



S.L. Gimbel Foundation Fund
Grant Evaluation Form

Grant Period:
July 15, 2012 through July 14, 2013

Evaluation Due Date:
July 31, 2013

Organization: WHW (Women Helping Women/Men2Work)
Contact Name: Janie Wolicki Title: Chief Executive Officer
Phone Number: (949) 631-2333, x-316 Grant Period: 7/15/12 - 7/14/13
Award Amount: \$15,000 Grant Number: 2012473

Please see attached report for the following items:

- Describe the project's key outcomes and results based on your goals and objectives. Provide the number of clients served and other relevant statistics.
- What were the challenges and obstacles you encountered (if any) in attaining your goals & objectives? How did you overcome and/or address the challenges and obstacles? What were the lessons learned?
- Describe any unintended positive outcomes as a result of the efforts supported by this grant.
- Describe the overall effect this grant has had on your organization.
- Tell us a few success stories that made an impact on your organization and/or community as a result of this grant.
- Provide a financial report on the use of your grant funds (expenditures).
- ❖ Please send copies of publicity and other promotional materials.
- ❖ All variances or time extensions must be approved by The Community Foundation's Grant Committee. Please contact us at 951-684-4194, ext. 114 immediately if a variance or extension becomes necessary.

Please return the completed form to:

Celia Cudiamat, Vice President of Grant Programs
3700 Sixth St., Suite 200, Riverside, CA 92501 or fax to 951-684-1911
Or email to: ccudiamat@thecommunityfoundation.net

*Final Report to the SL Gimbel Foundation from
WHW (Women Helping Women/Men2Work)
for Grant Number 2012473 for \$15,000 to support the Employment Success Program
July 2013*

Response to Questions

- **Describe the project's key outcomes and results based on your goals and objectives. Provide the number of clients served and other relevant statistics.**

Our objectives, as listed in the grant request and their outcomes are as follows:

Objective I:	Provide access to the <u>Employment Success Program</u> for 41 women from our domestic violence shelter partners.
Activities:	WHW reduces the need for duplication of services by providing job training support services to over 260 agencies in Orange County, who are then able to focus on their own missions. Our partners send their clients to WHW when they are ready to go to work, so that they can receive education and tools to ensure their success.
Results:	355 women were served from our domestic violence partner agencies. The generous funding from the SL Gimbel Foundation directly supported 41 of these women on their road to a new, self-reliant life.

Objective II:	100% of the women will receive two (2) complete business-appropriate outfits, essential for interview success.
Activities:	Staff and volunteer Personal Shoppers provide one-on-one image consultation and assistance as clients select their outfits. Items include suits, shoes, undergarments, accessories, personal hygiene products, and a coupon for a haircut, style and manicure.
Results:	WHW provided over 700 business outfits to help women present a professional image at their interview and/or at their workplace.

Objective III:	For the clients who attain employment through our Job Development Department, over 80% will retain their job for 90 days.
Activities:	Staff provides one-on-one assistance with resume development, interview preparation, and job leads. Upon employment, the Job Placement Specialist maintains contact with the client throughout their 30, 60, and 90-day employment milestones to support retention.
Results:	For the women who obtained employment through our Employment Readiness Department, over 88% retained their job for more than 90 days – the tracking period performed by the Job Placement Specialist.

- **What were the challenges and obstacles you encountered (if any) in attaining your goals and objectives? How did you overcome and/or address the challenges and obstacles? What were the lessons learned?**

Since 2008, and the beginning of the recession, the number of clients **WHW** has supported has grown significantly. For example, in 2012 alone, **WHW** realized a **50% growth** in clients, all with no increase in staffing levels. The continued increase in demand highlights the pressing need for effectual employment support services, especially for low-income and disadvantaged

*Final Report to the SL Gimbel Foundation from
WHW (Women Helping Women/Men2Work)
for Grant Number 2012473 for \$15,000 to support the Employment Success Program
July 2013*

individuals, many of whom must overcome significant challenges to compete in today's competitive job market.

WHW responded by expanding services to meet the increased need of our clients, but resulted in a significant impact to the organization, both financially and on our staff, many of whom worked extra hours to ensure our high-quality, personalized services were provided to our clients. Although we were able to increase the number of clients served, WHW learned the lesson that adequate staffing is a limitation to the number of people we can serve going forward. Without sufficient staff members to manage the various components of the Employment Success Program, it will be difficult to continue to achieve the same results in the future.

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

A thorough program evaluation resulted in the decision to reorganize some of WHW's staff, and to add additional employees in key areas. As a result, WHW now employs a full-time Workshop Specialist who focuses on improving the skills of our jobseekers. Workshops include mock interviews, job application support, advanced job placement, and "reinventing yourself." The WOW program (Workshop on Wheels) will expand in 2013 to serve over 2,000 jobseekers – an increase of more than 200%! WHW is also in the process of hiring a part-time Computer Lab Instructor who will assist our clients to become proficient in the use of a computer, including Microsoft Office, the Internet, and other programs. These changes will enable WHW to help even more jobseekers to obtain employment.

- **Describe the overall effect this grant has had on your organization.**

WHW is only able to provide the life-changing services of the Employment Success Program, thanks to the financial support of the community and foundations like the SL Gimbel Foundation. WHW sincerely appreciates the continued support of the SL Gimbel Foundation to enable women from abusive situations to overcome their situations and make a better life for themselves and their families.

- **Tell us a few success stories that made an impact on your organization and/or community as a result of this grant.**

Cherish came to WHW after having her husband arrested for domestic abuse. Having been brought up in the welfare system, Cherish was never taught the importance of self-sufficiency. Now, she found herself with two children and on her own – she needed to find work. She received professional clothing and participated in Job Club, but what Cherish needed the most was confidence. Cherish worked with WHW staff and volunteers to perfect her interview skills and won an award for the best interview at a Mock Interview session. Today, Cherish is an office

*Final Report to the SL Gimbel Foundation from
WHW (Women Helping Women/Men2Work)
for Grant Number 2012473 for \$15,000 to support the Employment Success Program
July 2013*

manager for an Orange County dental office and teaching her daughter the importance of working and being able to care for oneself.

In 2009, **Teri** lost everything. She was abused, on the streets and without needed medication. Homeless and depressed, she ended up in a mental health facility. After treatment, she felt better, but was unemployed and had no way to take care of herself; she was referred to **WHW**. “What I found at **WHW** was a staff and volunteers who truly cared about me and my success. The staff worked with me individually and helped me to discover my true strengths; I was cared for and supported. **WHW** helped me find myself and a job!” Today, Teri is a Case Manager/Job Placement Specialist for an organization that supports individuals with severe mental illness. She has her own apartment, her own car and has become self sufficient. “I am living proof that **WHW**’s services work – I got my life back!”

- **Provide a financial report on the use of your grant funds (expenditures).**

The cost of providing the Employment Success Program services to our clients is **approximately \$365 per person**, yet **WHW** is the only agency to provide these services at no cost to our clients or their referring non-profit organization. Expenses include the cost of providing business clothing for interviews, supporting staff who directly assist clients, providing educational workshops, and helping create resumes, as well as materials and supplies. The funding from the SL Gimbel Foundation directly **supported 41 clients** from our partners who assist women suffering from domestic abuse situations. Some of our partners include Colette’s Children’s Home, the One-Stops, Human Options, 2-1-1 Orange County, Orangewood Children’s Foundation, and WisePlace. Thank you for making it possible to help these women in need.



July 29, 2013

Ms. Celia Cudiamat
Vice President of Grant Programs
The Community Foundation
3700 Sixth St., Suite 200
Riverside, CA 92501

Dear Celia,

On behalf of the Board of Directors, staff and volunteers – but most of all, the many clients of **Women Helping Women (WHW)** – our sincerest thanks to the **S. L. Gimbel Foundation** for the donation of \$15,000 in 2012 to enable disadvantaged women to participate in the Employment Success Program. Our final report is enclosed for your files and information.

The contribution from the **S. L. Gimbel Foundation** ensured that **WHW** was able to assist women who had been affected by domestic violence issues to overcome their circumstances and regain their stability and self-sufficiency through the power of employment. It is only through generous donations such as yours that **WHW** is able to provide the job readiness training and support services of the Employment Success Program for free to help the disadvantaged attain employment. The result is a better life for our clients, as well as for their children.

Thank you for your continued support. We look forward to future opportunities to work together to assist women in need in our community.

Sincerely,

Janie Wolicki
Chief Executive Officer
(949) 631-2333, x-316
janiew@whw.org
www.whw.org

*Thank you so much
for your support!*

