



**FLORIDA ENDOWMENT FOUNDATION FOR VOCATIONAL REHABILITATION
ORGANIZATION GRANT AWARD CONTRACT**

This agreement is entered into this 1st day of October, 2018 between **Miami Dade College** ("Organization") and the **Florida Endowment Foundation for Vocational Rehabilitation (dba The Able Trust)** ("Foundation") to set forth the terms and conditions upon which the Foundation shall award Grant # 19-78 to the Organization.

Foundation states that its mission is to be a key leader in providing Floridians with disabilities with opportunities for successful employment, and one of the primary means of addressing that mission is to fund programs and projects that provide successful employment outcomes to people with disabilities. Foundation has selected Organization for funding because of the projected employment outcomes. This contract and all deliverable reporting may be open for public viewing and distribution in accordance with Florida's public records laws.

I. Deliverables:

- A. Organization acknowledges and agrees that the funds being awarded are intended to be applied to the project described in Attachment One, which may be a copy of the grant application and proposal.
- B. Organization shall use its best efforts to implement the project timely and complete the project described in Attachment One within three years of issuance of the first disbursement of funds from Foundation.
- C. Organization agrees to collect data on individuals served and provide that information to Foundation upon request, and at reporting intervals. Data will include accurate information on an individual's contact sources (address, email, texting numbers, etc.), employment status, name and place of employment, job title, wages paid, and other job-related data unless prohibited by law.
- D. Project reports shall be submitted by Organization to Foundation on a quarterly basis. August 10, November 10, February 10 and May 10 of the applicable calendar year. Organization will be reviewed on each anniversary of this contract for compliance and goal setting for the next contract year.
- E. Organization must sign and return contract within 60 days of presentation of contract by Foundation, or such Grant award shall be deemed withdrawn. Prior to disbursement of funds, this contract must be signed by both parties, and Organization must provide proof of existence of any additional funding which Organization identified as necessary for the success of the project.
- F. Organization shall begin the project described in Attachment One upon receipt of the first payment.
- G. Organization must recognize or reference Foundation in any marketing materials or public relations activities that are the direct result of this grant. Instructions regarding such recognition or reference are included in Attachment Two.

- H. Organization will work with Foundation to assure individuals served by the grant award are aware of the Foundation's involvement and mission.

II. Reporting requirements

- A. Organization is required to report outcomes at regular intervals during the term of the contract, as specified in I.D. above. Failure to provide progress reports as requested will result in a delay of future payments, and may result in a reduction of the grant award.
- B. Organization shall provide a full listing of individuals served by the grant project, and employed as a result of the project, per I.C. above. The listing shall be due at each of the quarterly reports.
- C. Organization shall verify, in the regular reports, that grant funds are being applied in the specific manner and for the specific items and expenses as identified in Attachment One. Failure to use funds as specified in the project may result in a cancellation of this contract. At minimum, failure to timely apply funds to the project will result in a delay of any subsequent payments.
- D. Organization shall formally report the start-up of the project in the form of a letter to the Foundation. Failure to begin the project when the first payment is received shall result in a cancellation of the grant award and a return of any grant funds paid.
- E. Organization shall report the names and provide resume' information on all individuals hired or assigned to implement the project within 15 days of hire. If such individual(s) shall leave the project for any reason, Organization shall inform Foundation within five business days, and use due diligence in replacing the staff member with a qualified replacement in the shortest time possible. Foundation must be notified of replacement staff within thirty days of hire date. Failure to maintain adequate active staff for the project will result in payment delays and possibly cancellation of the grant award.
- F. Foundation shall be notified immediately by phone and in writing of any changes in Organization name, address, phone, fax, website URL, corporate affiliation or name of chief executive.
- G. Organization shall include in its progress reports verification of the distribution of communication materials to individuals served by this grant award. Organization shall use materials as provided by Foundation.

III. Payment and Terms

- A. Foundation agrees to provide **\$250,000.00** to Organization as Grant # **19-78** subject to the terms and conditions as stated. The Foundation shall disburse the funds to the Organization as follows: Year One funds shall be delivered to the Organization in three disbursement(s). The first disbursement shall be in the amount of **\$39,500.00** and will be delivered within 30 days after receipt of a fully executed contract. The second disbursement shall be in the amount of **\$39,500.00** and will be paid by Foundation to Organization not less than 180 days after the initial disbursement, provided all reporting requirements are satisfied. The third disbursement shall be in the amount of **\$5,000.00** and will be paid by Foundation to Organization not more than 30 days after Year One Final Report on persons served and employed, as defined in I.C. above is received

and accepted. The Foundation shall not be required to make any disbursement of funds under this Contract unless and until Organization has complied with of the requirements or conditions of this Contract and unless all representations made by Organization herein are continuing, true and correct as of the date of any disbursements called for hereunder. Subsequent payment schedules for year two and three of the grant shall be attached to this document at the time of annual review.

- B. Funds not verified as used at the conclusion of the grant period shall be returned to Foundation, unless an extension has been granted by Foundation. Any extension shall be at the sole discretion of Foundation, and may, at Foundation's sole discretion require an amendment to this Contract. No amendment or revision of the terms of this Contract will be valid unless in writing and signed by authorized representatives of both parties or such other written means agreed to by the parties under the circumstances (such as exchange of letters or e-mails documenting mutual acceptance). No temporary, occasional, or partial relief from strict compliance with this Contract agreed to by Foundation shall be construed or relied upon the Organization as grounds for any subsequent or further relief from strict compliance with the terms of this contract.
- C. If the project as described in Attachment One should cease to be operational, Organization shall inform Foundation immediately by telephone and letter from Organization leadership. Unused funds must be returned to Foundation, along with any tangible property with a value exceeding \$500. Property shall be returned at Organization's expense within 60 days of project cessation.
- D. Organization shall not use any funds for expenses incurred before the date of the initial disbursement of funds nor shall it encumber any liability related directly to the project being funded prior to the initial disbursement of funds.
- E. Foundation may conduct an audit of the project described in Attachment One at any time during or up to five (5) years after the completion of the project, which may include all records related to the project. The audit may also include Foundation directly contacting individuals and employers served by the project.
- F. Foundation may perform on-site inspections of the project during regular business hours, and will generally provide reasonable notice prior to such inspections, unless circumstances shall dictate otherwise.

IV. Insurance and Indemnification: During the Agreement, including any renewals and extensions, Organization, as authorized by Section 1004.725, Fla. Stat., shall maintain at its expense, general liability self-insurance, subject to the provisions, limits, and limitations of Section 768.28, Fla. Stat. as may be amended, and Worker's Compensation insurance up to the statutory limits in accordance with Chapter 440 of the Florida Statutes. A Certification of Insurance shall be provided to the Foundation upon request.

V. Non-transferable clause: This Agreement is non-transferable by Organization unless agreed in writing by Foundation.

VI. Termination

- A. In the event of a breach of any promise, representation, warranty or agreement made by Organization under this Contract or in Organization's Grant Application, or in the

event that Foundation believes that Organization has not attempted to or cannot or will not complete the project described in its Grant Application, Foundation shall be released from any and all obligation to provide the Funds or any undelivered portion thereof to Organization. Upon any such occurrence, Foundation shall be entitled to the immediate delivery of any unused Funds by Organization, as well as to the delivery of any personal property purchased with the Funds by Organization, and shall be entitled to pursue any other legal remedy available to it, including enforcing section III.C resulting from Organization's breach of this Contract.

Organization and Foundation accept the terms of this contract by signing below. Organization states it is authorized to enter into this contract by the signature below. Any and all required approvals, consents, and corporate actions have been taken or obtained by Organization to allow it to enter into and perform this contract.

ORGANIZATION

By: 

Printed Name: Lenore P. Rodicio, Ph.D.

Title: Executive Vice President and Provost

Date: 8/29/2018

FOUNDATION

By: 

Printed Name: SUSANNE HORNAT

Title: Pres. / CEO

Date: 10/2/18

Strategic Employment Placement Grant Application

Organization Name: Miami Dade College Wolfson Campus ~~1928~~ • 078
State of Florida Charitable Registration #: N/A
IRS Employer Identification #: 59-1210485 **Year Org was established:** 1968

Mailing Address	Physical Location where Services Provided
Street: <u>300 NE 2nd Avenue</u>	<u>300 NE 2nd Avenue</u>
City: <u>Miami</u>	<u>Miami</u>
State: <u>Florida</u>	<u>Florida</u>
Zip Code: <u>33132</u>	<u>33132</u>

President or Executive Director's Name: Dr. Lenore Rodicio
Phone Number: 305-237-3803 ext **Cell Phone:**
Email: lrodicio@mdc.edu

Primary Project Contact: Ms. Helen Muniz Bermudez
Phone Number: 305-237-3371 ext **Cell Phone:**
Email: hmuniz1@mdc.edu

Organization Website: www.mdc.edu/access

Project Name: MEED+

Disability Population Served in proposed project (list categories):

Learning Disability
Psychological Disorders
Physical Impairment
Autism
Other Health Impairment
Hearing Impairment
Visual Impairment
Traumatic Brain Injury
Speech Impairment
Intellectual Impairment

County/Countries to Benefit Most from the proposed project: Miami-Dade County

Is Organization currently involved in ANY Litigation: No
If YES, describe the litigation

Provide the number to the following items for the three year grant

Total # of Persons proposed to be served during the project: 2,010
(A minimum of 1650 students served and a minimum of 360 served through workforce presentations in the community)

Total # of Persons proposed to become employed during the project:

126 placed in jobs over 3 years and 82 placed in internships

Total Amount of Funds Requested of The Able Trust: \$249,504 (\$83,168 per year)

Total Amount of Funds Projected to support the proposed project: \$563,234 (Able Trust funding 249,504 + 313,730 in in-kind match)

Total Cost Per Person to become Employed: \$4,470.11 (excluding internships)



12/4/2017

Signature & Date President/Executive Director

Dr. Lenore Rodicio, Executive Vice President and Provost, Miami Dade College

Printed Name

Proposal Narrative

I. Project Name: MEED+ (Model for Enhanced Employment Development *Plus*)

II. Population Served – The MEED+ program will serve Miami Dade College (MDC) students with a myriad of documented disabilities. These categories, which are aligned with the categories used for reporting annual data to the Florida Department of Education, will facilitate data collection. In the table below, which details a fall-to-fall comparison of enrolled students with disabilities (SWD) by disability category over the last year, there are notable increases in students with learning disabilities, autism spectrum disorder, physical impairments, traumatic brain injury, and intellectual disabilities.

Disability Category	Fall 2016	Fall 2017
Learning Disability	904 (48.5%)	1145 (49.3%)
Psychological Disorders	503 (27%)	468 (20.1%)
Physical Impairment	130 (7%)	244 (10.5)
Autism	95 (5.1%)	169 (7.3%)
Other Health Impairment	79 (4.2%)	135 (5.8%)
Hearing Impairment	71 (3.8%)	63 (2.7%)
Visual Impairment	48 (2.6%)	41 (1.8%)
Traumatic Brain Injury	19 (1%)	27 (1.2%)
Speech Impairment	11 (0.6%)	16 (0.7%)
Intellectual Impairment	3 (0.2%)	16 (0.7%)
Total	1,863	2,324

III. Executive Summary – The MEED+ program will focus on the three ambitious yet attainable outcome goals for the duration of the project, with an overarching theme of increasing the employability of SWD at MDC.

- Increase internship and job placements.* Through the expanded staffing of the MEED+ program, the use of internship stipends to place students experiencing placement challenges, and the development of additional placement partnerships, the MEED+ program will increase the number of students placed in internship and employment opportunities.
- Increase individual career development sessions.* Part-time job developers will expand the current efforts of the MEED+ program to deliver individual career development sessions, including the following: employment/internship search process, employment/internship application support, individualized resume and cover letter preparation, mock interview practice sessions, and scheduling and delivery of individual mentoring sessions at the MEED+ Digital Technology Studio.
- Increase career services workshops for students and disability awareness workshops for employers and organizations in the community.* Career services programming for SWD will increase across the College’s eight campuses in order to support the development of their job readiness skills. Moreover, increased outreach efforts to employers by the Job Developers, focused on expanding employer partnerships and encouraging inclusive hiring practices, will require more Disability Awareness and Sensitivity Training (DAST) workshops for existing and future partners and placement sites.

IV. Leadership of Organization

a) Executive Staffing:

Dr. Eduardo J. Padrón, President, MDC has served as College President since 1995.
Dr. Joaquin G. Martinez, President, Hialeah & Wolfson Campuses, currently serves as the President of MDC’s Hialeah and Wolfson Campuses. He began his tenure at MDC as Department Chair, World Languages at the Kendall Campus in August 2010.
Dr. Jaime Anzalotta, Dean of Students at Wolfson Campus, currently serves as the Dean of Students at the Wolfson Campus. He has served MDC as a professor, a student life director, and an academic advisor prior to his role as Dean of Students.

Ms. Kesia Vazquez, Director of Retention and Transition Services at Wolfson Campus, currently serves as the Student Services Director, overseeing Retention and Transition Services at the Wolfson Campus. She began her tenure at MDC as the Single Stop Mentoring Coordinator at the North Campus in 2011.

Ms. Helen Muniz Bermudez, Director of ACCESS-MEED at Wolfson Campus has served as Director of ACCESS-MEED since 2014 and currently serves as the College-wide Lead for ACCESS (A Comprehensive Center for Exceptional Student Services [Disability Services]).

b) MDC welcomes the opportunity to support the expansion initiative of the MEED program. The College embraces the opportunity to serve as an economic, cultural, and civic leader for the advancement of our diverse community and in support of inclusion. The MEED program supports various goals and objectives of the MDC Strategic Plan 2015-2020, of which Strategic Priority 1 is focused on student access and success, where MDC aims to support and empower all students from application to completion so they can succeed and make positive, meaningful change in themselves, the community, the nation and the world. One of the objectives is focused on student success rates, and for the MEED program, that involves success in academic and co-curricular experiences and their translation to the real-world job market. In addition, the Academic and Student Success Priorities for the 2017-2018 academic year include a focus on career services as part of the overarching Priority 1.

V. Project Plan and Description

a) Program staff will ensure information is distributed to MDC administrators, faculty, staff, and current and potential MEED+ program employer partners. Program advertisement will be delivered in various forms including print and electronic media (e.g., brochures, email blasts). Every SWD enrolled in MDC will be eligible to participate in the MEED+ program. Freshman SWD will receive a detailed overview of the MEED+ program during ACCESS orientation sessions by the job developer assigned to their campus. All current/returning ACCESS students will be recruited by the ACCESS advisors during their individual advisement sessions each semester. Additionally, ACCESS students who face significant challenges obtaining job and internship placements will receive additional targeted outreach via their campus job developer to encourage an intake for services. Completed referral forms will be reviewed by the assigned job developer at the respective campuses and during the initial meeting, job developers will review program expectations and benefits, as well as assess students' desire to participate, their expectations of the program, and their commitment to additional follow up data that may be needed after program completion for reporting.

b) Students will complete a Pre-Employability Skills Assessment during their first meeting with a job developer to identify career readiness skills and competencies students need to develop or build. Individualized sessions will focus on employability skills identified as needing development. For students who are unsure of their career pathway, additional career exploration will be done through the completion of a Focus2 assessment, an online, self-guided career assessment and exploration system for college students available to all MDC students. Progress through the program will be monitored through the review of student artifacts (e.g., resumes, cover letters, professional portfolio items such as business cards). For students placed in internships or jobs, monitoring of progress will also be measured by the Student Performance Evaluation questionnaires completed by the placement sites at the initiation, during, and upon completion of the placement. Student feedback on progress and development of employability skills will also be captured by the Student Placement Satisfaction survey delivered during and upon the completion of the placement.

c) After the initial appointment and completion of the Pre-Employability Skills Assessment, students will start working on their resumes and cover letters to move into the job search and application process. Once students receive interview dates for their potential placement site, they will complete mock interviews with job developers in order to grow their interview abilities and confidence. Throughout the academic year, students will participate in job readiness workshops based on topics focused on

career development and successful transition to employment. Students who are eligible for the internship stipend, will be scheduled to meet with a job developer to review placement agreement. The follow-up approach will be case-management based in order to ensure wrap-around services. Below is a list of program components that students will engage in depending on their individual needs:

- Employability Skills Assessment, Resume & Cover Letter Preparation, Job Search & Application Process Support, Mock Interviews, Employment & Internship Referrals
- Career Development Workshops – College-wide job readiness sessions which educate students on successful transition to employment and career development including Resume Writing, Career Testimonials, Brainstorming Techniques, Portfolio Preparation, Professional Image Development, Effective Networking Skills, Personal Branding, and Getting Ready for the Job Fair.
- MEED Digital Technology Studio Services – Lab setting which provides mentoring, skills development, and technical support in areas such as Mac Basics / Mac Universal Accessibility, Photography, Film, Graphic Design, and Digital Creative Modules.
- ACCESS-MEED Annual Job Fair

d) Eligible students who are ready for placement in internships and/or jobs will be placed in integrated and competitive placements. Internships will be for a minimum of one semester. For students placed in paid jobs, 75% will be employed during the second year and at least 72% employed two years later. Of students who complete their degrees and seek employment assistance through MEED+ program to obtain full-time positions, 60% of those placed in paid positions will be working 30 hours or more at the one-year mark.

e) Employer connections have been established and strengthened by the MEED+ program since 2014. A partnership with the local Department of Vocational Rehabilitation office will ensure additional job coaching services rendered to MEED program students by DVR personnel (please see attached letter of support). Partners offering internship placements during year one have already been identified and final agreements are in process. Securing partners for years 2 and 3 will take place in Year 1. These partnerships will be cultivated through open communication to discuss the progress and performance of the students as employees. Each employer will receive a package of resources containing employer-focused tools on disability employment at the onset of placement. Each employer will receive three follow-up surveys throughout the year, at 1, 4 and 7 months and each employment site will be visited twice a year. Participating employers and partners will also receive MEED's Disability Awareness & Sensitivity Training (DAST) workshop to review topics such as reasonable accommodations, ADA regulations, People First Language, Disability etiquette, and service animals. The MEED+ program will host an annual strategic planning council where employers and MEED+ program staff will discuss program outcomes each year. The MEED+ program will participate in community events (e.g., Chamber of Commerce meetings, Disability Commission, local job fairs) in order to continue developing employer connections and employment opportunities.

f) Students will complete an employment questionnaire focused on measuring performance and satisfaction with placement after one month, three months, and seven months of employment during the first year. Additionally, employers will complete a student performance evaluation twice a year during the employment site visit and measure student's progress and development. Survey results will be reviewed and discussed during visit. Additional placement will be offered if employment is terminated or there is a reason to believe current position is no longer an adequate career opportunity for student. Student contact and student progress will also be tracked using an existing database that already captures MEED student contacts, services, and documented follow-up.

VI. Expected Project Outcome – The MEED+ program will target three outcome goals for the duration of the project. The project will increase the number of successful internship and job placements as defined by the Able Trust's successful employment outcomes criteria, through an increase in intentional individual career development sessions, an increase in the number and scope of

job development workshops for students, and an increase in the number of placements sites who receive disability awareness training to encourage inclusive hiring practices in current and potential or future placement sites.

Outcome Goal 1: *Increase the number of internship and job placements in alignment with academic program of study and future career goals.*

Project Outcomes	Baseline(s)		Outcome goal(s)		
	2015-2016	2016-2017	2018-2019	2019-2020	2020-2021
Jobs	22	22	36	42	48
Internships	7	13	20	26	36

Through the **expanded staffing of the MEED+ program**, the **use of internship stipends** to place students experiencing placement challenges, and the development of **additional placement partnerships**, the MEED+ program will **increase the number of students placed in internship and employment opportunities** relevant to their academic program and identified career goals. Past and current job placements for students have met most of the successful employment standards listed in the application instructions, including: pay rates of minimum wage or higher, length/duration of employment, position levels and types, and employment diversity (i.e., past and current placements through MEED+ are all integrated and competitive, none are transitional or supported). However, some placements were not necessarily aligned with career goals, as students needed immediate income sources. Through the addition of more staff lines, job search support can be expanded to be more focused on specific career goals. Regarding the listed outcome goals for job placement, the **increase from a baseline of 22 job placements to 36 job placements in Year 1 takes into account the successful employment outcomes** outlined in the proposal application instructions that are applicable to the population served. An area that would present a challenge to the successful employment criteria is the requirement that 60% of job placements result in working 30 hours or more by the end of the first year of employment. (e.g., the length/retention of placements, the number of hours worked). Currently, the majority of students served who are placed in paid employment opportunities (i.e., jobs represented in baseline data for placement), are full-time and/or three-quarter time students. As a result, transitioning these students to working a near full-time workload is likely unrealistic and burdensome, and potentially harmful to their academic progress and may jeopardize on-time degree completion. Research also shows that students benefit from **internship experiences in their chosen career field** or in a career they are interested in exploring and the **development of job readiness and/or practice of “soft skills”**. Students will be connected to internship experiences that are **conducive to the development of employment skills** relevant to their career field. Students who are experiencing challenges with obtaining internship or job placements, or who may need to develop more beginning soft skills, can benefit from available **internship stipends**. If students meet criteria, eligible students placed with Internship Stipends will receive a stipend from the College covering 10 hours per week. **Each employer can increase number of work hours for each student by financing additional time.**

Outcome Goal 2: *Increase the number of completed individual career development sessions.*

Project Outcome	Baseline(s)		Outcome goal(s)		
	2015-2016	2016-2017	2018-2019	2019-2020	2020-2021
Career Development Sessions	241	290	450	550	650

Part-time job developers will **expand the current efforts of the MEED+ program** to deliver **individual career development sessions**, including the following: **employment/internship search process**, **employment/internship application support**, **individualized resume and cover letter preparation**, and **mock interview practice sessions**. For Year 1, an **additional 159 individual sessions** will be provided through the addition of the three (3) part-time job developers. In Years 2 and

3, 100 additional service sessions will be rendered per year. Baseline data is partly comprised of individual sessions where students were seeking general employment opportunities; however, grant participants will receive **intentional, career-specific services and guidance driven by career goals and industry trends.**

Outcome Goal 3: Increase the number of career services workshops for students and disability awareness workshops for employers and organizations in the community.

Project Outcomes	Baseline(s)		Outcome goal(s)		
	2015-2016	2016-2017	2018-2019	2019-2020	2020-2021
Student Workshops	15	20	51	59	67
Community Presentations	0	5	10	15	20

To expand the delivery of job development and soft skills, and emphasize team- and group-learning to students, additional **career development workshops** will be offered college-wide by the part-time job developers. In the first year, the three major campuses with highest enrollment (North, Kendall, and Wolfson) will host the delivery of all nine (9) workshops currently available from the workshop offerings menu; the five smaller campuses will each host five (5) of the main workshops **focusing on core employment skills and topics**, bringing the Year 1 Student Workshops goal to 51 in total. In Years 2 and 3, **one additional workshop will be developed based on trending employment topics** and delivered across the eight (8) campuses. Moreover, **expanding employer partnerships and encouraging inclusive hiring practices**, will necessitate the addition of more disability awareness and sensitivity training workshops to **educate workforce and leadership of existing and future partners and placement sites.**

VII. Plan for Data Collection – Students will complete the student placement satisfaction focused on measuring performance and satisfaction with placement twice a year or at least twice during a short-term internship place. Additionally, employers will complete a student performance evaluation twice a year during the employment site visit and they will rate student’s progress and development. The MEED+ program will have a physical file for each student containing intake form, medical documentation stating disability, employment/internship offer letter completed by employer stating name of position, start date, and wage benefits. Additionally, employment questionnaires and surveys will be included in the file after completion. Case notes specifying interactions with students and employers will be added to the online ACCESS database.

VIII. Employer Connections – The MEED+ program has actively engaged in professional partnerships with various employers in the Miami-Dade County area. These partnerships emerged in different ways where interactions have included the delivery of free disability awareness workshops to employers, recruitment of students to help employers meet their workforce needs, and participation in the ACCESS-MEED job fair. Through the proposed Strategic Grant, MEED will also aim to collaborate with and participate in the Internship Seminars delivered by Able Trust staff to expand internship partner sites available to students.

IX. Amount Requested/Total Project Cost – In year one, MDC is requesting \$83,168 from The Able Trust to implement the MEED+ project which has a total project budget of \$ \$166,828. As demonstrated in the budget sheet following the narrative section, the project remainder of the total project budget will be supported by MDC. The support from MDC, which includes administrative oversight, a full-time program coordinator, and additional staff that support project activities and functions, as well as facilities, equipment, educational supplies, and hospitality for workshops will provide for the success of the project. The funding provided by The Able Trust will fill a much-needed gap in qualified staff to provide targeted, intrusive case management for career development of SWD, particularly to fill the gaps in existing services provided in the community.

X. Describe the Future Funding situation – One of MDC’s strategic priorities is to seek external funding to support college initiatives such as this through our resource development department and

the MDC Foundation. The current project proposed also leverages staff who are in part funded by a Carl Perkins grant, a source we can continue to leverage moving forward. In addition, in collaboration with the College's district Resource Development Office, The MEED+ program will continue seeking other grant funding to support this initiative.

XI. Statement of Relationships –There are no known relationships, donation of funds and/or volunteer hours to disclose.

XII. Brief History –The MEED program was founded in 1989 as the Microcomputer Education for Employment of the Disabled program. The initial goal of the program was to provide computer training to individuals with disabilities in order to prepare them to obtain jobs as Microcomputer Specialists. As the job market as evolved, MEED has transformed into a career services program for SWD. Partnerships with various AmeriCorps programs were established and SWD enrolled in MEED started paid internships as AmeriCorps members.

XIII. Organization Mission – College Mission: As democracy's college, MDC changes lives through accessible, high-quality teaching and learning experiences. The College embraces its responsibility to serve as an economic, cultural and civic leader for the advancement of our diverse global community. College Vision: To be the recognized leader in student learning, achievement and success while enriching our community. The mission of the MEED+ program is to provide differentiated support to SWD who are actively seeking work experience and development of their employability skills. The expansion of MEED discussed in this proposal fits in with the College's mission to provide accessible opportunities for all students, including students with disabilities.

XIV. Statement of Need - Employment development services are greatly needed within the disability community in South Florida, particularly within the MDC student population. MDC students with disabilities (SWDs) represent approximately 20% of SWDs statewide; in other words, about 1 in 5 SWDs in the Florida State College System attend MDC. According to the U.S Department of Labor Website, people with disabilities currently hold a 21.2% of labor participation rate and their unemployment rate is 7.5%, whereas people without disabilities represent a 3.9% unemployment rate. The MEED+ program aims to reduce this employment disparity for MDC SWDs by providing them with intentional and differentiated support to reach their employment and career objectives.



FLORIDA ENDOWMENT FOUNDATION FOR VOCATIONAL REHABILITATION

Choice of Receiving Method for Progress Reports

Please indicate your choice for receiving Progress reports. No matter which method selected reports must be returned to The Able Trust by their indicated due date via postal mail to accommodate the volume of receipts and invoices that are required to be attached to support Budget line item expenses.

Organization would like to receive Progress reports by Postal Mail. Indicate any changes to the organization mailing address that are different than the proposal to route the envelope to the correct responsible person: _____

Organization would like to receive Progress Reports by Email.
Indicate one or more addresses the report should be sent to:
Print Name of Person: Helen Muniz Bermudez
Print carefully Email: hmuniz1@mdc.edu
Print Name of Person: Joaquín G. Martínez, Ph.D.
Print carefully Email: jmartil6@mdc.edu

Phone Number & Address to contact if the email is returned undeliverable:
305-237-3225
Miami Dade College, Office of the Campus President, 300 NE 2nd Avenue, Miami, Florida, 33132

Choose ONE answer: Do you need a PLAIN TEXT FILE?
YES _____ Not Necessary X _____

By signing below, Recipient agrees to the choice made above. Changes can be made at any time during the grant year by requesting the change on Organizational letterhead the change(s) needed and why with the signature of the authorizing personnel.

[Handwritten Signature]
Signature of Executive Director

8/29/18
Date



FLORIDA ENDOWMENT FOUNDATION FOR VOCATIONAL REHABILITATION

GRANT AWARD ADJUSTMENT FORM for #19-78

The Organization is required to provide an updated budget for the grant year that accounts for the first year of funding, \$84,000 and goals for the first year of the program that aligns with the intent of the approved submitted proposal.

Submitted materials will be reviewed and may be further amended pending such review by The Able Trust.

Attachment Four: Year 1 Budget

Items	The Able Trust	Miami Dade College	Arts for Learning	Miami Children's Museum
Part-time Job Developer 1 (calculated at \$14/hr x 25 hrs/week x 50 weeks = 17,500)	\$17,500			
Part-time Job Developer 2 (calculated at \$14/hr x 25 hrs/week x 50 weeks = 17,500)	\$17,500			
Part-time Job Developer 3 (calculated at \$14/hr x 25 hrs/week x 50 weeks = 17,500)	\$17,500			
Part-time staff Fringe Benefits (calculated at 16.32% - includes Social Security, Medicare, and Retirement)	\$8,568			
Travel (in-county mileage) (calculated at \$0.445/mile)	\$500			
Participant Stipends	\$21,600			
Partner Site location intern supervision			\$9,500	\$9,500
Supervision by Lead Job Developer (calculated at 25% of her time)\$40,170 x .25 = \$10,042.50		\$10,042.50		
Support of Internship Placement Coordinator (calculated at 20% of his time)\$20,111 x .20 = \$4,022.22		\$4,022.22		
Support of technology/portfolio tutors (calculated at 15% of their time – 2 tutors)\$15,000 x .15 x 2 tutors = \$4,500		\$4,500		

Project support from Director of ACCESS-MEED (calculated at 15% of her time) \$71,388 x .15 = \$10,708.20		\$10,708.20		
Project support from Director of Retention/Transition Services (calculated at 5% of her time) \$85,000 x .05 = \$4,250		\$4,250		
Project support from Dean of Students (calculated at 3% of his time) \$120,000 x .03 = \$3,600		\$3,600		
ASL interpreting for project workshops and activities (calculated at 75% of deaf/hard-of-hearing students [47 students] x 6 hours of individual sessions per year x average hourly rate of interpreter \$28 and 2 hours of interpreting services x 51 workshops a year x average hourly rate of interpreter \$28 = \$7,896 + 3,416 = \$11,312)		\$11,312		
Educational Supplies and Materials for project		\$1,200		
Hospitality for project student workshops (calculated at \$50/workshop x 51 workshops)		\$2,550		
Total	\$83,168	52184.92	\$9,500	\$9,500
Admin Cost (limited to 15%)		\$12,475.20	total match from non-Able Trust contributions	\$83,660
Total Amount Requested of The Able Trust	\$83,168	Grand Total for YEAR ONE of the Project	\$166,828	