



Human Services Fund FY2026

Request for Proposal (RFP) Information and Instructions

SERVICE CATEGORIES:

Comprehensive Workforce Development

Youth Gun Violence Prevention and Reduction

Supporting, Securing, and Stabilizing Housing for High-Risk Populations



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This packet provides information to apply for City of Cincinnati Human Services Fund for the Fiscal Years 2026 and 2027, beginning on September 1, 2025, under the following service categories:

- **Comprehensive Workforce Development**
- **Youth Gun Violence Prevention and Reduction**
- **Supporting, Securing, and Stabilizing Housing for High-Risk Populations**

The Request for Proposal is a comprehensive document that details the requirements for proposal submission, provides tools for fulfilling the requirements and outlines the reporting requirements and expectations for Human Services funded agencies.

RFP ISSUE DATE	February 3, 2025
PROPOSAL DUE DATE	March 24, 2025, 4:30 PM
PROPOSAL OVERVIEW	<p>An overview webinar will be held on:</p> <ul style="list-style-type: none"> • February 11: Overview webinar <ul style="list-style-type: none"> ○ Register here: https://www.eventbrite.com/e/human-services-fund-hsf-rfp-overview-webinar-service-categories-tickets-1230509419799?aff=oddtcreator <p>It is highly recommended that all interested applicants attend. If you are unable to make the date, by registering you will still receive a copy of the recorded session. The recording will also be posted online.</p>
OFFICE HOURS AND APPOINTMENTS	<p>Online Office Hours: Open Office hours will be held on Teams at the following times, please click the clink to join the Teams meeting:</p> <ul style="list-style-type: none"> • Tuesday, February 25, 2025, 12:00 PM – 1:00 PM • Thursday, February 27, 2025, 12:00 PM – 1:00 PM • Tuesday, March 11, 2025, 12:00 PM – 1:00 PM • Thursday, March 13, 2025, 12:00 – 1:00 PM • Wednesday, March 19, 2025, 9:00 AM – 11:00 AM

	<p>Individual appointments are available after February 11th, please use the following link to schedule a virtual 1:1 meeting with a UWGC staff member:</p> <p>https://outlook.office.com/bookwithme/user/b5a0c150e3324f53a7f57963c48c4337@uwgc.org/meetingtype/qm5c5hwx60yW1G6dXnasNA2?anonymous&ep=mink</p>
DEADLINE FOR QUESTIONS	<p>The deadline for questions is March 19, 2025, at 4:30 PM Eastern. Questions and/or inquiries must be submitted in writing to humanservicesfund@uwgc.org</p>
SUBMISSION PROCESS	<p>All proposals must be submitted online using United Way’s online application system called e-CImpact. Register here if you do not have an active account.</p>
RFP WEBSITE	<p>https://www.uwgc.org/partner-with-us/human-services-fund/ FAQ documents and guidance can be found here and will be updated weekly.</p>
RFP CONTACT	<p>humanservicesfund@uwgc.org</p>

City of Cincinnati Human Services Fund

Background

Since 1981, Cincinnati City Council has allocated a portion of the General Fund to support human services programs and initiatives that are important to the city's health and vitality. The intent of the Cincinnati Human Services Fund (HSF) is to leverage, develop and scale proven strategies to accelerate progress toward community goals.

In 2014, the Human Services Priority Review Working Group strongly recommended that the City restore HSF to 1.5 percent of the General Fund. If that goal was not possible, the Working Group recommended in the alternative that to achieve measurable impact, that "Council must adequately invest in one goal before establishing additional goals."

In the 2023 Fiscal Year, the City restored the Human Services Fund to 1.5 percent of the General Fund. Yet they noted that there was still an opportunity to make a measurable, community-level impact by investing significant dollars in one priority. Council decided to maintain funding based on the current priorities but re-framed them to take a strategic focus.

With this current 2026 funding cycle, Council aims to impact specific city-wide issues with the HSF. In this partnership with local organizations, the City can use data and analytics to address these insights to better understand and solve for disparities as they relate to the City's funding of Human Services, and the delivery of those services, to implement effective programs and generate better outcomes for residents.

- Overhead (administration) (2%)
- Impact Award (10%)
- Comprehensive Workforce Development (26%)
- Youth Gun Violence Prevention and Reduction (26%)
- Supporting, Securing, and Stabilizing Housing for High-Risk Populations (26%)
- Project LIFT (10%)

Through all of these priority initiatives, the City seeks to partner with local organizations to collaboratively use their data to better understand the problems facing Cincinnati residents. By introducing specific, measurable priorities and leveraging city leadership and departmental resources, we can build a stronger and healthier City, together.

This RFP is for the services aligned to the Human Services Fund Service Categories of Comprehensive Workforce Development, Youth Gun Violence Prevention and Reduction and Supporting, Securing and Stabilizing Housing for High-Risk Populations in Fiscal Years 2026 and 2027.

Request for Proposals

Service Categories

Grants will be awarded in the following three categories:

Comprehensive Workforce Development

Background

The City seeks to address critical workforce development needs by breaking down systemic barriers that prevent marginalized populations from accessing and retaining quality employment opportunities combined with the creation of sustainable pathways to employment through comprehensive support services, coaching/mentoring, skills development, and strong employer partnerships.

Our target populations face multiple, overlapping challenges that require coordinated interventions. Job seekers with former justice involvement face significant restrictions, with approximately 1.3 million Ohio jobs (1 in 4) being blocked or restricted for those with convictions. Similarly, individuals without steady work histories encounter increased scrutiny from employers and often lack recent references or demonstrable skills, creating additional barriers to employment. Job seekers without a high school equivalency or industry specific training face challenges in obtaining higher paying jobs with pathways to advancement. Immigrants face challenges such as language barriers, credential recognition issues, and complex documentation requirements.

Connecting job seekers with employment is merely the beginning of the work. Ongoing case management and coaching that includes barrier removal assistance is key. Access to essential supports - including stable housing, reliable transportation, legal services, mental health counseling, and affordable childcare - directly impacts job retention and career advancement. Additionally, many job seekers need access to education and training programs to compete in today's labor market, particularly in high-demand fields that offer opportunities for advancement and family-sustaining wages.

Successful job retention strategies also include education and coaching interventions around soft skills development such as: conflict resolution and interpersonal communications. Implementing this coaching while recognizing the differences in cross generational communication styles is essential.

Success in addressing these challenges requires collaborative partnerships between service providers, employers, and education/training programs. Organizations applying for funding in this category must provide both direct employment services and comprehensive wraparound support while maintaining strong relationships with employers who are committed to inclusive hiring practices.

Priorities and Goal(s) of Funding

Through this priority, Council seeks to fund projects that:

- **Place special emphasis on working with target populations** that experience elevated barriers to employment including (but not limited to): people without steady work histories, with former justice involvement, immigrants, single parents, and people with disabling conditions.

In addition, the City would like to see proposals from organizations who have or can create partnerships with employers who can offer members of these populations' jobs and provide ongoing feedback loops with job coaching staff to promote job retention.

- **Provide wrap around barrier removal and coaching services** that address a comprehensive continuum of issues such as housing stability, childcare, transportation, financial management, soft skill development, and mental health supports. Coaching services are critical both preemployment/training and that continue after when a job seekers starts work/training so that barriers can be addressed contemporaneously as they arise.
- **Assist job seekers in obtaining a GED, credential, or industry-specific training programs** that align with high-demand fields; remedial education enhancement to increase the likelihood of obtaining higher paying jobs, to include ESOL (English for Speakers of Other Languages) and linkages with employer partners with job availabilities

The City recognizes that effective human services require strong partnerships and collaborative approaches; therefore, we strongly encourage proposals that demonstrate meaningful collaborations between organizations that leverage complementary strengths, share resources, and create comprehensive service networks to achieve greater collective impact in addressing community challenges. All initiatives must prioritize measurable outcomes, leveraging data to evaluate their effectiveness in helping vulnerable employees find and keep jobs, and advance in the workforce.

Projects should also:

- Promote active community involvement and have established feedback mechanisms to continuously enhance programs based on local needs and challenges
- Promote equity and inclusion and ensure that all programming is designed and delivered with cultural competence, inclusivity, and an understanding of systemic inequities.

Measures of Success

Performance measures and metrics of success could include the following:

- Breakdowns of numbers of individuals placed into employment in 30/60/90/120 days.
- Metric related to length of time on job = job retention rates.
- Number of specific wraparound service connections including # connected to publicly funded daycare vouchers, # connected to mental health counseling, # connected to rent &/or utility assistance, # assisted with transportation solutions.
- Number of training/education connections, such as # enrolled in GED classes, # connected to training/industry specific training, # enrolled in remedial education, # enrolled in ESOL classes.
- Federal Poverty Level (FPL) of participants at entry to the program and achieved through participation in the program.
- Percentage of participants engaged in programming at 6-month milestones.
- Listing of employer relationships with successful job placements at each.

Youth Gun Violence Prevention and Reduction

Background

The City of Cincinnati has a vision that every Cincinnati neighborhood will be safe, thriving, and free from violence.

Youth gun violence prevention requires a comprehensive, multi-faceted approach addressing both immediate safety concerns and underlying systemic barriers. Data from Cincinnati organizations reports that youth they serve face multiple, compounding challenges including generational poverty, trauma exposure, and limited access to economic opportunities.

Current service providers indicate successful violence prevention programs require sustained, trauma-informed engagement rather than short-term interventions, yet face significant challenges in maintaining consistent youth participation and family involvement.

The data shows particular needs in culturally competent staffing, comprehensive support services, and coordinated community-based programming. Additionally, organizations report that neighborhood safety concerns directly impact program delivery and youth engagement, creating a cycle that must be intentionally addressed through place-based strategies.

According to local service providers, economic barriers present a significant challenge, with employment programs noting that job placement alone is insufficient without addressing underlying stability factors. The City of Cincinnati seeks to address these documented gaps and challenges through strategic investment in data-driven, collaborative initiatives that can demonstrate measurable impact in reducing youth violence while building community resilience.

Priorities and Goal(s) of Funding

This RFP seeks proposals for innovative, data-driven initiatives that align with Cincinnati's ["Achieving Change Together for Cincinnati"](#) framework.

Council seeks to provide funding for projects that:

- **Incorporate Community and Place-Based Solutions:** Develop initiatives that are rooted in community needs and strengths, leveraging local partnerships and resources to create safer, more connected neighborhoods.
- **Focus on Key Neighborhoods:** Engage youth and families in neighborhoods disproportionately affected by gun violence, using City-provided data to identify and prioritize areas with the highest need.
 - Over-The-Rhine, Avondale, West End, Winton Hills, Westwood, East Price Hill and Roselawn are the top neighborhoods of concern.
- **Reduce Accessibility of Firearms to Youth** - Including safe storage efforts and State/Federal lobbying efforts
- **Address All Participants in the Cycle of Violence and Their Support Systems:** Intervene with those at risk of becoming victims or perpetrators of gun violence, while actively engaging their families, guardians, and support networks. Programs should include strategies that:

- Improved Youth Support - Including addressing chronic absenteeism and the impacts of social media on youth.
 - Promote healing, accountability, and personal growth for youth participants.
 - Strengthen family bonds and guardian relationships through targeted interventions.
 - Build sustainable support systems by connecting families to community resources.
 - Enhance guardians' capacity to support youth through training and peer support.
 - Create collaborative care networks between families, schools, mentors, and community organizations.
 - Address intergenerational trauma and its impact on family dynamics.
 - Provide wraparound support services for both youth and their families/guardians.
- **Provide Economic and Social Stability:** Offer opportunities for youth and families that address economic disparities, such as job training, credentialing programs, paid internships, or placement in sustainable, good-paying jobs.

Projects should promote equity and inclusion and ensure that all programming is designed and delivered with cultural competence, inclusivity, and an understanding of systemic inequities

We strongly encourage proposals that demonstrate meaningful collaborations between organizations that leverage complementary strengths, share resources, and create comprehensive service networks to achieve greater collective impact in addressing community challenges.

The City is particularly interested in proposals that adopt a holistic, collaborative approach to violence reduction. Programs should integrate services and supports such as mentoring, mental health care, conflict mediation, and restorative justice practices. All initiatives must prioritize measurable outcomes, leveraging data to evaluate their effectiveness in reducing gun violence and improving community safety. Through this funding, the City of Cincinnati aims to empower its residents, disrupt cycles of violence, and create a safer, healthier future for all.

Measures of Success

Performance measures and metrics of success could include the following:

- Numbers of youth and families engaged in programming in key neighborhoods as defined above.
- Metrics supporting programming outcomes that:
 - Improve Youth Support - Including addressing chronic absenteeism and the impacts of social media on youth.
 - Promote healing, accountability, and personal growth for youth participants.
 - Strengthen family bonds and guardian relationships through targeted interventions.
 - Build sustainable support systems by connecting families to community resources.
 - Enhance guardians' capacity to support youth through training and peer support.
 - Create collaborative care networks between families, schools, mentors, and community organizations.
 - Address intergenerational trauma and its impact on family dynamics.
 - Provide wraparound support services for both youth and their families/guardians.
- Percentage of enrolled youth maintaining consistent program participation
- Number of youths completing program.
- Level of family/caregiver involvement in program activities (measured through attendance and engagement metrics).
- Percentage of participants demonstrating improved social-emotional skills through a standardized assessment.
- Number of active community partnerships supporting program delivery and wraparound services.
- Percentage of staff and volunteers from target neighborhoods who complete trauma-informed care certification.
- # of youth and family members who complete job training, credentialing programs, paid internships, or who find sustainable, good-paying jobs.

Supporting, Securing, and Stabilizing Housing for High-Risk Populations

Background

The City continues to experience a critical shortage of affordable housing options, particularly impacting low-income households and historically marginalized populations. This persistent gap between housing availability and community need has created substantial barriers for vulnerable residents attempting to secure and maintain stable housing within our neighborhoods.

Local programs report increasing challenges serving diverse populations, including a growing number of unsheltered homeless, chronically homeless, families, survivors of

domestic violence, veterans, and youth experiencing homelessness. Mental health and substance use disorders present additional barriers, with many clients struggling to access appropriate treatment due to stigma, lack of resources, or untreated trauma.

Programs are seeing longer stays in emergency shelters and increased need for case management services and partnerships with housing providers to increase successful housing placements. These challenges have been exacerbated by reduced COVID-era funding, decreased shelter capacity, sanctions placed on the local Public Housing Authority limiting voucher issuances, and rising costs that outpace wage growth, creating an urgent need for targeted interventions to support these vulnerable populations.

Priorities and Goal(s) of Funding

Through this priority Council is looking to fund programs supporting populations who experience homelessness at disproportionately higher rates due to systemic inequities, historical discrimination, and ongoing barriers to housing access including, but not limited to the chronically homeless, senior citizens, those with mental illness or substance use disorders, immigrants, LGBTQIA+ youth, those with former justice-involvement, and families with dependent children.

Council seeks to provide funding for projects aimed at the populations at most high-risk for homelessness, including:

- **Projects that intervene along the continuum of housing stability and homelessness to include** shelter operations, eviction prevention, early intervention programs such as mediation, street outreach and homeless response services, post-shelter support services that prevent recidivism, supportive housing with integrated case management, and family focused supportive housing programs.
- **Projects that emphasize barrier removal services** for obstacles that contribute to recurring homelessness including collaborations with employment services programs, emergency assistance providers, legal services providers, mental health services, linkages to public safety net programs and Social Security Disability benefits, GED programs, transportation, and childcare.
- **Projects that mitigate the strain** resulting from the Public Housing Authority's shortfall status and the resulting unavailability of housing choice vouchers.
- **Projects that engage and partner with housing providers** and emphasize partnering with the City on addressing building and health code violations issues with partner landlords.

- **Other housing resources** such as:
 - Housing navigation services including housing search services, application assistance, and documentation assistance.
 - Housing advocacy services including discrimination prevention, tenant rights education, and mediation.

We strongly encourage proposals that demonstrate meaningful collaborations between organizations that leverage complementary strengths, share resources, and create comprehensive service networks to achieve greater collective impact in addressing community challenges.

All initiatives must prioritize measurable outcomes, leveraging data to evaluate their effectiveness for preventing homelessness and return to homelessness.

Measures of Success

Performance measures and metrics of success could include the following:

- Number of unique households served
- Rate of return to service (recidivism) for households served.
- Rate of *connections* to specific barrier removal service: for instance: # enrolled in GED class, # connected with a mental health agency, # assisted with receiving publicly funded childcare vouchers.
- Number of households placed in housing units that are free from City code violations.
- Number of households who are able to pay rent beyond the months provided by programming.
- Number of households who retain their housing placement (without a return to homelessness) for 3/6/9/12 months.
- Number of housing provider partners with number of housing placements to each.
- Number of health and building code violations addressed.
- Federal Poverty Level of participants when they enter and exit programming.

Award Terms

Grant Period

Human Services Funding is intended for a two-year grant cycle (September 1, 2025 – August 31, 2027), aligned with the City of Cincinnati's 2026 and 2027 fiscal years.

Programs that are funded in FY2026 will not be required to submit proposals for FY2027 funding, subject to City Council continuation of current funding processes and appropriation of funds.

Organizations that are selected to receive funding will be notified in July 2025 of the grant amount for the first grant year. In July 2026, funded programs will be informed of the availability of second year grant funding.

Programs that are funded will enter into a subcontract with United Way of Greater Cincinnati, as the administrator of the Human Services Fund for the City of Cincinnati, with specific milestones and agreed upon performance measures. Continuation of the funding in year 2 will be based upon the achievement of agreed-upon performance measures, and adherence to all reporting requirements.

Reporting and Participation Requirements

Organizations and programs awarded funding will be asked to report program results, at a minimum twice a year and no more frequently than quarterly. Programs may be asked to participate in meetings to review data, share common challenges, and support capacity building.

Detailed expense reporting every 6-months is a requirement of this grant. This allows the City of Cincinnati to maintain accountability for the funds invested on behalf of the community. Organizations awarded funding must submit a budget, as well as submit proof of expense and payment documentation for all program expenses paid for with Human Services Fund grant funds.

Funding Request

The actual amount of funding available for the FY2026 Human Services Fund will not be determined until City Council approves the FY2026 General Fund Budget, which typically occurs in June. It is *anticipated* that approximately \$4.7 to \$5.1 million* dollars will be allocated for the grant awards under these three service categories.

Based on previous funding cycles, we anticipate more qualified applicants than availability of funding. A qualified and eligible funding request does not guarantee funding.

**This is an estimated range based on a minimum projected budget for the Human Services Fund in FY25 of \$8.55M and is subject to change based on the approval of the FY26 City of Cincinnati budget in July 2025.*

Policies and Eligibility

The following policies have been established for the City of Cincinnati Human Services Fund:

- **Eligibility for All Human Services Programs**
Agencies must be 501(c)3 organizations compliant with licensing, accreditation, and legal requirements. Nonprofit organizations do not need to be physically located in the City of Cincinnati, but City of Cincinnati Human Services funds may only be used to support city residents.
- Qualification under the criteria and eligibility requirements listed in the *Request for Proposal* does not entitle an organization to receive funding. **Submitting a program proposal is not a guarantee of funding.**
- The City of Cincinnati may elect not to fund or advance any applicants with known management, fiscal, reporting, program, or other problems that make it unlikely that they would be able to provide effective services.
- All funding decisions are made by Cincinnati City Council based on the recommendation of the Human Services Advisory Committee.
- The City of Cincinnati reserves the right to reject any and all programs, in part or in whole; to negotiate with applicants and to award funding to those programs deemed most likely to contribute to the success of the Human Services Fund priorities.
- **Organizations may submit proposals for no more than three (3) programs.** For the purposes of this document, the term “program” will be considered inclusive of collaborative projects.
- The minimum amount allocated for an individual program will be \$25,000. While there is no maximum award amount the average Human Services Fund grant over the last three funding periods was \$ \$78,228 and the median grant award was \$76,204.
- **City Human Services funding may not exceed 60% of the program's total revenue.**

- Partnerships may not duplicate programs/services provided by entities within the City of Cincinnati, e.g. Health Department, Recreation Department, etc., but are encouraged to consider how City programs and services may support their efforts.
- There is no preference for or against agencies that have previously received Human Services Funding or that have a relationship with United Way of Greater Cincinnati.
- The City of Cincinnati, in accordance with the Public Records Act (Section 149.43 of the Ohio Revised Code), defines records as including the following: any document – paper, electronic (including but not limited to e-mail), or other format – that is created or received by, or comes under the jurisdiction of this office. All proposal submissions on behalf of the City of Cincinnati are public unless they are exempt from disclosure under the Ohio Revised Code.

Proposal Questions and Instructions

The following questions and attachments must be completed and submitted by the deadline. Proposals not adhering to these requirements may not be considered for review.

All information below will be submitted online using the e-CImpact Online Data Manager.

Applicant Contact Information *[Unscored Section]*

- **Applicant Name and Mailing Address**
Enter the applicant's name (agency name)
- **Is this a Collaborative Application [y/n]**
If so, who are the additional partners? Include all partners involved in the collaboration, the lead agency should be the primary applicant.
- **Primary Contact for Proposal**
Provide name, title, email and phone number for the primary contact for this proposal and all related communication
- **Agency CEO Contact Information**
Provide name, title, and email address for the Agency CEO
- **Agency CEO Demographics**
Provide the gender, age range, and race/ ethnicity of the Agency CEO
- **Agency Board Chair Contact Information**
Provide name, title/ organization (if applicable), and email address of the Board Chair
- **Agency Board Chair Demographics**
Provide the gender, age range, and race/ ethnicity of the Board Chair
- **Agency History, Mission & Purpose**
Briefly state the agency's history, mission and overall purpose.
- **Service Capacity and City of Cincinnati Residents Served**

Provide the total number of people served by the agency in an average 12-month period and the percentage of which are City of Cincinnati residents. Provide the top 10 City of Cincinnati zip codes served.

- **Applicant Demographic Information (Two Required Uploads)**

Using the provided Service Category-RFP-Required Upload-Applicant Information template, provide the following information:

- **Agency Board Roster & Demographics:** Complete Tab 1. Agency Board Roster to provide the name, role, and demographics for each board member
- **Agency Staff Race/ Ethnicity:** Complete Tab 2. Staff Race/Ethnicity to provide an aggregate overview of race/ ethnicity of agency staff.

The excel template will provide the following options for each category:

- **Gender:** Female, Male, Non-binary or Prefer to Self-Describe, Unknown/Not Collected
- **Age Range:** Younger than 25, 25-35, 35-44, 45-54, 55-64, 65 and older, Unknown/ Not Collected
- **Race/ Ethnicity:** Asian/Native Hawaiian/Other Pacific Islander, Black/African American, Hispanic/Latino, Native American/American Indian/Alaskan Native, White/Caucasian, Two or More Race/ Ethnicities, Other/ Prefer to Self-Describe, Unknown/ Not Collected

Proposal Information *[Scored Section]*

- **Program Name**

Provide the name of the proposed program or project.

- **Service Category**

Select the funding service category

- **Amount Requested (\$)**

The amount requested should reflect the amount needed to successfully run this program.

- **Program Narrative**

Provide a narrative to complement the program design attachment. Describe the program, proposed services and key strategies. Share details about the communities

or target populations the project seeks to serve. Share how your program aligns with the City's stated needs in the RFP. Provide more information about the program design, including:

- **Evidence of need for this particular program.** Do not provide general community data such as poverty or addiction levels, but data about demand for this program. Are there waiting lists? Are waiting lists growing over time? Has program participation increased over time? Has the neighborhood/school/etc. asked the agency to provide this service, and if so, why?
- **Why this program design was chosen.** Programs make choices about what activities to provide and what models to adopt. Why is your program structured in this way and not in a different way? Did you adopt a national model or established best practices? If so, explain the model and why it was chosen. Did you start with a pilot project to test for success?
- **Category Alignment**

How does this program align to the goals, priority areas, and, if appropriate, target populations of this funding category?

 - **Workforce Development**
 - What population(s) or communities does the program currently serve or plan to serve? What percentage of your current client base represents the priority populations identified in the RFP (people without steady work histories, former justice-involved individuals, immigrants, people with disabilities, single parents, and former system-involved youth, etc.)?
 - Describe your existing or planned employer partnerships. How do these partnerships create direct pathways to employment for program participants?
 - Does your program provide wrap around barrier removal services and/or coaching services? If so, what services are provided, how do you address barriers in housing stability, childcare, transportation, financial management, soft skill development, and mental health supports?
 - What specific credentials, training programs, or educational advancement opportunities will you provide?

- What specific industries or sectors will your program target, and how do these align with high-demand fields in our region?
 - Detail your partnerships with other service providers (e.g., community colleges, ESOL providers, legal services, mental health providers). How will these partnerships enhance your program's effectiveness?
- **Youth Gun Violence Prevention and Reduction**
- How will you identify and prioritize neighborhoods for intervention using City-provided violence data? What additional community indicators inform your targeting?
 - How does your program leverage existing community strengths and resources? Detail your strategies for building neighborhood connections and safety.
 - Describe your program's comprehensive approach to violence prevention, including: a) Specific interventions and activities b) Duration and frequency of engagement c) Methods for maintaining consistent youth participation
 - Describe your approach to engaging youth at risk of violence, including strategies for family involvement and support systems development.
 - Detail how your program will create economic opportunities for participants. What specific job training, credentialing, or employment components are included? (*Optional – if applicable*)
 - Describe your existing or planned partnerships with other violence prevention organizations, mental health providers, and community resources.
- **Housing**
- Describe your target population(s) and their specific housing barriers.
 - Detail your program's approach along the continuum of housing stability and homelessness, including prevention, intervention, and stabilization services. Include the number of individuals/families to be served, and duration of assistance.
 - What support services will you provide to address barriers contributing to recurring homelessness? Explain your referral process and how these services are coordinated to create a cohesive support system?

- How will your program address the current housing voucher shortage through other housing resources or support? (*optional – if applicable*)
 - How will your program develop and maintain effective relationships with housing providers while ensuring quality housing standards? Describe your approach to partnering with landlords and City departments to address code compliance and property maintenance (*optional – if applicable*)
 - Describe your existing or planned partnerships with other housing organizations, or community resources and how your services will be coordinated with other community providers to create comprehensive support networks.
- **Organizational Capacity, Experience and Expertise**
Briefly state the agency’s capacity, experience, and expertise to serve targeted communities and implement the project proposed. Explain how the program will have the capacity to achieve its proposed activities. Cite data used to measure recent past performance in doing this work.
 - **Data-inform Approach(es) and Impact**
Share how the program used or plans to use data to inform the delivery of services. This could include details on evidence from proven models or research, best practices, past outcomes and internal learnings, or evidence in support of the program design.
 - **Cultural Competency, Community Connection, and Lived Experience**
Describe how your organization demonstrates cultural responsiveness and authentic connection to the communities you serve through both lived experience and professional expertise. Explain how your staff composition, program design, and decision-making processes reflect community voice while promoting equity and inclusion. Include your approach to addressing systemic inequities and ensuring cultural competence through organizational practices.
 - **Use of Human Services Fund and Program Sustainability**
Provide a full explanation of how this program is funded and how the program would be sustained after this grant period, if funded. List specific sources of funds and anticipated amounts to be received from all sources in the grant period. Describe how the Human Services funding would be spent and how this would impact the program and results.

Explain how the City of Cincinnati would benefit from investment in this program, including how City of Cincinnati residents will be served.

- **Current and proposed outcomes**

Provide a brief narrative of results over time, if available, and proposed outcomes. If possible, compare program results with national data on non-program participants or other baseline data.

- **Performance Measures**

What do you want to achieve? Measuring outcomes is a key element of program success. Programs must be able to demonstrate that investment of resources leads to measurable change. Outcome measurement requires a robust process for determining the steps for participant success and developing valid methodology and tools for collecting data. Minimum 3 outcomes must be submitted, max of 8. See each of the Service Category sections for some examples.

- **Required Attachments**

- **Program Design or Model.** The attachment should, at a minimum, include critical program resources (inputs), key activities and service components, and the desired outputs and outcomes of the program. You may choose to include information about programmatic assumptions or constraints.

This attachment can come in any form but should be limited to two-pages. If helpful, templates are available for use: Logic Model, Program Model, and Theory of Change.

- **Budget (See page 28 for budget template – will be entered online in e-CImpact)**

Application Review and Scoring

Proposals will be screened for initial eligibility by United Way of Greater Cincinnati then reviewed by the Human Services Advisory Committee and scored based on a scoring rubric developed from the criteria below. A final recommendation of applications to fund will be provided to City Council for the determination of funding.

Proposal Evaluation Criteria

Scored Section

Proposals will be evaluated and scored based on the following criteria:

- **Alignment with Priorities and Goals of the Service Category**

Demonstrates strong program alignment to the goals of the service category and the funding priorities under the category:

- **Workforce Development**

Demonstrates strong service delivery to priority populations with clear tracking of population percentages served, established employer partnerships creating direct job pathways, and comprehensive wraparound services addressing employment barriers. Proposals should show evidence of targeting high-demand industries with clear workforce opportunities, supported by robust partnerships with complementary service providers that enhance program effectiveness through coordinated support. Strong proposals will evidence data-driven outcomes, cultural competency, and sustainable partnerships that create coordinated support networks for participant success.

- **Youth Gun Violence Prevention**

Applicants must provide data-driven selection of target neighborhoods, detailed violence prevention strategies with clear place-based engagement protocols, and evidence-based trauma-informed practices addressing both immediate safety and systemic barriers. Proposals should outline the approach to engaging youth and obtaining family involvement. Proposals should also demonstrate strong partnerships with violence prevention organizations and community resources, while optionally including economic opportunity components for participants.

- **Housing Support**

Demonstrates clear strategies for serving high-risk populations with specific housing support types, detailed service delivery plans including number of beneficiaries and assistance duration, and comprehensive integration of wraparound services. Demonstrates results in preventing returns to homelessness/recidivism. Proposals should demonstrate strong partnerships with housing organizations and community resources that enhance program impact and sustainability.

Additional Evaluation Criteria

- **Clear Linkage Between Outcome and Program Design**

Demonstrates an ability to define clear success metrics and demonstrate systems for tracking program impact. Strong proposals will show specific, achievable outcomes that connect to program activities, with clear methods for data collection and program improvement.

- **Required Attachments (Program Design or Model & Budget)**

Required attachments will be reviewed for clarity and feasibility of both program design and budget allocations. Strong proposals will demonstrate evidence-based program models with clear implementation strategies, while showing efficient and sustainable use of funds.

- **Additional Bonus Points**

- Demonstrates evidence of ability to achieve the targeted impact and outcomes based on recent past work.
- Strong evidence of collaboration with other organizations/programs.
- Multiple target populations served

Project Budget

Complete the budget template in the e-CImpact online system for a projected program revenue and expenses for the period of September 1, 2025, through August 31, 2026. *Place the requested grant award amount in Revenue: City of Cincinnati GFO*

Proposed budgets should reflect reasonable, documented expenses that directly support program activities and demonstrate cost-effective use of grant funds. Totals should reflect what is needed to successfully run the program.

Year 1 Proposed Program Budget		
Revenue	City Funds	Non-City Funds
Corporate		
Hamilton County		
Foundations		
Direct Federal Grants		
Fees for Program Participants		
City of Cincinnati – GFO	<i>Grant \$ Requested Here</i>	
United Way of Greater Cincinnati		
State of Ohio		
Other – Please list all other specific sources of income		
Total Revenue (All Sources)		
Expenses		
Salaries <i>(Salaries no longer need to be itemized in this budget, please include the total amount to be applied for all salary)</i>		
Employee Fringe Benefits <i>(Include if fringe benefits are not included in the salary line item)</i>		
Contracted Services <i>(Itemized by subcontractor and associated cost; if awarded funding, contracts/ agreements with each subcontractor will need to be submitted and approved.)</i>		
Travel <i>(Mileage only within the City of Cincinnati at a rate not to exceed the current City mileage reimbursement rate.)</i>		
Space <i>(Total for Rent, utilities, telephone, building insurance, etc. Excludes cell phone stipends, long distance and directory assistance service.)</i>		
Consumable Office and Program Supplies <i>(Excludes food and beverage costs)</i>		
Operational Expenses <i>(Liability and Fidelity Bond insurance, printing, postage, etc.)</i>		
Other		
<i>Other - Please list all other expenses connected with this program that do not fit in a previous category.*</i>		
Total Expenses		

How Do I Apply? [Online Application Opens: February 14, 2025]

Step One: Review Grant Information and Eligibility Requirements



Prior to completing the application, please review all the information in this grant packet and any supplemental information, along with attending the Overview Webinar. This will help ensure that all organizations who apply are fully eligible and prepared to fulfill the requirements of grant funding.

Step Two: Complete the Full Application

United Way uses a grant application system called e-CImpact. You will be asked to use this system to complete the questions above. **The online application will be available February 14th.** At that point, you may visit <https://www.uwgc.org/partner-with-us/> to access e-CImpact.

- Click on the e-CImpact Online Reporting tile.
- If you are a current user, enter your username and password to log in and click to register for the application process.
- For new users, select the option to **create an e-**

CImpact account.

- Username: Must be your organizational email address
- After creating an account, you will be able to click to register for the application process.

Complete instructions on accessing the application through the system will be posted <https://www.uwgc.org/partner-with-us/funding-resources/> by February 14th.