

REQUEST FOR PROPOSALS (RFP #21-03)

RELEASE DATE: August 25, 2021

RFP Title: Employment supports for individuals impacted by the criminal legal system

Due Date: **October 4, 2021 by 11:59 p.m.**

Procurement Lead: Michael Davie, mdavie@seakingwdc.org

Purpose: Create access to employment, training and education opportunities among individuals who have touched the criminal legal system.

Funding: Up to \$1,825,000

Investment Period: November 2021 – December 31, 2023 (subject to change)

Bidders Conference

A remote information session to discuss questions related to this RFP will be held:

September 8, 2021, 10 - 11:00 a.m.

Join Teams by: [Click here to join the meeting](#)

Join by phone: [+213-712-9132,80638015#](tel:+213-712-9132,80638015#)

The bidders conference will be recorded and posted at:

<https://www.seakingwdc.org/>

If you need accommodations to participate, please contact, Gyanendra Subba - gsubba@seakingwdc.org

Questions

Applicants will be required to submit any questions in writing prior to 5 p.m. on **September 13, 2021**, in order for staff to prepare any response required to be answered in an FAQ document uploaded to the WDC website.

Questions regarding this RFP should be sent to Gyanendra Subba - gsubba@seakingwdc.org

Submitting a Proposal

Proposals are hereby solicited and will be received using the link below through Cognito Forms no later than 11:59 p.m. on the due date noted above. The services procured through this RFP shall be provided in accordance with the following and the attached instructions, requirements and specifications. Applicants are responsible for regularly checking the WDC website for any updates, clarifications or amendments to this RFP.

Submit proposals through Cognito Forms at:

Alternate formats available upon request.

REQUEST FOR PROPOSALS

Employment supports for individuals impacted by the legal system

Due: October 4, 2021

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I. Introduction

The Workforce Development Council of Seattle-King County (WDC) is pleased to release this Request for Proposal - Employment supports for individuals impacted by the legal system with funding from King County Veterans, Seniors and Human Services Levy (VSHSL) and guidance from the [VSHSL Implementation Plan \(kingcounty.gov/VSHSL-Implementation-Plan\)](http://kingcounty.gov/VSHSL-Implementation-Plan).

The following Request for Proposal (RFP) draws on recommendations and alignment between the Regional Workforce Strategy Group, convened by King County and the City of Seattle, and consisting of workforce and education partners across the county, and recent regional strategic planning led by the WDC and recommendations from community in creation of the VSHSL implementation plan. Those bodies identified both service gaps that leave specific populations underserved and opportunities for effective population-specific employment and training services to address these gaps. This RFP represents a key strategy and investment aligned with the WDC's Regional Strategic Plan. The overarching goal is to strengthen the region's workforce development system by:

- Expanding racial equity and community-driven goals within the region's unified workforce development system and strategy;
- Identifying specific marginalized communities currently underserved by the workforce system and explicitly targeting funding for culturally competent and linguistically appropriate services to reach those communities, including targeted outreach and services for BIPOC (Black, Indigenous, people of color) communities;
- Pooling and coordinating resources to close system gaps, eliminate redundancies and increase efficiencies;
- Expanding access to training programs and navigation services along career pathways;
- Creating a unified regional, coordinated and efficient system for engaging industry;
- Leveraging public and private funding streams to ensure holistic, flexible services including financial assistance for program participants.

This Request for Proposal (RFP) represents an important step toward transforming the region's workforce development system. Proposals will be required to demonstrate how services will be provided to demographic groups that are traditionally underfunded and overrepresented among individuals impacted by the criminal legal system relative to the total King County population, including but not limited to BIPOC, immigrants, refugees, individuals who lack basic skills including English Language proficiency, individuals who are homeless, and those with disabilities.

In order to further the WDC's regional equity and social justice goals, the WDC seeks to integrate more community-based service providers into the network of services that are available through the WorkSource Seattle-King County System. The WDC encourages those who serve underserved populations in the Seattle-King County region to apply. The WDC is especially interested in proposals submitted by organizations with track records of positive impacts for populations that have been historically underserved by the workforce development system, that are reflective in their leadership and staffing of populations they serve and that are embedded in the community and those most targeted and overrepresented in the criminal legal

system causing disproportionate impacts on future employment outcomes.

The RFP will:

- Create access to employment, training and education opportunities among individuals who have touched the criminal legal system.
- Focus on Black, Indigenous and Latinx individuals and communities who are adversely affected by a criminal legal system that disproportionately targets people of color, immigrants and refugees (BIPOC communities).
- Provide upstream and responsive services through community-led organizations that possess, or tap into, community-centered leadership, peer navigators, and the technical expertise needed to support individuals' journey towards employment and self-determination.
- Emphasize diversion over reentry as the traumatic effects and collateral consequences of justice-system involvement occur at the initial point of arrest and during pre-adjudicative procedures where delayed service provision is more costly, less effective, and poses significant barriers to self-sufficiency.
- Acknowledge the likelihood of comorbidity for legal system-involved individuals with mental health needs, substance use needs, housing needs, and employment barriers – work towards efficient resource alignment strategy between government and community partners to address the issues more deeply.
- Create positive change by taking a holistic approach to actively address the causes of disproportionality and racial disparity in the criminal legal system, rather than mitigating the consequences.

A. Workforce Development Council of Seattle-King County

Mission: To champion a workforce and learning system that allows our region to be a world leader in producing a vibrant economy, and lifelong employment and training opportunities for every resident.

Vision: Leadership toward an inclusive, dynamic regional economy.

The WDC is a non-profit, grant-making organization dedicated to creating career pathways for adults and youth through demand-driven workforce and training programs. We convene and partner with business, labor, training and education providers, nonprofits, and diverse community stakeholders to support an inclusive and dynamic regional economy and shared prosperity. The WDC envisions a system where all in Seattle-King County have equitable access to comprehensive and integrated education, employment and training supports.

This RFP reflects a commitment by the WDC to achieve a more racially equitable workforce development system that leverages resources in a manner that is responsive to the needs of populations farthest from opportunity.

B. Veterans, Seniors and Human Services Levy

Approved by the voters in 2017, the Veterans, Seniors and Human Services Levy (VSHSL) is a six-year property tax levy that supports veterans and military servicemembers and their respective families, seniors and their caregivers and vulnerable populations to promote:

- Healthy Living
- Housing Stability
- Financial Stability
- Social Engagement
- Service System Access and Improvement

The guiding principle of the VSHSL is to build healthy relationships, improve connections and increase community supports – among the communities the levy serves and among the people and organizations that provide the levy’s services. People do best when they feel a sense of belonging based in personal relationships and culturally responsive connections to their community. Human services investments are more effective and efficient when they are connected to form systems of services. Our goal is to better connect individuals to community-rooted services and build the capacity of providers to leverage and connect to each other, in order to reflect the following (but not limited to):

1. Promotion of strategies and programs that support healthy relationships and community-rooted connections.
2. Use of the VSHSL as a platform to build community-led practices and invest in partnered providers representative of communities served.
3. Focus on prevention and serving people who are historically marginalized and excluded from resources, opportunity, and access to essential services.

For more information about the VSHSL, visit kingcounty.gov/VSHSL.

C. Equity and Social Justice

For many in our region, King County is a great place to live, learn, work and play. Yet we have deep and persistent inequities – especially by race and place that in many cases are getting worse and threaten our collective prosperity. [The King County Equity and Social Justice \(ESJ\) Strategic Plan](#) is an integrated part of the County’s work and foundational to the work of the Veterans, Seniors and Human Services Levy. Our overarching goal is to ensure that all people, regardless of who they are and where they live, have the opportunity to thrive, with full and equal access to opportunities, power, and resources.

For all VSHSL-funded programs, we seek to support community-led and community-informed organizations that are reflective of and embedded in the communities they serve across all aspects of their leadership and service. We further seek to support organizations that recognize and address the disparities that exist in our communities, both across the levy and by specific program area.

Applicants will be asked to demonstrate an understanding and a commitment to the principles of equity and social justice as shown through their staffing and board development, services tailored to community need and commitment to social justice and continuous improvement. One aspect of this work includes understanding – at both a program and system level – structural and institutional racism as it plays out for individuals served through VSHSL-funded services, and the disparate impacts on individuals’ collective experiences and outcomes compared to the population as a whole.

II. Strategy

A. Program Purpose Statement

The RFP will create access to employment, training and education opportunities among individuals who have touched the criminal legal system.

Funding will be prioritized towards community-rooted organizations representative of populations most disproportionately impacted by contact with the criminal legal system, and who provide employment training and supports to adult individuals, 18 years and older. Services shall prioritize BIPOC individuals, acknowledging that the United States criminal legal system disproportionately targets BIPOC communities. Additionally, there shall be a focus on providing upstream and responsive services at the time that individuals first touch the criminal legal system, again through organizations with BIPOC leadership, peer navigators, and employment case management that support participant's journey towards living wage jobs and self-determination.

B. Background

This RFP builds upon the King County Equity and Social Justice (ESJ) indicators of equity, which hold that income is the most powerful indicator of ESJ, having the ability to affect more determinants of equity than any other variable. It further acknowledges that

- Unemployment rates for formerly incarcerated people are nearly five times higher than for the general population, at a rate of over 27% with especially profound impacts on Black men and women.
- Unemployment is highest within the first two years of release, suggesting that pre- and post-release employment services are critical to reduce recidivism and help incarcerated people quickly integrate back into society. Studies show that over 600,000 individuals are released from state and federal prisons every year. Moreover, 2/3 are rearrested within 3 years and half are reincarcerated. We know that finding employment is one of the most critical and challenging steps for those who have interacted with the criminal legal system. Jobs provide income and stability, and numerous studies have documented inverse relationship between employment and recidivism.
- The prevalence of online records allows employers to quickly search court records, resulting in individuals who merely have a court date having the presumption of a criminal record even if the charge or arrest is unwarranted and they are found not guilty. Men who are arrested but never incarcerated at age 19 or older are about as likely to have jobs after their arrest as men who were incarcerated for 6 months or less, according to the Bureau of Labor Statistics. Talk Poverty, a project of the Center for American Progress, describes this as “a problem that afflicts millions of low-income Americans: arrests without conviction that are improperly used as grounds to deny employment”. The traumatic effects and collateral consequences of legal-system involvement highlights the importance of diversion, while also noting that delay in service provision is more costly, less effective, and poses significant barriers to ongoing self-sufficiency and economic independence.
- Community navigation and peer mentor supports, especially those provided at the initial point of

re-entry, help reintegrate a person into their community and provide trusted and culturally competent supports to connect with other, necessary services. Research shows that access to housing, food, physical and behavioral healthcare are care critical in the first few days post-release to reduce the chance of recidivism.

- Comprehensive workforce training programs promote increased rates of employment, hours and wages. An independent, randomized controlled study conducted by Mathematica on behalf of the US Department of Labor, Employment and Training Administration found that access to intensive job training and job seeking services increased earnings by up to 20 percent over a three-year period. Research also shows that employment alone reduces the risk of re-arrest by 1% for every day worked.

C. The Request

Populations intended to be served by this opportunity are members of resilient communities who have touched the criminal legal system, with a focus on BIPOC communities. Competitive applications will include collaborative efforts that connect to individuals who have touched the criminal legal system at a variety of stages of that journey:

- **Arrest, Diversion or Pre-Conviction:** Those who have been cited or arrested but not yet charged in court, those charged but not convicted, or enrolled in Diversion Courts.
- **Incarceration:** Those who are incarcerated, especially those newly incarcerated, can benefit from what are called “spanning supports” or employment and social services offered on-site/in-jail in order that incarceration can serve as a place for engagement and learning.
- **Re-entry:** Those exiting incarceration or those who have previously exited jails and prisons, with a focus on reaching individuals as soon as they begin re-entry so that they may reintegrate into their community of choice.

1. Scope of Work

Applicants to the RFP should propose a scope of work to create access to employment, training and education opportunities among individuals who have touched the criminal legal system, particularly among BIPOC individuals. Program models should include upstream and responsive services that include peer navigators and employment case management that support each individual’s journey towards living wage jobs and self-determination.

Competitive program models (scopes of work) shall incorporate at least one of the following elements or propose additional elements aligned to those noted below with discussion as to how applicant will have or create intentional linkages to one or more of the other elements:

- **Peer mentorship and community-based navigation:** Peer mentors / navigation services delivered by those with lived experience. These peer mentors create a system of trust in communities for those re-entering and can use their own experience for paid recent work experience that will create further employment opportunities for these individuals, while acting as credible messengers in the community to link individuals to other employment services.
- **Employment specialist services + case management with longer service eligibility:** Job placement, coaching and retention supports that help place individuals in living wage jobs, centered on the participant’s interests, skills, and abilities, resulting in employment that leads to economic independence. These services should be able to serve individuals for as long as they need support and scaffold supports as individuals gain employment but still need connection to ongoing services.

- **Access to paid apprenticeships, pre-apprenticeships, and training programs for in-demand job sectors:** Connections to employers, paid apprenticeship, training and education programs for in-demand job sectors that pay a living wage with benefits (financial assistance for training programs shall be made available through the funding proposal and indicated in the application).
- **Integrated services with diversion programs** to raise awareness of employment issues and connect people to services and directly to employers or training programs.
- **Pre-release services/supports for incarcerated individuals:** Spanning supports that begin during incarceration and continue post incarceration, without artificial time limits, to create ongoing and supportive relationships while also building employment skills and connections to services and employers.
- **Facilitated connection to auxiliary community services** such as childcare, healthcare, family supports or other services that can help individuals successfully reintegrate into community and employment
- **Allowing funded programs to access flexible financial assistance (FFA) to meet and support basic needs of participants:** Ability to manage VSHSL Flexible Financial Assistance funds to remove barriers to employment such as training costs, certification fees, work gear, car repair or other barriers not addressed through auxiliary community supports.
- **Other:** Organizations may propose additional strategies and program models. If your organization's program model does not align with the strategies above please describe alternative strategies.

2. Focus Population(s)

The focus populations for this investment shall be communities disproportionately impacted by the criminal legal system, as well as other resilient community populations, including Black, Indigenous, and Latinx, and immigrant and refugee communities in King County.

3. Outcomes

This investment seeks to enhance employment, training and education opportunities of community members whose employment opportunities have been impacted by contact with the criminal legal system, which has disproportionately affected BIPOC communities.

III. Eligibility

This request is open to nonprofit organizations, community-based organizations, government, business, non-profit, and faith-based organizations and educational institutions able to provide services in King County. All applicants must identify a lead agency and the fiscal agent. The WDC is especially interested in receiving proposals from community-based programs with integrated social services and whose board of directors, leadership and staff are reflective of the communities prioritized for services in this RFP.

The WDC recognizes that smaller community-based organizations with distinct expertise in working with individuals who are farthest from opportunity may not have the capacity to

manage funding and data collection. In these instances, the WDC encourages potential bidders to consider joining or forming a consortium to partner with organizations in the community that can provide administrative and/or fiscal capacity. This RFP intends to fund initiatives conceived by and intended for community members who have lived experience with the burden of carrying a criminal legal system record, and the burden of carrying LFOs.

Eligible applicants must meet the following qualifications:

- Demonstrated experience working within BIPOC communities
- Demonstrated experience either providing employment supports to job seekers or peers navigation/ mentor services to those involved in the criminal legal system.
- Demonstrated experience working with people disproportionately impacted by the criminal legal system

Submit an application within the scope of work outlined in Section II.C., STRATEGY: The Request, of this application.

IV. Available Funding

Up to \$1,825,000 is available for the program period of November 1, 2021 until December 31,2023.

King County/ VSHSL FundSource	2021	2022	2023	Total
	\$125,000	\$950,000	\$750,000	\$1,825,000
Total	\$125,000	\$950,000	\$750,000	\$1,825,000

Applicants are expected to estimate and develop a 12-month budget covering proposed goals, activities and outcomes. See Section VII., APPLICATION PROCESS.

Capacity Building Funds

Additional funds may be available for organizations who are working to build their capacity to provide the services outlined in this RFP. Eligible entities must 1) have fewer than 20 full-time equivalent staff and 2) an operating budget of less than \$4 million in the fiscal year prior to the year of application.

Capacity building funds are generally intended to pay for one-time costs associated with building the capacity of small organizations and are not designed to support on-going needs. However, multi-year capacity funds may be awarded to programs that articulate a sustained need for capacity-building activities. Examples of use for capacity building funds might include, but are not limited to, tools to improve internal processes of your organization to better leverage VSHSL funding toward the stability and/or growth of your organization such as human resources, accounting or fiscal operations, leadership development, continuity planning and evaluation capacity. For more information about capacity building funds, see page 145 of the [VSHSL Implementation Plan](#).

V. Contract Requirements

A. Workforce Development Council Boilerplate

Organizations awarded through this procurement process will contract with the Workforce Development Council of Seattle-King County. Funded organizations will be required to meet baseline requirements, including insurance, equal employment opportunity, record keeping, and more.

B. Equity and Social Justice

In order to effectively operate and provide services within a culturally responsive framework, an organization shall intentionally consider equity and integrate it into its values and principles, decisions and policies. The WDC expects funded organizations to incorporate a racial and equity lens in their service delivery models and administration in order to challenge systemic and structural inequality, reduce prejudice and racism, and advance equity. As part of this effort, organizations will be asked to provide individual-level demographic information to inform analysis and understanding of barriers created by institutional racism. See Section V.D., CONTRACT REQUIREMENTS: Data Collection and Reporting below.

C. Evaluation

The Workforce Development Council of Seattle-King County will work with funded organizations to co-design and develop a performance measurement and evaluation (PME) plan for funded programs. The PME plan will include an outline of the planned evaluation activities, key performance measures, type of data collection (individual client-level or aggregate), reporting cycle and activities that will support reviewing the data and engaging in continuous quality improvement. This co-developed plan may require reporting on basic demographic information of clients served, key dates of client milestones, length of service, exit status, etc. Both performance measures and targets, if any, would be informed by the program model and by the funded organization and will be set in partnership with the WDC. Baseline data may be collected prior to development of targets, if any. Further, as programs grow and evolve within the award period, Workforce Development Council staff will be available to make any necessary adjustments to the PME plan in collaboration with the funded organization.

While you are not required to submit a detailed, fully developed evaluation plan as part of your application, it is important that your program model account for, or is sufficiently consistent with, this strategy's *anticipated* key performance measures as follows:

- How many people were served / reached / impacted by this program?
 - # individuals engaged/enrolled in case management/outreached too disaggregated by type of criminal justice involvement type
 - # enrolled in peer mentorship
- How well did your program serve people? Measures of program quality and efficiency for the range of services being procured through this RFP can include, but are not

limited to:

- # employment related referrals/connections made per individual (trainings, high education)
- # auxiliary community service related referrals/connections made per individual (childcare, food, healthcare)
- Length of time
- How are those you served better off?
 - #/% successful employment related referrals/connections made per individual (trainings, high education)
 - #/% successful auxiliary community service related referrals/connections made per individual (childcare, food, healthcare)
 - #/% individual with increased income
 - #/% individuals with increased job-related skills
 - #/% individuals gained employment

D. Data Collection and Reporting

1. Client-Level Data

When appropriate for the program model, information about clients served should be collected continuously by the funded program and will be reported quarterly via WDC online reporting system. Data will be used to assess the quality of the services that clients received and the outcomes of program participants. Performance measures and related required data will be developed in collaboration by contracted agencies and WDC staff in the PME plan during the first couple of months of the contracting period. Client-level data elements will include client demographics, basic information about services provided, client reporting surveys at consistent intervals throughout the contract period, including program entry-exit and outcomes of those services. It is the intention to work with awarded programs to ensure that data collected and reported does not negatively impact program participants.

2. Aggregate and Narrative Reports

In addition to collecting client-level data, funded organizations will also submit an annual narrative report and possibly aggregate-level client data sharing information about operations, client stories, system change efforts and other requested information.

E. VSHSL Network

1. Service Coordination

Services must be coordinated and aligned with other VSHSL-funded organizations and system partners to better serve King County residents; this includes coordinating with the King County Veterans Program and other hubs such as senior centers, in order to effectively and efficiently administer a set of services that clients may be seeking to access. How this program will be coordinated and aligned will be developed in partnership with organizations during the contracting process or, if timelines do not align, through a contract amendment process.

2. Participation in VSHSL Meetings and Trainings

Funded organizations have the opportunity to participate in regular meetings of levy-funded organizations, if and when these are convened; any meetings convened for organizations funded under this RFP; and any trainings offered by the VSHSL for the purposes of improving system connections, coordination of services, and improving skills and core competencies. WDC staff will take equity in consideration in scheduling dates, times and locations of these meetings.

F. Wage Survey Participation

The VSHSL has contracted for a wage study to offer levy-funded organizations information on prevailing wages among nonprofit providers. The study will aid the community in better understanding how compensation may be contributing to staff turnover and quality of services. In 2023, all eligible levy-funded organizations will be expected to complete the wage survey, the results of which will be freely and universally available to King County human services providers. Governmental agencies and private organizations will be exempt from this requirement.

G. Client Satisfaction Survey

Funded organizations will work with the WDC to develop a method to collect client satisfaction data required under the VSHSL Service Satisfaction Survey.

VI. Timeline

The following timeline represents the tentative schedule of the entire RFP process, from solicitation to program implementation. The dates listed here are subject to change. Applicants are responsible for monitoring the WDC website for any changes prior to the submittal deadline.

RFP release date	August 25, 2021
Bidders conference and webinar Join Teams by: Click here to join the meeting Join by phone: +213-712-9132 , 80638015# The bidders conference will be recorded and posted at: https://www.seekingwdc.org/	September 8, 2021, 10 - 11:00 a.m.
Final day to submit questions	September 13, 2021, by 5pm
Proposals due	October 4, 2021, by 11:59 p.m.

Responses reviewed and rated	October 2021
Interviews with applicants (if necessary) <i>WDC reserves the right to conduct interviews as needed to make award determinations.</i>	If necessary, October 2021
Notification of selected and non-selected applicants	November 2021 (Subject to change)
Anticipated program/contract start date	November 2021 (subject to change)

VII. Application Process

Proposals are hereby solicited and will be received using the link below through Cognito Forms no later than 11:59 p.m. on the due date noted on this RFP. Applicants are responsible for regularly checking the WDC website for any updates, clarifications or amendments.

Note: Applicants bear the risk that technical difficulties may result in late or undelivered applications. Therefore, applicants are encouraged to submit materials through Cognito Forms on a timely basis, and to reach out to the procurement lead noted on this RFP early in the process if encountering technical difficulties.

Submit proposals through Cognito Forms at:

Complete proposal packages will include the following:

- Responses to narrative questions
- An estimated 12-month budget covering proposed goals, activities and outcomes

VIII. Selection Process

A. Rating Criteria

Proposals will be reviewed and evaluated by a review panel. The process for choosing projects will include evaluation of the narrative and accompanying documents, and potentially, interviews. Below are the selection criteria that will be used during the evaluation process.

CRITERIA	POINTS
ORGANIZATIONAL BACKGROUND AND EXPERIENCE	
Applicant's mission and vision are aligned with the scope of work.	5

Applicant has experience supporting people reentering from incarceration and shows meaningful incorporation of their voices and expertise in their work and staffing.	10
Applicant has clearly described experience serving priority population. If they do not currently serve the priority population, or wish to expand their services, they describe a clear plan on how they will do so.	10
PROGRAM MODEL	
Proposal clearly describes the applicant's program model and is responsive to the priorities in Section II.C., STRATEGY: The Request of this application.	20
Proposal clearly identifies how the organization will provide culturally and linguistically relevant services to the priority population.	5
Proposed program model outlines how it intends to be flexible and responsive to the needs of the communities they serve.	10
EQUITY AND SOCIAL JUSTICE	
Proposal clearly illustrates and reflects deep understanding of equity and social justice (ESJ) issues and the underlying context in which culturally relevant services are provided to BIPOC communities and describes a plan to provide culturally relevant services.	10
Applicant demonstrates commitment to ESJ through organizational leadership and staffing, program design and service delivery. If needed, applicant includes actions to intentionally diversify staff and board.	10
BUDGET AND FISCAL	
Budget is complete, aligns with proposed activities and takes into account the full scope of funding needed to support the proposed program model.	10
Applicant addresses fully and transparently questions related to management or accounting of government funds, audit findings, and its financial management system. Application includes information on capacity development or mitigation strategies to ensure sound stewardship and management of funds.	5
DATA COLLECTION AND EVALUATION	
Applicant clearly identifies what success would be for the proposed program and how the program would measure success. The applicant clearly outlines its interest in building capacity to collect data.	5
TOTAL POINTS	100
INTERVIEWS (IF NECESSARY)	
An interview will be conducted with top applicants if a selection is not possible on the basis of the written application alone. If interviews are conducted, an additional maximum of 10 points will be given.	10

B. Review Process

Review panels can consist of WDC staff, external subject matter experts, evaluators, members of the Veterans, Seniors and Human Services Levy Advisory Board and the Women's Advisory board, community members, participants with past or current lived experience, and members or designees of the King County Council (who will serve as nonvoting members). Final selection of awardees will be made by the Workforce Development Council of Seattle-King County based upon recommendations from the review panel and based upon equity and geographic

considerations to ensure services are responsive to levy priorities and community need. The Workforce Development Council of Seattle-King County reserves the right to make such selections based on the best interests of the objectives and priority populations, and as a result, may not select the highest scoring or lowest cost proposals for award, and it will execute contracts based upon the final selections.

IX. List of Attachments

- A. Narrative Questions
 - B. Budget
-