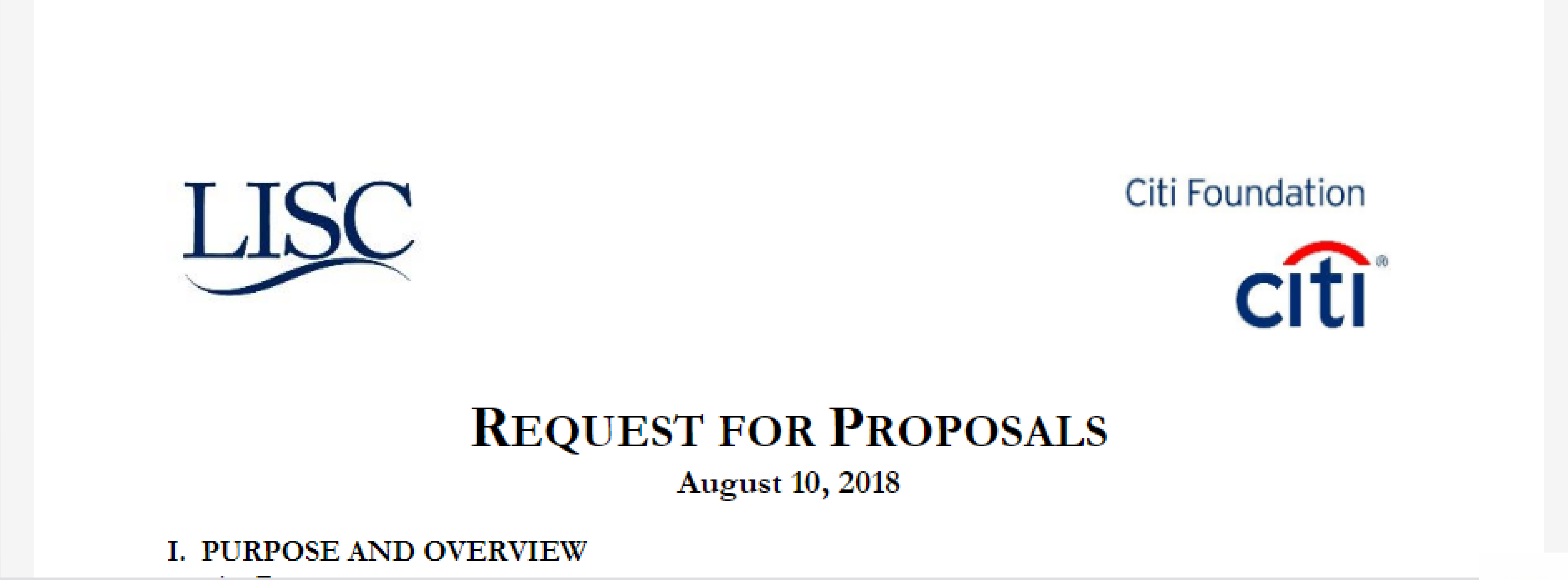
Citi Foundation Request for Proposals

Bridges to Career Opportunities

Special thanks to Citi Foundation for their generous support of this program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Request for Proposals

August 10, 2018

I. PURPOSE AND OVERVIEW

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Agenda

- Overview of Bridges to Career Opportunities
- Request for Proposals Review
- Questions & Answers

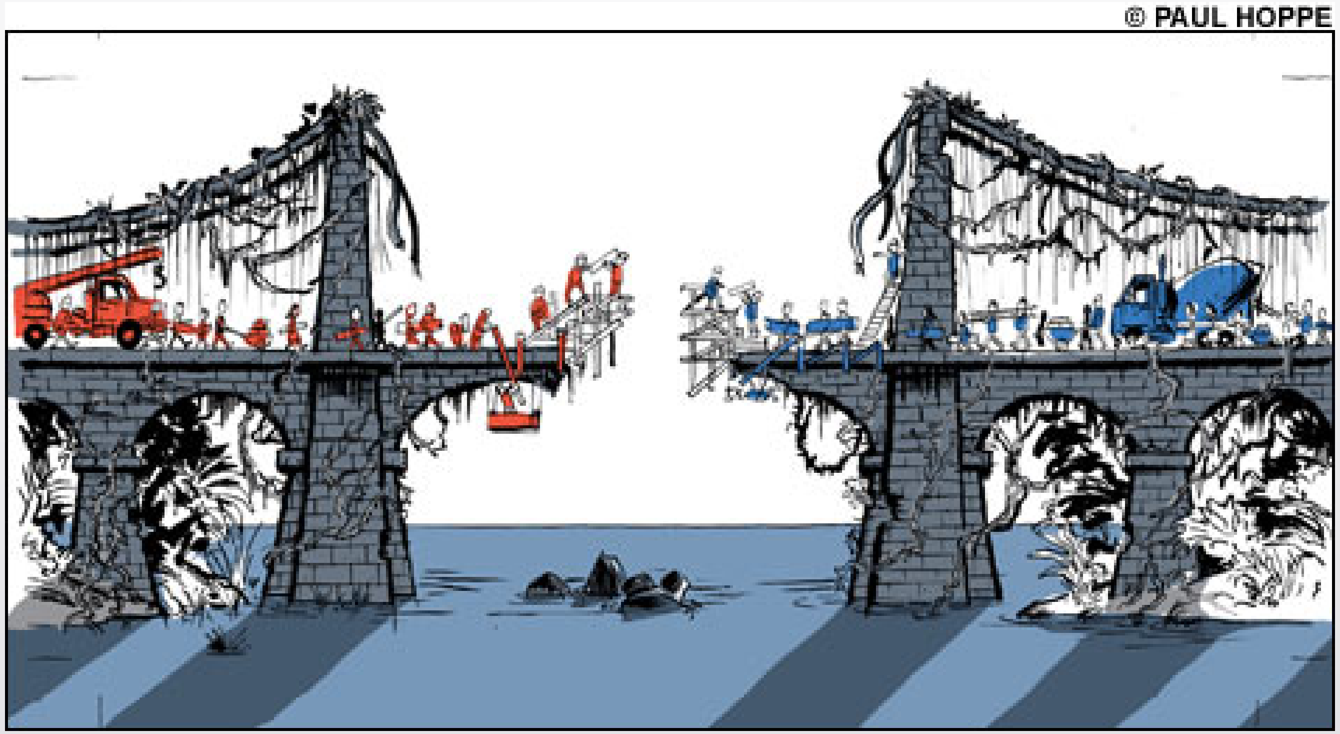
Why Bridges to Career Opportunities?

Financial Opportunity Centers (FOCs) are successful. In an independent study, FOC clients were more likely to:

- Be employed year-round
- Reduce non-asset-related debt (like credit cards)
- Build positive credit histories

However, FOC clients average wages have hovered around **10.50/hour** for the last 5 years.

Why Bridges to Career Opportunities?

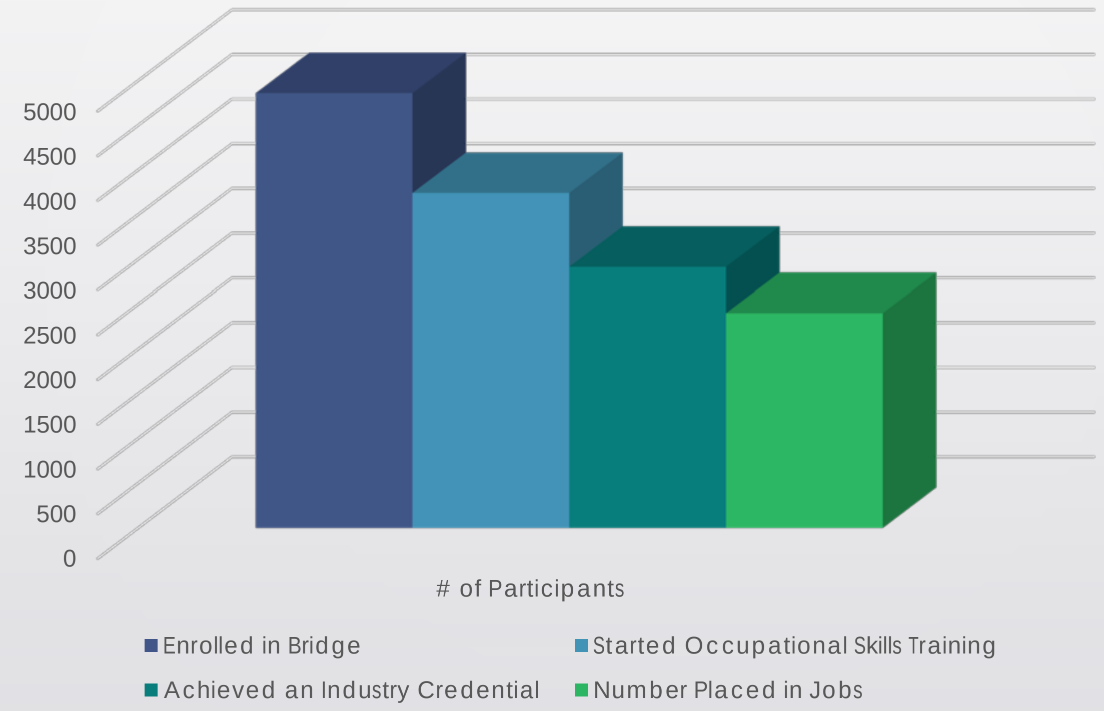


Reading & Math levels of FOC clients

Gap

Reading & Math required to enter training

Initial impact of Bridges to Career Opportunities – Switch to current data



Data from February 2016 to August 2018

Bridge Component Activities/Characteristics
Address an explicit career pathway in a high-growth sector or industry
Teach basic skills that boost math, reading, English, and/or digital literacy to the level clients need to access community college, vocational training, or other credentialing programs, and basic skills that are contextualized to a specific industry/sector, career path
Group Based
Enable clients to attain “industry-recognized” and “stackable” credentials that lead to achievement of postsecondary credential or degree
Have a measurable endpoint (e.g., skill gain, placement test score for next educational program, credential) or clearly defined completion criteria
Assessment is used to determine client participation and involves the specification of criterion levels on skills assessments or “clearly defined entry criteria”

Bridges to Career Opportunities – Advancement Pathways

- Initial Bridges started at entry-level programming
- This opportunity includes entry-level and beyond
- There are multiple on-ramps to training – please consider all when designing your bridge

Financial Coaching Activities/Characteristics
One-on-one financial coaching that is client-led and integrated into Bridge curriculum
Baseline Profile (only completed once); and client budget, balance sheet, credit profile, and vision (completed initially and then updated each time a change in income, expenses, assets, liabilities, or goals occurs)
Financial workshops may be integrated into contextualized ABE or bridge course
Includes education on credit-building and financial products
Starts when client enters and continues post-placement and into advancement

Employment Coaching Activities/Characteristics
Assistance is provided to clients in preparing job search materials (e.g., resume, cover letter)
Counseling or coaching on job searching, employment retention, and career advancement is provided to clients
Support is provided as clients explore career pathway
Placement or job opportunities are discussed with clients
Job advancement opportunities are discussed with clients, especially when the client’s career path/ladder is first articulated
Employment/Career coaching continues post placement and into advancement

Income Supports Activities/Characteristics
Client is screened at entry for public benefits including SNAP, medical benefits, rental assistance, childcare subsidies
Clients are connected to supports to enable them to remain in training
Client's are counseled on how changes in income will impact benefits
Client's supports are reassessed as client's situation changes (e.g., new job, returning to school)

Partnerships

To be successful, Bridge programs must partner with other organizations:

- Training partners
    - Other service agencies
    - Community or Technical Colleges
- Employers
- Other service agencies
- Workforce Development Boards
- And many more!

Request for Proposals

Important Dates

Grant Timeline	
LISC releases RFP	August 10, 2018
LISC holds RFP webinar for all applicants	August 22, 2018
RFP responses due to LISC local offices	September 12, 2018
Funding recommendations due to LISC FIWB	September 28, 2018
Public announcement of grants	January 2019
Grant Start Date	January 2019

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Category of Application

Category 1 – FOC or Rural

- Everyone else including
  - Current FOCs
  - Invited Rural Partners

Category 2 – Existing Bridges Sites

Alliance	District 1199c	International Institute	MAAC	PPL
Brighton Center, Inc.	EMCC	IRC	Mary Rigg	Roxbury
Center for Changing Lives	EMERGE	JARC	MFS	SER Jobs for Progress
Central States SER	Focus: HOPE	JVS Boston	NLEN	SER Metro Detroit
Chinese Community Center	Genesis Center	JHBCC	Operation ABLE	SWES
CLUES	IDPL	LSS - Twin Cities	POAH Communities	Wesley
Community Action Duluth				

RFP Instructions

- Please only answer questions for your category – If you are unsure, please discuss your category with your local program officer.
- Answer each question as clearly and concisely as possible. Applications should not exceed 10 pages (single-spaced, 1 inch margins, 12 point font).
- Each group should draft a one paragraph summary of their program for submission to Citi Foundation.
- Identify any linkage to Opportunity Zones including physical location, client locations, partner agencies, etc.

Category 1 – New Bridge Programs

- Clearly define the training and career pathway
- Create an intentionally integrated model (FOC services are baked into Bridge training)
- Describe how program will meet both client and employer needs
- Construct a program that reaches beyond initial placement to advancement and long-term job retention

Category 2 – Existing Bridge Programs

Options on Proposal:

1. Create a new Bridge pathway in a different sector than previously offered
2. Design a Bridge Advancement model moving people further up the training/career pathway through college, higher level training or additional credentials
3. Innovate on your existing model in a clearly defined way. Examples could include:
   1. Retention Coaches
   2. Blended Learning Models – HealthTech & IT modules through Accenture

Budget

- Use the required template to show full first year spending
- 25% match is required – private and/or non-private sources are allowed
- No further sub-granting of dollars, but consultants are allowed

Scoring

Section	Points
Bridges to Career Opportunities Core Service Areas and Outcome Expectations Additional Points for Integration of Financial Products	45 5
Target Neighborhood Additional Points for Location in an Opportunity Zone or working in an Opportunity Zone	2 2
Target Population	3
Organizational History & Capacity	10
Partnerships with the Workforce Development field	10
Staff Qualifications	5
Performance Indicators and Grant Outcome Projections	15
Budget	10
Total	100 With bonus points, 107

Questions?

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