**Purpose Driven Paychecks for Youth Application-Word Version**

*This version of the application is being provided so you can work outside our online system. Note you must fill out and submit the* ***online application*** *by Friday, February 9th at 5pm in order for your application to be reviewed.*

**IMPORTANT:** If this is your first time applying for a Greater Twin Cities United Way funding opportunity, please begin by registering for a grants portal account. You will need this account to access the online application. Click [here](https://community.gtcuw.org/Volunteer/AgencyRegistration.jsp) to register. It may take up to three business days to receive access to the application.

Before starting your application, please review the [Purpose Driven Paychecks for Youth RFP](https://www.gtcuw.org/wp-content/uploads/2024/01/Purpose-Driven-Paycheck-Year-3-RFP-Guidelines-Eligibility-1.pdf) which includes detailed information funding eligibility and priority criteria.

Purpose Driven Paychecks for Youth seeks to fund partnerships. For this application, please select one organization to be the "Lead Organization" for your partnership. The Lead Organization will fill out the application on behalf of the partnership. If funded, the Lead Organization will receive grant funds on behalf of the partners and acts as the primary point of contact for grant communications. Please review the Purpose Driven Paycheck RFP and eligibility guidelines before selecting your Lead Organization to ensure they meet all criteria.

Thank you for applying for the Purpose Driven Paychecks for Youth RFP. We look forward to learning about your work.

**Organization Information**

Lead Organization Name:

Administrative Address:

* (Street 1, Street 2, City, State, Zip)

Lead Organization Primary Contact (CEO, Executive Director, Co-Director or President)

* (Name, Title, Email, Phone)

Proposal Primary Contact (If different than Organization Primary Contact):

* (Name, Title, Email, Phone)

**List of Partners**

*Please provide contact information on all members of your partnership.*

Organization Name

* Address (Street 1, Street 2, City, State, Zip)
* Main Contact (Name, Title, Email, Phone)

**Eligibility Criteria**  
**In order to apply to this RFP, your partnership must attest that it meets all of the following criteria. Check each box to answer YES.**

**Funding Eligibility**

***Organizations must meet these requirements to be funded:***

* Your Lead Organization is a 501c3 or 501c6, has a fiscal sponsor who has a 501c3 or 501c6 or is a public school district or charter school.
* Your partnership serves youth ages 14-22 with a primary focus on students currently enrolled in high school.
* At least 50% of students supported by these funds identify as:
  + Black, Indigenous, Latinx, Asian, Pacific Islander and/or a Youth of Color
  + Family income level is at or below 200% of the Federal Poverty Level (may use Free and Reduced Lunch data to verify this criteria if available)
  + Live with a disability that presents significant barriers to employment
* Your partnership includes at least one public school district or charter school AND at least one employer partner.1
* Your partnership is already in place and has a history of working together.
* Your public school district or charter school partner has existing career pathways2 through which they are preparing youth for work experiences.
* Your partnership’s student work experiences pay *at least* $12.50 (stipend or hourly) for a minimum of 40 hours per individual student experience.
* Lead organization or the fiscal sponsor has an annual budget of at least $250,000.

For any special considerations related to these criteria, or any other questions related to the application process, please contact us at [RFP@gtcuw.org](mailto:RFP@gtcuw.org).

1Additional partners are welcome and can include youth employment organizations, employer associations, service cooperatives and/or other partners. Please note that listed partners will be included in general grant communications.

2Career pathways are defined as a sequence of educational and work experiences aligned with high-wage, high-demand career fields that include access to college credit, rigorous and relevant coursework, and related work experiences.

**Note on Financial Review:** Your *Lead Organization* must meet the financial standards for Greater Twin Cities United Way grantees based on a review of financial documents in order to receive funding. You will be asked to upload financial documents as part of this application. **Lead Organizations that are public school districts DO NOT need to submit to a financial review.** Please note that charter schools are not exempt from financial review.

**Eligibility Documents to be Uploaded**

Lead Organizations, who are school districts, DO NOT need to submit the below eligibility documents.

* Lead Organization’s 501c3 or 501c6 documentation
* Lead Organization’s two most recently filed IRS Form 990s
* Most recent audit
* Most recent budget

**Narrative Questions**

If you previously received funding from Purpose Driven Paychecks and/or are a current grantee of Purpose Driven Paychecks (awarded funds in 2022 or 2023), your application will be most competitive if you are able to demonstrate how funding would support growth and/or improved quality of programming. Please keep this in mind as you complete the application.

Is your partnership currently funded in the 2023-2024 cycle of Purpose Driven Paychecks? Yes/No

* If Yes, “Are you on track to meet your year one indicators as outlined in our shared grant agreement?” Yes/No
  + If No, “If you are not on track, please provide additional context here. A Career Academies Program Officer will also reach out to you to learn more.”

1. Tell us about the youth you intend to serve with these funds. If your partnership is focusing on a specific student population, please include information on how you will intentionally recruit, retain and support these students.
2. Tell us about your partnership and what you plan to do together. Include member roles, history of your partnership including length of time together and the nature of your work.
3. Describe your partnership’s academic career pathways programming as provided by the partner school(s). Include how the pathways align and connect with your local economy needs, how student choice is included and how it connects to a student’s academic experiences (ex. Career and technical education program of study, coursework, etc.).
4. United Way's Career Academies defines high-quality work experiences aligned with career pathways as latticed and stackable, allowing for youth to advance in one career field or transition to another, increasing in pay or experience. High-quality work experiences should include:

* $15/hour starting pay and at least 40 hours per experience
* student voice in their design
* certification or credential
* guaranteed employer benefits upon completion of the program
* employers demonstrating a commitment to youth development

Please give an overview of the specific student **work experiences** associated with your proposal and explain how any of the above criteria will be incorporated. If you are working to expand quality with this funding, tell us how you plan to accomplish that.

1. How does your partnership plan to ensure programming continues beyond the one-year funding period? (I.e., an agreement with employer partners to pay student interns, staffing time will be sustainable through district funding in the future, etc.)

**Outcome Measurements**

We collect the information below to help us better understand the nature of your partnership's work. If funded, this information also helps us celebrate and communicate your impact and to inform the broader career pathways field.

*Required Outcome Measures*

Please provide your best projected numbers for the following required outcome measures:

* Total number of youth who will receive work experiences as part of this funding. \_\_\_\_
* Number of youth who will receive newly created work experiences as part of this funding. \_\_\_\_ (should be subset of "Total Number" above)
* Average hourly pay of youth work experiences

In the annual report for this grant, we will ask for the above outcome measurements broken down by race/ethnicity, income and geography. Greater Twin Cities United Way recognizes that collecting data around dimensions of identity is inherently sensitive and complex, and we take this responsibility seriously.

Is your partnership able to disaggregate outcome by race/ethnicity, income and geography (via school district or school?) Yes/No

If no, what support might you need to report data in this way?

*Grantee-Determined Outcome Measures*  
Funded partnerships will be asked to select at least two additional outcome measures that best align with work they are pursuing around quality youth work experiences.1 Partnerships will then report on these measures at the end of the grant term. Below is a menu of potential outcome measures. Partnerships can select from the menu below or present their own measures.

*Note: These measures are not binding, if awarded funding, Career Academies staff will work with you to further discuss and confirm outcome measures.*

* Number and type of certifications earned through youth work experiences
* Number and type of pathways with internships
* Improved HR policies at an employer partner as a result of this partnership
* Other Outcome Measures:  
  Please list other outcome measures your partnership would like to report on.

**Funding By Partner**

If awarded funding, please tell us how your partnership plans to divide funding. Grant awards are anticipated to average $50,000.

Name of Organization % of Grant Award

Name of Partner $ of Grant Award