

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

Ashlea Lantz

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

alantz@griffinhammis.com

Name of your organisation

Griffin-Hammis Associates

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)

"Who dares to teach never ceases to learn." John Cotton Dana Since Cary Griffin and Dave Hammis formed their original partnership in the late 1990's, the interplay between teaching and learning has shaped everything we do. All of the GHA employees and consultants started their careers by supporting individuals with disabilities to find employment and build their work lives. As professionals, we taught community businesses and the employees with disabilities how to work well together, but we they also taught us- about what they needed and how we could better support them. Through the years, our focus has shifted more to teaching other employment professionals and the government employment service systems, but the dynamic between teaching and learning is as critical as ever. Joining the Zero Project Transfer Program would provide us the opportunity to receive the support we need to be able to share what we've learned about the most effective employment matchmaking services with professionals in other geographies. Not only would we receive critical and expert training and mentoring from the Zero Project Transfer staff on how to replicate these strategies in other countries, but we would also learn from the professionals in those geographies and from the other organizations in the alumni community. Understanding of the employment for people with disabilities has changed dramatically in the United States over the last 30 years. Pilot projects and research has clearly shown that given the right supports, individuals with disabilities, including the most significant disabilities, can not only be employed in their communities, but they can become successful and valued members of their companies. They can successfully run businesses, influence public policy, and design and live the lives that they want. In spite of this, however, actual change to employment services remains slow and many people with disabilities still do not receive the supports or services they need to find meaningful jobs. It is going to take all of us, from every nation, collaborating together and sharing our knowledge in order to make sure every person with a disability has the same employment opportunities as our other citizens.

. 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?)

When Cary Griffin and Dave Hammis launched Griffin-Hammis Associates (GHA) over twenty years ago, their goal was to prove more was possible in the world of employment for people with disabilities, beyond segregated environments, beyond entry level work doing menial or undervalued tasks for little to no wages. As they refined their "customized" approach to employment and were able to support more and more people with successful and innovative matchmaking services- including self-employment, GHA's business and staff grew, until today when we now have 16 associates and provide employment training and mentoring in over forty states and Canada. Additionally, the work we have done over the last two decades directly influenced national policy development, including the inclusion of "customized employment" in the 2014 Workforce Innovation and Opportunities Act (WIOA), which regulates the work of all national vocational rehabilitation agencies. As our work has grown, our replication model has evolved as well. The GHA replication model is addresses four pillars necessary for revamping employment service delivery: training, mentoring, organizational transformation, and quality assurance/fidelity to best-practice. GHA begins by providing foundational training in customized employment and then offers face to face and virtual mentoring to employment professionals as they provide matchmaking services. We also help the agencies that provide employment services to review their own internal policies and revise them as necessary to promote better employment outcomes. In 2015, GHA pioneered the development of the first Customized Employment Fidelity Scale, to provide an evidence-based, objective measure for determining whether matchmaking services provided aligned with best practice. All employment staff are trained in these fidelity practices. This provides the employment organization with the tools they need to evaluate their own practices and identify areas that require change after the training and mentoring end. The majority of our funding for our replication projects comes from state government agencies that support disabilities services such as Medicaid agencies, Developmental Disability Organizations, and some United States federally funded projects. GHA has trained thousands of employment specialists across the country, supported over 500 job seekers on their employment pathway resulting in higher employment outcomes that range from self-employment, resource ownership and gainful wage employment. One of many lessons learned, Rome wasn't built in a day and neither is changing the employment system. We are always learning and refining based on our work.

. 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'

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

We would greatly appreciate the training and mentoring the Zero Transfer Project could provide to us to maximize the effectiveness of our replication efforts in other geographies. Key Questions include: 1) How can we best highlight the power and opportunities associated with customized employment in other cultures and geographies? 2) How can we refine the fidelity scale to make sure it address the unique characteristics of other geographies? 3) What can we learn from the Zero Transfer project trainers and mentors, the organizations of the alumni community, and the professionals who replicate our model to improve our own employment services. We believe the Impact Transfer Program could help us address the challenge of how to build momentum and make customized employment accessible throughout the world.

. 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'

We believe all people have the capacity to contribute. Replication is one more step in the right direction of increasing employment outcomes for people disabilities and training employment professionals to use qualitative strategies in supporting employment seekers as opposed to comparative and quantitative assessments.

. 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.

GHA has worked to obtain grants throughout the US to replicate our practices and are working with various states in the US to replicate our model. The Impact Transfer program would support us to take that replication to the next level expanding internationally.

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.

Beth Keeton Executive Director Email: Bkeeton@griffinhammis.com As one of the nation's leading experts on integrated community employment for people with disabilities, Beth's work has transformed systems and supported countless people to launch rewarding careers and build lives with greater autonomy and economic freedom. Since 1996, Beth has provided employment training and technical assistance at the state, national, and international level. She developed the first national certification training curriculum for customized self-employment, collaborated with the Workforce Innovation Technical Assistance Center (WINTAC) and other national colleagues to develop the Core Features of Quality Supported Employment Services and the Essential Elements of Customized Employment, supported the Association of Community Rehabilitation Educators to develop the core competencies of Customized Employment, and served as a national Subject Matter Expert for the WIOA-mandated Congressional Advisory Committee. A self-professed "data geek", Beth has led the charge to bring evidenced-based practices to the provision of Customized Employment services, championing the creation and use of the Discovery and Job Development Fidelity Scales. An author of several influential texts, Beth co-authored of Making Self-Employment Work for People with Disabilities, second edition, Brooks Publishing (2014). Beth earned her M.A. from the University of Oregon and is a Certified Benefits Planner.

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	Employment Staff	Training and mentoring	Better employment outcomes that align with employment seeker desires for work	Discovery and Job Development Fidelity Scales
2	System Funding Agencies	Make recommendations for system funding structure to implement customized employment	Rates that cover the cost of Customized Employment Service Delivery	Discovery and Job Development Fidelity Scales
3	Employment Seeker	Receive Customized Employment support to learn about their own personal genius and conditions for employment	Creating employment in the community of the employment seeker that meets their conditions, skills and contributions	Satisfaction of person employed and Discovery and Job Development Fidelity Scales

. 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.

20 Second Video Link: https://ghacloud-my.sharepoint.com/:v/g/personal/alantz_griffinhammis_com/ES_2cWOvxihJgL8LKYDzqdkB3VZelnO_0Dv4x_ADznkzTw?e=5hehCv Unites States Office of Disability Employment Policy (Division of Department of Labor) video on Customized Employment featuring Dave Hammis and Poppin' Joe's. Dave and GHA supported Joe in his self employment journey. Video Link: <https://www.youtube.com/watch?v=KN9V34eN5jo>

. 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.

. 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: ([41.58219909668](#), [-93.680198669434](#)).

Source: GeoIP Estimation

