Scope of Work Focus Area (not scored – check all that apply):

1. **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.

2. **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.

3. **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).

4. **Integrated services with diversion programs** to raise awareness of employment issues and connect people to services and directly to employers or training programs.

5. **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.

6. **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.

7. **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.

8. **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.

Proposed Service Delivery Area (not scored – check all that apply)
1. In which Council District(s) do you propose to deliver services? Follow this link to view a map of King County Council Districts or search by address: https://www.kingcounty.gov/council/councilmembers/find_district.aspx

- Council District 1
- Council District 2
- Council District 3
- Council District 4
- Council District 5
- Council District 6
- Council District 7
- Council District 8
- Council District 9

Organizational Background and Experience: (25 Points)

1. Please provide a high-level overview of your organization’s mission and vision and services. Describe your partnerships with other community organizations. (3000 characters)
2. Describe your organization’s experience supporting community members who have had legal system contact and in navigating the legal system. (3000 characters)
3. What experience does your organization have in community informed practices that centered the focus populations? Please describe the populations you currently serve. (3000 characters)
4. What was your organization’s annual operating budget the past fiscal year? If you are a satellite office of a larger organization, please provide the budget for your stand-alone, fiscally-separate entity. (1500 character limits)
5. How many full-time equivalents (FTE) does your organization employ? Please calculate FTE by converting hours worked by part-time employees into full-time equivalent hours (e.g., two employees working 20 hours per week equals one FTE). (1500 character limits)

Program Model: (35 Points)

1. Please describe your proposed program model. (6500 characters)
2. Please describe your readiness to implement your proposed program model and provide services. (6000 characters)
3. Describe how your proposed program model will provide culturally and linguistically relevant services to the population(s) you propose serving. (3000 characters)

Equity and Social Justice: (20 Points)
1. How have your services and programs been designed and informed by the unique needs of Black, Indigenous, and Latinx communities and/or any other intersecting population(s) you intend to serve? (3000 characters)

2. Describe your agency’s commitment to recruit, support, and retain staff, board and leadership who reflect your focus population(s)? (3000 characters)

**Budget and Fiscal: (15 Points)**

1. Has your organization has ever contracted, managed or accounted for public funds? If yes, please describe that experience and how you would manage funds if you were awarded. Please include if your organization would seek a fiscal agent and/or technical assistance (neither is required). If not, please indicate N/A. (2000 characters)

2. Describe any audit findings or concerns during the last 24 months as well as the resolution of each (this can be a financial statement audit, federal single audit, monitoring site visit by federal, state or local agency). (2000 characters)

3. Describe your organization’s financial management system. How do you establish and maintain general accounting principles, sound accounting systems and internal controls? If your organization is new or in its early stages, describe how you intend to structure these systems, what in-house experience exists, and what, if any, assistance you are seeking. (2000 characters)

**Data Collection: (5 Points)**

1. How would your organization define success for your proposed program model and use data to identify trends, achievements, disparities in outcomes, or other gaps in performance? (2000 characters)

2. What data management systems does your organization have in place? What technical assistance might you need to enhance your ability to do this? (2000 characters)