



GUIDE FOR APPLICANTS

CALL FOR PROPOSALS

YOUTH SKILLS LINK-- Group-based Employability Skills

**Toronto Human Resource Centres of Canada (HRCCs)
HUMAN RESOURCES AND SKILLS DEVELOPMENT CANADA
(HRSDC)**

CFP#: CFP-ON- 0405 - Toronto- 005 [North Toronto]

Deadline for Submission of Proposals is August 31, 2004 at 5:00 p.m.

HUMAN RESOURCES AND SKILLS DEVELOPMENT CANADA¹ (HRSDC)
YOUTH SKILLS LINK
GUIDE FOR APPLICANTS
Toronto Human Resource Centres of Canada (HRCCs)

CFP#: CFP-ON- 0405 - Toronto - 005

1. INTRODUCTION

The purpose of this application guide is to assist applicants in the preparation of a project proposal and application for funding.

Human Resources and Skills Development Canada (HRSDC) is presently accepting funding applications and project proposals from organizations interested in receiving financial assistance for the delivery of a Youth Skills Link Activity - Group-based Employability Skills.

Human Resources and Skills Development Canada (HRSDC) has identified a community need for this type of service to youth facing barriers to employment in Toronto, and may fund appropriate proposals through the Government of Canada Youth Employment Strategy.

Specifically, HRSDC is soliciting proposals for a project to provide Group-based Employability Skills to approximately 325-375 unemployed youth in North and Northwest Toronto (near Lawrence Avenue/Allen Expressway and itinerant service in the Dixon/Kipling area) for a 12-month period. HRSDC expects to support eligible costs in the range of \$450,000 to \$550,000 for this purpose.

The closing date to submit an application for funding is August 31, 2004. All applications must be received at the Toronto Centre HRCC no later than 5:00 pm on the closing date. **Please note that funding applications submitted after this deadline will be disqualified.**

Financial assistance under the Youth Skills Link Program is provided in the form of a contribution subject to the terms and conditions of a contribution agreement between the HRSDC and the successful proponent. Contributions are Transfer Payments under Canada's Treasury Board's Policy on Transfer Payments².

¹ Canada Employment Insurance Commission (CEIC) is the legal name for Human Resources and Skills Development Canada (HRSDC) and the two names are interchangeable for the purposes of this document.

² See http://www.tbs-sct.gc.ca/pubs_pol/dcgpubs/TBM_142/ptp1_e.asp#_Toc482671182

HRSDC reserves the right to sign contribution agreements with more than one applicant to deliver these activities.

At its sole discretion, HRSDC reserves the right to modify any of the CFP dates and the right to cancel this CFP at any time for any reason. HRSDC is not responsible for any costs incurred by organizations for the preparation of CFP proposals.

1.1 - Application Package

Proposals **must** meet the requirements set out in this application package. An application package must be completed, signed by the authorized representative of the organization, and submitted to HRSDC prior to the closing time and date of the Call for Proposals. Please note that no additional documents will be accepted after the deadline unless requested by HRSDC. In order to be included in the assessment and recommendation process, your application package **must** include the following completed documents:

1. Application for Funding form - EMP 5209 (02-03) E
2. Forecast of Cash Flow form - EMP 5216 (01-03) E
3. Budget Negotiation Notes
4. Copies of your proposals described in section 3 of this guide.

Note: Failure to submit all of the above completed documents will result in disqualification.

Note: Only one (1) application will be accepted from a single organization.

1.2 - Submitting an application package

Applicants must submit four (4) individually bound paper copies of their completed application package (one copy must be the original signed document) and one electronic version of the proposal on a clearly labelled disk (diskette or CD-ROM, and preferably in MS Word, or Rich Text Format). Faxed or E-mailed proposals will not be accepted. Proposals must be received no later than 5:00 p.m. on the closing date at the address below:

Call for Proposals
CFP-ON- 0405 - Toronto - 005
Human Resources Skills Development Canada
Toronto Centre HRCC
25 St. Clair Avenue East, 4th Floor Mailroom
Toronto, Ontario M4T 3A4

No funding decisions are expected before October 2004.

NOTE: HRSDC staff will not assist organizations in the development of their proposals. Technical questions relating to the process may be directed via e-mail to toronto_cfp-adp@hrsdcc.gc.ca. Responses will be provided at an in-person information session scheduled for August 23, 2004 at 4900 Yonge Street, 3rd floor, from 1:30 to 3:30 p.m. Participants **must** register to attend this session by sending an e-mail with the pertinent details (organization, participant's name, title, telephone number) to toronto_cfp-adp@hrsdcc.gc.ca. Registration will be limited to a maximum of two participants per organization.

HRSDC will also provide a summary of pertinent questions and answers to interested organizations via e-mail after the information session. To receive this summary, **please send an e-mail to** toronto_cfp-adp@hrsdcc.gc.ca requesting that your organization be included on the electronic distribution list.

The approval of successful proposals will be subject to the negotiation of a contribution agreement; and HRSDC is under no obligation to approve any application through this process.

2. YOUTH SKILLS LINK PROGRAM OVERVIEW

2.1 - Program Description

Skills Link helps youth facing barriers to employment develop the skills, knowledge and work experience they need to participate in the job market. This program offers a range of activities that can be tailored to meet individual needs and provide more intensive assistance over longer periods of time.

Skills Link introduces a client-centred approach based on assessing the specific needs of individual youth. During the client assessment process, employability skills, issues and needs are identified, as well as employment goals. Youth selected to participate in Skills Link activities then develop an employment action plan and are case managed by an advisor. The case managers guide and support participants while they work through their employment action plans and develop their employability skills. Youth benefit from this client-centred approach and the ongoing support that helps them to successfully complete activities and, ultimately, find and keep a job.

Youth Skills Link offers a menu of activities that can be mixed and matched to provide individualized, integrated support.

This Call for Proposals is for applications for funding to provide Group-based Employability Skills. This type of activity provides groups of young people with life and employability skills, normally in a workshop setting. These interventions are pre-employment activities for youth who are not yet prepared to enter the world of work or

who need further development before undertaking a work experience activity. Workshops must help to prepare participants for future work or career decisions, and/or assist them with seeking, obtaining and maintaining employment. The intervention must be deemed appropriate in the context of the participant's overall employment action plan, i.e. it is a useful and logical step in helping the individual prepare for the world of work. Workshops must be participative and interactive in nature and must address specific employment-related needs of participants in the following areas:

Job Search

Participants will explore information and complete activities related to job search. This workshop may include but is not limited to:

- completing a self-assessment
- using various methods of researching the labour market
- collecting local labour market information
- preparing a cover letter, resumé and other self-marketing tools
- practicing interview tips
- practicing cold calls to Employers and phoning Employers to arrange interviews
- selecting and using other employment programs, services and resources available in the community.

Job Maintenance

Participants will explore information and complete activities related to keeping a job. This workshop may include but is not limited to:

- identifying personal barriers that influence work behaviour
- identifying appropriate behaviour and ways of dealing with stressful issues and situations
- practicing new skills and receiving feedback from the Workshop Facilitator and other participants

For participants who are unable to seek, obtain and maintain employment independently, the project will provide additional assistance by matching the participant with an appropriate employer. All workshop participants will be supported on the job, receiving coaching and feedback during the initial phase of the job.

Under the contribution agreement, eligible costs are reimbursed on actual expenditures and allowed costs which are required for the success of the specific project, not general operating costs of the organization. This can include some overheads such as wages, leasing of equipment, rent, special needs for persons with disabilities and small capital assets (e.g. computers for staff of project.). Additional financial support may be provided to youth who participate in Youth Skills Link activities, as well as amounts required to accommodate those participants with disabilities. Any additional support must be reviewed on a case-by-case basis.

Please refer to section 4 of this guide for more details of eligible costs.

2.2 – Youth Skills Link Program Funding Priorities

The focus of Skills Link is to help youth overcome barriers to employment, to help youth develop a broad range of skills and knowledge in order to participate in the current and future labour market and to promote education and skills as being key to labour market participation. These barriers include, but are not limited to, challenges faced by recent immigrant youth, youth with disabilities, lone parent youth, youth who have not completed high school, aboriginal youth, and those youth living in rural or remote areas. Toronto HRCCs encourage applicants to explore relationships with other service providers in the community to provide seamless services to clients and meet the needs of the community. In particular, organizations providing job development and employability skills workshops will have a close working relationship with one or more Employment Assessment Centres or youth-serving organizations providing employment assessment services in Toronto, and will regularly receive client referrals from them when the client's employment action plan identifies such employability skills as job search and job maintenance as the interventions best suited to meet the client's employability needs.

2.3 - Eligible Organizations

Applicants eligible to receive funding from HRSDC for Youth Skills Link projects include: businesses³, including federal crown corporations found on Schedule III, Part II of the Financial Administration Act (FAA)⁴ and comparable provincial crown corporations;

- organizations (including not-for-profit, professional, employer and labour associations);
- individuals;
- public health and educational institutions;
- band/tribal councils, Aboriginal organizations; and
- municipal governments.

Proposals will only be considered from qualified organizations that can demonstrate the following prerequisites (Please ensure that you address these points in the relevant sections of your proposal, as noted):

- The applicant has been registered as a legal entity in Ontario and providing service for two or more years in the City of Toronto or the Regional Municipalities of York or Peel (Section 3.9)
- The applicant can demonstrate that it has a minimum of two years' experience providing employment information and placement services to unemployed youth (Section 3.9)

³ Note to potential private sector applicants: As indicated in Section 4.2 below, profit is an ineligible expense and cannot be reimbursed under the Treasury Board of Canada's Transfer Payment Policy, which applies to all of the Government of Canada's contribution programs. (Ref. Appendix C, 1.vii of the policy: http://www.tbs-sct.gc.ca/pubs_pol/dcgpubs/TBM_142/ptp1_e.asp#_Toc482671182)

⁴ The FAA can be found at: <http://laws.justice.gc.ca/en/F-11/index.html>

- The applicant can demonstrate that it has access to funding sources other than HRSDC (Section 3.9)
- The applicant has experience managing significant amounts of funding from other sources (e.g. grants or contributions from other levels of government, or from the United way or other charitable organizations), or has played the lead role in managing a large private sector project with multiple funders or partners (Section 3.10)
- The applicant will provide service for a minimum of 35 hours/week (Section 3.4)

2.4 - Eligible Participants

To participate in projects funded under Youth Skills Link, participants must be:

- between 15 and 30 years of age (inclusive) at the time of intake/selection;
- out of school;
- a Canadian citizen, permanent resident, or person on whom refugee status has been conferred;
- legally entitled to work according to the relevant provincial/territorial legislation and regulations;
- not in receipt of Employment Insurance (EI) benefits; and
- in need of assistance in order to overcome employment barriers.

Skills Link participants are youth at greater risk than others of not making a successful transition to the workplace and establishing themselves within the labour market. This includes, but is not limited to, challenges faced by recent immigrant youth, youth with disabilities, lone parent youth, youth who have not completed high school, Aboriginal youth, and those youth living in rural or remote areas. The assessment of risk encompasses a broad range of social, economic and demographic factors. All factors considered must be documented in the client's file.

It is important that sponsors and employers be made aware of participant eligibility criteria in order to reduce the incidence of recruitment of ineligible participants. Sponsors/employers should also be informed that any participant not meeting the eligibility requirements may be replaced. Costs incurred for ineligible participants will not be considered as eligible costs under Skills Link.

For the purpose of this proposal the clients we are interested in serving are: immigrant youth, visible minority youth, youth with disabilities, lone parent youth, youth who have not completed high school and Aboriginal youth.

2.5 - Duration of the Contribution Agreement

Projects funded through this Call for Proposals process are expected to begin in November 2004. The duration of the contribution agreement may be up to three years. The duration of the contribution agreement cannot extend beyond March 31, 2008 due to present program authorities expiring on that date.

3. PROPOSAL DESCRIPTION

The font size on the proposal must be no smaller than 12 point Arial and should be printed on 8.5" x 11" paper. **The maximum length for a proposal is 40 pages (approximately 10,000 words), plus attachments as indicated (see below). Proposals that exceed this limit, or that fail to comply with the *Proposal Description* format outlined in this guide, may be disqualified. Please number the pages of your proposal.**

3.1 - Project Title

Provide a unique project title for the proposal.

3.2 - Project Summary

Provide a short summary (maximum 2 pages) of the project using the template provided (Appendix A). Be sure to highlight any unique or innovative features of your proposal.

3.3 - Project Objectives

This section should provide a clear and measurable description of what the project is expected to achieve.

3.4 - Proposed Activities and Timelines

The activities are a key component of a proposal and should be clearly defined. This section should include:

- specific activities and timelines, from project start date to project completion; ensure that you cover the **full range** of services outlined in Section 2.1.
- an outline of how these activities will support the achievement of the project's objectives, including a description of any required tools/models
- an outline of the organization's plan on how it will manage the proposed project (e.g. use existing management resources, hire a project manager, etc.)
- details on the number of staff, their job titles and roles, and the competencies and qualifications required, including any professional certifications; attach the job descriptions

- an outline of the human resource policies and procedures that will underpin the project (e.g. in relation to pay and benefits, leave, professional development, travel, employment equity, and accommodation for persons with disabilities)
- a statement regarding any intention to contract or subcontract a portion of the activities and services (specifying which ones and include rationale), and the process to be used (see section 6.5 below)
- proposed location of any facility, and plans to ensure that this location provides reasonable accessibility to the targeted clients (e.g. accessible by public transit where applicable, central location, wheelchair accessible, adequate hours of operation etc.)
- plans to collect and report data on results for participants, including 12 week follow-up where necessary and providing data to HRSDC
- monitoring and evaluation procedures, including process and timelines
- describe appropriate service standards (e.g. speed of service, quality, resource maintenance, handling complaints, resolving IT problems etc.)
- a description of the organization's processes and controls to manage access to personal and confidential information (if appropriate)
- an outline of the organization's policy on or methods of dealing with conflicts of interest
- an outline of how the project will integrate service with existing resources and programs with the community
- an outline of how the organization plans to serve an ethnically, racially and economically diverse client base

3.5 - Description of the Selected / Targeted Participants

Describe in this section:

- the proposed number of participants (must be within the range specified in the Call for Proposals)
- how the project will reach out to participants across the geographic area to be served, including target group members
- how the project will link with Assessment Centres and/or youth serving organizations to ensure participants have an employment action plan and are case managed
- means by which participant eligibility will be verified

Please note: Contribution recipients must clearly demonstrate that all project participants will be formally assessed and case managed.

3.6 - List of all Partner Organizations, their Roles and Responsibilities, and Financial Contributions (monetary/in-kind)

This section must be completed if HRSDC would not be the sole funder for this project. If there will be other contributions to the project, either monetary or in-kind, from either the applicant or other third parties (e.g. the private sector, not-for-profit organizations, other levels of government), please specify:

- the source(s) of the contribution(s)
- the amount from each source
- the relationship between the various funders and the applicant;
- if the other funders will have an active role to play in the project (i.e. not just financial), provide details concerning their specific roles and responsibilities, and their relevant experience (if any)

Note: Prior to agreement signing, HRSDC may request written confirmation of other funding commitments, including monetary and/or in-kind contributions.

3.7 - Expected Results

This section should provide a clear statement of:

number of clients to be served and the expected number of clients that will be employed and/or return to school twelve (12) weeks following the completion of the project;

- expected outcomes, including how project activities will assist participants in acquiring self-sufficient employability skills, preparing for and obtaining employment, maintaining employment or returning to advanced studies;
- targets for the number of eligible clients participating in the project and the number of participants who will have completed the project and are achieving the results listed above; and
- other positive outcomes related to proposed activities.

3.8 - Means by which Success will be Measured

Applicants should provide a description of how participant progress and success, as well as the overall success of the project will be measured, monitored and reported. Applicants should also indicate how they would respond if the desired results were not being achieved partway through the project, or if they identified emerging needs and/or a changing local environment during the life of the project.

3.9 - Applicant's Background, Mandate and Expertise

This section should include:

- a brief description of the organization's history, legal status and number of years in business (attach the organization chart, including the names and titles of the corporate officers and senior managers; also attach incorporation documents and the names of the Board of Directors, as appropriate)
 - the organization's mandate and traditional ongoing activities
- a description of the organization's experience in dealing with the participants targeted for the service to be funded (e.g. the unemployed in general, youth, youth facing barriers to employment, persons with disabilities, etc.)

- a list of current funding sources⁵; attach the most recent audited financial statement

Note: If the organization's workplace is unionized, indicate whether or not union concurrence has been obtained (with supporting evidence or explanation), and enter the name(s) and local(s) of the union(s) involved in the space at the bottom of page 2 of the *Application for Funding* (EMP 5209).

3.10 - Past Projects with HRSDC and Other Departments and Related Achievements

This section (if applicable) should include a description of:

- any employment-related projects funded by HRSDC or by other federal departments or provincial/territorial or municipal governments in the past five years; and
- any other projects that your organization has participated in with the voluntary or private sector that have produced successful results.

Note: If you have received HRSDC funding for more than three projects in the past five years, include only the most recent three. For each project cited, specify the name of the project, purpose, government funding received (or for projects with the voluntary or private sector, the total value of the project), operating dates, results achieved, and the name and telephone of a contact person who could provide a reference.

If you are applying for similar funding from other government departments this year, please indicate: name of government department, funding requested, number of participants and how activities differ from the ones requested in this proposal to HRSDC.

Please note that HRSDC may consult the references provided, including other federal government departments to confirm past achievements and to ensure that the proposed activities are not a duplication of similar projects.

3.11 - Evidence of Community Labour Market Needs

This section should provide a description of the local community to be served by the Group-based Employability Skills project, including information concerning:

- geographic, socio-economic and labour market factors
- any relevant community planning/consultation process carried out
- how the project will meet labour market needs

3.12 – Youth Skills Link Priorities

This section should include a brief description on how the proposal meets Youth Skills Link program priorities, eligibility criteria and funding priorities. (See section 2.2). For example, clarify here how you would ensure that the clients accessing the services of

⁵ Note: HRSDC is required to ensure that “a dependency on government funds [is] not being created” through its funding (*National Operations Guide*). Program funds can only be used for identifiable projects, not for core funding or ongoing operational expenses.

the project meet the prescribed client profile, and how you would handle those clients who do not.

3.13 - Environmental Impact of Proposed Activities (if any)

Applicants must provide a description of any environmental impact of the project and the results of any environmental assessment that has been undertaken, where required under the *Canadian Environmental Assessment Act*⁶.

4. BUDGET

In this section of the proposal, please describe the processes and financial controls implemented in your organization to ensure that finances are protected and used appropriately.

Provide your itemized budget on the *Application for Funding (EMP 5209 [02-03] E)* form. Include details on how the cost for each budget item was determined in the *Budget Negotiation Notes*. Please identify which costs would be associated with start-up of the project (i.e. one-time-only costs).

As these are generic forms used for various HRSDC programs, it is important to note that not all cost categories on the forms apply to Youth Skills Link. Further details on eligible expenses under Youth Skills Link related to wages, mandatory employment-related costs, capital costs, overhead costs, sub-contracting, and travel are provided in the *Budget Negotiation Notes*.

If your budget includes any ineligible expenses, please ensure that they appear in the “Applicant/Other Contribution” columns of the budget on the *Application for Funding*, and in the “Total Contributions from Other Sources” line on the *Cash Flow* form. Provide the relevant details on the funding from other sources in Section 3.6 of your proposal.

Applicants who intend to use a contractor or sub-contractors to perform specified duties or project activities (as identified in Section 3.4 above) must break out the related costs in the budget, under Professional Fees (for “expert” services such as audit, accounting, legal, or consulting) or under Other General Project Costs (for other services such as janitorial or security) on the *Application for Funding*.

4.1 - Eligible Expenses

Generally, reimbursement of eligible costs can cover some overhead and minimal, small capital assets. Financial assistance may be provided to cover all or a portion of the costs associated with operating and delivering approved activities. Eligible costs may include but are not limited to:

⁶ For further information about the requirements under the *Canadian Environmental Assessment Act*, visit the Department of Justice Canada Web site at http://www.ceaa.gc.ca/index_e.htm.

- stipends, wages and the mandatory and other employment-related costs;
- licences, permits, fees for professional services
- bank charges, utilities, janitorial services, some minor renovations, material, supplies, travel, insurance, rental of premises, leasing or purchase of furniture and equipment, audits, assessment and evaluations
- expenses relating to specialized arrangements or equipment for persons with disabilities
- income support to individuals should be equal to the prevailing provincial/territorial minimum wage. Additional support may be provided on a case by case basis, and could include incremental expenses such as daycare and transportation.
- costs associated with workers' compensation
- costs associated with some limited central administrative functions that are required to support agreement activities
- costs related to contracted and subcontracted aspects of the project; subject to HRSDC approval

The specific costs to be reimbursed by HRSDC will be clarified during the negotiation of a contribution agreement with the successful Call for Proposals applicant(s). Project costs are reimbursed based on actual allowable expenses, not contracted amounts.

4.2 - Ineligible Expenses

Ineligible expenses include items such as the following:

- any project costs incurred before an agreement is approved and signed by HRSDC
- costs incurred in the preparation of the proposal (including lobbyist fees)
- tuition costs - public/private
- contingency fees
- entertainment costs and club memberships
- fines or penalties
- profit
- land, buildings and other capital costs for the construction of buildings (other than small repairs or renovations to support the participation of persons with disabilities)
- vehicles
- depreciation on fixed assets

5. FORECAST OF CASHFLOW

Applicants must also complete the *Forecast of Cash Flow* form (EMP 5216 (01-03) E and submit it with the application package. It is important that the monthly breakdown of

the budget reflect as closely as possible the sponsor's projected financial requirements and any explanations as needed (without use of abbreviations).

6. FURTHER CONSIDERATIONS

The following information is provided for applicants' reference only. If you are successful in the CFP process, HRSDC will address these points during negotiation of your contribution agreement.

6.1 - General Liability Insurance

Applicants must provide general liability insurance coverage that covers all participants, project coordinators, and staff for damages they might cause to third parties in carrying out project activities. HRSDC however, makes no warranty or representation as to the adequacy of the policy coverage. The applicant is solely responsible for determining the policy's adequacy and for obtaining any additional insurance required.

HRSDC may cover participants for physical damages and/or personal injury. The comprehensive general liability insurance provided by the department, however, is subject to certain exclusions, in particular the use of a vehicle. In such cases, recipients should ensure that they have adequate automobile insurance coverage, whether public or private.

If applicants already have comprehensive general liability insurance, they must ensure their insurance is valid for the duration of the contribution agreement.

6.2 - Workers' Compensation

The applicant must arrange for workers' compensation coverage, or similar coverage, to cover participants and staff where required by law in each province or territory.

6.3 - Health and Safety

Applicants must ensure that participants are in a safe environment throughout the project. Where applicable, it is the applicant's responsibility to supervise the participants' work, provide health and safety information, and provide information sessions and safety equipment (if required) for all participants employed.

For further information about health and safety, please refer to the brochure "*Are You in Danger? It Only Happens to Others...*", available at the nearest Human Resources Development Canada office or on the Internet at: <http://www.youth.gc.ca/security>.

6.4 - Official Languages

It is the applicant's responsibility to provide any services and activities, and offer any notices, advertisements or other materials relating to the project in both official languages according to instructions issued by HRSDC officials.

6.5 - Sub-Contracting and Contracting procedures

Project sponsors may choose to seek the assistance of another organization in achieving the objectives or delivering the activities necessary to support the proposed employment intervention. The costs associated with this assistance then become project costs and could be charged to the project paid by HRSDC. Any intention to enter into such an agreement with another organization must:

- be disclosed to HRSDC,
- may require prior written approval of HRSDC, and
- represent fair market value. Depending on the value of the contract a fair and competitive process with at least three bids may be necessary.

Applicants must declare any conflict of interest related to the use of possible contractors or sub-contractors. Examples of conflict of interest may include, but would not be limited to organizational affiliations, forms of ownership arrangements, shared board members etc. HRSDC must be informed of these types of scenarios, and sponsors must receive formal written approval from HRSDC prior to entering into such contracting or sub-contracting arrangements.

6.6 - Fee for Participation in a Project

Applicants must not request the payment of any charge or fee from the participants for their participation in the project.

6.7 - Nepotism

No wages paid to any administrative staff who is a member of the applicant's immediate family, or a member of the family of a director or senior officer of the applicant, is eligible for reimbursement under the contribution agreement unless there is prior approval by HRSD.

To further clarify, immediate family means:

- father, mother, stepfather or stepmother;
- foster parent;
- brother or sister;
- spouse or common-law partner;
- child, including child of common-law partner, stepchild, ward;
- father-in-law, mother-in-law; or

- any relative permanently residing with the coordinator or a director or senior officer of the applicant.

6.8 - Audit and Holdback

All contribution agreements valued at \$350,000 or more are required to undergo at least one audit by an external auditor. HRSDC may also require an audit for selected agreements valued at less than \$350,000 (e.g. if the activity is high-risk, or if HRSDC does not have a previous funding history with that organization). This expense would be included in the eligible project costs. HRSDC will withhold a specified percentage of its contribution payable under the agreement until the final claim has been received and verified and the final auditor's report has been received. Further details on this requirement will be provided to successful applicants during agreement negotiations.

6.9 Conflict of Interest

All apparent or actual conflicts of interest, existing or potential, must be disclosed in the proposal. During the operation of the project, any conflict of interest that may arise must be disclosed to HRSDC and resolved to the satisfaction of HRSDC.

7. ASSESSMENT OF SUBMISSIONS/ PROPOSALS

The criteria-based assessment process for evaluating submissions/proposals ensures that all submissions/proposals are evaluated objectively against the parameters and criteria contained in this application package.

Each submission/proposal will be assessed against the following 6 general criteria. Those are:

1. Integrity and Probity (e.g. positive feedback from other funders or community partners)
2. Background, Mandate and Expertise of Applicant (e.g. experience dealing with the client group)
3. Human resources Plan (e.g. appropriate number of staff with appropriate qualifications for scope of work described)
4. Service Delivery Approach and Activities in Proposal (e.g. clearly articulated milestones, outcomes and service standards and career support tools suitable for client group(s))
5. Community/Labour Market Knowledge (e.g. demonstrated knowledge of community needs), and
6. Budget (e.g. costs are itemized and reasonable)

In assessing the proposed budget, HRSDC will distinguish between start-up and ongoing operating costs, so as not to unfairly disadvantage new applicants.

Following the assessment and approval of the submission/proposal, you will be notified in writing of HRSDC's decision. **Please note that the lowest proposal will not necessarily be accepted. HRSDC reserves the right to reject some or all proposals.**

7.1 - The Contribution Agreement

Once appropriate proposals are identified, they become subject to the negotiation of a formal contribution agreement between HRSDC and the applicant. Project activities must not commence until the applicant and HRSDC sign an agreement. Costs incurred prior to both parties signing the contribution agreement will not be reimbursed.

7.2 - Ongoing Monitoring and Follow-up

Contribution recipients will be instructed to submit both financial and progress reports to assess the project's effectiveness. Contribution recipients will also be required to provide reports on participant results following the project's completion.

Call for Proposals – Project Summary

Official Use Only:	
RC:	File #:

CFP #	CFP-ONT-0405-Toronto-005	
Name of applicant:		
Address of applicant:		
Applicant's experience in providing this type of service to this client group:		
Applicant's experience in managing funding from other sources:		
Type of activity for which funding is requested:	Group-based Employability Skills	
Location of proposed activity:		
Duration:	_____ -- _____ (yyyy/mm/dd) (yyyy/mm/dd)	
Number of participants:	_____ clients	
Funding requested:	\$ _____	Cost per client: \$ _____
Project Objectives:		
Project Activities:		

Project Milestones:	
Expected Results:	
Service Standards:	
Human Resources Plan (# of staff, qualifications):	
Monitoring and Evaluation Plan:	
Sub-contracting (if any):	
Integration with Other Community Services:	
Unique Features of this Proposal:	
Previous HRSDC Funding, if any (provide file numbers):	