

Youth Empowered Through Action (YEA!) Grant Application

Background

In May 2022, the Yolo County Board of Supervisors established the Yolo Youth Commission (*Commission*) and authorized the Yolo County Office of Education (YCOE) to administer the program. The Commission's mission is to enhance the quality of support, services, and programs for youth by working with local leaders and to make funding decisions that lead to a positive impact on youth development and empowerment. The Commission was tasked with issuing a yearly request for grant funding proposals from youth-centered efforts or youth organizations that provide services in Yolo County. The Commission has launched this project as the Youth Empowered Through Action (YEA!) Grant Program.

About the YEA! Grant Program

The YEA! Grant Program from the Yolo Youth Commission is soliciting youth support services proposals from providers. Only proposed program services that address ongoing needs experienced by youth of Yolo County will be evaluated. Up to four (4) successful program proposals will be awarded grants of up to \$40,000 each. Awardees will partner with the Yolo Youth Commission to ensure successful program implementation.

YEA! Grant Program Application Process

1. Applicants will submit an online application that provides an abstract description of their proposed program, as well as project summary, and narrative responses. The online application will also ask for background information of the program services provider(s).
2. The Commission will review the applications and submit recommendations for funding to the Yolo County Board of Supervisors.
3. Selected YEA! Grant applicants will be reviewed and affirmed by the Yolo County Board of Supervisors.
4. Once affirmed by the Yolo County Board of Supervisors, the selected applicants must enter into a grant funding agreement approved by Yolo County and the Board of Supervisors.
5. After the successful execution of the grant funding agreement by all parties, the grants of up to

\$40,000 will be issued.

YEA! Grant Information Sessions

To support grant applicants, the Yolo Youth Commission will offer an information session and grant office hours for direct assistance with completing the application. Attendance is not required to apply for the grant, although participation is highly encouraged.

- **Information Session:** August 19, 2024 (4:00–5:00PM; <https://ycoe.zoom.us/j/83329756331>)
- **Grant Office Hours:** August 23, 2024 (10:00–11:30AM; <https://ycoe.zoom.us/j/83763807487>)

Zoom information for each session will be on the YEA! Grant Page on the Yolo Youth Commission website located at www.ycoe.org/youtcommission.

YEA! Grant Deadline

All applications for the YEA! Grant must be **submitted online** to the Yolo Youth Commission **no later than August 30, 2024 by 5:00PM**.

This is a hard deadline and not exceptions will be made for late applications. You will not be allowed to make any changes to the application once submitted. All required information and documents (if applicable) must be submitted with the application by the deadline.

If you experience any technical issues with the application or have general questions, please contact YCOE Liaison for the Youth Commission, Edwin Ortega Beltran at edwin.ortegabeltran@ycoe.org.



ORGANIZATION INFORMATION

Project Name *

Career Readiness with Purple Tree Cafe

Name of Organization *

Our House Cafe DBA "Purple Tree Cafe"

Type of Organization *

- Public
- Private
- Non-Profit
- Other

If "Other," please explain.

Federal ID Number *

454564716

Physical Address *

Davis Community Church, 412 C Street, Davis, CA 95616

CONTACT INFORMATION

Primary Contact *

Jason Sullivan-Halpern

Title/Position *

Executive Director

Phone Number *

(916) 642-9447

Email Address *

jason@purpletreecafe.org

Secondary Contact Person *

Kelsey Fortune

Title/Position *

Associate Director & Operations Manager

Phone Number *

530-760-6245

Email Address *

manager@purpletreecafe.org

Have you previously received YEA! Grant Funding? *

Yes

No

If you previously received funding, how much funding was awarded?

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SERVICES PROVIDED

Please describe the region(s) that your program serves (If you provide services to communities other than Yolo County, please list here). *

Yolo County & Sacramento County

What is the age range of the youth you provide services to? (Select all that apply) *

- 0 - 5 years
- 6 - 11 years
- 12 -18 years
- 18 - 24 years

Which of the following best describes the services of your program? (Select all that apply) *

- Education
- Mental/Behavioral Health
- College/Career Readiness
- Life-Skills/Recreational Activities
- Civic Engagement/Community Organizing
- Other

If your program fits into other category of service, please briefly describe below.

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GRANT SUMMARY & NARRATIVE RESPONSES

Provide a summary of the proposed project using no more than 500 words. Be sure to include a problem statement and project model/framework. *

Purple Tree Cafe will reduce barriers to employment for at-risk youth in Yolo County by providing paid, supported employment training and career readiness coaching in the nonprofit and food sectors to those who are of legal age to work and have transportation to Davis. Participants will join our nonprofit's employees with and without disabilities to bake, package, sell, and market our products and services to potential customers, clients, and donors across Yolo County to gain direct experience working with people with disabilities, food service, nonprofit organizations, fundraising, and outreach. They will do so by becoming part of our operations at the Davis Community Church, Davis Farmers Market, and other public and private events in Davis and by participating in various activities related to nonprofit administration and development, such as tabling at nonprofit events, flyering, and creating digital content for fundraising appeals. Participants will be paired with Purple Tree staff and Board members who will provide them with ongoing career coaching and training in job-seeking skills, including identifying potential career opportunities, drafting resumes and cover letters, preparing for and participating in job interviews, and creating good workplace habits throughout the duration of the grant project. Purple Tree staff will also work with employers in our region to identify specific job opportunities that we will help participants pursue at the conclusion of their internship.

The project will engage 5 to 8 youth participants who will have the option of interning 4-10 hours per week as their schedules permit. Participants will begin by gaining experience with baking and sales in our commercial kitchen and at community events in Davis while also learning about Purple Tree's mission, history, and operations. Doing so will involve learning how to work with people with disabilities, which is the focus of the nonprofit. Following this introductory period, participants will engage in biweekly group and individual coaching sessions to learn about potential career opportunities in the food service and nonprofit sectors and how to effectively pursue them through the remainder of the grant period, while continuing to build their job and life skills through employment. As participants become more comfortable with Purple Tree's operations, they will become more involved in nonprofit outreach and fundraising efforts to benefit Purple Tree and the disability community at large. In addition to providing a rewarding and educational experience to the youth this project will serve, this project will expand Purple Tree's impact and reach in Yolo County so our nonprofit can provide even more employment opportunities to at-risk youth and people with disabilities going forward.

At the conclusion of this experience, participants should have gained: marketable skills in food service and working with people with disabilities that they can include on their new resumes; an introduction into working in the nonprofit sector and the career opportunities that exist therein; job coaching and training opportunities; writing experience with published content; a track record of success at a beloved community organization; and competitive wages for their service.

What is your organization's Vision and Mission Statement? *

Purple Tree Cafe's mission is to provide meaningful, community-based employment opportunities to people with disabilities and bring people with and without disabilities together through food, music, and art. We reduce barriers to employment for people with disabilities by directly creating job opportunities for them and providing them with skills for work and life that help build independence. In doing so, we show other employers in our region what's possible for people with disabilities in the workplace and inspire others to follow our lead.

Grant Amount Request *

\$38,809

What Yolo Youth needs will be addressed by your proposed program/service(s)?

This project will make headway on at least 4 of the 8 county-wide needs recognized in the Roadmap to the Future for Yolo County Children and Youth Needs Assessment. Specifically:

1. Expanded Learning, Engagement, and Leadership Development Opportunities
2. Improved College and Career Transitions
3. Improved Access to Service Information and Outreach
4. Expanded Access to Affordable, Healthy Food Options

First, nonprofits like Purple Tree already serve vulnerable populations, including youth and families, living in a variety of challenging circumstances. Youth who grow up with those lived childhood experiences are in the best positions to lead their communities in the developments necessary to achieve equity and justice. While many youth are exposed to nonprofit work through their families benefiting from nonprofit or government programs or volunteering, the actual feasibility of working in the nonprofit sector is often not an option that is seriously discussed with older youth and young adults. Nonprofits also play a critical role in encouraging civic engagement, and many who begin their careers in the nonprofit sector go on to working for local, state, or federal government social and human service agencies who support the nonprofit sector.

Second, Purple Tree's work is designed to promote workforce readiness and career transitions for all its employees through rewarding entry-level work experience, including the many youth who already work for us, and especially people with disabilities seeking first-time or flexible employment. We meet our

employees “where they are at” in life to work with them on building their skills and confidence from the ground up alongside others who find themselves in similar and diverse situations. We don’t expect our employees to have any prior work experience or familiarity with being in a workplace environment to get started. And we will do whatever is within our capacity to provide employees with the accommodations or training that they need to be successful in the long run to help them maximize their opportunities for future employment.

Third, through introducing participants to nonprofit work at Purple Tree and other related organizations, we will expand their knowledge base of services available to their community and perform direct outreach to those who could benefit from them the most. They will do so through engaging with service providers at coaching sessions, publicizing Purple Tree’s events and products in Davis, attending nonprofit events, and engaging in other person-to-person networking opportunities. Through that process, we expect participants to interact with dozens of other nonprofit organizations serving youth and families across Yolo County.

Lastly, Purple Tree currently sells vegan and organic foods and is one of only two exclusively vegan bakeries currently operating in Sacramento and the only exclusively vegan bakery in Davis. We pride ourselves on baking not only delicious but healthy foods that are locally sourced and environmentally sustainable. All of our products are sold at competitive prices.

Describe the population you propose to serve. Include distinctive characteristics such as demographic statistics, ethnicity, median income, levels of educational attainment, and other relevant details. *

Approximately 90% of Purple Tree’s employees are people with disabilities, with over 50% being under the age of 25. We have had employees and volunteers as young as 16 years old working at Purple Tree and easily can accommodate any youth, including at-risk youth, within that age range. We do not expect or cater to any particular levels of educational attainment or other demographic characteristics within that age range. Youth who identify as people with disabilities would be encouraged to apply but this opportunity would be open to youth with or without disabilities. We have the capacity to accept between five and eight participants between now and June 2024 or beyond.

Clearly describe how the proposed program/service(s) will aid in the prevention of risk factors impacting Yolo County Youth. *

Yolo County's 2024 Children and Youth Needs Assessment identified significant disparities in college and career readiness among students with disabilities, who are unhoused, or who have other socioeconomic disadvantages (see Figures 16 & 16E). Only 8% of students with disabilities are considered already "prepared" for work for college compared to 43% of all other students in the County. These statistics are, unfortunately, unsurprising given that the employment rate for people without disabilities is nearly 3 times higher than for people with disabilities across the country according to the U.S. Bureau of Labor Statistics' most recent data. Studies suggest that the unemployment rate for people with intellectual and developmental disabilities ("IDD") compared to mental health or physical disabilities is nearly three times higher, with 28% of working-age adults with IDs having never held a job before.

Disability advocates and researchers often argue that there simply aren't enough job opportunities tailored to the needs of people with disabilities or employers willing to hire them to meet the current demand in California or elsewhere. California's State Council on Developmental Disabilities notes that through 2021-2022 "only 7.7% of regional center clients were served in Individual Placement Supported Employment in regular jobs with regular pay. 3.3% were served in work activity programs (sheltered workshops), and 84% were served in day or 'look alike' day programs, largely in non-work settings." This lack of real-world work experience and job opportunities results in trapping people with disabilities in an ongoing cycle of poverty through adulthood, with youth who come from more affluent backgrounds and therefore have more medical and family support being more likely to succeed in a career according to recent studies.

Purple Tree's employment opportunities are specifically designed to accommodate both youth and adults with a wide range of abilities and prior work experience. We chose the cafe and bakery model because the everyday work can be broken down into discrete, easy-to-follow steps where the results of each stage of the process are immediately apparent and thus instantly rewarding, and because kitchen skills are widely applicable in workplaces and in life. Interactions with customers are regular and predictable enough that employees can slowly develop interpersonal skills that will aid them in any customer-facing workplace and life in general. By involving our employees in every stage of the process through the creation of the baked goods and drinks all the way to selling them directly to the customer, they gain confidence through experiencing our customer's satisfaction with the final product. Additionally, through interacting with our employees, our customers gain a deeper understanding and appreciation of the value that people with disabilities bring to the workplace. In many cases, our customers do not regularly interact with people with disabilities in any other setting other than engaging with Purple Tree staff, and many never have the opportunity to see people with disabilities in a workplace setting outside of Purple Tree.

List the proposed activities of your program/service(s). *

Youth participating in this project will have the opportunity to gain direct hands-on experience with the following:

- Baking In a commercial kitchen
- Cashiering and serving at the Davis Farmers Market and other events
- Working for a local nonprofit organization that provides direct services to an underserved population;
- Applying, interviewing for, and participating in a real-world employment experience at Purple Tree;
- Learning about other possible job opportunities in Yolo County, and how to pursue them;
- Learning about the structure and purposes of nonprofit organizations and their staff;
- Performing outreach and marketing for a small business and local nonprofit;
- Learning fundraising strategies to engage new and returning donors;
- Learning digital marketing strategies and writing content published online; and
- Participating in civic engagement around important social, economic, and environmental issues.

What are the anticipated outcomes and/or results of your proposed program/service(s)? *

By the conclusion of the project, participants should be able to:

- Draft a resume;
- Draft a cover letter;
- Succeed in an entry-level job interview;
- Understand the real-world expectations around starting a new job;
- Confidently work with a point of sale system and engage and serve customers;
- Navigate and work productively in multiple roles in a commercial kitchen;
- Work directly with people with disabilities skillfully and compassionately;
- Describe the benefits of working in the nonprofit sector and possible career options;
- Tell their own rewarding stories about their experiences, which may be published;
- Effectively speak to community members about issues facing fellow residents.

Describe how will the progress of your program/service(s) be measured. *

We will measure participants' progress in the program and towards achieving their goals using a variety of methods that will interface with our existing workplace policies and procedures or nonprofit operations:

- Possession of valid CA Food Handler Certificate (required);
 - Hours of employment per participant(total number) ;
 - Completion of employment coaching sessions or trainings (total number)
 - Completion of equipment and operations trainings (total number with list of skills)
 - Number of unique donors and other community members engaged (total number);
 - Number of nonprofit and community events attended (total number);
 - Employment performance reviews (qualitative and quantitative data on both job and life skills); and
 - Written reflections an published work (qualitative)
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How will program participants be engaged or recruited? *

Purple Tree already has a waitlist for employment with individuals who are members of chronically underemployed populations. In addition, we have many contacts in the disability community in Yolo County through which we could advertise this opportunity. We would also reach out to nonprofits in the County that serve at risk youth and families in addition to local high schools. This opportunity would be posted on our website, social media, and other job-seeking websites like Indeed, Idealist, and LinkedIn too.

Provide a timeline for proposed program/service(s). Include expected completion date and responsible parties. *

December 2024 – Start advertising opportunity and recruiting participants

January 2025 – Hiring, orientation, and basic food service training

February & March 2025 – Work experience and biweekly group job coaching sessions

April & May 2025 - Work experience and biweekly individual job coaching sessions

June 2025 – Program wrap-up/celebration and helping participants apply to jobs

Participants will be accountable to their direct shift supervisor, the Kitchen Manager, and the Associate Director & Operations Manager on a daily/weekly basis.

Purple Tree's Executive Director will support the Kitchen Manager and Associate Director & Operations Manager in developing the training and coaching curriculum for participants as well as supervising participants at nonprofit events and fundraisers.

How do you propose your program be evaluated? *

1. Work and life skills that participants gained through the program, as measured in evaluations;
2. Comparison of participant performance over multiple evaluations;
3. Number of hours of work completed by participants;
4. Amount of wages paid to participants at completion;
5. Increases in social media or newsletter engagement throughout project; and
6. Project-specific media recognition or appearances

Provide the name and email for representative(s) responsible for data collection, analyses, and reporting results to Yolo Youth Commission. *

Jason Sullivan-Halpern, J.D. Executive Director Jason@purpletreecafe.org (916) 642-9447

Describe any additional resources that will be used in conjunction with requested funding such as supplementary grants, volunteers, donations, etc. *

Purple Tree will invest all its prior experience, expertise, and contacts in employment training, nonprofits, and the food service industry into the success of this project, but we will generally not be relying on any supplementary funding due to our limited resources and the time constraints involved.

We will rely on unpaid volunteers from other nonprofits and food service businesses to serve as guest speakers for some of our training for participants. The exact speakers have yet to be identified, but we have many professionals in our networks available and willing to volunteer in this capacity.

Grant funding for our monthly Hootenanny live music and fundraising events, which these participants will be attending to perform outreach activities, will be provided by the City of Davis Arts & Cultural Affairs Fund. Wages for these participants are not included in that grant as their participation is not required for us to host those events. However, participants will benefit from being able to gain work experience there.

Will any collaborative partner(s) be involved with the proposed program/service(s)? If so please list the organization, name of lead staff, title, and email. *

In addition to the guest speakers who will participate in coaching for participants, who have not yet been identified, Purple Tree collaborates closely with these and other local organizations:

The Davis Farmers Market
Randii McNear, General Manager
Macnear@dcn.org

Team Davis
Robin Dewey, President
Robindd49@gmail.com

The Davis Arts and Cultural Affairs Program
Rachel Hartsough, Arts and Culture Manager
RHartsough@cityofdavis.org

Davis Community Church
Deborah Jory, Office Administrator
office@dccpres.org

List any accreditations, certifications, and awards your organization has achieved. *

Purple Tree has received recognition for its work through media in Yolo and Sacramento counties. Some of this recognition can be found on the Media page of our website:
<https://www.purpletreecafe.org/media.html>

Purple Tree has current environmental health and safety permits for all the work it performs in Yolo and Sacramento counties. Participants must acquire a CA Food Handlers Permit within 30 days of being hired to continue to participate, which they can also list on their resumes.

Develop a budget narrative that describes the specific costs and expenses associated with the proposed program/service(s). *

Funding for this grant project will include wages, taxes, and insurance for all participants for all hours interned at a minimum wage of \$16.50 plus tips. Wages, taxes, and insurance for supervisors, who must be physically present to facilitate most of the activities for participants, will also be included at a flat rate of \$22.00 per hour. The time and supplies necessary for Purple Tree to develop the orientation, employment training, and job coaching materials or resources tailored to this short-term internship experience is included in our estimates for supervisory hours and supplies. Time is also included for Purple Tree to do outreach to other potential employers in Yolo County to help participants identify suitable job opportunities they can pursue immediately upon completion of their internships. We expect some participants will receive job offers soon thereafter as a result of these targeted efforts.

Baking and event equipment and supplies (excluding all ingredients) will need to be purchased to engage participants in our commercial kitchen, and we will need to pay the Davis Community Church an additional discounted fee (\$10/hour) to make that space available for this work. Additional supplies will need to be purchased for outreach and nonprofit activities designed to engage participants throughout each phase of the grant project too.

Provide a detailed calculation for the specified items such as salaries and any other related expenses aligned to the budget narrative. *

Please see attached project budget for cost overview and detailed calculations

REQUIRED DOCUMENTS

There are additional required documents applicants must submit for the application to be complete. Carefully read through the instructions to ensure all required documents are submitted with the application. There is the option to upload additional documents that are pertinent to the online application.

NOTE: No changes or updates to the application will be allowed after the deadline of August 30, 2024.

YEA! Grant Signature Page

Applicants will need to upload a YEA! Grant Signature Page with the completed online application. The signature form needs to include a wet signature. It will be best to print the form, complete and sign, and

upload the signed document to the online application. You can access the form here: [YEA! Grant Signature Page](#)

Organization Logo

The request for logo is for presentation purposes. There will be a presentation to the Board of Supervisors and your logo will be included in this presentation. Additionally, the selected applicants will be announced in the Youth Commission website and the logo will help identify your organization/program.

YEA! Grant Signature Page *

YEA Grant Signat...

 Add file

Organization Logo *

ThePurpleTree__...

 Add file

Any additional documents? If so, upload here.

Purple Tree YEA ...

 Add file

This form was created inside of Yolo County Office of Education.

Google Forms