

Jobs and Housing RFP Q&A

General RFP/Contract Requirements

How many agencies will be funded and why? The number of proposals funded is dependent on the overall cost of the grants funded and funding availability.

Are there word or character limits for the application questions? There is no character or page limit for the application.

When could services start? Services may begin as soon as a contract is signed. There is not an expected start date, although we are interested in services being delivered as soon as possible while also recognizing the need for reasonable start up and recruitment time.

Jobs Requirements

Is there an average # of individuals served per contractor that you are looking for? There is no average # per contractor. The number of participants will depend on the program model you are proposing. There is an interest in seeing at least 25 individuals being served per organization, but it is not a funding requirement. Not all 25 participants need to be enrolled at one time.

Is there a minimum number of participants that need to be supported? No, but consider the economies of scale that could make the program more efficient on a per person basis.

How long are salaries paid? Funds can be used for up to 1 year that includes a combination of salaries, benefits, stipends, training, etc.

Can people build tiny houses as part of the employment and training opportunity? Yes.

Twenty-five dollars an hour is not equitable any more for this kind of job. Does this include benefits? The program is interested in seeing a minimum of \$20/hour as an employment wage, which excludes benefits. This does not preclude proposals that provide program participants with a higher wage, plus benefits.

Homelessness Definition and Housing Support Provision

How is homelessness defined? Aligned with King County's Department of Public Health definition of homelessness. Please refer to the link below:

kingcounty.gov/depts/health/locations/homeless-health/mobile-medical-care/about-homelessness.aspx

What about transitional housing - eligible for this program? Individuals in transitional housing are eligible for employment and training supports funded by this program, as long as they met the definition of homelessness described here.

<https://kingcounty.gov/depts/health/locations/homeless-health/mobile-medical-care/about-homelessness.aspx>

The Jobs and Housing Program primarily connects individuals to Rapid Rehousing; currently individuals living in Transitional Housing are not eligible for these Rapid Rehousing services, however organizations may still enroll individuals from Transitional Housing and use other methods to support their move into permanent housing.

Does living in tiny house mean you are not homeless? What is the difference between living in tiny house and living in shelter? Please refer to the definition of homelessness:

<https://kingcounty.gov/depts/health/locations/homeless-health/mobile-medical-care/about-homelessness.aspx>

Are there any county restrictions to where the families can be housed? The Jobs & Housing Program is designed to move individuals experiencing homelessness toward permanent housing and economic stability. Your proposal should articulate how the program model connects clients to permanent housing and/or whether support from a Jobs & Housing Rapid Rehousing partner will be needed. There are no restrictions on location of housing.

Can this funding be used for first and last month's rent and rent for a few months? Will the housing portion include move in assistance cost? Yes. This program can fund rent, move-in costs, deposits, and will consider payment of previous housing debt on a case by case basis.

It would be helpful to understand cost for rapid rehousing. Link to Seattle-King County Rapid Re-Housing Model Guidelines: https://kcrha.org/wp-content/uploads/2020/06/2020-Sea-KC-RRH-Guidelines_Feb-2020.pdf

Can these funds be used to pay off individual's convictions and fees? In some circumstances, the Jobs & Housing program can pay legal aid services that include attorney down payment, assistance with completion of legal forms or aid in expunging criminal records.

Funding, Monitoring and Reporting

Is this for a July to June contract? (fiscal year)? The contract start date will depend on when we complete negotiations with successful proposers. The contract may be for slightly longer than 12 months to allow for a de minimus amount of startup and ramp down costs. It is likely contracts will start in Q1/Q2 2022 and go through Q1/Q2 2023.

Federal funding for the program may be spent through 2024; however, King County would like to get these funds to work helping our constituents and would ideally have most funds spent by the end of 2023. The Jobs & Housing Program funding was approved by County Council in the 2021-22 adopted budget. If there are unspent funds, a reappropriation will be required for the 2023-2024 biennial budget and this this will require approval by the King County Executive and County Council.

What is the timeframe for the funding? See above.

What is the anticipated cost to house and find job for an individual? The cost will be dependent on the program model and design. Proposals will not be scored based on the lowest budget. You are the experts and know the costs to do this well. Budgets will be evaluated based on clarity and rationality.

Is the limit on indirect a Federal requirement? Yes, please see 2 CFR Part 200, Subpart E

Would we put Career Navigator salaries under "Trainer Salaries"? If you are anticipating providing career counseling services, we would request that you add a line to the excel spreadsheet labeled as that and indicate a rate and number of hours for that work. Trainer salaries are associated with someone who is providing training to program participants on a particular skill, not general support in finding a job.

Collaboration and Partnerships

Can organizations collaborate with other agencies that provide Rapid Rehousing or case management services? Yes, you can partner with another organization to provide these services or indicate you would like to partner with the Jobs and Housing team for services. The Jobs and Housing Program has a contract with the Workforce Development Council of Seattle-King County for employment case management/career navigation and several contracts with Rapid Rehousing providers.

If we are currently a WDC-funded employment provider, is it expected that we leverage the staff involved in that program, rather than seek funding to support our career navigators through this proposal? There is not an expectation that you leverage the same staff who provide employment and training services under a separate funding source. However, there could be a benefit in leveraging staff expertise and experience, as long as funding is not duplicated for the same services. Regional employment and training resources, such as those provided by the WDC (Workforce Development Council of Seattle-King County) may be considered as part of your program model but is not a requirement.

If we propose to train and connect participants to jobs, can we access jobs at King County and other partners working on providing job opportunities?

Organizations can look at King County job opportunities as well as other non-profit, public and private employers. It is always beneficial to look at the local labor demand to connect individuals to higher paying and sustainable employment. The Jobs and Housing Program has a limited number of supplemental positions available for individuals experiencing homelessness. We recommend not relying on these job opportunities for your participants.

How might the WDC-funded Business Services be involved in this project - Pacific associates?

The Jobs & Housing Program does not have a formal partnership with the Business Services Team funded by the WDC (Workforce Development Council of Seattle/King County). The Business Services team works with business on workforce development activities, including supporting their workforce planning and talent acquisition strategies, layoff aversion, and connecting them to job seekers.

Is it correct that an organization can do the housing part as well as the job finding and ask for funding from this RFP? Yes.

Are there expectations for long-term outcomes tracking/reporting beyond contract period?

Should we report job retention? Contract will include expectations for monitoring and reporting on outcomes. When in contract negotiations, we will discuss recordkeeping and reporting. Our primary outcomes of concern are - permanent housing and permanent employment and will request specific details for both. We hope to track participants for longer than a year. We will negotiate with successful proposers whether they do that, or King County does that.

Is there a preference as to whether proposers hire participants directly, or to connect them to jobs? No preference.

If we want to only provide case management and housing support, can we apply just for those things? No, the RFP is centered on connecting program participants to jobs, so the job component is a necessary element of a satisfactory RFP response. However, you can partner with another agency, that provides employment services while you provide other support services.

Will the county assign the homeless participants to the agencies? King County will not assign participants to awarded organizations, however the Jobs and Housing Program can help organizations recruit participants. Please indicate this in your proposal and describe how your organization will collaborate in the recruitment and enrollment process.

Just to clarify: they should be supported for UP to 12 months, or just they should be supported for 12 months? (i.e., a minimum of 12 months) We would prefer that individuals have training/jobs in combination that total 12 months; however, if your program model is for a shorter period of time, that may be fine if the program model helps them develop skills and

experience to gain a permanent job. If they receive career services, case management, and housing supports through King County, these supports will be available for a year.

If a participant is funded through this grant, would they have preferred direct placement with King County Jobs? We cannot provide priority placement to King County jobs. The King County jobs that have been part of the Jobs & Housing program to date represent supplemental work that would not have been possible without the federal grant, which allows us to follow a different path to hiring these staff.

Is there any county wide plan to try and address access to technology for homeless individuals? In addition to that is there any plan for short terms trainings that might be able to put people in living wage positions? Your proposal can include the cost of technology, including cell phones. The Jobs and Housing Program has contracted with WDC to provide career counseling and will help connect individuals with training opportunities as applicable and desired by the participant.