

APPLICANT FEEDBACK SUMMARY

2015 AmeriCorps State and National Grant Competition

Legal Applicant: International Rescue Committee HQ

Application ID: 15ED170256

Program Name: International Rescue Committee, Inc.

For the purpose of enhancing our programs by improving the quality and quantity of applications to the Corporation for National and Community Service (CNCS), we are providing summary feedback regarding the strengths and weaknesses of this application. These comments are not meant to represent a comprehensive assessment; rather the analysis represents those elements that had the greatest bearing on the rating of the application. Please note that this feedback consists of summary comments from more than one Reviewer. For this reason, some of the comments may seem to be inconsistent or contradictory. Comments are not representative of all of the information used in the final funding decision.

Reviewers' Summary Comments

Strengths:

The applicant clearly defines three problem need areas to be addressed in the target community.

The applicant explains why the problems exists and how the proposed interventions will improve or address the specific problems.

The evidence presented makes a compelling case that the problems are prevalent and severe.

The interventions described by the applicant are clear and specific, including timelines to be followed throughout the project for each problem area.

There is a clear flow of logic between the AmeriCorps members' activities and the outcomes described by the applicant in both the logic model and the narrative.

The applicant demonstrates a clear line of value added by AmeriCorps members to the existing intensive case management team as well as the fact that pilot programs will add value to the overall program.

The applicant has a thorough plan of incorporating AmeriCorps policies and regulations into every tier of its existing Human Resource structure.

The applicant describes a multitude of specific skills and experiences that the Members will gain throughout their service.

It is clear how the skill and experience will be relevant and valuable to Members' future employment.

The proposed interventions that will be performed by AmeriCorps members are well articulated with well-defined goals. The roles of volunteers have also been clearly stated.

The logic model is very well constructed, addressing each of the needs and intervention that are proposed by the applicant.

The applicant presents a comprehensive plan for orientation and on-going training to equip the Members for high quality service to the refugee community.

The applicant presents a sound plan for direct mentorship of the Members by their supervisors, along with job shadowing, as a means of ensuring development of appropriate skills and practices.

The applicant presents a comprehensive training program designed to ensure that Members gain strong experience in refugee health issues and in accessing community resources.

The applicant describes significant and specific needs that will be met by Members, allowing for a meaningful experience.

The applicant provided clear detailed information about issues faced by immigrants with compelling data and well-described data about specific groups of refugees. The applicant's programs are designed to address problems and to provide ongoing support to help refugees adapt or overcome their issues.

The proposed recruitment of AmeriCorps members from immigrant communities is effective in enhancing the acceptance of the Members and alleviating the language barriers of the population being served.

The applicant presents a logical plan for breaking down the cultural barriers and providing examples of community integration.

The applicant offers a solid plan and a large range of resources in order to provide Members with opportunities for personal growth and online learning as well as a forum to share experiences, collaborate and learn from others engaged in similar work throughout the US.

Weaknesses:

The applicant does not cite dates with some of the statistical data presented therefore, it's not clear whether the data presented is current.

The applicant does not sufficiently describe how the AmeriCorps priorities and prohibited activities will be incorporated in the member training nor how it will be supported with supervision throughout the service term. Information regarding building esprit de corps through the National Service network is absent.

The applicant does not provide evidence that it will adequately support the goals of the AmeriCorps program as well as it supports the goals of its own program.

The absence of information on the AmeriCorps regulations makes it difficult to assess the effectiveness of meeting the AmeriCorps priorities.

The absence of evidence for each community or group to be served makes it difficult to determine whether these specific areas are high need.

The absence of details of specific training surrounding AmeriCorps rules and prohibited activities, either in initial orientation or throughout the program year, makes it difficult to assess whether Members will fully understand these concepts.

The applicant presents an inadequate plan for building esprit de corps among the 16 Members of the described International Rescue Committee corps.

The applicant does not sufficiently describe how this corps will form connections with other Corporation for National and Community Service programs.

The absence of information about encouraging Members' continuing service after the AmeriCorps term is complete makes it difficult to assess whether the applicant has plans to address this issue.

The applicant provides limited information about what steps will be taken to recruit from the target population.

The absence of information about Members continuing to be civically engaged after their term of AmeriCorps service makes it difficult to assess the effectiveness of the program in Members' experience.

The applicant presents limited information on AmeriCorps regulations which makes it difficult to assess the effectiveness of meeting the AmeriCorps procedures.

The applicant does not cite dates with some of the statistical data presented therefore, it's unclear whether the data presented is recent.