (Career Counseling)	14	14
			SRV 1i. Job Referrals	14	14

Employment

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Women in Linework - Employment	\$0.00	00.00%	Local	\$50,000.00

Narrative :

According to the 2018-19 Community Needs Assessment, Key Finding #2 listed "lack education and access to resources" as the most identified cause of poverty within the community. Additionally, Key Finding #4 identified "career and vocational training" as a major service gap for residents living within 125% of the Federal Poverty Level (FPL). "WiL" Women in Linework Partnership between AEP & Central Ohio Community Based Organizations to Attract & Recruit, Train & Retain Talent. The WiL program seeks to attract women who are underrepresented in Electrical Linework at AEP. The women will be involved in a 48 week training program including - basic employments skills, CDL, Job skill training and mentoring. At the end of the program, the women will be invited to become apprentices at AEP. The target population will be low income women interested in linework.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 1b. The number of unemployed adults who obtained employment (up to a living wage).	Target Enrollment: 18 Target Achieved: 16	Target Enrollment: 18 Target Achieved: 16	SRV 1a. Vocational Training	16	16
			SRV 1d. Apprenticeship/Internship	16	16
			SRV 1f. Job Readiness Training	16	16
			SRV 1h. Coaching (Career Counseling)	16	16
			SRV 1m. Job Placements	16	16
			SRV 1p. Interactions with employers	16	16
			SRV 1g. Workshops	16	16

Employment

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
City of Columbus Employment	\$0.00	00.00%	Local	\$25,000.00

Narrative :

According to the 2018-19 Community Needs Assessment, Key Finding #2 listed "lack education and access to resources" as the most identified cause of poverty within the community. Additionally, Key Finding #4 identified "career and vocational training" as a major service gap for residents living within 125% of the Federal Poverty Level (FPL). The Build Up Skilled Trades program will address these Key Findings by providing an opportunity for income-eligible individuals to participate in interactive, engaging, hands-on, and clear vocational training in a productive learning environment where participants can learn, practice, cultivate, and strengthen their marketable and transferable employability and technical skills. With the support of Self-Sufficiency Coordinators and industry-specific employers, Build Up Skilled Trades will provide the wrap-around services and educational resources needed to locate, secure and maintain employment within the skilled vocational trades. Build Up Skilled Trades will provide career and vocational training through the use of industry-recognized curriculum taught by subject matter experts within the skilled trades. Additionally, the program will work with Self-Sufficiency Coordinators to provide support through comprehensive case management to address and combat the unique barriers that individuals living in poverty face, in an effort to alleviate any hurdles that may prohibit the individual from completing vocational training and securing and maintaining successful employment. While providing the necessary support to reduce the burden of socioeconomic barriers, the vocational training will provide in-depth knowledge on the expectations and responsibilities of a career within the skilled trades. Providing participants with vocational training will help provide more opportunities for employment and a tangible way to combat poverty within Central Ohio. The program will serve Franklin County Residents with household incomes at or below 200% of FPL. Interested participants must have a willingness and ability to work within the skilled trades. Interested participants must complete a pre-training readiness evaluation to determine if they are eligible and appropriate for skilled trades training and employment. If necessary, participants will be encouraged to complete "Build Up Core" before transitioning into a career pathway within "Build Up Skilled Trades".

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 1b. The number of unemployed adults who obtained employment (up to a living wage).	Target Enrollment: 40 Target Achieved: 32	Target Enrollment: 40 Target Achieved: 32	SRV 1a. Vocational Training	32	32
			SRV 1h. Coaching (Career Counseling)	32	32
			SRV 1i. Job Referrals	32	32
			SRV 1f. Job Readiness Training	32	32
			SRV 1a. Vocational Training	16	16

FNPI 1h1. Of the above, the number of employed participants who Increased income from employment through wage or salary amount increase.	Target Enrollment:	Target Enrollment:	SRV 1f. Job Readiness Training	16	16
	20	20	SRV 1h. Coaching (Career Counseling)	16	16
	Target Achieved:	Target Achieved:	SRV 1i. Job Referrals	16	16
	16	16			

Employment

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Casey Goodson CDL Employment	\$0.00	00.00%	Local	\$50,000.00

Narrative :

According to the 2018-19 Community Needs Assessment, Key Finding #2 listed "lack education and access to resources" as the most identified cause of poverty within the community. Additionally, Key Finding #4 identified "career and vocational training" as a major service gap for residents living within 125% of the Federal Poverty Level (FPL). In partnership with Franklin County and Capital Transportation, the Casey Goodson program will address these Key Findings by providing an opportunity for income-eligible individuals to participate in educational training that provides the knowledge necessary for a career as a Class A CDL driver. Participants can learn, practice, cultivate and strengthen their marketable and transferable employability and technical skills through training with Capital Transportation Academy. With the support of Self-Sufficiency Coordinators and industry-specific employers, Casey Goodson CDL will offer wrap-around services and educational resources needed to complete the training and continue into employment in the industry that will offer a living wage and economic stability. Through a collaborative partnership with Capital Transportation, participants will train to become Class A CDL drivers through the use of an industry-recognized curriculum taught by subject matter experts within the industry while earning a \$200 training stipend. Additionally, the program will work with Self-Sufficiency Coordinators to provide support through comprehensive case management to address and combat the unique barriers that individuals living in poverty face, in an effort to alleviate any hurdles that may prohibit the individual from completing vocational training and securing and maintaining successful employment. While providing the necessary support to reduce the burden of socioeconomic barriers, the Roads 2 Work training will provide in-depth information on the expectations and responsibilities of a career within the trucking industry. Providing participants with vocational training will help provide more opportunities for employment and a tangible way to combat poverty within Central Ohio. The program will serve Franklin County Residents with household incomes at or below 200% of FPL. Interested participants must have a willingness and ability to work within the industry. Participants will learn industry-specific vocational training taught by subject matter experts. IMPACT Community Action will provide one week of work-readiness "soft skills" training. The Class A CDL training will be provided by certified instructors at Capital Transportation Academy.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 1b. The number of unemployed adults who obtained employment (up to a living wage).	Target Enrollment: 16 Target Achieved: 13	Target Enrollment: 0 Target Achieved: 0	SRV 1a. Vocational Training	13	0
			SRV 1f. Job Readiness Training	13	0
			SRV 1h. Coaching (Career Counseling)	13	0
			SRV 1i. Job Referrals	13	0

Employment

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
AMP ISY Employment	\$0.00	00.00%	<i>Federal</i>	\$150,000.00

Narrative :

The program would provide youth ages 16-24 with paid work experience. According to CNN.com, “Learning how to function in a work environment to be responsible, assess situations, accept feedback, identify when to seek assistance, and so on—are best learned through direct experience” (DePillis, August 17, 2018). Providing work experiences for the youth would assist in gaining these new skills and provide a source of income.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 1a. The number of unemployed youth who obtained employment to gain skills or income.	Target Enrollment: 60 Target Achieved: 30	Target Enrollment: 60 Target Achieved: 30	SRV 1a. Vocational Training	30	30
			SRV 1b. On-the-Job and other Work Experience	30	30
			SRV 1c. Youth Summer Work Placements	30	30
			SRV 1f. Job Readiness Training	60	60
			SRV 1g. Workshops	60	60
			SRV 1h. Coaching (Career Counseling)	60	60

Employment

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
AMP OSY Employment	\$0.00	00.00%	<i>Federal</i>	\$150,000.00

Narrative :

The program would provide youth ages 16-24 with paid work experience. According to CNN.com, “Learning how to function in a work environment to be responsible, assess situations, accept feedback, identify when to seek assistance, and so on—are best learned through direct experience” (DePillis, August 17, 2018). Providing work experiences for the youth would assist in gaining these new skills and provide a source of income.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 1a. The number of unemployed youth who obtained employment to gain skills or income.	Target Enrollment: 75 Target Achieved: 40	Target Enrollment: 75 Target Achieved: 40	SRV 1a. Vocational Training	40	40
			SRV 1b. On-the-Job and other Work Experience	40	40
			SRV 1f. Job Readiness Training	75	75
			SRV 1g. Workshops	75	75
			SRV 1h. Coaching (Career Counseling)	75	75
			SRV 1i. Job Referrals	40	40

Employment

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Sojourn Employment	\$0.00	00.00%	Local	\$50,000.00

Narrative :

According to the 2018-19 Community Needs Assessment, Key Finding #3 causes and conditions of poverty. “Lack of Education & Resources” and “Lack of Income/Livable Wage Employment” were specific objectives of such programming. Even as companies reopen, the unemployment rate remains in the area of 4.5% overall. IMPACT Community Action's response was the creation of an intensive workforce development training program with a unique focus on addressing the whole person, empowering women with the tools needed to overcome multiple barriers. Eighteen women from across Columbus began the journey of self-discovery, accountability, life-planning, and comprehensive support. The SOJOURN Women's Empowerment Program is a transformative program, resulting in employment, concrete pathways out of poverty, and eliminating barriers to self-sufficiency. According to Columbus, OH data, women are more likely than any other group to attend college or receive an Associate's degree. Despite their educational attainment, women are still the most likely to live in poverty, making up 24% of Columbus' poorest residents. The Coronavirus pandemic has put individuals, especially single female heads of households, at an increased risk of falling deeper into poverty. To lift women out of poverty, public and private entities must join forces and implement solutions that address the myriad ways structural and societal racism uniquely burdens women. We must be intentional about programs and services that alleviate barriers. If not, the present trajectory perpetuates a lifetime of poverty for themselves and their children. The Sojourn Women's Initiative will support up to 25 women towards self-sufficiency by providing a variety of training from soft skills training to financial literacy and career exploration towards selecting a career pathway program. This will allow them to select a training program, receive education, and increase their opportunities of entering a career with a livable wage.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 1h1. Of the above, the number of employed participants who increased income from employment through wage or salary amount increase.	Target Enrollment: 5	Target Enrollment: 5	SRV 1i. Coaching (Job Search)	3	3
	Target Achieved: 3	Target Achieved: 3			
FNPI 1h3. Of the above, the number of employed participants who increased benefits related to employment.	Target Enrollment: 5	Target Enrollment: 5	SRV 1i. Coaching (Job Search)	3	3
	Target Achieved: 3	Target Achieved: 3			
			SRV 1f. Job Readiness Training	3	3

<p>FNPI 1h. The number of employed participants in a career-advancement related program who entered or transitioned into a position that provided increased income and/or benefits.</p>	<p>Target Enrollment: 5 Target Achieved: 3</p>	<p>Target Enrollment: 5 Target Achieved: 3</p>	<p>SRV 1g. Workshops</p>	<p>3</p>	<p>3</p>
<p>FNPI 1b. The number of unemployed adults who obtained employment (up to a living wage).</p>	<p>Target Enrollment: 15 Target Achieved: 13</p>	<p>Target Enrollment: 15 Target Achieved: 13</p>	<p>SRV 1f. Job Readiness Training</p>	<p>13</p>	<p>13</p>
			<p>SRV 1g. Workshops</p>	<p>13</p>	<p>13</p>
			<p>SRV 1j. Resume Development</p>	<p>13</p>	<p>13</p>
			<p>SRV 1k. Interview Skills Training</p>	<p>13</p>	<p>13</p>
			<p>SRV 1l. Job Referrals</p>	<p>13</p>	<p>13</p>
			<p>SRV 1q. Employment Supplies</p>	<p>13</p>	<p>13</p>
<p>FNPI 1f. The number of unemployed adults who obtained and maintained employment for at least 90 days (with a living wage or higher).</p>	<p>Target Enrollment: 20 Target Achieved: 16</p>	<p>Target Enrollment: 20 Target Achieved: 16</p>	<p>SRV 1o. Coaching (Post employment supports)</p>	<p>16</p>	<p>16</p>

Employment

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Connections	\$307,860.00	05.87%	--NA--	--NA--

Narrative :

U.S Department of Health and Human Services - Office of the Administration for Children and Families (published on 8/15/2019) - New research has led policymakers and researchers to argue that some people might not achieve economic independence in part because of difficulty applying the self-regulation skills needed to get, keep, and advance in a job (Pavetti 2018; Cavadel et al. 2017). These self-regulation skills—sometimes referred to as soft skills or executive functioning skills—include the ability to finish tasks, stay organized, and control emotions. Evidence suggests that facing poverty, and the multiple stresses that accompany it, can make it particularly difficult to develop and use self-regulation skills (Mullainathan and Shafir 2013). However, research indicates that interventions can strengthen these important skills (Kautz et al. 2014). Based on the potential link between self-regulation skills and successful employment outcomes for low-income people, some employment programs, including some offered as part of the Temporary Assistance for Needy Families (TANF) program, pair program participants with coaches (Derr et al. 2018; Pavetti 2014; Ruiz De Luzuriaga 2015; Dechausay 2018). The coaches work with participants to set individualized goals and provide motivation, support, and feedback as the participants pursue their goals. The coaches aim to help the participants use and strengthen their self-regulation skills, succeed in the labor market, and move toward economic security. To assess whether coaching can improve employment outcomes for low-income people, the Office of Planning, Research, and Evaluation is currently sponsoring the Evaluation of Employment Coaching for TANF and Related Populations. The purpose of the Re-Entry Program is to support individuals returning from incarceration, assist with reintegration into the Franklin County Community, reduce recidivism, and assist in making them more work-ready in order to gain self-sufficiency. By providing the Participants with needed employment soft-skills to adequately prepare them for the employment environment. Many of the participants served by the IMPACT Community Action Connections Program have limited employment experience or not at all. The Connections Program focuses on teaching these skills to the participants so they can be better prepared to attain and maintain employment. The Connections Program focuses on having the Participants complete a self-assessment of barriers they may have in gaining employment, creating SMART goals, critical skills evaluation, taking personal responsibility, and accountability. The Participants are prepared to take a Customer Service Certifications test through RiseUp and this is a nationally recognized credential. By providing the Participants with needed employment soft-skills to adequately prepare them for the employment environment. Many of the participants served by the IMPACT Community Action Connections Program have limited employment experience or not at all. The Connections Program focuses on teaching these skills to the participants so they can be better prepared to attain and maintain employment.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$38,483	\$38,483	\$38,483	\$38,483	\$38,483	\$38,483	\$38,483	\$38,479

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 1h. The number of employed participants in a career-advancement related program who	Target Enrollment: 30	Target Enrollment: 30	SRV 1l. Job Referrals	24	24
			SRV 1k. Interview Skills Training	24	24

entered or transitioned into a position that provided increased income and/or benefits.	Target Achieved: 24	Target Achieved: 24	SRV 1j. Resume Development	24	24
FNPI 1b. The number of unemployed adults who obtained employment (up to a living wage).	Target Enrollment: 80 Target Achieved: 64	Target Enrollment: 80 Target Achieved: 64	SRV 1f. Job Readiness Training	24	24
			SRV 1f. Job Readiness Training	64	64
			SRV 1j. Resume Development	64	64
			SRV 1k. Interview Skills Training	64	64
			SRV 1l. Job Referrals	64	64
			SRV 1i. Coaching (Job Search)	64	64

Employment

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Build Up Skilled Trades	\$188,301.00	03.59%	--NA--	--NA--

Narrative :

According to the 2018-19 Community Needs Assessment, Key Finding #2 listed "lack education and access to resources" as the most identified cause of poverty within the community. Additionally, Key Finding #4 identified "career and vocational training" as a major service gap for residents living within 125% of the Federal Poverty Level (FPL). The Build Up Skilled Trades program will address these Key Findings by providing an opportunity for income-eligible individuals to participate in interactive, engaging, hands-on, and clear vocational training in a productive learning environment where participants can learn, practice, cultivate, and strengthen their marketable and transferable employability and technical skills. With the support of Self-Sufficiency Coordinators and industry-specific employers, Build Up Skilled Trades will provide the wrap-around services and educational resources needed to locate, secure and maintain employment within the skilled vocational trades. Build Up Skilled Trades will provide career and vocational training through the use of industry-recognized curriculum taught by subject matter experts within the skilled trades. Additionally, the program will work with Self-Sufficiency Coordinators to provide support through comprehensive case management to address and combat the unique barriers that individuals living in poverty face, in an effort to alleviate any hurdles that may prohibit the individual from completing vocational training and securing and maintaining successful employment. While providing the necessary support to reduce the burden of socioeconomic barriers, the vocational training will provide in-depth knowledge on the expectations and responsibilities of a career within the skilled trades. Providing participants with vocational training will help provide more opportunities for employment and a tangible way to combat poverty within Central Ohio. The program will serve Franklin County Residents with household incomes at or below 200% of FPL. Interested participants must have a willingness and ability to work within the skilled trades. Interested participants must complete a pre-training readiness evaluation to determine if they are eligible and appropriate for skilled trades training and employment. If necessary, participants will be encouraged to complete "Build Up Core" before transitioning into a career pathway within "Build Up Skilled Trades". Participants will learn industry-specific vocational training taught by subject matter experts. If necessary, participants will be encouraged to complete "Build Up Core", which provides foundational knowledge on safety and the "soft skills" necessary for successful employment within the trades. The training will be provided either in-house by both IMPACT staff and contracted instructors, certified to teach the National Center for Construction Education and Research (NCCER) curriculum. Training may also be provided by subject matter experts from local businesses or community partners.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$23,538	\$23,538	\$23,538	\$23,538	\$23,538	\$23,538	\$23,538	\$23,535
FNPI		Target Year 1	Target Year 2	Services		Target Year 1	Target Year 2
FNPI 1b. The number of unemployed adults who		Target Enrollment: 28	Target Enrollment: 28	SRV 1a. Vocational Training		22	22
				SRV 1b. On-the-Job and other Work Experience		22	22

obtained employment (up to a living wage).	Target Achieved: 22	Target Achieved: 22	SRV 1i. Job Referrals	22	22
			SRV 1i. Coaching (Job Search)	22	22

Health and Social/Behavioral Development

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Life Coaching	\$95,825.00	01.83%	--NA--	--NA--

Narrative :

IMPACT currently assists low-income families in need of household crisis stabilization by providing emergency rent and mortgage assistance to prevent homelessness or maintain stable housing. However, providing one-time assistance is no longer adequate to address the underlying causes of their situation and additional assistance to become self-sufficient is necessary. Through this program, individuals receiving rent or mortgage assistance would be enrolled in life coaching to address additional barriers to home stabilization and receive supportive and wrap-around services to reduce or remove those barriers. The following service and program offerings align with IMPACT’s Mission in the following way: With the improved agency integration and collaboration, we will be able to determine poverty reduction in Franklin County. Also, providing real opportunities to self-sufficiency such as life coaching, beginning in emergency assistance begins to help customers with focusing their mindset towards a positive future and opportunities without feeling that they are being treated as a “case”, but staff supporting their goals and aspirations. Service and Program Offerings align with Franklin County’s Rise Together Blue Print to Reduce Poverty (Stabilize Housing for Families – Housing Focus).

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$11,978	\$11,978	\$11,978	\$11,978	\$11,978	\$11,978	\$11,978	\$11,979
FNPI		Target Year 1	Target Year 2	Services		Target Year 1	Target Year 2
FNPI 5c. The number of individuals who demonstrated improved mental and behavioral health and well-being.		Target Enrollment: 105	Target Enrollment: 105	SRV 5k. Coaching Sessions		105	105
		Target Achieved: 90	Target Achieved: 90				

Housing

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Clean Clothes Initiative	\$183,191.00	03.49%	--NA--	--NA--

Narrative :

The program will provide energy-efficient appliances (Washer/Dryer units) to a resident of Franklin County. Larry Hawkins -Baseload Inspection (Will schedule a walk-thru of residence. Take pictures of the address and area where the washer/dryer will be stored and measure both the entry door and the space where units will be placed in the residence. Lowe's -Delivery. Ohioans with a household income at or below 125% of the federal poverty guidelines are eligible for the program.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$22,899	\$22,899	\$22,899	\$22,899	\$22,899	\$22,899	\$22,899	\$22,898

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 4h. The number of households with improved energy efficiency and/or energy burden reduction in their homes.	Target Enrollment: 25 Target Achieved: 25	Target Enrollment: 25 Target Achieved: 25	SRV 4t. Energy Efficiency Improvements (e.g. insulation, air sealing, furnace repair, etc.)	25	25

Housing

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Rental Assistance (FEMA)	\$0.00	00.00%	<i>Federal</i>	\$50,000.00

Narrative :

Rental Assistance to Low-income residents of Franklin County to prevent eviction and homelessness.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 4e. The number of households who avoided eviction.	Target Enrollment: 55 Target Achieved: 50	Target Enrollment: 65 Target Achieved: 60	SRV 4c. Rent Payments (includes Emergency Rent Payments)	50	60

Housing

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Utility Assistance Program (OHFA)	\$0.00	00.00%	<i>Federal</i>	\$650,000.00

Narrative :

The Utility Assistance Program will help homeowners pay utility arrears.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 4f. The number of households who avoided foreclosure.	Target Enrollment: 500	Target Enrollment: 0	SRV 4k. Utility Arrears Payments	500	0
	Target Achieved: 500	Target Achieved: 0			

Housing

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
CAA HRG	\$0.00	00.00%	<i>Federal</i>	\$48,000,000.00

Narrative :

The CAA-HRG program will provide emergency rent and utility arrears payments to families affected by COVID. Families can also receive future rent payments.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 4e. The number of households who avoided eviction.	Target Enrollment: 11,220	Target Enrollment: 11,220	SRV 4c. Rent Payments (includes Emergency Rent Payments)	6220	6220
	Target Achieved: 11,220	Target Achieved: 11,220	SRV 4k. Utility Arrears Payments	5000	5000

Housing

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
LiHWAP	\$0.00	00.00%	<i>Federal</i>	\$2,373,198.00

Narrative :

The LiHWAP program provides drinking water and wastewater assistance for families affected by COVID.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 4z. Other Housing Indicators (provide narrative). <i>Narrative: Water assistance</i>	Target Enrollment: 1,200	Target Enrollment: 1,200	SRV 4k. Utility Arrears Payments	1200	1200
	Target Achieved: 1,200	Target Achieved: 1,200			

Housing

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Home Weatherization Program (HWAP)	\$0.00	00.00%	<i>Federal</i>	\$5,175,796.00

Narrative :

Ohio's HWAP is one of the highest-performing low-income weatherization programs in the nation. Not only has it reduced energy consumption and corresponding bills, but it has also had an effect on payment behavior, health and safety issues, environmental impacts, and the Ohio economy.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 4h. The number of households with improved energy efficiency and/or energy burden reduction in their homes.	Target Enrollment: 150 Target Achieved: 150	Target Enrollment: 150 Target Achieved: 150	SRV 4t. Energy Efficiency Improvements (e.g. insulation, air sealing, furnace repair, etc.)	150	150

Housing

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Warm Choice	\$0.00	00.00%	Private	\$200,000.00

Narrative :

Columbus Gas Funded Program to support HWAP with Energy Efficiency improvements, air sealing, furnace repair, etc.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 4h. The number of households with improved energy efficiency and/or energy burden reduction in their homes.	Target Enrollment: 50	Target Enrollment: 50	SRV 4t. Energy Efficiency Improvements (e.g. insulation, air sealing, furnace repair, etc.)	50	50
	Target Achieved: 50	Target Achieved: 50	SRV 4q. Home Repairs (e.g. structural, appliance, heating systems. etc.) (Including Emergency Home Repairs)	50	50

Housing

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Clean Clothes Initiative - City funding	\$0.00	00.00%	Local	\$150,000.00

Narrative :

The Home Weatherization Assistance Program (HWAP) provides eligible Ohioans with assistance to improve the energy efficiency of their homes and reduce their energy costs by providing energy-efficient washers and dryers. Provide Franklin County residents whose household income is at or below 125% percent of the federal poverty guidelines are eligible for the program. The program will provide energy-efficient appliances (Washer/Dryer units) to a resident of Franklin County. Larry Hawkins -Baseload Inspection (Will schedule a walk-thru of residence. Take pictures of the address and area where the washer/dryer will be stored and measure both the entry door and the space where units will be placed in the residence. Lowe's -Delivery. Ohioans with a household income at or below 125% of the federal poverty guidelines are eligible for the program.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 4h. The number of households with improved energy efficiency and/or energy burden reduction in their homes.	Target Enrollment: 50 Target Achieved: 50	Target Enrollment: 50 Target Achieved: 50	SRV 4t. Energy Efficiency Improvements (e.g. insulation, air sealing, furnace repair, etc.)	50	50

Housing

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
HEAP/PIPP	\$0.00	00.00%	<i>Federal</i>	\$4,394,772.00

Narrative :

The Home Energy Assistance Program (HEAP) is a federally funded program that provides eligible families assistance with their gas and/or electric bills. This one-time benefit is applied directly to the customer's utility bill or bulk fuel bill. The Winter/Summer Crisis Program helps families with service restoration, transfer of services, or termination prevention to ensure that families are stable during the winter and summer months. This program also helps families with furnace repair during the winter crisis program season, air condition repair, and cooling equipment during the summer crisis season. According to the 2021 IMPACT Needs Assessment, Stable Affordable Housing, Resource Coordination, and Case Management Assistance were key findings that the community stated they need in order to be self-sufficient. The Emergency Assistance department assessed what their role was in helping families on their road to self-sufficiency. It has been identified that our role to help families is through home stabilization.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 4c. The number of households who maintained safe and affordable housing for 90 days.	Target Enrollment: 26,000 Target Achieved: 25,000	Target Enrollment: 26,000 Target Achieved: 25,000	SRV 4i. Utility Payments (LIHEAP-includes Emergency Utility Payments)	26000	26000

Housing

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Emergency Rental/Mortgage Assistance	\$776,964.00	14.82%	Private	\$1,019,000.00

Narrative :

IMPACT currently assists low-income families in need of household crisis stabilization by providing emergency rent and mortgage assistance to prevent homelessness or maintain stable housing. However, providing one-time assistance is no longer adequate to address the underlying causes of their situation and additional assistance to become self-sufficient is necessary. Through this program, individuals receiving rent or mortgage assistance would be enrolled in life coaching to address additional barriers to home stabilization and receive supportive and wrap-around services to reduce or remove those barriers. IMPACT currently assists low-income families in need of household crisis stabilization by providing emergency rent and mortgage assistance to prevent homelessness or maintain stable housing. According to the 2021 IMPACT Needs Assessment, Stable Affordable Housing, Resource Coordination, and Case Management Assistance were key findings that the community stated they need in order to be self-sufficient. The Emergency Assistance department assessed what their role was in helping families on their road to self-sufficiency. It has been identified that our role to help families is through home stabilization. The service offerings for 2022 will focus on home stabilization and will be measured in a number of ways.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$97,121	\$97,121	\$97,121	\$97,121	\$97,121	\$97,121	\$97,121	\$97,117

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 4e. The number of households who avoided eviction.	Target Enrollment: 20 Target Achieved: 20	Target Enrollment: 75 Target Achieved: 75	SRV 4c. Rent Payments (includes Emergency Rent Payments)	20	75
FNPI 4f. The number of households who avoided foreclosure.	Target Enrollment: 5 Target Achieved: 4	Target Enrollment: 5 Target Achieved: 4	SRV 4e. Mortgage Payments (includes Emergency Mortgage Payments)	5	5

Housing

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Housing Navigation Stability	\$0.00	00.00%	Local	\$725,000.00

Narrative :

Through various community needs assessments and county-wide surveys, Franklin County residents have voiced their need for greater housing stability support, coupled with a focus on comprehensive case management. The Housing Navigation Department stands to answer that call by connecting families in Columbus City School District's Region 3 to affordable and available housing and rental opportunities throughout Franklin County. By meeting our deliverables, we hope to build a department robust enough to support the entire housing insecure population in Greater Columbus. The Housing Navigation Department was created with the intention of providing housing stability support for our most vulnerable residents; those support(s) include Connecting families that identify as homeless or housing insecure with affordable and available housing. Providing rental and utility support for eligible families. Providing mediation for correspondence between landlords and tenants. Providing life-coaching direction and support to participating families. Educating families on how to build a robust tenant and home-owner profile. Housing Navigation Specialists will be connecting with CCSD social workers and family ambassadors to satisfy referrals for families that are homeless or housing insecure. Specialists will conduct 1:1 sessions with the family to not only identify available housing but also to complete goal-setting plans, get connected to additional programs, take courses/certifications sponsored by IMPACT, etc. Our program will be targeting Columbus City School District families that reside in zip codes: 43204, 43205, 43206, 43207, 43211, and 43219. Primarily focusing on Region 3 students (East, Marion-Franklin, and South High Schools) and families that identify as homeless or housing insecure. These families will be at 125% of the FPL (TANF-eligible); all household sizes welcome; no age or gender-specific requirements.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 4b. The number of households who obtained safe and affordable housing.	Target Enrollment: 50 Target Achieved: 50	Target Enrollment: 0 Target Achieved: 0	SRV 4c. Rent Payments (includes Emergency Rent Payments)	50	0
			SRV 4g. Landlord/Tenant Mediations	50	0
			SRV 4p. Rental Counseling	50	0
			SRV 4z. Other, Describe Narrative: Coaching Sessions	50	0
FNPI 4c. The number of households who	Target Enrollment: 50	Target Enrollment: 0	SRV 4b. Financial Coaching/Counseling	50	0

maintained safe and affordable housing for 90 days.	Target Achieved: 50	Target Achieved: 0	SRV 4h. Landlord/Tenant Rights Education	50	0
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Income and Asset Building Services

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Prosperity Now	\$153,999.00	02.94%	--NA--	--NA--

Narrative :

This program addresses the identified need for programs that lead to improved financial capability. The 2018-19 Community Needs Assessment identifies this need, and it clearly supports Goal #1 of the National goals for Community action Agencies (Low-income people become more self-sufficient). With the unprecedented levels of financial hardship that were seen during the recent COVID-19 pandemic, it is imperative that our participants develop healthy financial habits for earning, spending, saving, and investing in order to weather financial storms like this one. American consumers are increasingly reliant upon savings after losing their jobs. If even fiscally responsible citizens with livable wage jobs and healthy savings habits have become vulnerable, how much so the person living near or below the Federal Poverty Line? By teaching participants the basics of financial management and introducing them to the concepts of “Prosperity Consciousness” and the “Entrepreneurial Mindset”, we help them to develop new skills and a stronger sense of personal autonomy of their economic condition. This program works with new customers, as well as provides “alumni services” for past workforce development program participants who wish to improve their financial condition. Income-eligible participants will engage in one-week training programs to learn the basics of personal finance, debt management, and how to use credit wisely. They will also be introduced to methods of increasing financial capacity and options for earning supplemental income. The program will serve Franklin County Residents with household incomes at or below 125% of FPL who have completed at least 12 hours of basic Financial Literacy training and one hour of Individual Financial Coaching.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$19,250	\$19,250	\$19,250	\$19,250	\$19,250	\$19,250	\$19,250	\$19,249

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 3h. The number of individuals engaged with the Community Action Agency who report improved financial well-being.	Target Enrollment: 75	Target Enrollment: 75	SRV 3a. Financial Capability Skills Training	50	50
	Target Achieved: 50	Target Achieved: 50	SRV 3c. Financial Management Programs (including budgeting, credit management, credit repair, credit counseling, etc.)	50	50

Income and Asset Building Services

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Off the Block Capital	\$126,110.00	02.41%	--NA--	--NA--

Narrative :

According to the community needs assessment, programs that are most interval to improving poverty in low resource communities, specifically aim to provide financial training and provide income-generating opportunities. Investing and attaining assets is a critical component to closing the wealth gap and by teaching youth the basic principles of investing in the stock market, they will be better positioned to use their income to generate wealth. Over the course of 6-weeks, participants will be guided through a curriculum designed to be an introductory course into the stock market and how to invest. Participants will receive the RiseUp customer service credential. Students will also receive a \$50.00 weekly stipend that will be used to fund their brokerage account as well as a savings account that each will be required to open. Nieme Banks will deliver the services utilizing the First Generation Investors curriculum. Sessions will occur twice a week after school (Tuesday and Thursday from 4-6 pm). This program will be for all CSBG eligible high school-aged youth (14-18). We will focus on those enrolled in high schools within region three. South High School, Marion-Franklin High School, and Downtown High School will be the schools we primarily focus on. Those students who are under the age of 18 will need a parent's approval to open a custodial brokerage account.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$15,764	\$15,764	\$15,764	\$15,764	\$15,764	\$15,764	\$15,764	\$15,762
FNPI		Target Year 1	Target Year 2	Services		Target Year 1	Target Year 2
FNPI 3c. The number of individuals who opened a savings account or IDA.		Target Enrollment: 16 Target Achieved: 13	Target Enrollment: 16 Target Achieved: 13	SRV 3m. Saving Accounts/IDAs and other asset building accounts		13	13

Income and Asset Building Services

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Smart Tax Prep	\$144,953.00	02.76%	--NA--	--NA--

Narrative :

Among the “Programs Most Needed to Improve Poverty” described in Key finding #3 of the 2018-19 Community Needs Assessment, those that led to “More Income” were cited as essential. An article in May of 2020 government (<https://www.mdrc.org/publication/expanding-earned-income-tax-credit-response-covid-19-crisis>) described a new tax initiative co-authored by Ohio Senator Sherrod Brown to double the Earned Income Credit to help such individuals. This would not only help those workers but encourage more people to file their income taxes promptly. This, in turn, creates a greater demand for affordable (or free) tax-preparation services around the country. Offering free income tax preparation offers participants a chance to boost their spending power. They do this by maximizing their refund and taking maximum advantage of the Earned Income Tax Credit and the Child Tax Credit without paying exorbitant fees. Filing taxes online is instrumental in receiving timely assistance from the government, as many discovered when trying to collect the recent stimulus payments offered by the federal government. Timely filing of taxes in an electronic format is now essential to the financial well-being of many US citizens. Adding staff capacity decreases our reliance on volunteers, stabilizes our levels of proficiency, and improves our capacity to serve clients year-round. Income-eligible participants will have state and federal income tax returns prepared by IRS-certified preparers. Using a combination of Impact staff and local volunteers, returns will be prepared and submitted electronically to the Internal Revenue Service and applicable state departments of taxation.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$18,119	\$18,119	\$18,119	\$18,119	\$18,119	\$18,119	\$18,119	\$18,120

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 3z. Other Income and Asset Building Indicators (provide narrative) <i>Narrative: Tax Preparations</i>	Target Enrollment: 520 Target Achieved: 500	Target Enrollment: 520 Target Achieved: 500	SRV 3z. Other, Describe Narrative: VITA, EITC, or other tax preparation programs.	500	500

Income and Asset Building Services

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Side Hustle 101	\$201,599.00	03.84%	--NA--	--NA--

Narrative :

According to the 2018-19 Community Needs Assessment, Key Finding #3 stressed the need for Programs to Improve Poverty. “Financial Training”, and “More Income” were specific objectives of such programming. Even as companies reopen, the unemployment rate remains in the area of 4.5% overall. For residents living within 125% of the Federal Poverty Level (FPL), the percentage could be much higher. People in that population group need economic solutions fast. Conventional business startups are risky, time-consuming, and heavily reliant on capitalization and a strong market. Intensive training and wrap-around services that promote the opportunity to generate supplemental income in a very short time, using existing skills and resources, can address this need. Side Hustle 101 offers participants an opportunity to develop one or more supplemental income streams without the risk of quitting their job. Using a proven curriculum from the Entrepreneurial Learning Initiative, and specific milestones from the Side Hustle 27-Day Task Tracker, participants can complete all the steps to plan, launch, and register an LLC in 6-8 weeks. In light of the recent economic shutdown caused by the COVID-19 Pandemic, the ability to generate income without reliance on an employer or the government is more crucial than ever. Providing participants with such training and ensuring they have the means to get there is essential. Participants will learn and practice key elements of the entrepreneurial mindset, culminating in the completion of a Discovery Canvas that identifies the "problem" or market need that their enterprise will address, and an abbreviated business plan that lays out their strategy for doing so. Each participant will obtain an Employer Identification Number (EIN) from the Internal Revenue Service (IRS) and register their Limited Liability Company (LLC) with the State of Ohio. The program will serve Franklin County Residents with household incomes at or below 125% of FPL who have completed at least 12 hours of basic Financial Literacy training and one hour of Individual Financial Coaching.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$25,200	\$25,200	\$25,200	\$25,200	\$25,200	\$25,200	\$25,200	\$25,199

FNPI	Target Year 1	Target Year 2	Services	Target Year 1	Target Year 2
FNPI 3g. The number of individuals who increased their net worth.	Target Enrollment: 55 Target Achieved: 40	Target Enrollment: 55 Target Achieved: 40	SRV 3a. Financial Capability Skills Training	40	40
			SRV 3b. Financial Coaching/Counseling	40	40
			SRV 3f. Small Business Start-Up and Development Counseling Sessions/Classes	40	40

Linkages (partnerships that support multiple domains)

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
IMPACT Linkages	\$0.00	00.00%	--NA--	--NA--

Describe how your agency plans to develop linkages to fill identified gaps in the services, through the provision of information, referrals, case management, and follow-up consultations, according to the assurance under Section 676(b)(3)(B) of the CSBG Act :

Any associated cost from Linkages is reflected through activities outlined in the Community Relations Workplan. IMPACT maintains a variety of community-based partnerships to fill the gaps in programs and services. Breathing Association On-Site Access to the Mobile Medical Unit for health-related issues The Charitable Pharmacy of Central Ohio Referrals for no-cost medication assistance for income-eligible residents Lighthouse Counseling Referrals for ATOD counseling Dress for Success Referrals for work-related clothing for participants in one of the work development programs Center for Healthy Families Mutual referrals to coordinate services for pregnant and parenting teens Legal Aid Society of Columbus Referral received for families in need of Rental Assistance Fifth-Third Bank Provision of financial benefits sessions and facilitation of sessions assisting low-income residents in opening and maintaining savings accounts.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

Services Supporting Multiple Domains

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Emergency Assistance (SSMD)	\$327,626.00	06.25%	--NA--	--NA--

Narrative :

IMPACT currently assists low-income families in need of household crisis stabilization by providing emergency services such as Utility Assistance, Expungement, Transportation, Furniture Bank, and Bereavement. Some families rely on public transportation as their main source, while some of our families resort to public transportation due to a vehicle in need of repair, which they then face with possible job loss. No income turns into a home crisis. This year, the emergency assistance department will be piloting a transportation repair program in which the customer will have to demonstrate an emergency need for repair assistance and pay a co-pay of \$50.00 towards the cost of the repairs. Customers must obtain at least 2 quotes from licensed, certified repair companies or work with agency-approved repair partners. The following service and program offerings align with IMPACT's Mission in the following way: With the improved agency integration and collaboration, we will be able to determine poverty reduction in Franklin County. Also, providing real opportunities to self-sufficiency such as transportation assistance, criminal expungement, providing furniture assistance. Beginning in emergency assistance begins to help customers with focusing their mindset towards a positive future and opportunities without feeling that they are being treated as a "case", but staff supporting their goals and aspirations. Service and Program Offerings align with Franklin County's Rise Together Blue Print to Reduce Poverty (Stabilize Housing for Families – Housing Focus).

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$40,953	\$40,953	\$40,953	\$40,953	\$40,953	\$40,953	\$40,953	\$40,955

Services Supporting Multiple Domains

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Empowerment Services - SSMD	\$112,622.00	02.15%	--NA--	--NA--

Narrative :

According to the 2018 IMPACT Needs Assessment, Resource Coordination, and Case Management Assistance were key findings that the community stated they need in order to be self-sufficient. The Empowerment Services department has developed a strategy in helping individuals achieve self-sufficiency. IMPACT has adopted a new strategy for providing comprehensive case management through life coaching. A team of individuals has been certified to provide ongoing life coaching to get individuals from crisis to stability while enrolled in our programs. The service offerings for 2022-2023 will focus on crisis stabilization and will be measured in a number of ways which is outlined in the narrative. The other services category will be used to address any unforeseen non-traditional requests made of the participants in an effort to maintain employment at or above livable wages. These supportive dollars will be accessible when and If participants gain employment and requests assistance to address needs associated with maintaining employment on a case by case basis. These needs include but are not limited to access to work clothing, temporary childcare subsidy, need to obtain a birth certificate and/or employment-based identification, licenses reinstatement, etc. The following service and program offerings align with ROMA NextGen in the following way: Providing programs and services that focused on stable housing (Career Services and Vocational Training, Coaching, Access to Certifications, Supportive Services, and Life Coaching). The following service and program offerings align with IMPACT's Mission in the following way: - With the improved agency integration and collaboration, we will be able to determine poverty reduction in Franklin County. In addition, will provide real opportunities for self-sufficiency such as life coaching, and barrier removal to help customers with focusing on setting goals that will shape their future success. Misc. Supportive Services (Other) The miscellaneous services category will be used to address any unforeseen non-traditional requests made of the participants in an effort to maintain employment at or above livable wages. These supportive dollars will be accessible when and If participants gain employment and requests assistance to address needs associated with maintaining employment. These needs include but are not limited to access to work clothing, temporary childcare subsidy, need to obtain a birth certificate and/or employment-based identification, licenses reinstatement, etc.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$14,078	\$14,078	\$14,078	\$14,078	\$14,078	\$14,078	\$14,078	\$14,076

Services Supporting Multiple Domains

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Peer Support	\$0.00	00.00%	--NA--	--NA--

Narrative :

Peer support services will be provided through external resources in partnership with the Franklin County Commissioners and SAMHSA Mediation Services. The goal is to provide comprehensive case management to 25 women over a year's period of time who have previously and/or are currently involved in the justice system and/or are in need of Alcohol and Drug (AOD) support services to combat the opioid crisis.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

Services Supporting Multiple Domains

Program Name	CSBG Amount	CSBG Percent	Additional Funding Sources	Additional Funding Sources Amount
Otto Beatty Boutique	\$0.00	00.00%	Local	\$195,000.00

Narrative :

According to the 2018-19 Community Needs Assessment, Key Finding #2 listed "lack education and access to resources" as the most identified cause of poverty within the community. Additionally, Key Finding #4 identified "career and vocational training" as a major service gap for residents living within 125% of the Federal Poverty Level (FPL). The Otto Beatty Boutique will provide interview clothing/professional attire to men and women who participate in IMPACT's Workforce Development programs. Customers will have access to at least 2 professional outfits, grooming services and toiletry items needs to be successful in the work force.

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

Roma WorkPlans Domain Summaries

Domain Name: Education and Cognitive Development				<i>(DOMAIN SUMMARY)</i>	
CSBG Amount	CSBG Percent	Additional Funding Sources		Additional Funding Sources \$	
\$1,997,417.00	38.09%	Federal		5363540.00	
		Local		2066000.00	
		Private		281000.00	
FNPI		Unduplicated Target Goal Enrollment Year 1	Unduplicated Target Achieving the Goal Year 1	Unduplicated Target Goal Enrollment Year 2	Unduplicated Target Achieving the Goal Year 2
FNPI 2g. The number of individuals who obtained a high school diploma and/or obtained an equivalency certificate or diploma.		100	75	100	75
FNPI 2f. The number of adults who demonstrated improved basic education.		385	260	385	260
FNPI 2h. The number of individuals who obtained a recognized credential, certificate, or degree relating to the achievement of educational or vocational skills.		767	566	717	520
Services		Unduplicated Total Target Year 1		Unduplicated Total Target Year 2	
SRV 2h. College-Readiness Preparation/Support		50		50	
SRV 2i. Other Post Secondary Preparation		196		196	
SRV 2j. Other Post Secondary Support		66		66	
SRV 2z. Financial Literacy Education		100		100	
SRV 2x. Applied Technology Classes		288		242	
SRV 2p. Mentoring		100		100	
SRV 2f. Financial Literacy Education		20		20	
SRV 2v. Leadership Training		13		13	
SRV 2l. Before and After School Activities		29		29	
SRV 2t. Basic Education Classes		340		340	
SRV 2o. Behavior Improvement Programs (attitude, self-esteem, Dress-for-Success, etc.)		280		280	

Domain Name: Civic Engagement and Community				<i>(DOMAIN SUMMARY)</i>	
CSBG Amount	CSBG Percent	Additional Funding Sources		Additional Funding Sources \$	
\$250,244.00	04.77%				
FNPI		Unduplicated Target Goal Enrollment Year 1	Unduplicated Target Achieving the Goal Year 1	Unduplicated Target Goal Enrollment Year 2	Unduplicated Target Achieving the Goal Year 2
FNPI 6a3. Of the above, the number of Community Action program participants who gained other skills, knowledge and abilities to enhance their ability to engage.		100	90	100	90
FNPI 6a. The number of Community Action program participants who increased skills, knowledge, and abilities to enable them to work with Community Action to improve conditions in the community		100	90	100	90
Services		Unduplicated Total Target Year 1		Unduplicated Total Target Year 2	
SRF 6f. Volunteer Training		40		40	
SRF 6b. Leadership Training		120		120	
SRF 6a. Voter Education and Access		155		155	
SRF 6c. Tri-partite Board Membership		8		8	

Domain Name: Employment				<i>(DOMAIN SUMMARY)</i>	
CSBG Amount	CSBG Percent	Additional Funding Sources		Additional Funding Sources \$	
\$669,118.00	12.76%	Local		225000.00	
		Federal		300000.00	
FNPI		Unduplicated Target Goal Enrollment Year 1	Unduplicated Target Achieving the Goal Year 1	Unduplicated Target Goal Enrollment Year 2	Unduplicated Target Achieving the Goal Year 2
FNPI 1f. The number of unemployed adults who obtained and maintained employment for at least 90 days (with a living wage or higher).		20	16	20	16
FNPI 1h3. Of the above, the number of employed participants who increased benefits related to employment.		5	3	5	3
FNPI 1h1. Of the above, the number of employed participants who Increased income from employment through wage or salary amount increase.		80	69	60	51
FNPI 1h. The number of employed participants in a career-advancement related program who entered or transitioned into a position that provided increased income and/or benefits.		90	77	70	59
FNPI 1b. The number of unemployed adults who obtained employment (up to a living wage).		288	242	272	236
FNPI 1a. The number of unemployed youth who obtained employment to gain skills or income.		135	70	135	70
Services		Unduplicated Total Target Year 1		Unduplicated Total Target Year 2	
SRV 1g. Workshops		167		167	
SRV 1m. Job Placements		16		16	
SRV 1j. Resume Development		104		104	
SRV 1k. Interview Skills Training		104		104	
SRV 1f. Job Readiness Training		316		303	
SRV 1l. Job Referrals		426		373	
SRV 1b. On-the-Job and other Work Experience		92		92	
SRV 1q. Employment Supplies		146		126	
SRV 1a. Vocational Training		313		280	
SRV 1i. Coaching (Job Search)		92		92	
SRV 1p. Interactions with employers		16		16	
SRV 1d. Apprenticeship/Internship		16		16	
SRV 1c. Youth Summer Work Placements		30		30	

SRV 1h. Coaching (Career Counseling)	226	213
SRV 1n. Pre-employment physicals, background checks, etc.	130	110
SRV 1o. Coaching (Post employment supports)	16	16

Domain Name: Housing				<i>(DOMAIN SUMMARY)</i>	
CSBG Amount	CSBG Percent	Additional Funding Sources		Additional Funding Sources \$	
\$960,155.00	18.31%	Local		875000.00	
		Private		1219000.00	
		Federal		60643766.00	
FNPI		Unduplicated Target Goal Enrollment Year 1	Unduplicated Target Achieving the Goal Year 1	Unduplicated Target Goal Enrollment Year 2	Unduplicated Target Achieving the Goal Year 2
FNPI 4h. The number of households with improved energy efficiency and/or energy burden reduction in their homes.		275	275	275	275
FNPI 4b. The number of households who obtained safe and affordable housing.		50	50	0	0
FNPI 4c. The number of households who maintained safe and affordable housing for 90 days.		26050	25050	26000	25000
FNPI 4e. The number of households who avoided eviction.		11295	11290	11360	11355
FNPI 4f. The number of households who avoided foreclosure.		505	504	5	4
FNPI 4z. Other Housing Indicators (provide narrative).		1200	1200	1200	1200
Services		Unduplicated Total Target Year 1	Unduplicated Total Target Year 2		
SRV 4t. Energy Efficiency Improvements (e.g. insulation, air sealing, furnace repair, etc.)		275		275	
SRV 4c. Rent Payments (includes Emergency Rent Payments)		6340		6355	
SRV 4k. Utility Arrears Payments		6700		6200	
SRV 4q. Home Repairs (e.g. structural, appliance, heating systems. etc.) (Including Emergency Home Repairs)		50		50	
SRV 4e. Mortgage Payments (includes Emergency Mortgage Payments)		5		5	
SRV 4i. Utility Payments (LIHEAP-includes Emergency Utility Payments)		26000		26000	
SRV 4z. Other, Describe		50		0	
SRV 4h. Landlord/Tenant Rights Education		50		0	
SRV 4g. Landlord/Tenant Mediations		50		0	
SRV 4p. Rental Counseling		50		0	
SRV 4b. Financial Coaching/Counseling		50		0	

Domain Name: Income and Asset Building Services				<i>(DOMAIN SUMMARY)</i>	
CSBG Amount	CSBG Percent	Additional Funding Sources		Additional Funding Sources \$	
\$626,661.00	11.95%				
FNPI		Unduplicated Target Goal Enrollment Year 1	Unduplicated Target Achieving the Goal Year 1	Unduplicated Target Goal Enrollment Year 2	Unduplicated Target Achieving the Goal Year 2
FNPI 3h. The number of individuals engaged with the Community Action Agency who report improved financial well-being.		75	50	75	50
FNPI 3g. The number of individuals who increased their net worth.		55	40	55	40
FNPI 3z. Other Income and Asset Building Indicators (provide narrative)		520	500	520	500
FNPI 3c. The number of individuals who opened a savings account or IDA.		16	13	16	13
Services		Unduplicated Total Target Year 1	Unduplicated Total Target Year 2		
SRV 3f. Small Business Start-Up and Development Counseling Sessions/Classes		40	40		
SRV 3z. Other, Describe		500	500		
SRV 3m. Saving Accounts/IDAs and other asset building accounts		13	13		
SRV 3a. Financial Capability Skills Training		90	90		
SRV 3c. Financial Management Programs (including budgeting, credit management, credit repair, credit counseling, etc.)		50	50		
SRV 3b. Financial Coaching/Counseling		40	40		

Domain Name: Health and Social/Behavioral Development				<i>(DOMAIN SUMMARY)</i>	
CSBG Amount	CSBG Percent	Additional Funding Sources		Additional Funding Sources \$	
\$95,825.00	01.83%				
FNPI		Unduplicated Target Goal Enrollment Year 1	Unduplicated Target Achieving the Goal Year 1	Unduplicated Target Goal Enrollment Year 2	Unduplicated Target Achieving the Goal Year 2
FNPI 5c. The number of individuals who demonstrated improved mental and behavioral health and well-being.		105	90	105	90
Services		Unduplicated Total Target Year 1		Unduplicated Total Target Year 2	
SRV 5k. Coaching Sessions		105		105	

Documents

Document Description:	Date Uploaded:	Uploaded by:
Needs Assessment	December 2, 2021	Kenneth Wright
Certification Regarding Drug-free workplace	December 6, 2021	Robin Walton
Certification Regarding Tobacco Smoke	December 6, 2021	Robin Walton
Certification Regarding Debarment	December 6, 2021	Robin Walton
Lobbying Restrictions	December 6, 2021	Robin Walton
Table of Organization	December 7, 2021	Robin Walton
Certification Regarding Fidelity Bonding	December 7, 2021	Robin Walton
Job Descriptions	December 7, 2021	Robin Walton
Equipment Inventory	December 8, 2021	Beth Urban
Cover Sheet	December 8, 2021	Robin Walton
Public Notification of the proposed plan	December 8, 2021	Robin Walton
Board Roster	December 8, 2021	Robin Walton
Board Meeting Minutes	December 8, 2021	Robin Walton
CSBG Review by Public Officials	December 9, 2021	Robin Walton