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COMPLETE

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Page 1

Q1 Name of your organization.

GRID Alternatives

Q2 Grant #

20150524

Q3 Grant Period

8/1/2015 - 7/31/2016

Q4 Location of your organization

City	Riverside
State	CA

Q5 Name and Title of person completing evaluation.

Kate Thibault

Q6 Phone Number:

9514717027

Q7 Email address.

kthibault@gridalternatives.org

Page 2: Key Outcomes and Results

Q8 Total number of clients served through this grant funding:

27

Q9 Describe the project's key outcomes and results based on the goals and objectives. Use the following format: State the Goal: State Objective 1: Describe the Activities, Results and Outcomes for Objective 1: State Objective 2 (if applicable): Describe the Activities, Results and Outcomes for Objective 2: State Objective 3 (if applicable): Describe the Activities, Results and Outcomes for Objective 3:

The original grant objectives were work in partnership with 10 veteran service agencies to recruit and train 40 veterans in solar electric system installation, and provide them with knowledge and skills that to assist them in obtaining living-wage employment in the fast growing solar industry.

During the grant year, GRID IE was able to connect with the following agencies and provide information and/or presentations about the Troops to Solar training program:

Loma Linda VA
MilitaryOneSource211 – Veteran Community Resource
Cal Vet
VA Home Front
County of San Bernardino Veterans Advisory Committee
The Veteran Asset
The Women Veterans Unity Group
U.S. Department of Veterans Affairs – Veterans Economic Communities Initiative
U.S. Department of Veterans Affairs – Veterans Employment Center
Inland Empire Veterans Employment Committee
HomeStrong USA

These connections were able to help GRID IE get the word out about the Troops to Solar program. The goal for training was 40 veterans and, as stated above, we had 27 veterans who were interest in participating in the program. Although we missed the target by 13, the veterans who did participate were motivated and received a total of 1452 hours of instruction between them. Ultimately, 6 veterans who participated in the Troops to Solar program stated that GRID IE helped them get a job in the solar industry!

Q10 Please describe any challenges/obstacles the organization encountered (if any) in attaining goals & objectives.

The main obstacle in meeting the goal for veteran job training was, and continues to be, transportation to the GRID installation job sites. Although the Troops to Solar program provides free, hand-on solar installation training that includes all safety equipment and use of GRID tools, it is the trainee's responsibility to get to the installation sites. Many of those veterans who were interested in the Troops to Solar program have limited access to transportation and/or funds for gas.

Q11 How did you overcome and/or address the challenges and obstacles?

GRID IE found limited funding to offer gas cards to drivers who carpool other volunteers to the job site. This seemed to improve participation as well as reinforce GRID's commitment to the environment by promoting carpooling.

Q12 Describe any unintended positive outcomes as a result of the efforts supported by this grant.

In reaching out to organizations that serve veterans, GRID IE connected with HomeStrong USA. That relationship has developed into a true partnership. HomeStrong USA is referring their homeowners to GRID for solar system installation as well as their veteran volunteers who are interested in a career in solar. GRID in turn is referring veteran homeowners to HomeStrong for participation in their home repair program. GRID and HomeStrong USA plan to continue working together to serve veterans by providing home repairs, solar electric system installations, and job training.

Q13 Briefly describe the impact this grant has had on the organization and community served.

The Troops to Solar program provided 27 veterans with real-world job skills in the solar industry – an industry that is growing at a rate of 20% a year. Moreover, 6 of these veteran job trainees report that the training they received at GRID helped them get a job in solar which the U.S. Bureau of Labor Statistics reports has an average wage of \$19 per hour.

Page 3: Budget

Q14 Please provide a budget expenditure report of the approved line items. Include a brief narrative on how the funds were used to fulfill grant objectives.

Grant funds were used as per the grant application as follows;

Actual
Expended

- \$1,276 - Personal Protective Equipment (PPE) - Hardhat, gloves, safety glasses, ear plugs, hardhat sun shield. A set of PPE for volunteer veteran job trainees.
- \$5,000 - 10 building permits for solar installation projects.
- \$1,427 - Mileage for presentations, project-related travel, such as site visits, permit packet submissions & pick-up, etc.
- \$1,424 - Workforce & Volunteer Manager - compensation. Outreach, prepare for and provide presentations to veteran organizations; Cultivate partnerships and follow-up with veteran organizations.
- \$399 - Workforce & Volunteer Manager - benefits \$1,424 x 28%
- \$4,284 - Volunteer & Training Associate - compensation Recruit / manage / coordinate volunteer veteran job trainees; Prepare for and conduct Volunteer Orientations with volunteer veteran job trainees; Follow-up with volunteer veteran job trainees.
- \$1,200 - Volunteer & Training Associate - benefits 28%
- \$4,971 - Solar Installation Supervisor - compensation Prepare for and provide hands-on solar installation training's with volunteer veteran job trainees (2 Construction staff per training, see below for Construction Associate); Prepare for and conduct Team Leader training's with volunteer veteran job trainees.
- \$1,392 - Solar Installation Supervisor - benefits 28%
- \$2,818 - Construction Associate - compensation Prepare for and provide hands-on solar installation training's with volunteer veteran job trainees (2 Construction staff per training, see above for Solar Installation Supervisor).
- \$793 - Construction Associate - benefits 28%

TOTALS: \$25,000

Page 4: Success Stories

Q15 Please relate a success story:

GRID Alternatives' Troops to Solar initiative once again provided an outlet for veterans to learn valuable skills in a fast growing industry. After a successful Independence Day launch in July, GRID IE held a second large-scale Troops to Solar event on November 14 in Moreno Valley celebrating Veterans Day. The event featured supporters from across the Inland Empire joining up with veterans to install solar systems on four Habitat for Humanity homes.

Army Veteran Corrie Evans volunteered for the event, spending his weekend with others who served our country. Corrie's military experience included a three-year overseas deployment from 2000 to 2003 as a light-wheel mechanic. After Corrie left the Army, finding a job became somewhat problematic. "I was unhappy with my job options. It didn't matter if it was a warehouse job or construction, I just struggled to find my way," he said. "I moved from job to job until finally attending trade school classes. That is when I saw a PennySaver ad for GRID Alternatives."

Corrie brought the ad to class and inquired about GRID. "My instructor knew all about GRID Alternatives and encouraged me to attend a volunteer orientation session," Corrie revealed. "So I completed the initial classroom training and began installing solar systems with GRID starting in February 2015. Since then I have volunteered across the Inland Empire from Desert Hot Springs to Corona. I have over 200 volunteer hours and even attended the Team Leader training."

Ultimately, Corrie found his way and employment niche in solar. "I finally found an industry where I could build a career. After a short time, my volunteer efforts with GRID caught the eye of a local solar contractor and I now have a job I enjoy," Corrie declared. "Without GRID, I would not be working now."

Q16 Please relate a success story here:

Respondent skipped this question

Q17 Please relate a success story here:

Respondent skipped this question

Page 5: Organizational Information

Q18 Which category best describes the organization. Please choose only one.

Environmental

Q19 What is the organization's primary program area of interest?

Environment/Environmental

Q20 Percentage of clients served through grant in each ethnic group category. Total must equal 100%

African American	4
Caucasian	42
Native American	2
Hispanic Latino	52

Q21 Approximate percentage of clients served from grant funds in each age category.

Young Adults (18-24)	25
Adults	75

Q22 Approximate percentage of clients served with disabilities from grant funds.

No clients served with disabilities	100
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S.L. Gimbel Foundation Fund

Q23 Approximate percentage of clients served in each economic group.	Other	100
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Q24 Approximate percentage of clients served from grant funds in each population category.	Military	100
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