



2023 Core Grant Guidelines for 2024 Funding

What is the Iowa Women's Foundation?

The Iowa Women's Foundation (IWF) is a nonprofit, grantmaking foundation dedicated to expanding opportunities and promoting positive social change. Our mission is to improve the lives of Iowa women and girls through economic self-sufficiency. Since the first cycle of grants in 1996 for 1997 funding, IWF has awarded more than \$1.516 million to 298 programs reaching women and girls in every county in Iowa.

Who is eligible to receive an IWF grant?

Nonprofit 501(C)3 tax-exempt organizations or grassroots groups serving women and girls in Iowa are encouraged to apply for IWF grants.

2023 Grants Applications for 2024 Funding:

A maximum of \$25,000 may be requested for 2024 awards.

What are the IWF's priorities in awarding grants?

Economic self-sufficiency for all of Iowa's women and girls is central to the mission of the Iowa Women's Foundation and to our grants program. To be successful, proposed projects must focus primarily on serving the needs and aspirations of women and girls as it relates to their economic self-sufficiency.

The IWF looks to communities across Iowa to help us better understand the barriers impacting women and girls' economic security. To this end, six specific areas have been identified as the most critical barriers for Iowa women and girls, and all grant applications must address one of these barriers:

- Employment
- Child Care
- Housing

- Education/Training
- Transportation
- Mentoring

IWF seeks to foster an environment in which each woman and girl has the resources – human, social, and financial – necessary for a successful future. These resources come in many forms, a living wage, warm roofs overhead, enough food on the table, adequate clothing, timely care for medical needs, readily available transportation, appropriate vocational training, and safe affordable quality child care. In this vision of the future, human security is the norm and all women are active, contributing members of society.

The IWF uses research to identify the biggest barriers to women's success as well as their greatest needs and encourages others, including potential grantees, to do the same.

What types of projects and programs receive funding?

In addition to addressing one of the six previously stated barriers, projects funded by IWF grants typically embody one or more of the following characteristics:

- Advocate on issues that lead to long-term change for women and girls
- Employ strategies designed to address causes of systemic, societal issues
- Address activities that enable women and/or girls as a group to achieve economic self-sufficiency
- Offer strategies that develop positive self-images for young and adolescent girls
- Promote prevention, early intervention, and enrichment activities
- Are creative, innovative, and new to the community they serve
- Increase the range of choices and expand opportunities for women and girls
- Work toward the elimination of bias and discrimination
- Could provide a model for replication by other service providers addressing the same clients or similar needs
- Promote the interconnectedness of issues across states, regions, or countries between the women in Iowa and the global world.
- IWF places no restrictions on the number of years a program can be funded. However, to receive subsequent funding for the same program, IWF will want to see growth, expansion, and /or innovation to the original program.

What types of projects and programs are NOT eligible for funding?

- Any project which does not specifically address one of the stated barriers
- Existing or new endowment funds
- Capital projects such as the acquisition of land, buildings, and major equipment; or the construction or renovation of facilities
- Conference attendance
- Reimbursement for previously incurred expenses
- Political campaigns for candidates
- Promotion of religious activities
- Activities inconsistent with federal state and local non-discrimination ordinances regarding equal employment opportunity.

While we recognize the critical importance of emergency services, IWF's priority is to fund programs/projects that help eliminate the root problems and at this time will only consider projects working beyond the needs of an immediate emergency. Please note that an Emergency Grants program is available to support emergency needs that arise throughout the year. Further details about this grant program can be found on the IWF website: [Emergency Grants | Iowa Women's Foundation \(iawf.org\)](https://www.iawf.org/emergency-grants)

What projects have received funding in earlier years?

A complete list of all projects funded by the Iowa Women's Foundation since inception of our grant program can be found here: [Grant Partners | Iowa Women's Foundation \(iawf.org\)](https://www.iawf.org/grant-partners)

How are grant applications reviewed?

The IWF Grants Committee conducts an initial screening of all applications to determine eligibility. Community Review Panels (CRPs) composed of community volunteers with relevant experience and expertise review all the applications according to the criteria below. Their rankings are reported to the IWF Grants Committee, which then evaluates the top-ranked proposals from the CRPs and makes funding recommendations to the IWF Board of Directors. The Board of Directors makes the final funding decisions.

The applications will be reviewed using the following criteria:

- How closely the proposal aligns with the mission and principles of the Iowa Women's Foundation: <https://iawf.org/about-us/mission-principles/>
- The project clearly addresses a primary barrier and may address a secondary barrier from the list of six key barriers women and girls confront when creating their pathway to self-sufficiency.
- The extent to which the program supports women and girls specifically to obtain economic self-sufficiency.
- The extent to which the project focuses on creating long-term social change for women and/or girls as a group and is structured to do so.

How much funding is available?

For many years, IWF grants were generally limited to \$5,000 - \$10,000 per project. In celebration of 25 years of grantmaking in 2022, requests of up to \$25,000 will now be considered for funding.

What is the time frame for projects?

IWF grants run January 1 to December 31. Projects must be completed within one year.

Successful applications will receive a grant contract and first funding allocation (half of the total award) in January. The remaining half of the allocation will be distributed upon receipt of the mid-year report due in July.

Applying for a grant from the Iowa Women's Foundation

The IWF has partnered with the Community Foundation of Johnson County to provide an electronic grant application that is easily accessible and more user-friendly. The application is available through the application link on the IWF website: [Core Grants | Iowa Women's Foundation \(iawf.org\)](https://iawf.org/core-grants/)

Please review the Eligibility Requirements before starting an application, and follow the instructions noted in these Guidelines.

An image of the beginning of the new application form appears below:

The screenshot shows the top section of an application form titled "Application" for "Child Care Program Expansion". The process is identified as "Iowa Women's Foundation Test Process". In the top right corner, there are two buttons: "Public Profile" (marked with a star icon) and "Collaborate" (marked with a person icon). Below these buttons, the letters "A." and "B." are handwritten. The form has two tabs: "Contact Info" (selected) and "Request". The "Contact Info" tab displays applicant and organization details. The applicant is Ann Parker, with email ann@iawf.org and address 2201 Grantview Drive, Suite 200, Coralville, IA 52241. The organization is Iowa Women's Foundation, with phone 319-774-3814 and the same address. A "Contact Email History" link is present. A message box states: "If your organization information does not appear correct, please click the edit (pencil) icon." Below this, there are three buttons: "Document Viewer", "Application Packet", and "Question List". The letters "C.", "D.", and "E." are handwritten above these buttons. The bottom section of the form is titled "Organization" and contains two fields: "Project Name*" with the value "Child Care Program Expansion" and "Organization Name*" with the value "Annie's ABC's Child Care". A note at the top of this section states: "Fields with an asterisk (*) are required."

The new application format will allow you some additional tools that you may find helpful.

The applicant and organization information at the top of the form will be based on the information you submit when creating your account.

The buttons marked A-B-C-D-E:

- A. **Public Profile** – this allows you to access your organizations information in Guidestar with your Tax ID number if you are registered with this program. It is not necessary to be registered with Guidestar to apply for an IWF grant.
- B. **Collaborate** – if you have requested an IWF mentor to review your application before you submit it, you may use this to share the file with your mentor. This is also helpful when more than one person is working on the application. You can share the application with those that you give permission to. Just remember to save your work, and do not submit until all parties agree that the application is completed and ready for submission. You cannot go back and edit once you have submitted the document.
- C. **Document Viewer** – this allows you to view and download all uploaded documents within the application.
- D. **Application Packet** – when clicking on this button, a pdf copy of your completed application form will be downloaded. You may print or save the application for your files.
- E. **Question List** – you may download and print a copy of the application questions before you begin to complete the form.

Technical Tips for completing the application form

- The character count includes spaces as well as characters.
- A user will be automatically logged out of the online system after 90 minutes of inactivity. The user will receive a warning message at 80 minutes of the pending time out.
- If your application is open and the system is not allowing you to input information it may be because you have been logged out. Exit out and log back in to continue.
- Please remember to regularly save your work. The system will auto save every 20 minutes.
- You may choose to prepare your response in a document outside of the online system (ie: Microsoft Word) and then copy and paste the text into the online form. If you prepare your application in this way, be sure to keep track of character limits. As noted above, character limits include spaces and characters. We recommend that you do not use formatting tools, (available in Microsoft Word) because the formatting will likely not transfer to the response area when pasted into the online system.
- It is advisable to download copies of all submitted forms to your computer.
- If you do not provide an answer for one of the required questions, you will not be able to submit your application.
- Remember to click “Submit Form” when you are finished.
- Once your application has been submitted it is no longer available for editing.

When is the grant application deadline?

All applications must be submitted no later than 5:00 pm CDT on the last working Friday of April.

How can I get advice on preparing our application?

IWF provides the opportunity for you to have a mentor review a draft of your grant application prior to official submission. If you are interested in a mentor, please send an email to grants@iawf.org and include “Mentor Inquiry” in the subject line. **Requests for assistance from a mentor must be received by Thursday, March 2, 2023.**

The grantmaking section of the IWF website [Core Grants | Iowa Women's Foundation \(iawf.org\)](https://www.iawf.org) also provides links to other resources that may be useful in preparing your application. A successful past grant application is included with these Guidelines beginning on page 9.

Statewide Information Session

How do I learn more about IWF, IWF grants, or the IWF grant application process?

The IWF will host a Statewide Information Session via zoom on Thursday, March 2, 2023. Details on how to participate in the session are provided on page 8 of these Guidelines.

When will I hear if our application is successful or not?

Grant applicants will be notified in September. Those whose grant proposals are successful will be featured at our Annual Awards Luncheon held late September/early October of each year.

Questions?

Please consult the IWF website: [Core Grants | Iowa Women's Foundation \(iawf.org\)](https://www.iawf.org) or send an email to: grants@iawf.org or give us a call: 319-774-3813.

Guidance for Completing Specific Sections of the IWF Grant Application

A7. Organization's Chief Executive Officer. This should be the individual who manages the parent agency that is submitting the application and who is responsible for its fiscal and legal operations, ie: someone who can sign contracts on behalf of the organization.

A10. Organization Service Description. Briefly describe the primary programs and/or services of your organization.

B2. Contact Person/Project Director. This should be the individual who is directly responsible for preparing the application and/or who will be managing the project if funded.

B5/B6. Barriers to economic self-sufficiency addressed by this proposal. Every proposal must address one primary barrier and may also address a secondary barrier. Select the one barrier that your project best addresses.

B7. Provide a concise summary of the proposed project. Readers should be able to discern all the key elements of your project from this summary; who will benefit from it; highlights of the work plan; compelling needs it seeks to meet; anticipated outcomes; and what makes it innovative or unique.

C1. Project Goals: List 3 primary goals that this project intends to achieve.

C2. Project Time: Include the activities you will use to achieve the goals and the timeline associated with those activities.

C3. Project Outcomes: Plan for evaluating short- and long-term success. The proposal should incorporate measurable outcomes, i.e., quantifiable indicators that you will be able to track during the project to determine if it was a success.

D1. Project Budget: Use the [budget word doc available here](#) to itemize the budget for this project only, not the entire organization's budget.

D2. Budget narrative. Please provide a breakdown of the specific expenses for each line in the budget. In each case make it clear how IWF funds will be used including products or tools to be developed, services or supplies to be purchased, and the methods used to calculate the anticipated expenses. Note the budget is for this project only, not the agency's full budget, and make sure that the numbers add correctly.

Examples:

Marketing Expenses, \$150. Advertising and promotion to recruit program participants, including printing flyers, staff time for phone calls and emails, preparation and distribution of news releases.

Office Supplies, \$150. Toner cartridges (\$125), 100 pocket folders for participant packets (100 X \$.25 = \$25)

Phone/Internet Expenses, \$50. 10% of annual fees (provided through in-kind contribution provided from organization's own funds).

Contract Wage Expenses, \$3,600. Stipends for three interns and three mentors @ \$300 each per month for two months (\$300 X 2 X 6 = \$3600).

E1. Additional information that will be helpful in the review of the proposal. Tell your story! What else do we need to know about this project that you haven't already told us. If appropriate, consider covering some or all the following:

- Share successes using examples.
- Whether the project is based on a national model for curriculum or program design.
- How gender-specific programming is implemented.
- What methods are used to ensure the project is inclusive and diverse.
- How women and girls served by this project provide input to project planning and decision-making.
- If the program builds on an earlier project, how this one differs and/or expands on it, and
- Data or other research and statistics to identify and support the need to develop the proposed project.

Note that January 1 is the earliest funding will begin. IWF grants are generally awarded for one year unless special circumstances warrant otherwise. Please explain any such needs in the **Additional Information** section.

Project Demographics: As with the budget, please complete the [demographics page available here](#) to tell us about those that will be served with this specific project.

Important Tips:

___ Check all spelling carefully.

___ Check your math.

___ Pay attention to the limit on number of words/characters allowed in each section. If you cannot see the full text when you print a hard copy of the application, IWF's grant reviewers will not be able to see it either. Use the Additional Information section to provide vital information that will not fit in the spaces provided.

Questions are welcome. Please call 319-774-3813, or email grants@iawf.org

Incomplete applications will not be considered.

Information Sessions via Zoom on Applying for an IWF Grant

IWF invites interested applicants to learn more about our statewide grantmaking process. We will present a statewide information session via Zoom, the online conferencing service, on Thursday, March 2, 2023. During the session, we will provide an overview of IWF and give applicants insight on how to prepare a competitive application. A Q & A will follow and attendees will have an opportunity to discuss the grant application process with IWF staff and other applicants. RSVP to grants@iawf.org by Monday, February 27, 2023 to receive the zoom link to attend.

Key Dates for 2023 – 2024 Core Grants Cycle

February 2023	Grant application period opens
March 2, 2023	Statewide Information Session via Zoom RSVP to grants@iawf.org by Monday, February 27, 2023 A zoom link with instructions will be sent to those who RSVP
March 2, 2023	Deadline for requesting a Mentor to review a draft of your grant application before submitting the final to IWF.
April 28, 2023	Deadline to submit an application for consideration. Applications must be submitted via the online portal by 5:00 pm.
September 2023	Applicants will be notified of their status.
October 4, 2023	Successful applicants featured at IWF annual luncheon at the Coralville Hyatt Regency and Conference Center
January 2024	Check presentation and signed contracts due
April – Sept. 2024	Site visits by members of the Grants Committee
July 2024	Mid-year reports due, followed by distribution of second allocation of Funds
January 2025	Final reports due

**ALL PROPOSALS MUST BE SUBMITTED NO LATER THAN 5:00 PM CDT
ON FRIDAY, APRIL 28, 2023, TO BE CONSIDERED FOR 2024 FUNDING.**

An example of a successful grant application is provided on the next few pages:

SAMPLE OF SUCCESSFUL APPLICATION

Mandy Engel-Cartie

Girls Inc. of Sioux City

Toolbox: Giving Girls Skills For Life

Iowa Women's Foundation Core Grants 2022-2023

Girls Inc. of Sioux City

Ms. Mandy S Engel-Cartie
Mailing: P. O. Box 3380
Location: 500 Main Street
Sioux City, IA 51102

mandy@girlsincofsiouxcity.org
O: 712-252-1088

~~712-398-1201~~

Ms. Mandy S Engel-Cartie

Mailing: P. O. Box 3380
Location: 500 Main Street
Sioux City, IA 51102

mandy@girlsincofsiouxcity.org
O: 712-252-1088

~~712-398-1201~~

Application Form

Iowa Women's Foundation Grant Application

A. Organization

A1. Project Name*

Name of Project.

Toolbox: Giving Girls Skills For Life

A2. Organization Name*

Girls Inc. of Sioux City

A3. Organization EIN Number*

██████████

A4. Organization Physical Address*

Address, City, State, Zip

500 Main St. Sioux City IA 51103

A5. Organization Mailing Address

If different from above (A4)

P. O. Box 3380 Sioux City IA 51102

A6. Organization Website

www.girlsincofsiouxcity.org

A7. Organization's Chief Executive Officer*

Name (first and last)

Mandy Engel-Cartie

b. Organization's Chief Executive Officer*

Title

Executive Director

c. Organization's Chief Executive Officer*

Phone Number

712-252-1088

d. Organization's Chief Executive Officer*

Email Address

mandy@girlsincofsiouxcity.org

A8. Are you a recognized 501(c)3 organization?*

If you answer no, please provide the name of your fiscal agent in the question below.

Yes

A9. Name of Fiscal Agent

Girls Inc. of Sioux City

A10. Organization Service Description*

Briefly describe the primary programs and/or services of the organization.

Mission: Inspiring all girls to be strong, smart, and bold. Since 1986, Girls Inc. of Sioux City has offered research-based and evidence informed curricula, including comprehensive sex education, to girls ages 6 to 18 through afterschool and summer programs. The Girls Inc. experience and the unique girls-only environment equips girls with the tools they need to combat the struggles faced in their daily lives to grow up strong, smart, and bold. A comprehensive approach to whole girl development equips girls to navigate gender, economic, and social barriers.

Program areas are:

GIRLS INC. PREVENTING ADOLESCENT PREGNANCY

Girls acquire the knowledge and skills for taking charge of and making informed decisions about their sexual health.

GIRLS INC. OPERATION SMART

Girls develop enthusiasm for and skills in science, technology, engineering, and mathematics (STEM).

GIRLS INC. FRIENDLY PEERSUASION

Girls develop skills to resist pressure to use harmful substances, such as drugs, alcohol, tobacco, and household chemicals.

GIRLS INC. LEADERSHIP & COMMUNITY ACTION

Girls build leadership skills and create lasting social change through community projects.

GIRLS INC. MEDIA LITERACY

Girls increase their awareness of the impact of media messages on girls and women.

GIRLS INC. ECONOMIC LITERACY

Girls learn about money and the economy and develop skills critical to being becoming independent adults.

GIRLS INC. PROJECT BOLD

Girls learn skills and strategies to lead safer lives.

GIRLS INC. SPORTING CHANCE

Girls build a foundation for enjoying physical activity throughout their lives.

B. Project Information

B1. Project Name*

Toolbox: Giving Girls Skills For Life

B2. Project Contact Person*

Name (first and last)

Mandy Engel-Cartie

b. Project Contact Person*

Title

Executive Director

c. Project Contact Person*

Phone Number

712-252-1088

d. Project Contact Person*

Email Address

mandy@girlsincofsiouxcity.org

B3. Requested Grant Amount: \$25,000

There will be 6 \$25,000 grant awards, one for each barrier. Award monies should be used between January 1 - December 31, 2023.

B4. Counties Served*

Please list the Iowa Counties served by this project.

Woodbury

Monona

Plymouth

B5. Primary Barrier*

Please indicate the **primary barrier** to the economic security of Iowa's women and girls that this proposal is designed to address.

Education/Training

B6. Secondary Barrier

If desired, you may also indicate one secondary barrier.

Employment

B7. Project Summary*

Please provide a concise summary of the project.

Toolbox provides Girls Inc. girls ages 8-18 with hands-on instruction and experience in skilled trades. Toolbox will be the only program in Siouxland and one of the few in the country dedicated exclusively to providing girls with an opportunity to discover, experience, and learn skilled trades from professionals and trained educators.

The Program (Note: skilled trades areas of focus will change every semester!)

Beginning in summer 2022, week-long intensive summer camps will be offered in four different skilled trades.

- *Construction/Carpentry

- *Electrical

- *HVAC

- *Plumbing

Toolbox will then be included as a regular part of Girls Inc.'s afterschool programs throughout the year. Girls Inc. has received funding for summer 2022 Toolbox. A core grant from the Iowa Women's Foundation would fund the afterschool and summer 2023 deployment of Toolbox, including the first time it will be offered afterschool!

CAREER DISCOVERY

Skilled trade career exposure and exploration will be built into every Toolbox session, so that girls can learn about new career paths.

HANDS-ON

Toolbox is a hands-on learning experience, with girls learning how to safely and properly handle tools and equipment for each project.

COLLEGE EXPERIENCE

Toolbox learning sessions will take place Monday-Thursday at Western Iowa Tech Community College, with college trades faculty and female students serving as both educators and mentors.

COLLABORATION

Multiple local businesses have agreed to allow girls to tour their facilities and jobsites, in addition to providing skilled volunteers to assist with all phases of program delivery. Professionals from the trades have been recruited to serve as lead instructors in each of the skilled trades offered.

LIFELONG SKILLS

Toolbox will teach skills and knowledge girls will be able to use throughout their life, no matter what career they choose. Even if girls are not interested in skilled trades as a career, they will learn skills that will help them become independent as they move into their first apartment or buy their first home.

B8. Social Change* – Eliminated for 2023 Applicants

How does this program address gender and long-term social change? See Page 3 of the Grant Guidelines for specifics regarding gender and social change.

Toolbox will address social change directly, in the following ways:

A shift in Definition - skilled trades have long been seen as a male sphere in the U. S. While many data sources (including federal data sources) reference the number of women in skilled trades as ranging from 10% - 12%, that number includes women who work as dental hygienists, librarians, and nurses. The number of women in skilled carpentry/construction and similar trades is actually closer to 3% - a number that has not changed since 1970's.

A shift in Behavior - Toolbox aims to shift the behavior/beliefs of both girls and adults. For girls, Toolbox activities will be offered to girls who are not yet rooted in stereotypes of "male vs. female jobs," thus offering them the opportunity to try something before selecting themselves out based on gender. The success of many gender-specific STEM programs has forged the path for Girls Inc. to work toward that same level of interest for girls in skilled trades. For adults, Toolbox represents a shift in believing that members of their future workforce are intrinsically male, which leads to businesses limiting job and apprenticeship recruitment efforts to male-dominated forums.

A shift in Engagement – Girls Inc. has spent the past six months reaching out for skilled trades volunteers and businesses to be part of changing the local landscape through Toolbox and the response has been tremendous. Businesses see the link between a previously untapped demographic (women and girls) and the opportunity to build a future skilled workforce right in their hometown.

C. Project Goals, Objectives, Activities, and Timeline

C1. Project Goals*

Please list up to 3 primary goals of this project.

- Program Goal: Inspire girls to consider non-traditional career paths in a variety of skilled trades, thereby:
- Giving girls a roadmap to financial and personal success and a path out of family poverty if a four-year college isn't right for them
 - Providing much-needed skilled workers to the Siouxland area (long term)
 - Motivating girls to stay and work in well-paying jobs in Siouxland as adults

C2. Project Timeline*

Briefly describe the activities you will use to achieve the goal(s) and outline the implementation timeline.

Girls Inc. will offer Toolbox afterschool from January 2023 through May 2023 and in the summer from May 2023 through August 2023.

Each semester will offer a new focus area each semester!

Toolbox will:

- Offer experiential activities including the use of tools and safety in at least four different skilled trade areas.
- Provide instruction and mentoring from women currently working in skilled trades.
- Offer exposure to Siouxland skilled trades businesses and learning centers through field trips.
- Offer experiential activities in local facilities equipped to teach skilled trades, such as working on electrical circuit boards.
- Give girls "soft skills" training to overcome gender bias in the workplace and to increase girls' confidence in their ability to do non-traditional work.
- Encourage girls to feel confident trying to fix things themselves by offering daily "workbench projects" which will include take-home projects that allow for practice with hammer/nails/screws, concrete, drywall, and more, as the focus area changes each semester.

The first team project the girls will complete is building a cross-section of a wall - framing a wall and window, putting up drywall on one side, running conduit for electrical and HVAC, and more. The wall will show girls what the building process really takes, what it really looks like inside their home/apartment walls, and will allow girls to be part of the building process from start to finish, giving them a finished project to take pride in and to show and then to explain their work to other girls and members of the community!

C3. Project Outcomes*

Describe your plan for evaluating short- and long-term success, including measurable pre- and post- project indicators.

Pre and post formal (surveys) and informal (discussions) evaluation will measure the girls' attitudes, beliefs, and skills in the following areas:

Short Term - Semester Evaluation

- Use of tools and safety protocol.
- Impact of women volunteers/mentors - those currently working in skilled trades who come in to speak to the girls and work with them on various projects.
- Knowledge of skilled trades as experienced in local businesses and learning centers through field trips.
- Confidence and mastery of “soft skills” and training to help girls face and overcome gender bias in these male-dominated workplaces.
- Confidence in girls' ability to do non-traditional work and fix themselves safely

Long Term - Annual Evaluation

- Survey of local business to determine if girls find work after high school
- Survey of local school districts to determine if girls take skilled trades classes at Career Academy
- Survey of local trade schools to determine if more young women are majoring in/taking classes in skilled trades

C4. Project Sustainability*

What are your plans for sustaining the proposed program/services after IWF funding ends?

Local businesses are clamoring for a skilled workforce and the Board of Girls Inc. believes that after a one-year period of introducing Toolbox in the community through a variety of engagement events and media showcasing the program, businesses will be ready to help fund our future local workforce with sponsorships! Additional grants and special donor asks will also help fund Toolbox in the future.

D. Project Budget

D1. Project Budget*

Please upload a completed budget, using the template found on [Page 7 of the Grant Guidelines](#).

Budget.docx

D2. Budget Narrative*

Please provide a brief breakdown of specific expenses for each line in the budget. See grant guidelines for additional information on what to include.

Equipment

-Western Iowa Tech Community College has agreed to provide tools, but the girls need safety supplies such as hardhats, safety glasses, gloves, and supplies for additional projects that are determined by volunteers and the Toolbox committee. The cost was calculated at \$28.80/participant based on the list of supplies at current prices. If additional funds are needed (over and above \$7,200), the Board of Girls Inc. has agreed to chip in to help cover those costs.

Food/Catering

-Breakfast, lunch, and snack will be served daily throughout the summer program, while snack and supper will be served each day during the school year program. The food cost was calculated for the number of girls during the semester of their participation in Toolbox, at \$3.36/girl per week for ten weeks. The figure was determined using the calculated average cost of food per day/per semester/girls enrolled at Girls Inc.

Travel

-Girls will need transportation from the Girls Inc. center to job sites, the WITCC campus, and to various employers who will be providing skilled trades experiences. Costs were calculated as \$20/hr for the driver, plus gas, per semester. If additional funds are needed (over and above \$4,000), the Board of Girls Inc. has agreed to chip in to help cover those costs.

Contract Wage Expenses

Professors in the skilled trades at Western Iowa Tech Community College are presenting Toolbox lessons on their own time and have agreed to a wage of \$50/hr. Thus the budget was calculated at \$50/hr x 4 staff members x 30 hours of prep and instruction.

Employee Expenses

Girls Inc. staff will accompany girls on all campus trips and jobsite/business field trips, as well as delivering daily "workbench projects" wherein girls will practice the skills they've learned by making a variety of take-home small projects, plus their team project (building the wall, described above). The amount was calculated at \$20/hr x 28 weeks x 35 hours per week for a total of \$19,600. The \$5,400 portion that Girls Inc. will fund includes benefits for staff, plus our portion of a work-study position as an program assistant.

D3. Viability with Partial Funding*

If the Iowa Women's Foundation cannot provide all the support requested, will the proposed project be able to move forward with partial funding? What adjustments will you need to make?

The project is vital to the financial health and success of our girls and community, so Girls Inc. will continue to seek donations and grants to fund Toolbox.

E. Additional Information

E1. Additional Information

Use this section to provide additional information about your proposal. See grant guidelines for suggestions.

The American Welding Society predicts a need for 400,000 more welders by 2024. In HVAC and electric, job openings are expected to grow by 14 percent through 2024.

The U. S. faces a critical shortage of skilled trades workers, now and for years into the future. Due to an aging workforce and limited awareness of opportunities in the trades, the supply of workers trained for these jobs is simply not keeping pace.

One vital source of future trades workers are the public high school students who participate in career and technical education (CTE) programs in the skilled trades. Trades education at the high school level should be a key onramp to good jobs and a broader workforce preparation ecosystem that includes postsecondary education and training options, but girls often select themselves out of skilled trades education/training opportunities because of preconceived gender roles. Exposing girls to skilled trades as early as age eight paves the way for those girls to fearlessly commit to trying out new potential careers.

Generally speaking, women earn only about 80 cents on the dollar compared to men, even though half the U.S. workforce is female and women make up more than half of all college grads. But in many of the skilled trades, the story is different. In construction, for example, women earn about 99% of men's pay according to the Bureau of Labor Statistics (BLS).

Consider: The average cost of a four-year college degree is well over \$100,000. A trade school can take less than a year to complete and costs, on average, less than \$35,000. So girls could be earning money at a trade job long before a college graduate makes their first student loan payment. Depending on the trade women can expect to earn start at around \$50,000 annually, according to the Bureau of Labor Statistics. With the hot labor market, a construction management position could net in the six-figure range.

Trades students often have opportunities to earn well above minimum wage even while they are in high school, and students who have excelled in the trades can earn a solid salary immediately after graduating. Trades can also be great paying summer jobs or a fallback career when needed.

If girls are not interested in skilled trades careers, Toolbox will still leave them with the skills they need to be independent apartment dwellers and home owners.

E2. How did you hear?

How did you find out about the IWF grant program?

Involvement with IWF and prior grants process.

E3. Project Demographics

Please upload a completed template of the project demographics which can be found on Page 7 of the grant guidelines. These demographics should reflect the recipients of this project/service not the entire service population of your organization.

Demographics.docx

File Attachment Summary

Applicant File Uploads

- Budget.docx
- Demographics.docx



IOWA WOMEN'S
FOUNDATION

Project Budget

Please provide a budget FOR THIS PROJECT ONLY (not the entire organization).

	Source of funds for this project		
Expense categories	Requested from Iowa Women's Foundation	Provided from Other Sources	Total <u>Project Budget</u>
Marketing expenses		\$3,400	\$3,400
Office supplies			
Equipment expenses	\$2,200	\$5,000	\$7,200
Phone/Internet expenses			
Food/Catering expenses	\$3,200	\$5,200	\$5,800
Travel expenses		\$4,000	\$4,000
Contract wage expenses		\$6,000	\$6,000
Employee expenses	\$19,600	\$5,400	\$25,000
Other costs			
TOTAL EXPENSES	\$25,000	\$29,000	\$54,000

Funding sources	Requested from Iowa Women's Foundation	Provided from Other Sources	Total <u>Project Budget</u>
Amount requested from the Iowa Women's Foundation	\$25,000		
Amount from other sources		\$29,000	
Total Project Budget			\$54,000
TOTAL REVENUES (should match TOTAL EXPENSES, above)	\$25,000	\$29,000	\$54,000

Make sure all columns add correctly.

Demographics

The following information assists IWF in reporting statistics on demographics of our grant recipients. This information should be filled out with data from the group/organization program/project this grant is supporting, not the overall service population of your group/organization.

Estimate the total number of persons who will be served in each of the following groups:

25	Women		Men
250	Girls (under 18 years old)		Boys (under 18 years old)

Age group(s) that this project is designed to serve (please provide anticipated percentages):

	% Girls ages 0-5		% Women ages 18-25		% Women ages 62+
50	% Girls ages 6-11		% Women ages 26-40		
50	% Girls ages 12-17		% Women ages 41-61		

Ethnic/racial constituencies this project is designed to serve (please provide anticipated percentages):

15	% African-American/Black	25	% Latina/Hispanic
2	% Asian/Asian-American	10	% Native American/American Indian (specify): <u>any tribal affiliation</u>
28	% Anglo/Euro-American	20	% Other (specify): <u>multi-racial</u> (Siouxland has many tribes)

Disability status of the participants this project is designed to serve (please provide anticipated percentages):

20	% With a disability	80	% Without a disability
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Income level(s) of the participants this project is designed to serve (please provide anticipated percentages):

86	% Poverty level (at or below)	7	% Middle income
5	% Low income	2	% Upper income

Neighborhood/geographic region this project is designed to serve:

	% Neighborhood	80	% Urban	5	% Reservation
10	% Suburban	5	% Rural		

Other constituencies/groups this project is designed to serve (check all that apply):

	Boys/Men	X	Persons who are physically challenged
	Displaced persons	X	Refugees
X	Persons for whom English is a second language		Single mothers
X	Incarcerated women/girls	X	Teen mothers
X	Lesbians/Bi-sexual/Transgender women		Women in the trades
X	Persons who are mentally challenged		Women re-entering the workforce
	Non-traditional students	X	Other (please specify):
	Displaced homemakers		<u>girls ages 8 to 18</u>