

# 2025 Request for Proposal to Provide Summer Youth Work Experience

Issued February 14, 2025

Request for Proposal to  
Provide Summer Youth  
Work Experience





# Dutchess County Workforce Development Board

3 Neptune Road Poughkeepsie, NY 12601 Telephone (845) 463-0517 Fax (845) 463-0100 www.dcwib.org

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“Building Partnerships for Workforce Solutions”

## ***SUMMER YOUTH EMPLOYMENT 2025***

Request for Proposals – Employment Component

\*\*\* The NYS Budget includes funding for Summer Youth Employment. The funds are not yet allocated for individual county programs. It is advisable that submitted proposals be accompanied by a flexible budget. \*\*\*

### **INTRODUCTION**

Dutchess County Workforce Investment Board (DCWIB) is soliciting competitive proposals for the Summer Youth Employment Program (SYEP) for TANF eligible youth residents of Dutchess County. Funded proposals will employ youth within businesses, non-profits, the arts, and agricultural enterprises. Youth are to be challenged and productive while developing transferable skills applicable to entry level jobs. In addition to work experience, the SYEP program incorporates a financial component for all participants.

### **SUBMISSION INFORMATION**

Please submit your proposal no later than 5:00 pm March 19, 2025. Proposals should be combined into a single PDF and labeled “SYEP 2025 Proposal by <AGENCY NAME>” and should be uploaded directly to DCWIB’s Dropbox. We will not accept Proposals via email. Instructions and the upload link can be found here:

<https://www.dropbox.com/scl/fo/xbyn52srybrx0ji7yjsy5/AL5QXB0PHGA0PfQkkV4-mNs?rlkey=la7ff3711ou4lcqj5urj7mxo3&st=cd9jxvjj&dl=0>

Proposals received after 5:00 pm on March 19, 2025 and/or incomplete applications will not be given consideration for funding in 2025. Programs that were not successful in filling all of their required slots, spending their allocations, missing programmatic or fiscal reporting deadlines or failing to meet the youth wage requirement in prior years (2018- 2024) may be excluded from funding consideration. The DCWIB reserves the right to terminate this RFP process at any time.

## PROPOSAL CONTENTS

### Forms to include:

- Signed Application and Program Narrative
- Program Budget (Excel spreadsheet)
- Budget Narrative

### Other Documents

- Current Inventory List if program utilizes specialized equipment.
- Board List
- Organizational Chart
- Current Audit Report
- Cost Allocation Plan

## PROGRAM STRUCTURE

The 2025 Summer Youth Employment Program (SYEP) can begin upon completion and execution of a contract with the awarded organization and the Dutchess County Workforce Investment Board. Expenses incurred prior to the execution date of a contract will not be considered. Ideally, SYEP will run from 7/7/2025 until 8/18/2025. Youth may work, with DCWIB approval, until September 30, 2025. Programs must submit final vouchers for reconciliation and final payment no later than Friday, October 10, 2025, at 5:00 PM. Failure to miss this and other deadlines may result in a reduction of the agreed upon allocation.

A successful application will include:

- A youth orientation. (MANDATORY)
- 6 to 8 weeks of work experience (beginning on or about July 7, 2025)
- Will end on or about August 18, 2025.
- Youth are paid a wage of \$15.50 per hour. (MANDATORY)

Questions or clarifications regarding this RFP may be submitted at the bidder's conference or written and submitted to [taylor@dcwib.org](mailto:taylor@dcwib.org) **no later than 5:00 PM March 12, 2024**. A list of questions and answers will be posted on the DCWIB website, [www.dcwib.org](http://www.dcwib.org) by **March 14, 2024**.

Please be advised that all matters concerning this RFP, from the date of issuance until the proposals are received, are to be directed in writing to the email address above. No phone calls will be accepted. The frequently asked questions (FAQs) will be posted at the [www.dcwib.org](http://www.dcwib.org).

Proposers are invited to give an oral presentation to the DCWIB to clarify or elaborate on the written proposal. **Presentations will be held in person on March 26<sup>th</sup>. Presentation times will be sent via email on or before March 21<sup>st</sup>.**

### **TIMELINE**

The following schedule is for informational purposes only. The DCWIB reserves the right to amend this schedule at any time.

RFP Release:	February 14, 2025
Bidders Conference:	March 6, 2025 8:30am - 9:00am via zoom Join Zoom Meeting <a href="https://us02web.zoom.us/j/2727517879?pwd=Y3dhbi9wVUNyd3hUQWFja25MdnZ0QT09">https://us02web.zoom.us/j/2727517879?pwd=Y3dhbi9wVUNyd3hUQWFja25MdnZ0QT09</a> Meeting ID: 272 751 7879 Passcode: 216039
Question & Answer Period Ends:	March 12, 2025
Question & Answer Posting:	March 14, 2025
Proposal Due Date:	March 19, 2025
Award Notification:	On or about June 17, 2025

### **IMPORTANT DATES -- (Attendance is Mandatory)**

<b>AGENCY Presentations</b>	March 26, 2025 (in person)
<b>SYEP Launch</b> (Program & Fiscal Staff)	On or about <b>July 7, 2025</b>
<b>Youth Summit</b> (SYEP Youth & Program Staff)	<b>August 8, 2025</b>

## **DUTCHESS COUNTY SYEP GOALS AND OBJECTIVES:**

The overarching goal of SYEP is to provide youth with a set of work-related experiences that will better prepare them to succeed in future employment. SYEP should help participants achieve the following objectives:

- Learn and develop skills in a work environment
- Identify transferable skills.
- Experience workplace norms and culture.
- Increase financial literacy and learn how to manage money.
- Develop social skills including communication, critical thinking, decision-making/problem-solving, and self-management.
- Understand career pathways including the linkages between educational attainment, relevant experience, demonstrable skills, and career advancement.
- Build professional networks.

### **Universal Application**

In an effort to make this opportunity available to all eligible youth in Dutchess County, the DCWIB will issue a Universal SYEP application on or about May 9, 2025. This will enable youth to apply to be a part of SYEP for the Summer of 2025. Applications will be screened by the DCWIB for eligibility, then provided to the organizations that have been selected to place youth in employment opportunities in 2025. Programs will work with the youth assigned to the program. Program staff may have to perform tasks such as: assisting youth with getting working papers, acquiring appropriate parental signatures, making multiple calls to engage youth and working with disenfranchised youth.

Program managers must provide a list of youth who have been hired to the DCWIB within 1 business day of adding them to the roster AND receive written approval PRIOR to beginning any recruitment efforts for additional youth. Eligible youth who filled out the Universal Application and submitted it on time will have priority. In addition, managers *must* provide a VALID reason in writing as to why an income eligible youth was not hired.

### **Explanation of Youth Eligibility**

Youth, ages 14-20, from low-income households (Family Assistance recipients, former FA recipients who have reached their 60-month limit and transitioned to Safety Net Assistance, and/or those under 200% of 2023 Federal Poverty Guidelines, including SNAP, MA, HEAP and SSI recipients) throughout Dutchess County.

**200% of Federal Poverty Guidelines Chart June 1, 2024 through May 31, 2025**

<b>Family Size</b>	<b>Monthly Income</b>	<b>Annual Income</b>
1	\$2,510	\$30,120
2	\$3,407	\$40,880
3	\$4,303	\$51,640
4	\$5,200	\$62,400
5	\$6,097	\$73,160
6	\$6,993	\$83,920
7	\$7,890	\$94,680
8	\$8,787	\$105,440

For family units with more than eight members, add \$897 monthly or \$10,760 annually for each additional person.

Please note that the above guidelines are applicable to the 48 contiguous states and the District of Columbia.

The 200% of Federal Poverty Guidelines do not go into effect for the Supplemental Nutrition Assistance Program (SNAP) on June 1st. Poverty guidelines for SNAP are updated each year on October 1st.

If you have any questions, please contact the Employment and Advancement Services Bureau, mentioned in the header above.

If the family's income is greater than that listed in the 2025 Federal Poverty Guidelines, they are not eligible for the Temporary Assistance to Needy Families (TANF) program that provides funding for SYEP and therefore not eligible to participate in the 2025 program. All candidates must be screened and determined to be eligible by the DCWIB before the youth is allowed to participate. Applicants are responsible for providing proof of TANF eligibility and a parent/guardian signature indicating approval is required. Youth may not start program activities or work until they have been certified eligible by the DCWIB. All copies of eligibility documentation must be kept in individual participant files in accordance with NYS guidelines and be made available for monitoring. Agencies receiving SYEP 2025 funding are expected to assist the DCWIB with acquiring paperwork from the youth.

**This is a "first job" experience—youth who have not previously participated in SYEP will be priority for 2025 participation.**

**Project Description--A Focus on Work**

This is a structured *work-based* experience for youth. This work-based experience must be in-person. Components include an orientation, financial literacy workshop by Cornell Cooperative Extension, and the capstone event known as the Youth Summit.

**Wage Requirements:**

Youth **MUST** be paid an hourly wage of \$15.50 for employment hours. Programs are responsible for ensuring youth are working within NYS labor laws.

**Work Eligibility:**

Youth applicants are considered accepted and part of SYEP 2025 when your organization receives verification from the DCWIB that they can be added to the program's roster. Youth begin work after they are on the official roster.

**Orientation:**

The orientation should include the following:

1. Review of job descriptions and worksite agreements.
2. Creation of a personal budget.
3. Creation of resume or list of transferable skills.
4. Sexual harassment training.
5. Explanation of program goals and expectations.
6. Job readiness training.
7. DCWIB survey.

**Mandatory Participation**

Participation in The Financial Literacy Training and the Youth Summit is **mandatory**. Submissions to this RFP must be done with the understanding and acknowledgement that each grantee will make appropriate accommodations to support the success of this component.

**Youth Summit**

All program participants, program staff and their supervisors will be expected to attend the Youth Summit to be held the **August 8, 2025** at BOCES Conference Center. Programs are also responsible for the transportation of youth to and from this event and are expected to stay on site for the duration of the event. Ratio of adult to youth is expected to be maintained at a 4:1 ratio with the adult actively participating in all activities as needed. Only pre-approved program-related staff will be allowed at the Summit.

**Financial Literacy Training**

All program participants must participate in and complete a financial literacy component. Cornell Cooperative Extension will provide this 3-hour session. Contact information will be provided at the mandatory SYEP 2025 Launch meeting. Youth are required to participate in this session.

## SYEP 2025 BUDGET GUIDELINES

Budgets must be reasonable and:

- Have at least 66% of the requested amount allocated for student wages/stipends.
- Have no more than 15% of the requested amount allocated for administrative expenses where admin is calculated using the following equation:  $(\text{Program Costs} * 15\% - \text{Admin})$ . Lower administrative costs will be favored when rating proposals.
- Program meals and snacks should directly correspond to youth attendance.
- More than one provider may be selected for funding for 2025.
- Allowable costs and services include work subsidies for youth; a youth orientation, financial literacy *and* supportive services, including transportation and employment related services.
- Acceptance of your organization's Program Proposal does not guarantee acceptance of your Budget Proposal, which will be finalized prior to signing the 2025 SYEP contract with the DCWIB.
- Programs that require specialized equipment should include a current inventory list of required equipment

### **Record-Keeping and Reporting**

The DCWIB will provide contractors with a set of forms for record-keeping and reporting at the onset of SYEP 2025. Information will be provided at the *SYEP 2025 Launch* (mandatory) in June, date to be TBD.

### **Performance Requirements**

DCWIB requires that the staff working with this summer program will have no familial ties to the youth they supervise or mentor and are *under no circumstances* to be paid with TANF funds. If a youth is enrolled in a program that employs a family member, the DCWIB must be informed in writing and proof of the supervision chain must be provided.

All programs that receive funding through this RFP will be required to have worksite agreements with each worksite where a youth works and/or is employed.

In addition to the worksite agreement, programs receiving funding through this RFP must provide the youth with a safe work environment. Meaning, all contractors must certify that worksites meet all federal, state and local standards appropriate to the conduct of their business.

***DCWIB WILL MONITOR ALL PROGRAMS THROUGHOUT THE SUMMER.***





# Dutchess County Workforce Investment Board

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## **SUMMER EMPLOYMENT 2025 Request for Proposals – Application**

\*\*\* The NYS Budget includes funding for Summer Youth Employment. The funds are not yet allocated for individual county programs. It is advisable that submitted proposals be accompanied by a flexible budget. \*\*\*

Program Name \_\_\_\_\_

Organization \_\_\_\_\_

Street Address \_\_\_\_\_

City \_\_\_\_\_ Zip Code \_\_\_\_\_

Contact Person \_\_\_\_\_ Phone \_\_\_\_\_

Title \_\_\_\_\_

Email \_\_\_\_\_

Program Cost \$ \_\_\_\_\_ Budget Request \$ \_\_\_\_\_

Program Locations \_\_\_\_\_

Day and Hours \_\_\_\_\_

# Youth served by this grant \_\_\_\_\_ Cost per youth \$ \_\_\_\_\_

% of Youth Wages \_\_\_\_\_

CERTIFICATION: I hereby certify that all the information stated herein is true and accurate. I have read and understand the program parameters and I am authorized to submit this application on behalf of the applicant.

NAME

SIGNATURE

DATE

## **PROGRAM NARRATIVE- Sections 1 and 2**

Please answer the following questions. Please note a SCORING RUBRIC is included with this RFP.

### **SECTION 1: PROGRAM & WORK EXPERIENCE- TOTAL 60 POINTS**

1. Describe the orientation process for the youth (Will it be paid/unpaid? Is it mandatory? Why/why not? What sessions/workshops will be held? What will the youth learn?)- 10 POINTS
2. Describe the *work experience* and its structure- 15 POINTS  
What will the youth be doing for work? How many hours per week will they work? What employers have you lined up? What types of jobs will youth hold?
3. Please describe your agency's experience working with youth in the past 3 years. 5 POINTS
4. How do you ensure a safe, welcoming and inclusive environment where all youth are treated with dignity and respect? Describe staff training and program staff supervision and protocols for youth staff behavior. Please include your Code of Conduct. - 10 POINTS
5. Who will supervise the youth while they are working and how and when will youth receive feedback? - 10 POINTS
6. Explain the supportive services that your program offers youth enrolled in this program. (Include transportation, food, agency referrals, etc.) – 10 POINTS

Note- if you have previously received a Summer Youth Employment Award and were underspent, please provide an explanation for each year that you were under spent (not to exceed one page).

### **SECTION 2: BUDGET & FINANCE- TOTAL 40 POINTS**

8. Can you meet the insurance requirements?  Yes  No
9. Program Budget (15 Points)
10. Budget Narrative (15 Points)  
The following attachments should be completed and included with your application:
11. Board List (2.5 Point)
12. Organizational Chart (2.5 Point)
13. One copy of your most recent audit report should be submitted as well and one copy of your cost allocation plan.

**SUMMER EMPLOYMENT 2025**

**Request for Proposals - Application**

**Budget Narrative – Please explain how the budget was developed for each of the sections below:**

<b>Personnel</b>	
<b>Fringe Benefit Rate</b>	
<b>Number of Youth and Hours Per Youth</b>	
<b>Youth Fringe Rate</b>	
<b>Youth Snacks/Food/Nutrition</b>	

<b>Program Office Supplies</b>	
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<b>Youth Supplies</b>	
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<b>Transportation</b>	
-----------------------	--

<b>Rent/Occupancy</b>	
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<b>Insurance</b>	
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<b>Phones/Internet</b>	
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<b>OTHER</b>	
<b>Percentage of Youth Wages</b>	
<b>Number of Youth</b>	

REVIEWER: \_\_\_\_\_

AGENCY: \_\_\_\_\_

TOTAL SCORE: \_\_\_\_\_/100

### SUMMER 2025 TANF SCORE SHEET

Select only one box in each row and tally points at the bottom

1. Read the proposals
2. Evaluate them using the rubric below
3. Total the scores and fill in the TOTAL SCORE field at the top of this form.
4. Note any comments in the comments field

**TOTAL AVAILABLE POINTS: 100**

#### SECTION 1- PROGRAM & WORK EXPERIENCE- 60 Total Points

<b>Describe the orientation process for the youth.</b>			
<b>UP TO 10</b>	<b>8.0 – 10.0</b>	<b>6.5 – 7.9</b>	<b>6.4 or LESS</b>
	The proposal <b>CLEARLY</b> answers the question. The orientation and all program led workshops are held during the indicated time frame.	The proposal <b>VAGUELY</b> answers the question. The orientation and/or program led workshops are held outside the time frame.	The question IS NOT ANSWERED or the reader has concerns. Workshops and trainings go beyond the first week.
<b>POINTS:</b>			
<b>Describe the work experience and its structure.</b>			
<b>UP TO</b>	<b>11.0 – 15.0</b>	<b>6.0 – 10.9</b>	<b>5.9 or LESS</b>

<b>15</b>	The proposal <b>CLEARLY</b> answers the question. The youth are working more than 20 hours per week. The program is work focused. Specific employers have been identified.	The proposal <b>VAGUELY</b> answers the question. The youth are working less than 20 hours per week. The youth spend a lot of time in program activities versus work activities. Specific employers are not identified.	The question IS NOT ANSWERED or the reader has concerns. The youth are working within the program and there is not an hour by hour schedule.
<b>POINTS:</b>			

**Please describe your agency's experience working with youth in the past 3 years.**

<b>UP TO 5</b>	<b>UP TO 5 POINTS</b>	<b>UP TO 3 POINTS</b>	<b>2 POINTS OR LESS</b>
	The proposal <b>CLEARLY</b> answers the question. The agency has considerable experience placing youth in work experience activities during the past 3-years.	The proposal <b>VAGUELY</b> answers the question. The agency does not have considerable experience placing youth during the past 3-years but the program manager does.	The question is not answered or the reader has concerns. The agency is new or does not have considerable experience.
<b>POINTS:</b>			

**How do you ensure a safe, welcoming and inclusive environment where all youth are treated with dignity and respect? Include Code of Conduct.**

<b>UP TO 10</b>	<b>8.0 – 10.0</b>	<b>6.5 – 7.9</b>	<b>6.4 or LESS</b>
	The proposal <b>CLEARLY</b> answers the question. The organization is diverse & inconclusive, encourages parent and youth input. The organization has an established Code of Conduct, describing staff training & program staff supervision & protocols for youth & staff behavior. The staff is trained & provides professional supervision.	The proposal <b>VAGUELY</b> answers the question. The organization does not have a Code of Conduct for youth and does not have protocols in place outlining youth and staff behavior.	The question is not answered or the reader has concerns. The organization is not diverse or inclusive. There are concerns regarding potential staff or youth conduct. The organization does not invite input from the youth or their parents.
<b>POINTS:</b>			

**Who will supervise the youth while they are working and how and when will youth receive feedback?**

<b>UP TO 10 POINTS</b>	<b>8.0-10.0</b>	<b>6.5-7.9</b>	<b>6.4 or LESS</b>
	The proposal <b>CLEARLY</b> answers the question. Supervision is provided. The program is structured so youth know when they are working and what they will be doing. The youth receive regular feedback.	The proposal <b>VAGUELY</b> answers the question. Supervision is provided. The program is somewhat structured and youth seem to know when they are working and what they will be doing. The youth receive feedback but there is no set schedule.	The question is not answered or the reader has concerns. Supervision is not provided or clear. The program is unstructured. The youth may not receive regular feedback.
<b>POINTS:</b>			

**Explain the supportive services that your program offers youth enrolled in this program. (Include transportation, food, agency referrals, etc.)**

<b>UP TO 10</b>	<b>8.0 – 10.0</b>	<b>6.5 – 7.9</b>	<b>6.4 or LESS</b>
	The proposal <b>CLEARLY</b> answers the question. The program offers supportive services and referrals and follows up.	The proposal <b>VAGUELY</b> answers the question. The program offers supportive services and referrals but does not follow up.	The question is not answered or the reader has concerns. The program does not offer supportive services or referrals.
<b>POINTS:</b>			

**SECTION 2- BUDGET & FINANCE- 40 POINTS**

<b>Board List Attached</b>	<b>2.5 POINTS</b>
<b>Organizational Chart Attached</b>	<b>2.5 POINTS</b>
	<b>5 POINTS</b>



<b>Youth Wages are at or above 66%</b>			
<b>Program Budget</b>	<b>11.0 – 15.0</b>	<b>6.0 – 10.9</b>	<b>5.9 or LESS</b>
	The budget is clear and acceptable.	The budget is unclear or needs some minor changes.	The budget is unacceptable.
<b>POINTS:</b>			
<b>Budget Narrative</b>	<b>11.0 – 15.0</b>	<b>6.0 – 10.9</b>	<b>5.9 or LESS</b>
	The budget narrative is complete and clear.	The budget narrative is <b>not</b> clear.	The budget narrative is <b>not</b> complete.
<b>POINTS:</b>			
<b>Can meet the Insurance Requirements</b>	<b>YES OR NO</b>		
	If the answer is no the program cannot be considered.		

**Scores of all reviewers on the RFP Committee will be averaged together to get final score.**

**TOTAL POINTS**

- 100** Move on for consideration
- 60-69** Save for consideration for second round of funding if funds are available
- 65-68** Place on file for consideration should funding become available
- 64 or Below-** Immediate elimination

<b>SYEP</b>	<b>2025</b>	Date:				
<i>*Only enter in cells highlighted in BLUE</i>						
Personnel Title	Wage Type	Program Type	% of Time Spent	Program Cost	Requested	
	Salary or Hourly	Program or Admin	on this program		Funding	
<i>Subtotal Personnel Services Costs</i>				\$ -	\$ -	
	Fringe percent:					
	<i>Subtotal Fringe</i>				\$ -	\$ -
<b>TOTAL PERSONNEL:</b>					<b>\$0</b>	<b>\$</b>
Student Wages				# of Hours per Youth per week		
Number of Youth to Serve		Number of Weeks		Youth per Week		
	\$ 15.50					\$ -
	Fringe Percent:					\$ -
<b>TOTAL YOUTH WAGES &amp; FRINGE:</b>						\$ -
Non-Personnel Program Expenses						
	Youth Snacks/Food/Nutriton					
	Program Office Supplies					
	Direct Program Youth Supplies					
	Transportation					
	Other (Define in Budget Narrative)					
TOTAL NON PERSONNEL PROGRAM EXPENSE		\$ -				
Non-Personnel Admin Expenses						
	Rent/Occupancy					
	Phones/Internet					
	Insurance					
	Other (Define in Budget Narrative)					
TOTAL NON PERSONNEL ADMIN EXPENSE		\$ -				
<b>Total Amount Requested:</b>		\$ -				