

Agency Cover Page

Agency Name: The Epilepsy Association of Central Florida, Inc. (EACF)
Street Address: 1221 W. Colonial Drive, Suite 103
Orlando, FL 32804 Orange County

Telephone: 407-422-1416

Fax: 407-423-0417

Email: corey#@epilepsy-cf.#org

IRS Employer ID: 23-7247844

Executive Director: Charles F. Carmen

Proposal Contact: Corey White

Project Name: Community Based Employment, Life Skills Training & Basic Financial Planning with Employment Placement for Continued Success for Persons with Epilepsy and Disabilities.

Program Area: Education/Training with Direct Employment Outcome

Total Amount

Requested: \$34,780.00

Total Project Cost: \$71,356.25

of Persons to be Served: 110+

to be Employed: 77+

Cost Per Person Employed: \$1,013.94

County to Benefit Most From This Project: Orange, Osceola and Seminole
Counties

Population Served: Epilepsy (and disability neutral)

Is your organization currently involved in any litigation: NO

We learned about The Able Trust as a previous/current grantee.

Charles F. Carmen, Executive Director

Date

Colleen Salvage, President, Board of Directors

Date

Proposal Narrative

Agency History:

The Epilepsy Association of Central Florida, Inc. (EACF) is an independent not-for-profit corporation chartered by the State of Florida in 1966, and operating only under this name since its inception. EACF is affiliated with, but not through corporation, NISH (National Industries for the Severely Handicapped) and FESPA (Florida Epilepsy Services Provider Association). EACF is led by a dedicated volunteer Board of Directors, as well as a Professional Advisory Board that is made up of area physicians and professionals.

EACF operates a client case management and medical services program (Epilepsy Services Program-ESP) that is open to all residents in Central Florida. Our prevention and education programs have offerings that continually promote awareness of persons with epilepsy and disabilities. The "Community Based Work Adjustment & Placement Program", funded by and large by The Able Trust, was successfully completed in 1997-98.

The current program: "Community Based Supportive Employment Skills Training & Placement Program" has been in progress since July 15, 2005, and has effectively resulted in 48 clients with epilepsy and other disabilities successfully and competitively employed (at the time of this proposal). These 48 clients have completed the program and another 24 clients are currently working towards their employment goals via this program. We had projected in our first proposal that we would successfully have 28-33 clients employed at program completion. This program has been extremely successful to date and is a result, in part, of the Employment Coordinator's disclosure of her epilepsy.

Mission Statement:

"The Epilepsy Association of Central Florida, Inc. (EACF) is dedicated to improving the quality of life of persons affected by epilepsy/seizure disorders." EACF identifies, defines and advocates the needs of persons with epilepsy/seizure disorders, and plans and implements strategies to meet those needs. EACF provides information and education to persons with epilepsy and their families, educators, employers, the medical community and the general public in order to further their understanding of epilepsy and the needs of persons with epilepsy and to increase the community's responsiveness to those needs. EACF assists persons with epilepsy/seizure disorders in securing accurate/timely information, diagnosis, treatments and rehabilitation services so that they may take/maintain their place in society as productive citizens.

Epilepsy is the oldest recognized neurological disorder and the most misunderstood. More individuals suffer from epilepsy than muscular dystrophy, multiple sclerosis, cerebral palsy and active cancer patients combined (*The National Institute of*

Neurological Disease and Strokes). EACF recognizes that 1 to 2 people out of every 100 persons have some form of seizure disorder and that a seizure can happen at any time.

EACF's proposal directly addresses our mission by: improving the quality of life of persons with epilepsy, client advocacy, meeting the needs of persons with epilepsy (fostering self-sufficiency, vocational assistance and job placement), and informing/educating the community (employer education and job creation) of these needs, along with disability awareness.

Area and Population Served: EACF's Employment Program serves individuals residing in Orange, Osceola, and Seminole Counties. The Epilepsy Services Program serves clients in a 20 countywide area in Central and north Central Florida. An estimated total population of over 2 million people resides in the tri-counties and according to the U.S. Census Bureau's data for 2004 estimates; over 259,000 persons with disabilities reside in these three counties. Our mission is to serve the estimated 5,180 plus individuals affected with epilepsy/seizure disorders in this area, and more specifically, facilitate a minimum of 77 persons with epilepsy to become employed or advancing in their current employment. *We are happy to assist any person or persons affected with disabilities and encourage referrals from other service providers.*

Project Plan & Description: Our qualified Employment Coordinator will carry on the community based work placement/skills training program and add essential training portions to the program, which we have found to be necessary to increase self-sufficiency. This expanded program would begin July 16, 2006 so as not to overlap current funding and allow for the additional training programs that have been requested and delivered on a very limited basis. "Personal Financial Fitness" and Transportation Training are essential to increasing the employment rate for individuals with epilepsy and disabilities. EACF currently has programs addressing epilepsy education, medical care, and social service counseling and pre-GED and GED training. The proposed program extension would work in conjunction, compliment and enhance existing EACF programs.

"Community Based Employment, Life Skills Training & Basic Financial Planning with Employment Placement for Continued Success for Persons with Epilepsy and Disabilities" will provide the following services to at least 110 clients in the coming year:

- ❑ Setting a Vocational Goal & Identifying Work Values
- ❑ Personal Financial Needs and Basic Financial Planning/Budgeting Skills Training
- ❑ Epilepsy/Disability and the Essential Duties of the job
- ❑ Epilepsy/Disability Disclosure
- ❑ Transportation to Work and Transportation Training
- ❑ Resources for Identifying Employers, Job Skills Training, & Resume Writing
- ❑ Interviewing, Follow-up and What Employers Want

Curriculum for this program is inclusive, but not limited to:

- a. "Career Support Center Employment Workbook" – Epilepsy Foundation
- b. "The Workbook-Study Guide for Job Seekers" – EFA
- c. "Your Spending, Your Savings, Your Future – A Beginner's Guide to Financial Readiness" – National Endowment for Financial Education
- d. Steck-Vaughn GED Software and Workbooks
- e. "How to Find and Keep a Job" – Job Search Video Series
- f. Transportation Training on 1:1 with the Employment Coordinator/LYNX
- g. Additional materials as needed on a participant basis.

This program will also utilize area Human Resource Directors in presentations to participants, successful community peers (employed individuals with epilepsy or other disabilities) to mentor and motivate participants in the program as well as making the most of existing agency resources and volunteers.

Our existing resource center will support the participants in using multi-media equipment (computer CDROM education, computer internet access with job seeking, job posting, resume posting and audio visual video training on employment issues). The Employment Coordinator will meet, and work, one on one with each participant based on their current job readiness, knowledge, skills and needs level while coordinating with the case managers regarding medical services, transportation needs and epilepsy education/prevention and psychological/mental health needs.

The Coordinator will also have the responsibility for job creation by establishing working relationships with area employers. EACF will provide continued employee/employer assistance during job placement to ensure successful placement. Upon completion of this program EACF will continue to support both the employee/employer to continue to ensure successful employment as long as requested.

Targeted individuals for this program would include, but not limited to:

- Current and future clients of EACF's existing programs, referrals from area physicians and service providers and disabled individuals seeking employment skills training and transportation training;
- Those who lack previous work experience and the confidence to work due to their disability;
- Those that have demonstrated previously the inability to retain a job for a reasonable period of time due to their disability;

Expected Project Outcomes: The twelve-month goals of this proposed expanded program are: 110+ total program participants with a projected employment of 77+ individuals. Secondary goals are for participants to complete the program with greater self-esteem, self-worth, and the skills necessary to maintain permanent employment along with a greater understanding of their disability and how to cope with it independently. Of significance is that an additional outcome that area employers would have a better understanding of the issues surrounding employment of the disabled.

Measurement Activities:

- 1). Each participant will have a case manager action plan to assist with medical services and medications in order to decrease seizures and stabilize the client's epilepsy;
- 2). Each participant will have an Employment Program Action Plan (EPAP) designed for him or her by the employment coordinator that will be monitored for success;
- 3). The total number of program participants will be recorded along with pre/post testing for knowledge and skills of each participant;
- 4). Measurement tools and checklists will be in place to follow participant accomplishments and activities along the path to employment;
- 5). Participant surveys for to measuring success and additional supportive needs;
- 6). Employer surveys for measuring success and additional supportive needs;
- 7). The number of prospective employer contacts and prospective participants, etc. will be measured monthly;
- 8). A volunteer Advisory committee will continue to oversee the program outcomes and evaluation of the Employment Coordinator's roles & responsibilities.

Amount Requested/Total Project Cost: The ABLE TRUST funding request is \$34,780.00 with a total program cost of \$78,073.00. The EACF match equals \$43,293.00.

Other Sources of Funding: This program will result in at least 77 clients employed and it will be cost effective because the EACF along with The Wayne M. Densch Memorial Epilepsy Resource Center (Densch Charities), The Dr. P. Phillips Foundation (Direct Medical Services), Orlando Magic Youth Foundation (Prevention and Education), and the Joseph Markoly Foundation will provide financial assets and funds for the proposed project. EACF will provide the office space, training space, office equipment, local telephone access, insurances, audit fees and licenses. Through program, corporate, individual and fundraising efforts, EACF will be able to match the funds needed to complete this most important program.

Plans for Future Funding: Private fundraising, county, state and federal funding/grants are being sought to continue all programs. EACF is successfully completing a current program and we are confident that with these funds we will be able to secure employment for more persons with epilepsy and disabilities and for the future residents of our service counties. (We have submitted several proposals to continue all EACF programs and we raised over \$30K in fundraising dollars in 2005, and \$95K+ in Foundation funding to continue to support our additional program expenses and assist with additional case management costs, client transportation costs, prevention and education costs, especially for emergency medical/pharmaceutical costs needed to assist each client with their personal health care, self-sufficiency and employment goals).

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Budget Page:

Item	Total	Able Trust	EACF**
Salaries-Employment Coordinator	\$27,000.00	\$27,000.00	\$0.00
Salaries-Case Management	\$14,000.00	\$0.00	\$14,000.00
Salaries-Prevention/Education	\$3,200.00	\$0.00	\$3,200.00
FICA/Medicare	\$3,978.00	\$2,430.00	\$1,548.00
Unemployment	\$884.00	\$540.00	\$344.00
Worker's Compensation	\$1,326.00	\$810.00	\$516.00
Health Insurance	\$1,032.00	\$0.00	\$1,032.00
Sub-Total	\$51,420.00	\$30,780.00	\$20,640.00
Telephone	\$1,950.00	\$0.00	\$1,950.00
Postage	\$1,375.00	1,200.00	175.00
Office Supplies	\$1,000.00	0.00	1,000.00
Educational Supplies	\$1,000.00	0.00	1,000.00
Taxes & Licenses	\$148.00	0.00	148.00
Audit Costs	\$235.00	0.00	235.00
Rent	\$2,200.00	0.00	2,200.00
Local Travel & Expenses	\$1,250.00	1,000.00	250.00
Copy/Printing	\$1,500.00	800.00	700.00
Insurances	\$245.00	0.00	245.00
Client Transportation	\$1,750.00	1,000.00	750.00
Medical Services*	\$14,000.00	0.00	14,000.00
Sub-Total	\$26,653.00	4,000.00	22,653.00
Total	\$78,073.00	34,780.00	43,293.00

**Medical Services: for every \$1.00 spent for medical services, area providers provide approximately \$2.43 through In-Kind Medical services. \$14,000.00 budgeted for medical expenses will net our clients \$34,020.00 in total services.*

***EACF Funding provided in part by the State of Florida Department of Health, the Dr. P. Phillips Foundation, Orlando Magic Youth Foundation, Joseph G. Markoley Foundation and Wayne Densch Charities.*