GoToWebinar Housekeeping

• You are automatically muted when you enter the GoToWebinar
• If you have a question, raise your hand and ask a question in the “Question” box
• Handouts can be found in the control panel in the “Handout” box
  • Guide to YHDP Values and Frameworks
  • Request for Proposal
  • Project Ranking Tool
• If you are on the phone or are having technical issues with GoToWebinar, email questions to Kathryn Primas at kathryn@suburbancook.org
Agenda

I. Overview of YHDP Process
II. YHDP Principles and Guiding Values
III. Overview of Projects
   I. System Navigators
   II. Joint Transitional Housing/Rapid Re-Housing
IV. RFP Overview and Application Timeline
V. Questions

What’s a CoC?
The Alliance to End Homelessness is a Continuum of Care (CoC) organization working to prevent and end homelessness in suburban Cook County.

- Collaborate with organizations and cross sector partners, which includes managing a Coordinated Entry (CE) system (CE operations manual can be found here).
- Strategically direct over $13 million in federal resources
- Measure performance and use data to improve effectiveness
- Provide training and technical assistance
- Advocate for resources and policies to more effectively end homelessness
Youth Homelessness Demonstration Program (YHDP)

What is YHDP?

Coordinated Community Plan
Cross-System Partnerships
Expand Capacity & Pilot New Models
Prevent and End Homelessness for Youth and Young Adults
Build National Momentum
Community Driven Plan

- Over 20 Youth Action Board members
- 150+ community stakeholders
- Alliance board members and agencies
- List of Stakeholders on pp. 1-3
- The plan can be found at: suburbancook.org/youth

YAB Members at the 100 Day Challenge Sustainability Workshop in Skokie, IL

Our vision is to end youth homelessness in suburban Cook County by the end of 2024. Driven by youth leadership and cross-sector collaboration, youth homelessness in our community will be brief, rare, and one-time. All young people experiencing homelessness have immediate and equitable access to everything they need to thrive in their housing, education, employment, well-being, and positive connections.
Youth Homelessness Definitions

Unaccompanied youth, not with a parent or legal guardian, under the age of 25.

Literally homeless (Category 1) – shelter, transitional housing, hotel or motel paid for by government or charity, or sleeping on the street, park or other place not meant for human habitation

Imminently at risk of homelessness (Category 2) – losing housing (including doubled up situations) within the next 14 days with no other safe place to stay and no money or other resources

Fleeing dangerous or life threatening situations (Category 4) – including domestic violence, sexual assault, trading sex for housing, trafficking, violence or threats of violence because of sexual orientation or gender identity

US Interagency Council on Homelessness

<table>
<thead>
<tr>
<th>Core Outcome Areas Definitions</th>
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<tbody>
<tr>
<td><strong>Stable housing</strong> includes a safe and reliable place to call home.</td>
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<tr>
<td><strong>Permanent connections</strong> include ongoing attachments to families (as defined by youth), schools, communities, and other positive social networks.</td>
</tr>
<tr>
<td><strong>Education or employment</strong> includes high performance in and completion of educational and training activities, especially for younger youth, and starting and maintaining adequate and stable employment, particularly for older youth.</td>
</tr>
<tr>
<td><strong>Social-emotional well-being</strong> refers to the social and emotional functioning of homeless youth. This area includes the development of key competencies, attitudes, and behaviors that equip a young person experiencing homelessness to avoid unhealthy risks and to succeed across multiple domains of daily life, including school, work, relationships, and community.</td>
</tr>
</tbody>
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YHDP Values & Frameworks

JAKE BRADLEY
TRAINING AND ENGAGEMENT MANAGER

YHDP Values and Frameworks

- Housing First
- Trauma Informed Care
- LGBTQIA-GNC+ Competence and Safety
- Positive Youth Development
- Authentic Youth Engagement and Youth Leadership
YHDP Values and Frameworks

- These values and frameworks mirror YAB values, and were established in consultation with our Youth Leaders.
- Our Comprehensive Community Plan addresses these values starting on page 13.

YHDP Values and Frameworks

- Some of these principles are challenging to implement in their best manifestation for some agencies. We recognize that agencies may need time, training and coaching to evolve toward these standards. We will provide training, coaching and monitoring to insure good faith efforts to meet the highest standards of fidelity.
What is “Housing First?”

Housing First is about moving homeless people into housing as quickly as possible BEFORE providing other supports or addressing other goals, and then using the stable housing as a platform for other quality of life goals.

Housing First uses intensive case management, motivational interviewing, harm reduction, trauma-informed care, and other frameworks and skill sets to support people with the most complex reoccurring needs to access and maintain housing.

What is “Housing First?”

Historically, typical approaches require a person to climb a ladder through programs, from Outreach to shelter to TH to PSH, and people move up after “success” in a lower threshold, less stable program.

Though we have spent lots of money to reinforce this, there is not strong evidence to support that this stepped approach renders people more successful in PSH. Instead, we must create direct paths to housing from any entry point or circumstance.
Housing First (and Shelter First) in Practice

There are no prerequisites (other than funding eligibility mandates) for admission into shelter or housing. Not sobriety, medical or mental health treatment “compliance,” abstinence from engagement in the street economy, “graduation” from a less permanent program, nor any other requirement.

There are no mandatory services in the program, nor generic program-driven goals. Treatment or service plans are highly individualized and customized.

People are not ejected from the program unless it is objectively concluded after exhaustive efforts at remedy, that a person cannot be safely sheltered, housed, or served in the program.

Health, vocational, educational or other goals can be engaged once a client has stable safety and basic needs, and according to a plan and pace a client identifies.
Housing First (and Shelter First) in Practice

If someone loses their lease, they retain supports and are rehoused within the agency as quickly as possible. People are not punished with time outs from service, demotions on the wait lists, etc.

People exit the program only when their life has stabilized and their housing is secure, and not based on some predetermined length of service.

Trauma-Informed Care

Trauma Informed Care is an organizational structure and treatment/service framework that involves understanding, recognizing, and responding to the effects of all types of trauma on a person’s biological, neurological, psychological, social, and spiritual functioning.

Trauma Informed Care emphasizes physical, psychological and emotional safety for both consumers and providers, and helps trauma survivors find safety and hope, and rebuild a sense of control and empowerment.
Trauma-Informed Care in Practice

The agency is trauma-informed with staff:

• Human Resources policies and procedures should be Trauma Informed and prioritize what staff need from their boss(es) and agency to feel safe and respected.

• News about changes in the agency structure or policies should be delivered gently and with opportunities for staff to process and respond.

Trauma-Informed Care in Practice

The agency is trauma-informed with staff:

• The agency should have robust whistle blower protections.

• Collegiality should be emphasized over bureaucracy and authority; Cooperation over competition.
Trauma-Informed Care in Practice

The agency is trauma-informed with clients:

• The program employs calm and consistent routines, and minimizes surprises and potential trauma response triggers

• The program fosters an environment built on actual and perceived physical and emotional safety

• Staff do not threaten or remove clients’ basic needs as punishment

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Trauma-Informed Care in Practice

The agency is trauma-informed with clients:

• Staff promote a sense of informed choice, autonomy, and dignity for clients, and are proactive in managing hopes and expectations.

• All rules and policies are expressed alongside their rationales, which are service-based and promote client buy-in and investment
Trauma-Informed Care in Practice

The agency is trauma-informed with clients:

- Staff are patient and sensitive in asking clients for information, especially when the relationship is new or the client might be under elevated stress.
- Clients’ privacy is vigorously protected.

Trauma-Informed Care in Practice

The agency is trauma-informed with clients:

- Staff name and celebrate resilience, and promote insight into trauma response feelings and behaviors.
- Staff model good coping and groundedness, and provide explicit opportunities for the client’s management of their feelings and impulses.
LGBTQQI-GNC Competency — an Imperative

An estimated 40% of unaccompanied homeless youth identify as LGBTQ+, and report that as a reason for their homelessness.

30% of outreach clients and 30% of those using housing programs identify as LGBTQ+.

55% of trans* individuals who tried to access homeless shelters were harassed, and 29% were turned away altogether.

22% of trans* people who accessed homeless shelters were sexually assaulted by residents or staff.

LGBTQQI-GNC Competency in Practice

- Staff honor everyone’s gender self-identity, and serve/place people according to that.
- Staff don’t ask intrusive questions about someone’s body, medical business, sexual or romantic relationships or behaviors, etc., and don’t allow gossip or speculation about these things, either.
LGBTQQI-GNC Competency in Practice

• Staff always use the name and pronouns someone asks for, and are practiced about using gender-neutral pronouns
• Staff use gender-neutral language to refer to relationships (partner, significant other, etc.) and for relational identity terms (sibling, parent, etc.)
• A client’s preferred name is the only name ever made public.

LGBTQQI-GNC Competency in Practice

• Staff and volunteers are trained in understanding gender and sexuality as they occur in the spectra of human experience.
• There are “out” LGBTQI staff and volunteers at the agency.
• The program minimizes segregating or designating gender whenever possible.
LGBTQQI-GNC Competency in Practice

- The program and each staff prioritize the safety and comfort needs of LGBTQQI-GNC people over those of heterosexual or cisgender people.
- Staff interrupt hate language or harassment, even if it seems no LGBTQQI-GNC people are around.

Positive Youth Development (PYD)

- Positive youth development (PYD) refers to intentional and strategic efforts of other youth, adults, and organizations to provide opportunities for young people to enhance their interests, skills, and abilities.
- PYD programs are engineered to optimize youth’s holistic development.
Positive Youth Development (PYD) in Practice

The program has highly customized service plans based on what each individual youth wants or needs to learn, do and accomplish.

Services and supports promote engagement and growth in every domain of a young person’s life and development.

Positive Youth Development (PYD) in Practice

The program provides a wide array of cultural, recreational, social, and self-expression activities and opportunities.

Staff nurture bonding and promote positive relationships inside and outside the program.
Positive Youth Development (PYD) in Practice

The program provides activities that foster spirituality but do not require religious activity.

The program enhances youth self-confidence, cultivates self-efficacy, and supports self-determination.

The program encourages clear and positive identity formation.

Positive Youth Development (PYD) in Practice

Staff provide recognition for positive behavior.
Staff model and endorse pro-social norms.
Staff promote youth leadership and share power with youth.
Staff are vigilant in monitoring for and dismantling adultism in their attitudes and behavior.
Authentic Youth Engagement

Authentic Youth Engagement involves youth in evaluation, planning and decision-making to effect systemic and social change.

It is predicated on good-faith partnership with youth in mutual teaching, learning, and contributing to an equitable community.

It provides young people meaningful opportunities to contribute their experiences, knowledge and solutions.

Authentic Youth Engagement in Practice

Some forms of youth engagement include:

- Peer staff
- Youth Advisory Councils
- Consumer Feedback Surveys
- Focus Groups
- Mediation or Redress Councils
- “House” or program meetings
- Youth representation on Boards of Directors
- Youth Speakers Bureaus
- Youth organizing and activism efforts
Authentic Youth Engagement in Practice

- The program incorporates a diverse array of strategies and vehicles for youth guidance and leadership
- Creative solutions are employed to recruit, engage and retain youth in guidance and leadership positions, though they might have full lives and face barriers to participation
- Youth are prepared and supported to have confident and meaningful participation
- Youth are provided fair compensation for their work and contributions

Youth are engaged in order to manipulate them to comply with adult’s directives or expectations, and to support adultism and staff authority

Youth are used to gather or inspire support, sympathy, resources, etc. from other adults or external bodies

Youth are told what to expect and what is expected of them, and / or are acted on by staff and the program without seeking their input or consent
Overview of Projects

**System Navigators**: Frontline staff working across the entire suburban region to identify young adults ages 14-24 who are homeless or at-risk of homelessness through community outreach and referrals from the education, justice, and welfare system. Using a pool of flexible resources, navigators will work to divert youth from homelessness if possible, and if not—connect young adults to crisis and permanent housing options and other non-housing resources and benefits.

**Joint Component Transitional Housing-Rapid Re-Housing (TH-RRH)** A housing project that combines transitional housing (TH) and rapid re-housing (RRH) - into a single project to serve individuals and families experiencing homelessness. By combining TH and RRH, individuals and families experiencing homelessness have access to low-barrier, crisis housing in the form of transitional housing and rental assistance and support in the form of rapid re-housing to help them quickly move into and maintain permanent housing. *NOTE: TH can be site-based or scattered site housing.*

*See page 61 of the CCP*

System Navigators: Services

- Housing navigation services that support youth in accessing housing resources and connecting to other services in the area (i.e. CCBYS resources for under 18)
- Support youth/their families to stay stabilized in housing, including through:
  - Limited emergency housing financial assistance
  - Mediation
  - Family/individual counseling
  - Food assistance
  - Referrals
- Flexible funding for diversion/rapid exit ($20k per system navigator)

*See pages 63 and 64 of the CCP for more details*
System Navigators – Innovative Opportunities

- 6 regional navigators part of regional team, coordinated by the Alliance
- Pop-up drop-in sites (i.e. libraries, community centers, day-centers, etc.)
- Support youth who are homeless from other systems (i.e. justice, welfare, education)
- Market youth resources to community stakeholders
- Mobile specialized staff to support shelters and day-centers
- Divert or rapidly resolve homelessness for youth and young adults who have safe housing options with family or friends
- Leverage the knowledge and expertise of peers to identify other youth who are homeless or at-risk of homelessness

System Navigators – Requirements

- Commitment to YHDP/YAB principles, CQI, participation in youth leadership team/working groups, and supporting the Youth Action Board/authentic youth engagement
- Minimum salary requirements to ensure highly skilled staff
- Set budget
TH/RRH – Key Requirements

- Coordinated Entry participation – **CE Operations Manual**
- 50% as many RRH as TH (site based or scattered site)
- Youth can be in TH only or RRH only (i.e. don’t have to go into TH first before RRH)
- Geographic distribution of $4.59 million across all regions
- Collectively, providers able to serve the entire suburban geography

*CCP: Pages 65 and 66*

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TH/RRH – Services

- Crisis housing (TH) and permanent housing assistance (RRH) (24 months maximum in each project type)
- Progressive engagement
- Client-centered case management appropriate for site-based or scattered-site TH model and RRH
  - Frequent, in-person case management tailored to youth (at TH site and in RRH apartments)
  - **15:1 or 20:1 client to case manager ration is required**
TH/RRH – Services Continued

- Support to achieve USICH outcomes (stable housing, employment and education, positive connections, improved well-being)
  - Connections to health and mental health support
  - Formal partnership with youth employment programs or plan to do so
  - Foster positive connections with people and places in the community
  - Financial literacy
- Housing location and landlord outreach
- Support youth leadership and participation in Youth Action Boards

TH/RRH – Innovative Opportunities

- Strengthening connections with a youth’s support network (i.e. family and friends) and considering those connections as potential housing options when safe and appropriate.
- Aftercare services for up to 24 months after last rental assistance payment (exception needed)
- Shared housing when appropriate to reduce housing costs
- Provide services to Family Unification Program recipients who are 23 years old or older (exception needed)
- For scattered site TH-RRH: Rolling stock of TH units and the opportunity for youth to transition in place (i.e. lease initially in the name of the organization and transfers to be in the name of the client)
TH/RRH – Requirements

- Commitment to YHDP/YAB principles (i.e. Housing First, Trauma informed care, etc), CQI, participation in youth leadership team/working groups, and supporting the Youth Action Board
- Programs are required to serve all-genders (i.e. not gender segregated)
- Youth Action Board creation/opportunities for authentic youth engagement and support built into program
- Transportation support built into the program
- Wide array of community partnerships and/or internal resources for housing navigation, employment, education, mental health, health.
- *Twice as many RRH units as TH units, CE participation, and youth can do TH or RRH only, geographic distribution*

Request for Proposals

- Handout box on your screen and [www.suburbancook.org/youth](http://www.suburbancook.org/youth)
- Definitions from today’s orientation
- RFP is for the two projects that have been approved for YHDP funding:
  - System Navigators
  - TH–RRH
- Initial grant term is for **2 years**
- Application instructions
Application – Threshold Criteria

• Has the agency ever received HUD funding?
  • *This is not required, but applications must provide evidence that they are prepared to manage a government grant*

• Does the agency enter data into HMIS?
  • *This is not required at the time of application, but must explain how agency plans on becoming an HMIS agency by the project start date*

• If you answer no to any of the thresholds, there is space to provide further explanation

Application – Threshold Criteria

Agencies expected to commit to:

• Operationalizing the principles of the CCP (p. 13)
• Supporting youth leadership development
• Participating in CE and other youth-specific trainings
• Participating in system-wide continuous quality improvement activities (p. 59)
• Incorporating Housing First principles (p. 16)
• Serving 18 to 24 year olds (TH-RRH) and 14 to 24 year olds (System Navigator)
• Participating in CE
• Serving clients of all gender identities
Application

• Found on www.suburbancook.org/youth
• Word document with 28 page maximum, not including attachments
• 10 categories of questions for all project types
• 1 category of questions for specific project types
• Budget attachment for specific project type (and all match letters)
• IRS 501c3 letter for lead agency
• Current agency budget for lead agency
• Most recent financial audit for lead agency

To acknowledge capacity constraints during the COVID-19 outbreak, 10 questions will not be scored

• Because these questions were intentionally added to the application by the Youth Leadership Team and the Youth Action Board, we ask that you still answer the question, but feel free to use a few bullet points, incomplete sentences, or refer to other answers or attachments

• If your agency is applying for both System Navigator and TH-RRH, you are only asked to complete the Threshold Criteria and answers to Category 1 – 10 on one of the applications

• Submit a separate application for the second project type, but only complete page 1 and the project specific questions and budget attachment
YHDP Project Ranking Tool

• Handout box on your screen and www.suburbancook.org/youth
• Project Review Panel will use Ranking Tool to score project applications
• Every question is assigned a point value and point value will be decided by Project Review Panel
• 10 questions will not be scored (1 question is only for System Navigators)

Budget Attachments – TH/RRH

• TH-RRH:
  • 2 year grant term and 25% match commitment is required for the full 2 years
  • Includes eligible expenses; if project is selected required to complete a more detailed budget in e-SNAPS
  • How many clients the project is estimated to serve each year.
  • How many units of TH and RRH will be available at any given point in time? Note that there needs to be at least 50% more RRH units compared to TH units.
  • Estimated cost per client.
  • Line item justification.
  • Match is not required for funds spent on leasing dollars
Budget Attachment – System Navigator

<table>
<thead>
<tr>
<th>Project Activities</th>
<th>Program Budget</th>
<th>Cash or In-Kind Match</th>
</tr>
</thead>
<tbody>
<tr>
<td>System Navigator Salary and Benefits</td>
<td>$50,000</td>
<td>$12,500</td>
</tr>
<tr>
<td>Flexible Diversion Funding</td>
<td>$20,000</td>
<td>$5,000</td>
</tr>
<tr>
<td>Operations</td>
<td>$3,000</td>
<td>$750</td>
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<tr>
<td><strong>Subtotal</strong></td>
<td><strong>$73,000</strong></td>
<td><strong>$18,250</strong></td>
</tr>
<tr>
<td>Administration (not to exceed 10% of subtotal)</td>
<td>$7,300</td>
<td>$1,825</td>
</tr>
<tr>
<td><strong>Annual Total</strong></td>
<td><strong>$80,300</strong></td>
<td><strong>$20,075</strong></td>
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<tr>
<td><strong>2 Year Total</strong></td>
<td><strong>$160,600</strong></td>
<td><strong>$40,150</strong></td>
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*If you are applying for more than one system navigator position, multiply 2-year total by number of system navigator positions*

25% Match Requirement – 2 Year Grant

The recipient or subrecipient of a CoC Program grant must match all grant funds (except for leasing funds) with no less than 25% of individual grants funds with cash or in-kind contributions from other sources on a grant-by-grant basis

- Ineligible match:
  - Resources used as match for another grant
  - Program participant resources (including savings)
  - CoC Program funds
  - Funding sources that are prohibited from being used as match for the CoC Program
25% Match Requirement – Cash

Cash Match
Required documentation: Signed letter, MOU or other demonstration of commitment from federal sources (except for CoC Program funds), State, local, and/or private sources

Can we use ESG as cash match for our project?
Very few activity costs are allowable under both ESG and CoC funds. In the limited instances where ESG is covering a cost that is also a CoC eligible activity, and the program participants meet both the ESG and CoC eligibility criteria, you may be able to use the ESG as match for the CoC program. Note, you cannot use CoC funds to match ESG and use ESG to match CoC funds, and you cannot “double-count” other private funds as match for both CoC and ESG.

25% Match Requirement – In-Kind

In-Kind Match
Required documentation: MOU from third party providing services with explanation of service and methodology for how the in-kind cost of services was determined

Possible sources for in-kind include:
• Volunteer services (helpful resource on the value of volunteer time here)
• Donated professional services should be valued at the customary rate.
• Partnership with local food pantry to provide weekly grocery bag for each client
• Partnership with local medical clinic to provide medical examinations for clients at program entry
• Partnership with local dentist to provide regular cleanings for clients
• Partnership with local optometrist to provide eye examinations at program entry
Match Requirements

25% for 2 years is substantial. Especially now.

- 25% match is a HUD statutory requirement. We may be able to seek temporary relief amidst COVID 19 response.
- We’re trying to collectively advocate to public and private funders to help alleviate some of this burden.
- If you are struggling to pull together commitments to reach 25% match, please let us know before the application is due. Reach out to Kurt at kurt@suburbancook.org.

Timeline

<table>
<thead>
<tr>
<th>Activity</th>
<th>Date</th>
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<tbody>
<tr>
<td>Release of RFP &amp; YHDP Application</td>
<td>Wednesday, April 8, 2020</td>
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<tr>
<td>YHDP Application Orientation</td>
<td>Friday, April 10, 2020 from 1:00pm to 3:00pm</td>
</tr>
<tr>
<td>Proposal due to <a href="mailto:nofa@suburbancpook.org">nofa@suburbancpook.org</a></td>
<td>Friday, May 15, 2020 by 5:00 pm</td>
</tr>
<tr>
<td>Project Review Panel - Orientation</td>
<td>Wednesday, May 13, 2020</td>
</tr>
<tr>
<td>Project Review Panel - Scoring</td>
<td>Thursday, May 21, 2020</td>
</tr>
<tr>
<td>Project Review Panel - Oral Presentations and Final Scoring</td>
<td>Friday, May 22, 2020</td>
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<tr>
<td>Alliance Board of Directors approve new projects</td>
<td>Friday, May 29, 2020</td>
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<tr>
<td>YHDP e-SNAPS training for approved new projects</td>
<td>TBD</td>
</tr>
<tr>
<td>Deadline for approved new projects complete e-SNAPS</td>
<td>TBD</td>
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NOTE: Timeline subject to change. If changes occur, information will be posted at www.suburbancpook.org/youth and emailed to subscribers of the Alliance email list.
Youth Leadership Team

- Next Youth Leadership Team meetings in June; meet via GoToMeeting
- If you’re not currently receiving emails about Youth Leadership Team meetings, email Kurt at kurt@suburbancook.org to be added to the email list
- Selected YHDP projects funded under this RFP will be required to collaborate with the Youth Leadership Team and other funded partners to finalize project design and create a plan for cohesive implementation of projects

Questions?
KURT@SUBURBANCOOK.ORG