

Grant Proposal

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# HAITIAN EDUCATION AND LEADERSHIP PROGRAM

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Eradication of Poverty with Education and Knowledge

I prepared this proposal in Grant Writing and Grant Management, a course in the Rutgers MPA program (Semester, Year). It presents a hypothetical proposal to the US Agency for International Development (USAID) for funding of a real program entitled, Haitian Education Leadership Program: Eradication of Poverty with Education and Knowledge. The proposal includes a needs statement, an articulation of program goals and measurable objectives, a statement of capacity, and a proposed budget and budget justification. This document has been edited and updated for the purposes of my capstone portfolio.

Reneve R Jeanty

Professor Weiwei Lin

Grant Writing and Grant Management 20.834.575.90

DECEMBER 17, 2018

**Cover Letter**

December 16, 2018

Dear Program Administrator,

We are pleased to submit our project proposal entitled the Haitian Education Leadership Program: Eradication of Poverty with Education and Knowledge for USAID funding support. This project aims to provide scholarships to low-income students who cannot afford tertiary education for their parents' lack of resources.

Since 1998, Help has provided scholarships to children from low-income backgrounds to attend one of the internationally accredited Universities in Haiti. The goal of the project is to slowly reduce the poverty rate by providing education to low-income families. We also provide the students who cannot afford housing with dormitory access to reduce the stress of poverty and focus on their studies. All students participating in our scholarship program are exposed to English and leadership classes to give them a competitive advantage on the market.

This year, the program has provided a scholarship to one hundred and fifty (150) students. Many of the program graduates can now support their families and pay for their sibling's education. They are also can maintain a better lifestyle. They participate fully in the economy by servicing some renowned private and public institutions in our community.

We hope that in the future, we could extend the student's opportunities by creating an exchange program where the students can go abroad to have new experiences and expand their horizons.

With this in mind, we ask that USAID supports our continued work to cover all eligible students in Haiti.

If you have any questions about our project or the enclosed materials, please reach me at the email address listed in our brochure included in our proposal. Thank you for your serious consideration of this request.

Sincerely,

## **Abstract**

Haitian Education and Leadership program, commonly called under the Acronym HELP, is (501) (c) (3) non-profit operating in Haiti. HELP's mission is to create, through merits and needs-based scholarships, a community of young professionals and leaders who will "promote a more just society in Haiti." The company's Vision is defined as "a Haiti where each Haitian can benefit from quality education, the opportunity to reach their full potential and participate in a just and prosperous society. (Mission and vision, 2018).

Haiti is the poorest country in the western hemisphere and yet, is full of potential. If given the right opportunity, our youth can overcome poverty and improve their social and economic status. After High school, only a hand full of the students who passed the national baccalaureate exam will be able to attend post-high school education (trade school, University, or other) due to the lack of financial opportunities. Many students who started college are unable to complete the first year due to their economic issues. Haiti's youth is full of potential; all they need is the right support to help them succeed.

HELP was created after Ismonde Joseph, who grew up in one of Haiti's most infamous slums and was one of the top students in her class, in 1997, asked a former teacher, Conor Bohan, for \$30 to register for secretarial school. Conor instead encouraged her to pursue her dream of becoming a doctor and to study medicine. He generously paid for her first-year tuition and books. That is when he realized that most high school graduates in Haiti would not reach their full potential due to the lack of opportunities partly due to the country's extreme poverty. Right after, Conor started matching students with high scores (min 7.5/10, equivalent to A-/A+) and drive to succeed with sponsors to support them with their tuition. From there, HELP was born. Ismonde received her MD degree in 2005 and found work as a staff physician at a renowned medical center in Haiti. To date, HELP has more than 110 graduate students, 95% of them are employed or pursuing graduate studies. (Our Story, 2018).

HELP provides scholarships to deserving students who are facing financial difficulties to attend the Haitian community accredited Universities. They provide funding only for a bachelor's degrees in Haitian universities that are recognized by the Ministry of National Education, the rectorate of the State University of Haiti, and those affiliated to the University Agency of the Francophonie (AUF).

HELP budget is approximately \$850,000, and serve young adults ranging from 19-25 years living in Haiti's slums and poor towns. We are currently seeking funding for 60 new students in the existing program. HELP scholarship includes:

- Classes at an internationally accredited University in Haiti.
- Textbooks and supplies
- Living Stipends yearly

- Housing in HELP dorms and living stipends
- Academic Advising and Counselling
- IT Curriculum: 2-year Program in Computer literacy
- English Curriculum: a 4-year program sponsored by the US Embassy which initiates students to poetry, literature, and theatre. Native speakers teach the classes.
- Leadership & Citizenship Curriculum: Unique 4-year curriculum focusing on Community service and social change.
- Career Services: internships with local businesses and NGOs
- Study abroad opportunities at Dartmouth College and Cornell University.

## **Need statement**

The goal of the Haitian Education Leadership Program (HELP) is to: decrease the poverty rate in Haiti by increasing the percentage of University level graduates among the most impoverished youth and empowering students to engage in their local communities' civic life. Studies have shown that higher education is key to favorable development and sustainability in a country and can slowly pull a nation out of poverty by providing the labor market with skilled individuals.

According to USAID's latest statics data in Haiti, only 48.7% of the adult population is literate compared to 89.8% in the Caribbean and Latin America region. The gross enrollment ratio for Tertiary Education for both sexes is 1.03 compared to 38.3 in the Latin American and Caribbean region (IDEA Country dashboard, n.d.). Among the approximately 230 universities offering tertiary education in Haiti, only a few are recognized by the Government. Four of them are internationally accredited, University of Quisqueya, Université Notre Dame d'Haiti, the Ecole Supérieur d'Infrotonique d'Haiti, and Université D'Etat D'Haiti (UEH) the public state University. It is hard for high school graduates to get into those schools due to the different obstacles encountered: Limited seats and politics.

The school year at the University of Quisqueya, Université Notre Dame d'Haiti, and the Ecole Supérieur d'Infrotonique d'Haiti is approximately \$2,000.00 to 3,000.00 dollars. The average Haitian household earns less than \$1.25 a day, making tuition to those schools offering quality education mostly impossible to afford. And the State University, which is free, apart from a small fee that could be between \$20 to 30\$, will only admit less than 20% of the students who will take the entrance exam because there is not enough infrastructure to welcome more.

According to the World Bank Group, higher education benefits one who receives it and is also beneficial for society, as it makes one more conscious of environmental issues and has a higher

level of civic participation. Higher education provides a more skilled labor force, therefore increase the household income.

Several forces could be linked to poverty that we are trying to tackle with this program—each one tangled within the other dragging it further in the abyss. The most prevalent is the lack of Government expenditures in all education (primary, secondary and tertiary), which are respectively 0.63, 0.23, and 10.2 compared to 1.77, 1.59, and 19.7 in the Latin America and Caribbean region (IDEA Country dashboard, n.d.). It is a driving force of the rising percentage of unskilled and uneducated parents. The latter unable to get good-paying jobs because of those circumstances live miserably in Haiti's various slums. Poverty is a cycle that cannot be broken if one does not acquire the necessary knowledge opportunities and gainful employment to uplift them. Giving the youth the chance to a college-level education, we believe, can reverse that poverty cycle. Higher education will put them in a higher income bracket, allowing them to offer better opportunities to their family most importantly, better education. Thus, slowly reducing the poverty rate.

Haitian Education Leadership Program (HELP) provided in 2015, 178 scholarship for students to enroll in one of Haiti's four internationally accredited schools. We are currently seeking funds of \$240,000.00 to allow 60 more children to attend universities. The objective is to reach a higher number of new students this year and enable 60 new students to benefit from the HELP scholarship fund.

Investing in Tertiary Education will, in the future, raise the percentage of attendance for primary and secondary school. Lack of education has prohibited Haiti from reaching a sustained social and economic development, which, according to the World Bank Group, is a prerequisite to fostering growth, reducing poverty, and boosting shared prosperity.

## **Goals and objectives**

The goal of the Haitian Education Leadership Program (HELP) is to: Decrease Haiti's poverty rate by increasing the percentage of University level graduates among the youth and Empower Students to engage in the civic life of their local communities. Help programs cover degree in Law, Medicine, civil engineering, computer and electrical engineering, business Management, Agronomy, etc. They will work as service workers in the economy; some will create small businesses, which will allow competition, jobs, and stability. It will be a positive impact on the country's economy. By increasing the buying power of one family member, we will comfortably create a shift in the immediate family's social and economic quadrant.

The program's objectives are to reach the most vulnerable young adult with promising intellect and drive by providing them with the opportunity to pursue and complete higher education. Below is the measurement objectives table of our program.

<b>Measurable Objectives</b>	<b>Implementation Activities</b>	<b>Timeline</b>	<b>Methods of Evaluating Process or Outcomes Objectives</b>
1.1 Provide 60 High Schoolers with Scholarship for the 19-20's school year	1.1.a Create awareness campaign to visit schools across the country to inform students about the program	Dec- Feb	The program will be evaluated on the number of scholarships awarded during the year, and the number of students can maintain consistent grade to be admitted for next year
	1.1.b. Create a standardized test to evaluate applicants	Jan - March	
	1.1.c. Create a panel for interviewing applicants	Jan - Feb	
2.2 Provide beneficiary with respectively 1250 hrs. of computer programming, leadership, and English	2.1.a Recruit a programmer/Leadership coach/ English	Dec - Feb	The number of Coding hours provided to the beneficiaries. This Data can be retrieved from the signup sheet of the Lab. The Signup sheet will provide information on the number of students attending the session, the number of courses offered, and the duration of those sessions
	2.2.b Build a curriculum for each class	Feb- April	
3.3 Provide the students with an internship for the summer 20	3.1.a. Create a partnership with organizations and private businesses to provide internship	Dec-March	We will also evaluate the number of recipients we were able to provide with an Internship for the summer.
	3.1.b. Allocate internship to each student depending on their major and interests	Marc - May	

## **OUTPUTS**

The proposed project is an attempt to decrease the unemployment rate among young adults. Providing them with a higher education degree enables them to have power over their lives and improve their family's livelihood. The program intends to provide to Haitian labor market high-level educated professionals that meet their job requirements and the necessary expertise level. Equipped with leadership skills and a sense of community empowerment, we expect that those young professionals will use their skills and knowledge to empower young individuals like them and encourage them to seek higher education. We hope that they will expend the helping hand by giving back to their communities.

## **Applicant Capacity Statement**

After 15 years, the Haitian Education Leadership Program (HELP) established itself and created a platform where students can seek the help they need to afford quality education and elevate their social status in society. By offering the youth a chance to succeed in society, HELP is on the verge of creating a new middle class in Haiti. As of 2015, 90% of the Haitian education Leadership programs beneficiaries are employed and are earning, on average, an annual salary of \$14,900.00. The income average of HELP scholarship beneficiaries is about 20 times the GDP per capita for Haiti. (Haiti - gross domestic product (GDP) per capita 2022. n.d.)

### **How HELP is changing the stats    Haiti    HELP**

Students on Dean's List	8%	40%
University graduates working in Haiti	16%	80%
Employment Rate	50%	90%
Average Annual Income	\$820	\$14,900

Source: <https://uhelp.net/our-story/results/>

The program has helped several students find their place in society and provide for their families. The testimonies of several prove that the support that those kids received from the program was instrumental in their success in the workforce. (See success stories at <https://uhelp.net/our-story/results/>)

## **Future funding plan**

The program has been successful at providing better livelihood to those who participate, and we would like to continue our effort to provide the youth with the support they need to succeed. We plan to organize more fund-raising events to bring awareness to the cause and invite the public to donate for the cause. We will prepare a concert with different renowned artists, whose proceeds will go toward the scholarship fund for new students.

Project Budget (Required)		
Reneve R Jeanty	Haitian Education Leadership Program (HELP)	
Expenses	Total Project Expenses	Amount Requested from Funder
<b>Direct Personnel Expenses</b>		
Executive director	\$ 85,000.00	-
Country Director	\$ 50,000.00	-
Human resources manager	\$ 55,000.00	-
Country Deputy director	\$ 50,000.00	-
Program Coordinator	\$ 45,000.00	-
Accountant	\$ 38,000.00	-
Grant Officer	\$ 25,000.00	-
Program Assistant	\$ 20,000.00	-
Coding Instructors	\$ 12,000.00	-
Leadership educator	\$ 12,000.00	-
English Instructor	\$ 12,000.00	-
IT instructor	\$ 11,000.00	-
Dorm Supervisor	\$ 8,000.00	-
Communication and Marketing Associate	\$ 8,000.00	-
<b>Petit Personnel</b>	\$ 4,000.00	-
<b>Benefits @ 15%</b>	\$ 65,250.00	-
<b>Total Direct Personnel Expenses</b>	<b>\$ 500,250.00</b>	<b>-</b>
<b>Other Direct expenses</b>		
<b>Contract Services</b> (consulting, professional, fundraising)	\$ -	-
<b>Program</b>	\$ 720,000.00	240,000.00
<b>Occupancy</b> (rent, utilities, maintenance)	\$ 105,000.00	-
<b>Training &amp; Professional Development</b>	\$ -	-
<b>Insurance</b>	\$ 4,000.00	-
<b>Travel</b>	\$ 4,320.00	-
<b>Project Car</b>	\$ 22,000.00	-
<b>Website maintenance</b>	\$ 3,000.00	-
<b>Supplies</b>	\$ 1,800.00	-
<b>Project Equipment for Lab</b>	\$ 15,000.00	-
<b>Printing, Copying &amp; Postage</b>	\$ 3,000.00	-
<b>Communications</b>	\$ 4,800.00	-
<b>Internet</b>	\$ 2,400.00	-
<b>Evaluation</b>	\$ -	-
<b>Marketing</b>	\$ 4,000.00	-
<b>Conferences, meetings, etc.</b>	\$ 4,320.00	-
<b>Administration</b>	\$ -	-
<b>*Other - _____</b>	\$ -	-
<b>*Other - _____</b>	\$ -	-
<b>Subtotal other direct expenses</b>	<b>\$ 893,640.00</b>	<b>-</b>
<b>TOTAL EXPENSES</b>	<b>\$ 1,393,890.00</b>	<b>240,000.00</b>
Revenues	Committed	Pending
<b>Contributions, Gifts, Grants, &amp; Earned Revenue</b>		
Local Government	\$ -	-
State Government	\$ -	-
Federal Government	\$ -	-
Individuals	\$ 300,000.00	-
*Foundation - _____	\$ -	\$ 240,000.00
*Foundation - _____	\$ -	-
*Foundation - _____	\$ 200,000.00	-
*Foundation - _____	\$ -	-
*Corporation- _____	\$ -	-
*Corporation- _____	\$ -	-
*Corporation- _____	\$ -	-
*Federation- _____	\$ -	-
*Other - _____	\$ -	-
Membership Income	\$ -	-
Program Service Fees	\$ 13,000.00	-
Products	\$ -	-
Fundraising Events (net)	\$ 200,000.00	-
Investment Income	\$ 200,000.00	-
In-Kind Support	\$ 100,890.00	-
<b>*Other -Government</b>	<b>\$ 140,000.00</b>	<b>-</b>
<b>TOTAL REVENUES</b>	<b>\$ 1,153,890.00</b>	<b>\$ 240,000.00</b>
*Please specify for contributions over \$1,000.		



## **Budget Justification**

### **PERSONEL**

The Executive Director: is responsible for overseeing the administration, the program, and the strategic planning of the project. He works full time and receives compensation of \$85,000.

The country director defines and manages the project effectively, assessing new needs, and making sure that the target population's needs are being met. He works 5 hrs. a week for a total of \$50,000 a year.

The Country deputy Director will work full time implementing the project strategic vision to maintain and create a necessary relationship, ensuring program efficiency and effectiveness for an annual salary of \$50,000.00.

The Human Resources Manager is responsible for recruiting the project's resources, managing benefits, and employee relations. She works full time for a salary of \$55,000.

The Program Coordinator will be working full time and oversee implementing the project. His yearly salary is \$45,000.

Working full time, the Accountant will oversee the project's accounting, managing accounts payable, and monthly disbursements to the beneficiaries and will also perform significant bookkeeping transactions. His annual salary for 40 hours a week is \$38,000.00.

The Grant Officer will overview the project managers' work and perform a routine evaluation to ensure our funders' requirements are met, representing 0.75 FTE for an annual salary of \$30,000.00.

The Program Assistant Will provide all administrative support for the project and ensure that office is well maintained and working efficiently, working full time for a salary Of \$20,000.

<b><u>COMPONENT</u></b>	<b><u>RATE</u></b>	<b><u>WAGE</u></b>	<b><u>TOTAL</u></b>
Coding instructors	28.4hrs/week x44 weeks	\$9.6	\$12,000
Leadership educator	28.4hrs/week x44 weeks	\$9.6	\$12,000
English Instructor	28.4hrs/week x44 weeks	\$9.6	\$12,000
IT Instructor	28.4hrs/week x44 weeks	\$8.8	\$11,000

The Dorm Supervisor is responsible for the students in his care, Addressing their problem. He ensures the students' safety and makes sure everything is working correctly. He works full time for a yearly salary of \$8,000.

The Communication and Marketing Associate is responsible for publishing the organization's monthly and quarterly reports, and his also in charge of coordinating the organization activities. He works 20 hours a week for a total of \$8,000.00 a Year.

**Custodians** 2 staffs are responsible for the maintenance and cleaning of the facilities. Their monthly salary is \$166.67, for a total of 4,000 yearly; they work 10 hrs. a week.

16.67 x 10hrs x 2 cust. x 12 months.

The Employee benefits represent 20% of the Annual gross salaries for a total of \$65,250.00.

**Other Direct Expenses**

<u>Items</u>	<u>Rate</u>	<u>Cost</u>
Program	180 students @ \$4,000 scholarship	\$720,000
Rent and Utilities	Office in NYC 20\$/sqft x 1500sqft = \$30,000 Haiti building (office, dorms, classroom) \$75,000	\$ 105,000
Insurance	Liability Insurance for students and staff and others who is on Campus. \$334 x 12 mo.	\$4,000
Travel for fundraisers	\$600 flight X3 pers \$180/night X3 pers x3 \$150/day X 3 pers	\$4,320
Project Car	Lease of a car for a year for the office errands	\$22,000
Website maintenance	\$250 X 12	\$3,000
Office Supplies	150\$/month X12	\$1800
Project Equipment for Lab	25 Computers @ \$500 2 Printers @ \$1000 1 projector @ \$1000	\$15,000
Printing Copying postage	10,000 copies @.20/copy 500 mail @ \$2	\$3,000
/ Internet	Internet Subscription \$200 monthly x12	\$2,400
Communication	400\$ monthly X12	\$4,800
Marketing	Flyers for schools And other informational	\$4,000
<b>TOTAL</b>		<b>\$893,640</b>

## **Appendix**

1. Proof of non-profit status from the IRS (in the form of a determination letter)
2. List of the board of directors (and of any advisory boards)
3. Current year's organization budget
4. Audited prior year's Financial Statement
5. 501 (c) (3) documentations
6. A list of major grants received in recent years
7. An organizational chart outlining staff and board roles
8. Board Reports
9. A news release about the organization work and the program
10. Tax papers, expenditures-responsibility forms
11. Testimonials and success stories from beneficiaries
12. Job descriptions and/or résumés of key staff
13. Samples of evaluations or reports
14. A copy of a long-range plan
15. Agency brochures and program announcements
16. Letters of support

## **Bibliography**

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