

# Eliada Students Training for Advancement

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*RFP for Coronavirus State and Local Fiscal Recovery Funds*

## ***Eliada Homes, Inc***

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# Application Form

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## *Question Group*

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Buncombe County requests proposals for projects to help the community recover from and respond to COVID-19 and its negative economic impacts.

Buncombe County has been awarded \$50,733,290 in Coronavirus State and Local Fiscal Recovery Funds (Recovery Funding), as part of the American Rescue Plan Act. This infusion of federal resources is intended to help turn the tide on the pandemic, address its economic fallout, and lay the foundation for a strong and equitable recovery.

Buncombe County is committed to investing these funds in projects that:

- Align to county strategic plan and community priorities
- Support equitable outcomes for most impacted populations
- Leverage and align with other governmental funding sources
- Make best use of this one-time infusion of resources
- Have a lasting impact

Proposals shall be submitted in accordance with the terms and conditions of this RFP and any addenda issued hereto.

[Click here for the full terms and conditions of the RFP](#)

## **Coronavirus State and Local Fiscal Recovery Funds\***

Name of Project.

Eliada Students Training for Advancement

## **Amount of Funds Requested\***

\$510,050.00

## **Recovery Fund Eligible Category\***

Please select one:

Assistance to households

## **Brief Project Description\***

Provide a short summary of your proposed project.

Eliada is seeking funding for our ESTA Program. ESTA works with youth 16-25 years old who are homeless or facing an immediate risk of homelessness. ESTA is focused on helping those who have exited the foster care and adolescent mental health systems while they transition to adulthood. Our services include case management, assistance with locating housing, rental assistance, life-skills training, and employment

services. Specifically, the funding is requested for vehicles to assist clients with transportation (a van to take students to and from Eliada) and moving into permanent housing (a box truck for moving and storage of furniture), costs for transportation vouchers which are given once a student has a job until they receive their first paycheck, move-in kits, and case management salary.

## Project Plan\*

Explain how the project will be structured and implemented, including timeframe.

The proposed project will be implemented in several stages. Our case management and ESTA program is already in place so these programs will continue and be expanded. We hope to purchase the minivan we are currently leasing. The lease ends in August and we have had an offer to purchase the Kia Sedona Minivan for \$13,000 this van has 38,000 miles on it so this van should last for some time. We will also purchase a used box truck to give us furniture storage and a less expensive way to move the students into their housing within the first month. We currently store furniture in our offices, but limited space reduces the number of items we have available. With a box truck we can hold more items until needed. We use our maintenance pickup truck and take four-six trips for each move (which is up to twice a week) to move students. The cost for this is scheduling the use of the truck (which is not always available) and \$17,000 in labor costs (because of the number of trips). Having a readily available truck, with the furniture on the truck, will reduce the wear on the maintenance vehicle and labor costs and provide greater flexibility. Each student receives a move-in package with a value of \$150 (they include cleaning supplies, broom, mop, toilet paper, paper towels etc.). The funds will cover these costs and salary. Bi-weekly case management meetings assist enrolled youth in working toward job readiness or begin a job, complete GED, high school credit recovery or begin post-secondary, create a housing stabilization plan and work toward stabilization within the first year. The Eliada Homeless Services program is a sister-program to the Eliada Students Training for Advancement (ESTA) program. ESTA works with transitioning youth on achieving independent adulthood. Programming includes life skills development, assistance in assessing employment and education options, support in accessing basics like food, and assistance in navigating resources such as Medicaid, childcare vouchers, and more. ESTA includes a 10-week series of classes, 3 times annually. Once a new set of classes begins, each youth attends a vocational and life skills training class 3 times a week on Tuesdays, Wednesdays, and Thursdays from 10 am until 1 pm for the full 10 weeks. Youth have access to a computer lab, library, and lounge at Eliada. There is also access to childcare for youth who are parenting. Each youth also continues to work one-on-one with case managers during the 10-week period they are in classes. After classes wrap up, case management focuses on finalizing steps to getting a job, starting post-secondary education, securing transportation, and overcoming barriers to employment.

Timeline:

Start of Funding: Hire additional part-time case manager, purchase minivan and truck, and continue the case management

Within the first month Work on outreach and increase the number served to full capacity.

2021-2025 provide services to homeless youth in Buncombe County

## Statement of Need\*

Describe the need that this project will address. Include data to demonstrate the need, and cite the source of the data.

Our program works with transitioning youth 16-25 who are currently in or aging out of foster care, have contact with the juvenile justice system, are homeless, have experience is residential mental health placements, or have multiple barriers to employment. Previously institutionalized youth age out of care with a unique skills deficit including relationship building skills or advocacy skills to work with their landlord. Eliada's HSP works with youth on these and helps youth acquire personal documents to aid them in their housing search. In Buncombe County there are vocational counseling programs, but these programs lack a

high level of Case Management to address housing instability, transportation, and early parenting. In NC 10% of youth age out of foster care every year. After aging out, 25% will be homeless, 45% never complete high school, less than 3% achieve a college degree, and 50% are unemployed. These youth have limited resources and guidance concerning independent living, educational resources, and career development opportunities. Based on a summary from the Buncombe County Risk and Needs Assessment Committee of the Juvenile Crime Prevention Council, homelessness, substance use, and the number of youth in foster care have all increased (<https://www.buncombecounty.org/common/community-investment/boards/jcpc/risk-needs-summary.pdf>). Teen pregnancy is at 161 births, with the highest rate being African American and Hispanic teens (Buncombe County 2018 Health Assessment). For youth who have been institutionalized or were in restrictive systems, such as the mental health system, foster care, or juvenile detention, their transition to adulthood, they are forced to act independently without preparation. They face financial insecurity, low self-efficacy, housing instability, lack of family supervision and have a history of family criminality. The transition to adulthood, if not supported, can lead to youth becoming chronically homeless and unemployed.

### Link to COVID-19\*

Identify a health or economic harm resulting from or exacerbated by the public health emergency, describe the nature and extent of that harm, and explain how the use of this funding would address such harm.

Covid-19 has increased the need to assist youth in their successful transition to adulthood. Several beneficial programs like added unemployment benefits, eviction moratorium, and the extension of the payments made for children aging out of foster care, have helped the immediate needs of the young students we assist. In fact, as a result of these programs, the number of students who have dropped out of our program have increased, because they do not see the benefit. However, when these programs end by fall 2021, we anticipate that the need for our services will increase as the students find themselves unable to obtain or maintain a job, find housing in an already competitive market, to navigate through a system they have delayed entering. In addition, services that have not been used, like childcare, GED or high school completion, and life skills training will become more valuable to them. The funds requested will position us to serve a greater number of students more effectively as they experience the aftershock of the economy returning to pre-Covid levels. Another understudied result of Covid for young people is the fear of the virus, the added anxiety of returning to social environments and how to cope with these new feelings. Our program will give them grounding to help them navigate through the transition back to a more interactive, social environment with adult demands.

### Population Served\*

Define the population to be served by this project, including volume and demographic characteristics of those served.

ESTA focuses on vulnerable populations highlighted in the 2018 Buncombe County Community Health Assessment including those impacted by adverse childhood experiences, and a subgroup of the homeless population who are impacted by mental health issues and domestic violence. This program connects to two of the Commissioners' focus areas: educated and capable community and resident well-being. Eliada's Homeless Services Program addresses the needs of older youth (18-25 years old) aging out of adolescent services and helps them achieve housing permanency. If younger than 18, youth have access to a shelter. If older than 18, and previously institutionalized, then they don't qualify for services for chronic homeless populations. Older youth in this program have had the following demographic factors: 1) 78% had unstable housing; 2) only 55% graduated high school; 3) 71% were court involved; 4) 88% had a mental health diagnosis; 5) 77% were in foster care; 6) 78% were early parenting. For youth in foster care, they often do not have personal documents that they can use to access adult shelters. We believe this is a vulnerable population of our community. Through ESTA we provide youth the ability to build resilience during this critical life transition to adulthood so they can contribute to our community for the entirety of their adulthood.

## Results\*

Describe the proposed impact of the project. List at least 3 performance measures that will be tracked and reported. If possible, include baselines and goals for each performance measure.

The ultimate impact of this project is to reduce the homelessness of youth in Buncombe County. We have several performance measures as the students reach the goal of permanent stable housing.

- 90% of housed clients will have essential items supplied to them, including safe sleeping furniture, cleaning supplies and storage furniture to maintain a clean and safe home, and seating furniture to provide a safe environment for family time

- 80% of HSP clients will gain housing within 12 months
- And 75% of HSP clients who are housed will maintain housing for 12 months

The ESTA program generally anticipates the following outcomes

- 55% of youth meet with case managers bi-weekly (as recorded in case notes)
- 65% will complete job readiness and/or begin a job within the first year
- 40% of those needing GED/high school credit will accomplish their goal
- 60% will achieve housing stability within the first year
- 75% will complete the workforce development and life skills training within the year.

As of the end of the 2021 as reported for the Buncombe County Strategic Partnership Grant, 77% of youth that achieve entry-level employment with wage progression opportunities, 76% of youth that improve their independent living skills, and 80% of homeless youth that achieve housing stability.

## Evaluation\*

Describe the data collection, analysis, and quality assurance measures you will use to assure ongoing, effective tracking of contract requirements and outcomes.

To access to community supports and resources data will be tracked through case notes by case managers. Case Notes track Housing stability through denoting:

- Financial Literacy
- Employment Status and barriers to employment
- Health and Wellbeing

The CoC's Coordinated Assessment approved tool is used to determine ongoing needs and progress. Staff use the tool to prioritize use of transitional housing on our campus.

Independent living skills are evaluated through the Casey Life Skills assessment. This assessment measures daily living, self-care, relationships, housing and money management, career and education planning, and more.

ESTA also puts each youth into HMIS (Homeless Management Information System) even if they are coming to Eliada with housing. This allows staff to see if they had previously been in the system, and then make referrals to other organizations in the system based on the needs of the youth. Data isn't pulled from HMIS for evaluation purposes, but it is an important way data is used in ESTA and ensures we aren't duplicating services in the community.

## Equity Impact\*

How will this effort help build toward a just, equitable, and sustainable COVID-19 recovery? How are the root causes and/or disproportionate impacts of inequities addressed?

Eliada is in a period of growth when it comes to Diversity, Equity and Inclusion (DEI) work, and this includes things such as coming up with our own agency definition of equity.

A year ago, Eliada used funding from United Way to join the Western North Carolina Diversity Engagement Coalition (WNCDEC). Prior to becoming members of WNCDEC staff had created a grassroots committee called We Represent to address issues of equity in our Residential Treatment program. The committee addressed things like access to hair and hygiene products for different ethnicities, access to culturally diverse foods, and creating safe spaces for transgender youth. Today, DEI is also integrated into our monthly student council where youth in Residential Treatment can give staff feedback.

This year, Eliada has expanded DEI efforts beyond We Represent. An agency-wide committee that includes staff from all departments meets monthly to address progress on the Global Diversity and Inclusion Benchmarks. Subcommittees have also been created including one focused on human relations and one focused on communications. These movements for equality have positioned Eliada for understanding and addressing the unequal effects of COVID on BIPOC and those with disabilities. Recent studies have demonstrated that POC have disproportionately effected by COVID in the areas of housing, food, employment and illness. In the context of Eliada's history of strong, established youth programs, the ESTA program is a majority minority program. This is mostly due to the fact that youth in the program refer their peers, and this peer-to-peer word-of-mouth recruitment has been effective in raising awareness of ESTA in minority communities. One graduate of the ESTA program serves on the communication subcommittee, and youth are given opportunities to use their voice to drive change agency-wide at Eliada. Thought this network we are able to reach those who have been most effected by COVID-19.

## Project Partners\*

Identify any subcontractors you intend to use for the proposed scope of work. For each subcontractor listed, indicate:

- 1.) What products and/or services are to be supplied by that subcontractor and;
- 2.) What percentage of the overall scope of work that subcontractor will perform.

Also, list non-funded key partners critical to project.

ESTA has two primary partners Nurse-Family Partnership (NFP), which empowers many first-time moms in ESTA and help in case management and Asheville – Buncombe Homeless Initiative through coordinated entry and accessing direct financial assistance for our clients.

Carolina Furniture Concepts provides any “scratch and dent” brand new furniture unable to be sold to our students. These were previously taken to the landfill so with this collaboration we items out of the landfill and provide quality furniture to families in need.

ESTA has other ongoing partnerships with groups that help us achieve our goals, and a full list can be provided upon request. Our outreach and marketing plan also involves strong partnerships with some of our referral sources including Swannanoa Valley Christian Ministries, the Juvenile Justice Department, School Homeless Liaisons, and Buncombe DSS.

## Capacity\*

Describe the background, experience, and capabilities of your organization or department as it relates to capacity for delivering the proposed project and managing federal funds.

Eliada's mission is Helping Children Succeed. Through both prevention and intervention, Eliada tackles the growing rates of Adverse Childhood Experiences (ACEs) that impact the social determinants of health for youth in WNC.

Eliada has a broad continuum of care that spans birth through early adulthood (residential treatment, day treatment, therapeutic foster care, family foster care, early childhood development, after school programming, and ESTA). Each program has a leadership structure, and our senior leaders include our CEO, COO, CFO, Human Resources Director, Development Director, and Clinical Director.

Much of Eliada's strength derives from our extensive history and our systems-care knowledge. As we have mental health and foster care programs for adolescents, we understand the experiences of youth who are about to age out of care and are in a good position to provide a bridge to adulthood through the ESTA program.

Over the last three years, ESTA has more than doubled our participant population. We've doubled our staffing to accommodate the growth. Since we've begun working with the Nurse Family Partnership, we've also exponentially increased the number of young moms that we serve.

In the last year, we addressed the Raise the Age law through ESTA. Raise the Age means that now 16-17-year-olds can remain in the juvenile justice system. This has allowed ESTA to work with our local Juvenile Crime Prevention Council on addressing issues court-involved youth face. ESTA can adapt and grow to meet community need and we are confident we can carry out the project plan.

## Budget\*

Provide a detailed project budget including all proposed project revenues and expenditures, including explanations and methodology. For all revenue sources, list the funder and denote whether funds are confirmed or pending. For project expenses, denote all capital vs. operating costs, and reflect which specific expenses are proposed to be funded with one-time Buncombe County Recovery Funds.

Download a copy of the budget form [HERE](#). Complete the form, and upload it using the button below.

Buncombe County Coronavirus Budget Form Eliada.pdf

## Special Considerations\*

Provide any other information that might assist the County in its selection.

ESTA has an established relationship with Buncombe County having received several grants in the past. The current request furthers the mutual goals of ESTA and the county in reducing youth homelessness in Buncombe County, a social problem that has grown due to Covid-19.

## File Attachment Summary

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### *Applicant File Uploads*

- Buncombe County Coronavirus Budget Form Eliada.pdf



List expenses here			\$	-		
List expenses here			\$	-		
			<b>Total</b>	\$ 1,832,163.00		