

Thank you for your interest in applying for the Zero Project Impact Transfer program. This short application form will help the selection team choose 10 projects from the Zero Project nominations to be part of this year's Impact Transfer program. Please answer the questions as fully as you can to help us with this process.

Before you apply, please read our briefing document and make sure you can demonstrate how you meet the following criteria:

- *You have sufficient track record and evidence that your innovation works and can be replicated (inter)nationally;*
- *Replication is a strategic priority for your organization, with buy-in at a senior level of the organisation, and some resources are already available for replication;*
- *At least one senior person (with decision-making power) from your organization can commit approximately 1 day a week to the programme for webinars, assignments etc. from Oct 2020 to March 2021;*
- *You are open to learn, share and be challenged, and have a proactive attitude;*
- *You are able to participate in webinars and assignments in English.*

Please note you can save your progress and return to the survey at any time, as long as you use the same computer and browser to complete the survey. Also be aware that question numbers may appear out of order as certain questions depend on your previous answers.

If you have any queries about the program, or have any trouble accessing this survey, please contact Paula Reid at p.reid@zeroproject.org. An accessible Word version is available on request.

Name

Sean Wiltshire

Email address (please note that by entering your email address, you are giving the selection team permission to contact you regarding your application)

swiltshire@avalonemploy.com

Name of your organisation

Avalon Employment Inc.

Name of your project nominated for the Zero Project Awards

. What is your motivation for applying to join the Zero Project Impact Transfer program? (max 3000 characters)

Avalon Employment Inc. has been working for almost 30 years on knowledge transfer within the work of our organization. We support research and programs that identify and share "good" practice, as every practice can be applied with local ideas to become a "best" practice somewhere else. This process is based on our research from 2012 Social Return on Investment Project that we undertook with the New Economics Foundation in London, England. This project supported our process of skill identification and matching versus endless "programs of training". Once we implemented the process of "two stage" identification of skills, we saw results with how the opportunities changed for individuals seeking employment, identifying the current skill set led to a great empowerment of the ability to seek work. Often hearing from individuals "I did not know that was an important skill" We also implemented unique data points using a personal identification process for the "Theory of Change" subsequently individuals have been able to follow and identify their successes in real time, and allows the organization to respond and develop programming based on the current situation and the real need of individuals seeking employment versus perceived needs for "training". We have adapted and used this process in three countries in South East Asia as part of an International Development Project. DRPI Aware. We have adapted this project for use with individuals on the Autism Spectrum, Down syndrome, Intellectual/Developmental Disabilities, and are currently working with some indigenous communities in other parts of our country to develop the process to include traditional elder knowledge within an employment program for indigenous youth. We feel that we could support the development of models of employment that both bring proven results, and develop local partnerships and knowledge transfer as the goal of the relationship. It would build our body of evidence on the impact of this type of programming with clear economic and social data to support implementation by communities at all levels.

. What is your experience of replicating or transferring your innovation?

- We have already replicated our innovation
- We have not replicated our innovation yet, but it is a strategic priority and we have a clear idea about what to replicate, where and with which partners
- Replication is a new topic for us, but it is the right time to start working on it

. Please provide us more information on your replication strategy and experience so far (Where did you replicate this innovation? How did you replicate ? Which partners did you work with to replicate this innovation? How did you finance the replication? Results so far? Lessons learned?)

We have used the model for over a decade for individuals with developmental disabilities. We have replicated the model with local programs in Nepal, India, and Bangladesh as part of an International Development Project that partnered with local agencies to deliver the program at the local level with support from Canada and travel on site 4-5 times a year. Subsequently it has been replicated for individuals on the Autism Spectrum funded under a pilot project from local government. Lesson learned included the absolute need for local implementation. Budget considerations, and how to seek out good economic data on current employment trends. (Particularly important in developing countries.) We also have a large Social Enterprise that has been able to support the development of new and innovate programs from those resources.

. Please explain your initial ideas on replicating your innovation (what you wish to replicate, in which geographies, which type of partners will you need, or any other relevant information). If you do not know yet, please write 'Don't know'

This question was not displayed to the respondent.

. Please describe the main questions or challenges you hope to address by participating in the Impact Transfer program.

Can we develop a process that will allow the "model" to be implemented in other jurisdictions using local information and development local partnerships? How would the model best be transferred? in person Webinar a combination of both? How can we use the program to inform policy decisions and government programs. (Evidence Based Decision Making) What are the data points that we should capture that are more "social" versus "economic"

. Is replication a strategic priority for your organisation, supported by staff, your board and external stakeholders?

- Yes
- No
- I don't know

. Please explain how replication fits into your strategy and long-term goals, and how replication is supported by your Board and leadership team. If you are not sure, please write 'Not sure yet'

The whole of the organization has been working on this issue for over a decade. Developing new programs to support individuals as their needs change. Evolving as an organization is required for survival, along with continued evaluation of programs. This demonstrates how we as an organization support other groups to develop their potential. Our Board/Partners have always understood that sharing the successes of individuals within a program only serves to improve the program. Looking at what we do, how we do it, and how we can share what are deemed successes is critical to our long term goal of employment options that support individuals in their ideas about what " employment" may look like for them. Our CEO has long been a national leader in Employment and Disability, advising national level strategies, working to improve program/policy development. Founded a National Disability Employment group in its 25 year. Working with other international development partners to implement programs in developing nations.

. Have you standardized your model and operations in a way that allows partners to easily replicate it (guidelines, operations manuals, trainings,...)?

- Yes
- To some extent, but we still have more work to do
- Not yet

. Are specific human or financial resources already available for replication? Please explain.

We have a team of staff that have completed this program in person/virtually. We are committed to supporting this program with the required time to make it a success.

. Is there a clear project owner in your team who has the capacity, skillset, and decision-making power to participate fully in our program (approx. 1 day per week between October 2020 and March 2021) and support the replication of your innovation?

- Yes, we have a project owner for this program, with the necessary skills and seniority
- Not yet, but we have enough capacity and can easily assign a project owner for this program
- No, we do not have enough internal capacity for this program at the moment

Please provide more information on the profile of the person who will serve as project owner for the Impact Transfer program (background, experience, ...). You can also add a link to the person's profile (on LinkedIn or on your website), if you wish.

<https://www.linkedin.com/in/seanwiltshire/>

We are interested to understand your impact model (also called Theory of Change): who are your main target groups, which key activities do you offer to these target groups, what impact (change) do you want to achieve for your target groups, and how do you measure this impact (if you do).

Please fill in the table below focusing on your main target groups, activities, expected impact and indicators.

	Insert your TARGET GROUP (one target group per box, maximum 3)	Insert your key ACTIVITY for this target group	Insert the main IMPACT (CHANGE) that your activity is supposed to achieve for this target group	Insert the main INDICATOR you use to measure your impact (if available)
1	Individuals With Barriers Seeking Employment	two stage development of Job Goals and Skills Identification	Identification of Current Skills both formal/hidden to match to the current employment needs of employers in the community.	Number of individuals gaining paid employment.
2				
3				

Does your current funding model allow you to take repayable investment i.e. not grants, but equity or loans that you will have to pay back?

- Yes, and we have already received a repayable investment
- Yes, and this is something we want to explore
- No

As part of the selection process for the Impact Transfer programme, we will be putting together a short video on each shortlisted project for our selection panel. We would be

grateful if you could send us:

- Any video material you currently have about the project (via YouTube, DropBox etc.) that you did not already submit as part of your Zero Project application.
- A short video (maximum 20 seconds), explaining why you wish to join the Impact Transfer programme. This video can simply be filmed on a mobile phone.

If you have weblinks to these videos, please include them below. Otherwise you can send them to p.reid@zeroproject.org.

video will be sent along to this email this evening.

. If you have any other supporting documents (such as your organization structure, impact evaluations, or strategic plans) that you have not already included in your original Zero Project application, please include the web links below. Alternatively, you can email documents to p.reid@zeroproject.org, including your name and project title.

The selection panel will handle any documents you send us confidentially.

We included a complete training model within our application, and would use this as the basis for development for additional communities that wanted to explore using this particular model. We also use on line tracking software to follow an individuals plan of employment. Allowing us to also capture relevant data points for evaluation.

There are no further questions in the survey. Please use the 'Next' button below to submit your application.

By submitting your application you are giving the Zero Project Impact Transfer team permission to share your responses with members of our selection panel.

Location Data

Location: [\(47.598205566406, -52.690299987793\)](#)

Source: GeoIP Estimation

