

Question and Answer

2021 Supporting Youth and Young Adults for Success RFP

UPDATED March 10, 2021

	Program Area	Question	Answer
1.	Application/ Contracting	Can you provide a list of the agencies currently funded?	Lambert House, Northwest Network, Lifelong Aides Alliance, Therapeutic Health Services, South Park Redevelopment Committee, Sea Mar Community Health Center, Neighborhood House, Interim Community Development Association, Associated Recreation Council, Kandelina, Refugee Women's Alliance, Horn of Africa, El Centro de la Raza, Asian Counseling and Referral Services, Southwest Youth and Family Services, Powerful Voices, Boys and Girls Clubs of King County, YouthCare, Chinese Information & Service Center, Seattle School District, Juma Ventures
2.	Eligibility	Are organizations that are fiscally sponsored by a 501(c)(3) eligible for this funding opportunity?	Organizations without a 501(c)(3) status may use a fiscal sponsor. The fiscal sponsor must meet all of the HSD Agency Minimum Eligibility requirements .
3.	Eligibility	Due to the increased essential worker payments and increase in unemployed clients, many of our clients are no longer low-income per the HUD definition, but are struggling due to high Seattle rental rates. Moreover, not all of our clients will meet HUD's low income definition once the pandemic is over and they are able to go back to work, yet others will be low income due to the \$4 increase in pay ending. How is the RFP going to handle these changing income realities and are we still eligible to apply?	For this RFP, HSD will continue to use HUD income guidelines (80% AMI or lower) for client eligibility. Recent HSD partnerships with the community still reflect a huge need and demand in low income populations needing services and support.
4.	Community Engagement	The City did some focus groups with youth to learn about youth priorities for supportive services and what they want around employment support. Can you share those results?	HSD will compile notes from these focus groups and post them on the HSD Funding Opportunity webpage . Please also reference the Data and Literature Review Highlights for this RFP available on the website.
5.	Budget/Finance	What is the non-profit's annual revenue amount for which you require an audit?	All applicants will be required to submit most audits, if available, if they have an annual revenue above \$750,000.

Question and Answer

2021 Supporting Youth and Young Adults for Success RFP

UPDATED March 10, 2021

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			Please see pages 3 and 4 in the Master Service Agreement Sample , posted on the HSD Funding Opportunity webpage for more details regarding specific audit requirements for funded agencies.
6.	Budget/Finance	How much funding is available?	Approximately \$3.7 million
7	Strategy/ Programming	What is your ideal version of ratio for staff to youth?	There is no stipulation of an ideal ratio. Agencies should determine the ratio based on programming, client needs and best practices.
8	Interview	What is the thought process behind the 100% interview scoring system?	The interview is an opportunity for agencies whose strengths might not be in the written process but who have strong oral traditions and can articulate about the work that they do or who do not have access to a grant-writer. The interview is worth 100 points or 50% of the overall score.
9	Interview	Have you chosen an interview panel?	Yes. The panel is made up of community members, other funders and some City staff. We do not release names of panel members until the process is over.
10	Budget/Finance	What is the percentage for administrative and overhead costs?	As a pilot, HSD removed the indirect rate cap for 2021 General Fund contracts but is continuing to evaluate the impact before any formal adoption. It is too early to tell if the removal will apply to contracts beyond 2021. Traditionally, the indirect rate was capped at 15%. Federally approved rates still apply.
11	Strategy/ Programming	To meet the RFP criteria of year-round services, would it be ok to add or offer reduced services throughout the summer?	HSD is looking to fund quality services that are provided throughout the year. If services are reduced in the summer, please ensure that they are with appropriate dosage and high quality to justify funding.
12	Strategy/ Programming	Are there guidelines as to how many youth should be served and an appropriate number of hours spent with the youth?	No, there are no specific guidelines. Submit a program model based on programming, client needs, and best practices.
13	Application/ Contracting	How do I submit my 501(c)(3) letter?	Submit your approved 501(c)(3) letter at the time of the application. If you do not have 501(c)(3) status yourself, please use a fiscal sponsor with a 501(c)(3) status.
14	Rating Panel	Is the RFP rating panel culturally relevant and culturally competent?	Yes, we make every attempt to have a very diverse panel that reflects the focus population of the RFP. Panel members are of different ages, professions, races and ethnicities, etc. and have content expertise.
15	Budget/Finance	Is there an acceptable percentage of the budget that can be allocated to youth stipends?	This RFP does not stipulate the amount of youth stipends. Applicants can propose what is reasonable given the population served and best practice and include in the budget proposal.

Question and Answer

2021 Supporting Youth and Young Adults for Success RFP

UPDATED March 10, 2021

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16	Budget/Finance	How much will HSD be funding for each agency?	HSD will fund up to 18 agencies. There are no predetermined amounts. Funding awards will be based on the proposals.
17	Interview	Will all agencies that apply be afforded an interview?	Each applicant that submits an application and meets the Agency Minimum Eligibility requirements will have an interview.
18	Interview	How many people from the agency will be allowed in the interview?	Each agency can have up to 4 people in the interview. Interviewees can be staff members, volunteers, a young program participant, etc.
19	Strategy/ Programming	Can volunteers count as a part of programming staff?	Yes. However, please ensure that the quality and ratio is consistent. In addition, volunteers should receive appropriate supervision.
20	Budget/Finance	Has this funding been offered before? If so, how many organizations applied the last time and how many were funded? What is your expectation around the number of applications you will receive?	Yes. HSD currently funds about 20 agencies and about 33 contracts for these services. HSD does not have a good sense of how many applications will be received but does anticipate this being a very competitive process.
21	Strategy/ Programming	Is there a requirement for a minimum number of youth served?	No. Your proposed budget should reflect the number of young people that you are going to serve. Please see Question #12.
22	Strategy/ Programming	Is there a preference for out-of-school youth to be served?	There is no specific preference for serving out-of-school youth. The RFP's priority population is low-income youth of color. Please refer to the Guidelines and Application for its focus populations.
23	Strategy/ Programming	Are principal investigators and co-principal investigators appropriate for a collaborative effort?	It is unclear what roles principal investigators and co-principal investigators will play in your program model but collaboration with partners is encouraged, e.g. bringing in community members, consultants, or partners and paying them to help deliver services.
24	Budget/Finance	Are there any limitations around stipends or support services?	This RFP does not have a limitation around stipends. However, IRS requires Form 1099 to be issued if payments to any individuals are above \$600 in a calendar year. Please see Question #15.
25	Budget/Finance	Is there a maximum cost per youth served?	HSD does not have a maximum cost for per youth served. However, the cost of serving a youth should be in alignment and reasonable to the proposed program model. Please also see Questions #15 and #24.
26	Strategy/ Programming	Do services being provided have to be within the Seattle area or can it be across Washington state?	Services have to occur within the city of Seattle limits. Youth must be Seattle residents, or attending Seattle schools.

Question and Answer

2021 Supporting Youth and Young Adults for Success RFP

UPDATED March 10, 2021

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27	Strategy/ Programming	Do youth have to be living or attending schools in Seattle?	Yes, however youth experiencing homelessness who may be living outside the Seattle area but attending schools within Seattle school district, or city limits, are still eligible. Please see Question #26.
28	Application/ Contracting	Will you have a compiled Q & A document posted on your website?	Yes.
29	Application/ Contracting	How many programs are currently being funded?	Currently there are about 33 contracts. Please see Question #1 and Question #20.
30	Strategy/ Programming	If we provide year-round programming for young people but not all individual youth participate year-round, does that still comply?	Yes, you may have young people for different parts of the year participating in different services. Budgets and performance measures must reflect this schedule.
31	Budget/Finance	Is the award amount to be spent in one year or four years?	The award amount should be spent in one year. Contract renewal is based on meeting outcomes and funding availability.
32	Strategy/ Programming	If my agency currently meets the minimum RFP guidelines in terms of programming, is there any expectation that we add a new component to be eligible?	If your current programming meets all the RFP requirements, there is no expectation to add anything new unless additional new components further benefit the young people.
33	Application/ Contracting	What are the contract data reporting requirements for the RFP and how often will we have to report data?	Data reporting frequency and requirements will be determined during contract negotiations. Typical reporting may include monthly invoicing, demographic and program performance status report, and a written narrative.
34	Strategy/ Programming	Can you provide specific examples of a youth development pre-employment component?	As an example, at an HSD community engagement event, young people revealed interest in entrepreneurship, so for pre-employment support, it may look like skills development to become an entrepreneur. Other typical supports could be resume writing and interview skills. These are only examples. We encourage learning from young people and front-line staff on what would be most useful.
35	Strategy/ Programming	Can our agency serve non-BIPOC youths?	The RFP's priority and focus populations are low income, young people of color with a focus on Black/African American, Native American/Alaska Native, Native Hawaiian/Pacific Islander, Hispanic/Latino, and Asian communities. However, you can make a compelling case about serving non-BIPOC youth and justify the need.
36	Strategy/ Programming	Are agencies with BIPOC staff as opposed to non-BIPOC staff with lived experience looked at favorably?	HSD looks at front-line staff, leadership and board in its entirety.

Question and Answer

2021 Supporting Youth and Young Adults for Success RFP

UPDATED March 10, 2021

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37	Budget/Finance	It is possible that programming can be renewed for up to four years with new funding in addition to what is currently available?	HSD has \$3.7M to distribute in 2022 and will fund up to 18 applicants. Contracts will be funded up to four years, subject to meeting performance measures and availability of funding. HSD is uncertain about additional new funding at this time. Please see Question #31.
38	Strategy/ Programming	If an agency has a variety of different programming, can services be rendered to all eligible youth with multiple programs?	Yes, however the program must offer anti-racist supportive services that incorporate the four protective factors and have a pre-employment component (see page 2 of Guidelines and Application). If your agency has multiple programs, please submit only <u>one</u> application that clearly delineates what the programs are for and the requested budget.
39	Application/ Contracting	If applicable, should we submit letters of cooperation from Seattle Public Schools with our application? Also, should the status of agreement be for the 2021 school years?	Yes, letters of support are required from any major partners who will help to deliver program services, including Seattle Public Schools. The letter should be current and should align with when services will begin in 2022 (so that there is no lapse in terms of agreements) and clearly state what the partners will do.
40	Eligibility	Is Seattle Public Schools eligible to apply for funding?	No, Seattle Public Schools is not eligible to apply. Agencies applying for funding must meet all the Agency Minimum Eligibility requirements as stated on the HSD funding website.
41	Budget/Finance	Is there a budget amount too low to be competitive?	HSD does not stipulate a minimum budget amount.
42	Strategy/ Programming	Re: definition of “year-round programming”, how do you specifically define programming? If a nonprofit’s youth program model consists of formal programming (ex: workshops, training, classes) for part of the year, and then wraparound support services and case management for the remainder of the year, confirming that all of these services would constitute “year-round programming”, correct? I.e. the youth are being served the entire year, but the elements of service differ throughout the year.	Yes. See Question #30. However, this RFP is not intended to fund case management, behavioral health, emergency services for young people in crisis, or for activities that earn school credits (see page 3 of the Guidelines and Application). Please see Question #11.

Question and Answer

2021 Supporting Youth and Young Adults for Success RFP

UPDATED March 10, 2021

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43.	Eligibility	If a program is a multiyear program model, with students receiving follow up/support services/ case management/ retention support in latter years, would these services also be eligible expenses under the budget? Or would only expenses from the current cohort getting the intensive programming qualify?	Awarded contracts are intended for annual unduplicated number of youth. In some instances, HSD may allow for up to 25% re-enrollment of youth who did not complete or achieve the performance measures in the previous years. This RFP is not intended to fund case management services (see Page 3 of the Guidelines and Application). Please see Question #42.
44.	Application/ Contracting	If we partner with several Seattle Public Schools, are applicants required to get a letter from SPS leadership? Or would a letter from principals at individual partnering schools work as well?	Letters of support from the individual partnering schools clearly stating their roles and responsibilities will suffice. Please see Question #39.
45.	Strategy/ Programming	We currently serve 4 th - 12 th graders (9 - 18 years old), can we explain why it's important for these students to be served in the RFP? And we do go over college and career entrepreneurship exploration starting with 9 up to 18 years old.	The emphasis for this RFP is on serving 14 - 24 years old. If your program serves a wider age range, focus on the subset of youth within the RFP's age range. If you want to serve outside that range, please make a compelling case and justify the need.
46.	Strategy/ Programming	You said in the review process, you ask youth and young adults their opinions if they feel safe what would that look like? Would that be like a survey, a satisfactory survey or would that be you all coming and speaking to youth and young adults themselves and seeing how things are going?	Applicants should propose how they intend to meet the performance commitments listed on page 4 of the Guidelines and Application and the mechanisms to determine how youth and young adults have achieved those commitments. Awarded agencies may also participate in data collections efforts with HSD, as part of their contracts.
47.	Application/ Contracting	We partner with another organization to do this project. I think you said to just put that partnership in the proposal and the memorandum of agreement with the partner in the packet we send to you. Am I correct?	Yes. Include major partners who are helping to deliver different components of your program and attach letters of agreements that specifically state their roles. Memorandum of Agreements are not required as part of the application packet. If awarded a MOA with partner organizations will be required as part of the contract. Please see Question #39.

Question and Answer

2021 Supporting Youth and Young Adults for Success RFP

UPDATED March 10, 2021

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48.	Eligibility	Are applicants eligible if they are applying for 501(c)3 status and currently have a fiscal sponsor?	Yes. Please see Question #2.
49.	Strategy/ Programming	How do you define case management (since these services cannot be funded under this grant)	Case management is a process of providing different services to address multiple issues and navigate systems e.g. housing search, school registration, access to health care, etc. This RFP is not intended to fund case management, behavioral health, emergency services, or for activities that earn school credits (see pages 2 – 3 of the Guidelines and Application).
50.	Strategy/ Programming	If our model has a virtual element, will that qualify for the services within Seattle requirement?	Yes. Your services need to adhere to the state and King County Public Health guidelines if COVID-19 health advisory is still in place. Please address if the virtual element is part of your safety protocols and ensure participants are Seattle residents, or attending schools in Seattle.
51.	Strategy/ Programming	How will you evaluate the ratio of staff to young people? i.e. what is the ideal ratio?	Please see Question #7.
52.	Strategy/ Programming	To confirm, emergency/basic needs support services like help with housing, food, healthcare costs, etc. (case management) is not an eligible cost, but stipends for students would be eligible costs, right? Or are all direct participant costs ineligible?	Please see Question #15.
53.	Application/ Contracting	Will there be a fee involved with Baker Consulting?	No. Baker Consulting is contracted and paid for by HSD. Priority is given to agencies with no access to professional grant writers or have never contracted with HSD before.
54.	Application/ Contracting	What data system will HSD use for reporting purposes?	HSD will determine the database system after completion of the RFP process and work with agencies to provide technical assistance and training on using the system.
55.	Strategy/ Programming	Our agency offers mental health support and crisis services. Should we not include this in our application and only focus on programs with a prevention focus?	Yes. This RFP is prevention focused and is not intended to fund services for youth in crisis or behavioral health services.
56.	Eligibility	Are for-profit corporations eligible to apply?	For profit corporations are not eligible. Applicants must meet all Agency Minimum Eligibility requirements in order to be eligible to apply for funding.

Question and Answer

2021 Supporting Youth and Young Adults for Success RFP

UPDATED March 10, 2021

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57.	Application/ Contracting	Will this recording be sent out to participants or otherwise available?	HSD will post the recording on the HSD Funding Opportunities webpage . The Information Session PowerPoint is on the same webpage and is available for download.
58.	Strategy/ Programming	How do you define Seattle city limits? Will you consider White Center as part of Seattle for this RFP? Is White Center included as within the city of Seattle for the purposes of this RFP?	White Center largely is unincorporated King County. Services need to occur within Seattle city limits and participants must be Seattle residents, or attend schools in Seattle. Please use the King County Parcel Finder: https://gismaps.kingcounty.gov/parcelviewer2/ to determine if an address is within Seattle city limits.
59.	Application/ Contracting	Is there a standard reporting system required?	Data reporting frequency and requirements will be determined during contract negotiations. Please see Question #33.
60.	Budget/Finance	What is the range of grant award amounts, minimum and maximum?	Please see Question #16.
61.	Budget/Finance	This funding sounds similar to the current City grant (youth job readiness training). Is this funding replacing youth job readiness training?	Yes. This RFP is comprised of funding from current HSD contracted youth development and youth employment programs, including job readiness training programs. Currently funded programs will have to apply to meet the RFP requirements. Please see Question #20.
62.	Budget/Finance	Can this funding supplement what we are doing currently to fill in funding gap?	Applicants should demonstrate how the proposed services through HSD funding will meet the intent of the RFP.
63.	Budget/Finance	We are so small we aren't required to conduct an audit. Is there an alternative you will accept for the audit report? Or will we need to invest in an audit to be eligible?	Financial documents are not required at the time of application but are required upon meeting Agency Minimum Eligibility requirements . All applicants will be required to submit audits, if available, if they have an annual revenue above \$750,000. At a minimum, applicants should provide financial statement reports, including the balance sheets, income statements, and Form 990. HSD determines the requirement for an audit on a case by case basis, based on individual agency circumstances and cannot advise on an applicant's decision to invest in an audit. Please see Question #5.
64.	Budget/Finance	Are you holding nonprofits to a specific indirect rate, say 10%, regardless of their federally negotiated rate?	Please see Question #10.
65.	Interview	Can multiple agency staff attend the interview?	Please see Questions #17 and 18.
66.	Strategy/ Programming	We serve youth and young adults across King County, as many BIPOC communities	Please see Questions #26 and 27.

Question and Answer

2021 Supporting Youth and Young Adults for Success RFP

UPDATED March 10, 2021

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		have been pushed out of Seattle. Are we able to use any of these funds for young people who live outside of Seattle city limits?	
67.	Strategy/ Programming	If we are proposing to scale up, enhance, and expand the youth supportive services that we currently offer, do you consider that "new" services?	No. New services are defined as an applicant not implementing these services before and building a new program to meet the demand and needs of your proposed population. If services are new, include a service implementation timeline. See page 6 of the Guidelines and Application .
68.	Strategy/ Programming	Can you explain more what you are looking for when you say that projects should address systemic racism? Also, how in depth does this component need to be?	Please ensure your application addresses the following rating criteria in the Racial Equity section: Applicant clearly describes how they are identifying and challenging systemic racism through their work with young people and their staff. (4 points) • Applicant clearly describes how racial equity is incorporated into their work with staff and participants. Provides specific examples of existing policies and practices, learning opportunities, professional development or support that demonstrates a commitment to racial equity. (6 points) Application 7 • Applicant's board, leadership, staff, and volunteers reflect the cultural, language, and socio-economic characteristics of the communities to be served. (8 points) • Applicant has a plan to build leadership capacity of their BIPOC staff.
69.	Strategy/ Programming	Does immigration status, or status as a refugee count toward the focus population. We work with some African families. Who would not identify as "African American"	Yes. Youth and young adults who immigrated from Africa are part of the focus population for this RFP under Black/African American.
70.	Budget/Finance	Is there a target breakdown of how funding will be distributed across the age range, 14-24?	No. HSD is not predetermining funding allocation amounts based on different age groups.
71.	Budget/Finance	Can funds be used to support facility costs creating safe space?	Funds can be used for space rental but <u>cannot</u> be used for capital building costs.
72.	Strategy/ Programming	Are collaborations encouraged/preferred for this RFP? Is there any benefit to apply as a consortium or with a partner?	Please refer to the Guidelines and Application , Section E. Partnerships, and answer the questions accordingly.
73.	Strategy/ Programming	You mentioned that looking for jobs in your response about case management	No. Services singularly related to pre-employment are acceptable. This funding is not intended for intervention services. Please see Question #49.

Question and Answer

2021 Supporting Youth and Young Adults for Success RFP

UPDATED March 10, 2021

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		definitions. Most employment training has an element of a career coordination with a coordinator who helps young people navigate employment access. Would this fall under the definition of case management?	
74.	Budget/Finance	To support young people to engage in services remotely (during COVID), can this budget include devices (laptops, phone) and connections (Wi-Fi hot spots) for young people?	Yes, however an equipment purchase exceeding \$5,000 will require tracking ownership, depreciation, device check-in and out procedures, lost and damage, etc. Proposed funding requests should be outlined on the budget form.
75.	Strategy/ Programming	Confirming program and services can be existing already, and do not need to be "new" programming or services, right?	Please see Question #32.
76.	Strategy/ Programming	How is the youth pre employment focus defined? We work with youth to develop academic skills, language skills, social skills etc. Our population focus are ELL, immigrant and refugee populations.	Pre-employment should include services that help youth and young adults to get a livable wage after high school and college graduation. Please see Question #34.
77.	Strategy/ Programming	How is HSD defining the scope of pre-employment services? What is the scope that agencies could provide to prepare young people to get & keep good paying jobs?	Please see Question #34 and #76.
78.	Strategy/ Programming	In terms of pre-employment services, can the program focus on one industry in particular or you are you looking for more of a multiple-industry focus?	Applicants can focus pre-employment services on one industry or multiple industries.
79.	Application/ Contracting	Where can we find a copy of the video of this workshop?	Please see Question #57.
80.	Budget/Finance	What would be the maximum request amount for a proposal (or the expected range)?	Please see Questions #16 and #60.

Question and Answer

2021 Supporting Youth and Young Adults for Success RFP

UPDATED March 10, 2021

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81.	Eligibility	Is this grant open only to agencies with boards and staff?	This RFP is opened to all who meet the HSD Agency Minimum Eligibility requirements .
82.	Budget/Finance	Is this funding replacing DA20-1294 Youth Job Readiness Training? If not, is the city issuing RFP for Youth Job Readiness Training this year?	Yes. Affected agencies have previously been notified by HSD. Please see Questions #20 and #61.
83.	Strategy/ Programming	I recently became aware of this funding opportunity and am requesting the list of groups/organizations that have expressed interest in submitting a proposal so that the organization that I am working with might approach one of them to discuss collaboration/ partnership potential.	HSD is unable to advise or provide a list of agencies who have expressed interest in the RFP. Information session sign-in sheets are provided on the Funding Web Page.
84.	Budget/Finance	Can you please verify what size organizations need to be in order to have completed an audit for the Supporting YYA RFP? And in what year will they have needed to reach that size? For example, if the audit cap is \$500,000 and the budget was \$400,000 in 2019 and \$510,000 in 2020, will they need to complete an audit to be able to apply?	Please see pages 3 and 4 in the Master Service Agreement Sample , posted on the HSD Funding Opportunity webpage for more details regarding specific audit requirements for funded agencies. Please see Question #5 and #63.
85.	Strategy/ Programming	While we serve youth and young adults across King County, many of them currently live outside of city limits due to gentrification, etc. In non-COVID times, both of our diversion workshops operate in Seattle, but our office and the majority of our programming operate in Burien.	Please see Questions #26, #27 and #66.
86.	Budget/Invoicing	How will funds be received for this RFP if awarded? Will funds be given upfront, quarterly, or reimbursed? If reimbursed, would it be monthly or quarterly?	Funded agencies will submit monthly invoices for the previous month's expenses.

Question and Answer

2021 Supporting Youth and Young Adults for Success RFP

UPDATED March 10, 2021