



Investments Supporting Partnerships in Recovery Ecosystems (INSPIRE) Initiative

FAQs

1. Does the LOI need to specify amount requested? Is that flexible if it changes as our proposal develops?
A: Yes, please request the amount on your LOI. Once the application has been submitted the exact amount would need to be specified along with a detailed budget.
2. If we receive a planning grant, will there be another opportunity in the future to apply for an implementation grant?
A: Funding opportunities are solely dependent upon the congressional appropriation for the next fiscal year.
3. Do those letters count toward the 50-page limit?
A: Yes, please note the full application with all attachments cannot exceed 50-pages.
4. I am not seeing in the RFP if you have specific deliverables and dates required that you will require that we need to specify in our timeline or is it the deliverables we designate.
A: The timeline is based on the applicant's project and what they deem appropriate.
5. Can you please explain more about the matching dollars and how this is determined?
A: Match guidelines can be found on the website at ARC.gov
6. If my LDD (which is a regional council of government) has a POWER planning grant, can the Workforce Development Board affiliated with the LDD be the applicant for this?
A. If the applicant has a current POWER grant that is focused on SUD activities, then the applicant is not eligible to apply. However, if the POWER grant is not concentrated on SUD activities then the applicant may apply for funding.
7. I'm not familiar with forms 424 and 424a. Please explain.
A. Both forms are required as part of the application. They are standardized federal budget forms which are located as standardized federal forms through OMB.
8. Does it need to be a 50/50 match?
A: Match depends on the counties please check ARC's website at <https://www.arc.gov/?s=match>.
9. Is the \$500,000 limit the ARC amount or the total including cost-sharing?
A: To get a \$500,000 ARC grant, the total project cost must be \$625,000 (\$500,000 is 80% of \$625,000); this calculation is for a project which includes one or more Distressed Counties.

10. In the RFP, page 5: states the proposal must address ALL the 7 following priorities or some of them?
A: Please address as many as you can, we understand that all priorities will not be met in every project.
11. Were there be any required meetings that we need to account travel money for?
A: Due to the current climate of the Country any meetings scheduled will be held virtually.
12. Does the budget have to be segmented out by year or the entire project timeline?
A: The budget should clearly show a break down in funding over the next 3 years, please be extremely detailed on your budget narrative.
13. My agency has an ARC grant that is on an extension until March 2021, I believe this exempts us from applying for both a planning grant and a regular grant, correct?
A: If you have an open POWER grant working on the Recovery Eco-System you are ineligible for this program. If your current ARC grant is not a POWER grant, then the restriction is not applicable.
14. Where can we access the recording of this session?
A: Recordings for this program can be found at <https://www.arc.gov/event/inspire-initiative-application-workshop/>.
15. What are the preferred data and metrics to demonstrate need?
A: Please see the supplemental guidance at <https://www.arc.gov/sud/>.
16. Can one agency submit a proposal (as the lead agency) for one county and a different proposal for a second county?
A: No, the same agency cannot submit two proposals for two different counties. The lead agency must choose which county to submit the application for or both counties are part of one application. If this is not possible, the lead agency can serve as the applicant for one county and the other county must select another organization to serve as their lead.
17. Do the matching funds have to come from the host or can they come from partners?
A: Match funding can come from a variety of organizations.
18. In the LOI for the partners, would you recommend the names and titles of the partners we list?
A: If you are partnering with other Organizations, then you will need to list the organizations name and describe the work they will complete during the partnership.
19. Does it matter if the date of the letter is not current?
A: All documentation submitted in your application must be current.
20. Can we develop trainings for employers/workers during the planning grant after we complete planning activities, plans and reports?
A: If this is written into your projects scope of work and you can meet all of your outcomes with the funding obligated to your Organization, yes you can.
21. Do you have any examples of logic models and work plan requirements showing the detail necessary for the planning grant?
A: You can find the logic model at <https://www.arc.gov/sud/>.
22. Can a municipality utilize a planning grant to seek training, partnerships, etc. to improve its substance abuse program for its employees?
A: Yes, this is an eligible activity.
23. If we are in an At-Risk County, but have 8 Distressed Areas within that County, how do we calculate match?
A: Please contact your State Program Managers the list of states and names can be found at <https://www.arc.gov/appalachian-states/>.

24. Can a financial commitment from a partner be conditional on the application's success - i.e., conditional on receiving an ARC grant?
A: Yes.
25. Is there a specific template for the Letter of Engagement?
A: No, however, the letter must be on the Companies letter head and must describe how they will participate in the program. Each letter should be specific to that Organization.
26. Is there a list of current POWER grants? Where would we find that list
A. A list of all POWER projects can be found on the POWER page on the ARC website www.arc.gov/arcs-power-initiative. Power Recipients.
27. Are DOL Grants considered POWER grants? Is yes, if the grant has already ended can application for INSPIRE still be made?
A: DOL grants are not considered POWER grants.
28. Do the partners have to be a registered business or 501(c)3 or can they be a coalition operating independently as a group?
A: Partners can be any Organization assisting you with project needs.
29. If we have a At Risk County (70% match) and a Transitional County (50% match) and we plan to submit for both counties, does this mean we should plan for a 60% for both? Or does our One Application for BOTH counties, have to have separate matches for each county.
A: For all match questions please contact your states Program Manager, the list can be found at <https://www.arc.gov/appalachian-states/>.
30. During a planning grant, can we develop trainings and other education materials for the eco-system?
A: Yes, this is an eligible activity.
31. What is expected for sustainability of any proposed project?
A: Best describe how the proposed project would continue, long-term, after the ARC grant is completed.
32. Am I correct in my understanding that county governments are eligible applicants, as well as the project lead, even though it is located in an LDD with a current POWER grant, correct? If this is the case, the county as the applicant would include the LDD as a partner, as well as others.
A. County governments are eligible applicants and possibly project lead even if the LDD is a current POWER grantee. The LDD cannot serve as the applicant if the POWER project is SUD related grant but could serve as a partner.
33. Clarification - can a coalition sign a letter of commitment as a partner to a lead applicant?
A: Yes, a Coalition can write a letter of Commitment as a partner for the project.
34. Does property match need federal appraisal?
A: Yes, all property will need to be appraised.
35. Can donated property be counted as a match?
A: Yes, Donated property is considered in-kind match.
36. For letters of support, is there a limit on how many to submit? I know there needs to be at least 3.
A: We are asking for 3 letters, however the more letters you submit strengths your application. Please note your project cannot exceed 50-pages.
37. About when would funds be available?
A: Funds will be available early next year.
38. When will we receive access to the online application?

A: The online application is currently online and can be found at <https://www.arc.gov/sud/>.

39. There is very little res treatment in our area. Can we work with the general recovery population that are linked with peer mentors outside of centers?

A: Absolutely, there is not a requirement stating you can only work with Residential Treatment Facility. We encourage all Applicants to work with any person in recovery seeking services.

Questions directed at Panelist

40. What type of employers did you approach; service, manufacturing, entertainment, small business, etc?

A: We, at EKCEP, began connecting with employers in the 5 sectors identified in our strategic plan (Healthcare · Manufacturing · Information Technology · Business Services · Energy Production and Transmission · Skilled Trades). However, we have developed relationships with companies from these and the other sectors listed in the question. We try to work with each participant coming out of recovery and help them develop an Individual Employment plan specific to their immediate and long term needs and interests.

A: (Fletcher Group) FGI works with the same types of employers as EKCEP, along with any others that an individual may have career interest with. We work to ensure the employment is meaningful to the client and able to financially sustain the client and their families.

41. For planning grant purposes to begin building this structure and these relationships do you have pointers as to how to begin building these relationships and do you have ideas for training in these workgroups to help understand the end goal?

A: (EKCEP) Begin meeting with and educating yourself about as many local partners involved in this work as you can. Keep it up. The first training that comes to mind is some type of sensitivity training to understand the causes and biology of addiction.

A: (Fletcher Group) FGI began by establishing work groups within the local communities. We involved city and county officials, local community college and adult education groups, other community partners/non-profits with similar initiatives, business owners, health care systems, community mental health providers, public transportation- anyone that would have interest in the work we would be doing or who would be an important piece of the puzzle. We reached out to them individually, explained our mission and invited everyone to the table at a meeting we hosted in the community. We developed brief PowerPoints and other tools that highlighted current data as it relates to SUD and workforce needs. We also highlighted the success of individuals in recovery and often have people like Bryson Martinez tell their story. We involve the work group in the steps to implement our work to achieve goals and maintain regular communication and meetings to discuss progress and barriers. We share educational opportunities that are developed by our state chamber of commerce and other organizations. We feel we now have these "cheering squads" in each community who are eager to sustain the recovery ecosystem way beyond the term of our grant.

42. Any tips on getting employers on board the stigma is still very much alive Recruit leaders in the recovery community to talk with employers. Try and locate "champion" employers who may have success stories about successfully hiring someone in recovery?

A: (EKCEP) We found that many successful employers have personal experience with addiction and recovery (themselves, family, friends etc.) that makes them more open to considering hiring folks in recovery.

A: (Fletcher Group) I agree with Melissa. Also, invite them into your area of work. Whether it's recovery housing, a community center, outpatient clinic- invite them to see your work and allow them to interact with those you serve. We have to provide opportunities to show the employers that recovery is real. Seeing recovery firsthand changes minds- and hearts.

43. Any employers who would be willing to share their experience w/employing those in recovery?"

A: (Fletcher Group) Yes- I would be glad to reach out to some employers we work with. One that immediately comes to mind is AppHarvest. Also, Rob Perez (DV8 Kitchen in Lexington) would be an amazing employer connection to share what he does at DV8- if you aren't familiar with him, you definitely want to check it out!

44. Being in a rural community, what recommendations do you have for transportation solutions/assistance?

A: As part of EKCEP's power grant we have some funding to assist with gas cards to help people during job search and in the first weeks of employment until they get the first pay check. All 23 of EKCEP's counties are very rural and transportation remain a barrier. We have had a few employers assist with providing transportation (purchasing a van, paying for community action to transport etc.) from areas where several of their employee's area located.

A: (Fletcher Group) FGI often works closely with Melissa and EKCEP on these issues. Local churches may be willing to help (church vans are often in use only for services), we had success with a local community college donating a van, also check with your local car dealerships- they may be able to donate transportation.

45. We have limited employment resources in our county, have you had any success in getting new industry and employers in these communities and how did you show them you had a drug free workforce available, did you utilize work ready certification for any of this as far as working with those already in incarceration Connect with local partners who have relationships with employers?

A: (EKCEP) The local and state Chambers and treatment facilities have a great deal of information that can assist in educating employers.

A: (Fletcher Group) Also look at virtual employment opportunities- possibly establish a virtual work center where individuals can have the necessary equipment to work in that world. We use any certification that the individuals obtain on their resume, including work ready. It may not be directly related to the job they are applying for but shows their commitment to a productive, positive life and personal growth. Those qualities are important to employers.

46. How did you get the employers to continue to participate in the programs? Did you notice a "drop off" after initial participation?

A: (EKCEP) Employers continue to participate when they are matched with successful employees and provided ongoing support to do what it takes to assure that success and/or mitigate issues early.

A: (Fletcher Group) FGI has not noticed a drop off- just growth. We now have companies reaching out to us requesting potential employees, rather than us always initiating the contact. Communication and follow up are critical, just as Melissa stated.

47. Any experience with using mobile treatment facilities at employer places of work and, if so, what was the impact of stigma on SUDS hire?

A: (Fletcher Group) FGI has not worked directly with this under the POWER grant, but we do have experience with telehealth providers on another initiative who have reported great success. I would be glad to share those experiences- feel free to connect with me. Lori Baier lbaier@fletchergroup.org

48. We have a shortage of peer mentors in this ST8 region. Is there a best way(s) to recruit peer mentors?

A: (EKCEP) Once our program began and we connected with treatment facilities, we had more people than we could accommodate asking for peer support training.

A: (Fletcher Group) FGI has started "RHOAR Support Academy". We offer peer support training through a virtual format. Individuals can complete the 30-hour training and certification exam through the online program while in the last phase of the long-term recovery program. We then help link them to employers. EKCEP (Melissa) has been a great partner with this program to help cover the cost of training. I would be glad to share information regarding the training if you'd like to reach out. Also, check with your local residential recovery centers- they may be doing a similar program.

A: (Bryson- Recovering Alcoholic) I feel that offering Peer Support Training would be an amazing opportunity to recruit peer mentors. Also, to have the outside organization participate in the community process at the centers, so the organization will have a better understanding of the individuals they are working with.

49. Bryson, what are some of the most common barriers your peer mentoring people face?

A: (Bryson- Recovering Alcoholic) I feel that transportation and housing are significant barriers that we face at the conclusion of our program at the Morehead Inspiration Center. Another huge barrier that is current is the lack of face to face communication with the resources available due to COVID restrictions.

50. Can you talk about the housing options that are available?

A: (Fletcher Group) Recovery Kentucky and the RHOAR model offer supportive long-term recovery housing as part of the program. This includes dorm style housing and efficiency units for early phases, and separate longer-term housing at specific programs in later phases.

51. Do you subsidize private housing or are there more communal options specifically for folks in recovery? How long do folks stay?

A: (Fletcher Group) At these programs, housing is subsidized by a blend of HUD vouchers, SNAP benefits, CDBG operations, and per diems from the Department of Corrections. As an individual gains responsibility and progresses in recovery, they begin to pay their own rent to a greater degree. Residents stay 8-12 months and beyond.

52. What structure do all of you have in place for communicating with one another and tracking the services and outcomes for the people you serve?

A: (EKCEP) We, during COVID-19, have been remaining in fairly regular contact with partners on a bi-weekly or as needed basis via phone, e-mail, zoom etc. We all have a role to play and regular communication helps us accomplish more. We all have our own data collection systems, to my knowledge.

A: (Fletcher Group) I agree with Melissa- we communicate on a regular basis (sometimes several times a week). We have different data collection systems and reporting for our grants, but we freely share information ongoing with each other. Our grants have different metrics to measure, but when we share information, we can strengthen our initiatives and have a much larger impact on the problem as a whole.

53. Would you talk about the role that housing played in the success of your program? What types of housing options are available to people enrolled in your project?
A: (Fletcher Group) Housing is critical to the stability of the individual and the success of the program. Specifically, supportive recovery housing that is long term in nature is a key to achieving the exceptional outcomes and supporting the ability to gain meaningful skills that lead to meaningful employment.
54. Many employees utilize drug screenings. How did you educate these employers around individuals receiving Medication Assisted Treatment and how those medications may be evident in screenings?
A: (EKCEP) The KY State Chamber has some great information available.
A: (Fletcher Group) I agree with Melissa- KY Chamber has many educational tools for employers. Also, ensuring that your client is transparent prior to the drug screening is important. Being upfront and discussing the MAT rather than explaining it after it's detected is always best.
55. Are care management services funded under your project or in some other way?
A: (Fletcher Group) They are not currently funded under our initiative since care management is in place at the recovery centers.
56. Any tips for identifying match? And any COVID-19 challenges/tips for navigating the challenges of COVID-19?
A: (Fletcher Group) COVID-19 initially created some challenges because routines changed. However, I feel we have been able to use those challenges to expand virtual learning, technology, etc. which will be a tremendous benefit even after the pandemic. We have not noticed a lack of jobs available, educational opportunities are numerous, and I feel more clients are pursuing these opportunities more than ever before. We also realize that COVID-19 is having a direct impact on the escalation of SUD and overdose rates. The services provided through opportunities like the Inspire funding are so extremely important -especially now.
57. Does Bryson have suggestions to other groups wanting to do this?
A: (Bryson- Recovering Alcoholic) Mainly, housing assistance for individuals as soon as they complete the program and transition into the community. Identifying which agencies/landlords that are second chance vendors.