CITY AND COUNTY OF SAN FRANCISCO
DEPARTMENT OF CHILDREN, YOUTH AND THEIR FAMILIES

FIRST AMENDMENT TO GRANT AGREEMENT

BETWEEN

CITY AND COUNTY OF
SAN FRANCISCO

AND

BAY AREA COMMUNITY RESOURCES
CONTRACT ID: 1000032513

FIRST AMENDMENT

This AMENDMENT of the July 31, 2024 Grant Agreement (the "Agreement") is dated as of November 27, 2024 **and** is made in the City and County of San Francisco, State of California, by and between **BAY AREA COMMUNITY RESOURCES** ("Grantee") and the **CITY AND COUNTY OF SAN FRANCISCO**, a municipal corporation ("City") acting by and through the **DEPARTMENT OF CHILDREN, YOUTH AND THEIR FAMILIES** ("Department").

RECITALS

WHEREAS, the Agreement was competitively procured as required through the *2024-2029 Request for Proposals* issued on October 11, 2023, and this modification is consistent therewith; and

WHEREAS, Grantee has submitted to the Agency the Application Documents (as hereinafter defined) seeking a grant for the purpose of funding the matters set forth in the Grant Plan (as defined in the Agreement); and

WHEREAS, the Agreement is being amended to update the grant amount and change the scope of the Grantee's workplan; and

WHEREAS, City and Grantee desire to execute this amendment to update the prior Agreement;

NOW, THEREFORE, City and Grantee agree to amend said Grant Agreement as follows:

1. Definitions. Terms used and not defined in this Amendment shall have the meanings assigned to such terms in the Grant Agreement.

2. Modifications to the Agreement. The Grant Agreement is hereby modified as follows:

(a) Section 5.1. Section 5.1 ("Maximum Amount of Grant Funds") of the Grant Agreement currently reads as follows:

5.1 Maximum Amount of Grant Funds. In no event shall the amount of Grant Funds disbursed hereunder exceed **Eight Million One Hundred Twenty-Three Thousand Four Hundred Dollars ($8,123,400)**.

Contingent Amount: Up to **Eight Hundred Twelve Thousand Three Hundred Dollars ($812,300)** for the period defined in Section 3.2 **may be available, in the City's sole discretion, as a contingency subject to authorization by the City and certified as available by the Controller**.

The maximum amount of Grant Funds disbursed hereunder shall not exceed **Eight Million Nine Hundred Thirty-Five Thousand Seven Hundred Dollars ($8,935,700)** for the period defined in Section 3.2.

Grantee understands that, of the maximum dollar disbursement listed in Section 5.1 of this Agreement, **the amount shown as the Contingent Amount may not be used in Program Budgets attached to this Agreement in Appendix B, and is not available to Grantee without a revision to the Program Budgets of Appendix B specifically approved by the Grant Agreement Administrator.** Grantee further understands that no payment of any portion of this contingency amount will be made unless and until such funds are certified as available by the Controller. Grantee agrees to fully comply with these laws, regulations, and policies/procedures.

*Such section is hereby amended to read as follows (changes in **bold**):*

5.1 Maximum Amount of Grant Funds. In no event shall the amount of Grant Funds disbursed hereunder exceed **Nine Million Five Hundred Twenty One Thousand Four Hundred Forty Dollars ($9,521,440).**

Contingent Amount: **Up to Nine Hundred Fifty Two Thousand One Hundred Dollars ($952,100)** for the period defined in Section 3.2 may be available, in the City's sole discretion, as a contingency subject to authorization by the City and certified as available by the Controller.

The maximum amount of Grant Funds disbursed hereunder shall not exceed **Ten Million Four Hundred Seventy Three Thousand Five Hundred Forty Dollars ($10,473,540)** for the period defined in Section 3.2.

Grantee understands that, of the maximum dollar disbursement listed in Section 5.1 of this Agreement, the amount shown as the Contingent Amount may not be used in Program Budgets attached to this Agreement in **Appendix B-1**, and is not available to Grantee without a revision to the Program Budgets of **Appendix B-1** specifically approved by the Grant Agreement Administrator. Grantee further understands that no payment of any portion of this contingency amount will be made unless and until such funds are certified as available by the Controller. Grantee agrees to fully comply with these laws, regulations, and policies/procedures.

(b) Appendix B. Appendix B ("Definition of Grant Plan") *is hereby deleted and replaced in its entirety by Appendix B-1 to read as follows:*

The term "Grant Plan" shall mean SEE WORK PLAN BELOW.

3. Effective Date. Each of the modifications set forth in Section 2 shall be effective on and after the date of this Amendment.

4. Legal Effect. Except as expressly modified by this Amendment, all of the terms and conditions of the Grant Agreement shall remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to the Grant Agreement to be duly executed as of the date first specified herein.

CITY	**GRANTEE:**
DEPARTMENT OF CHILDREN, YOUTH & THEIR FAMILIES	**BAY AREA COMMUNITY RESOURCES**
By: _____	By:_____
Sherrice Dorsey-Smith Date	Jonas Mok Date
Acting Executive Director	Executive Director
	Federal Tax ID #: 94-2346815
	City Supplier Number: 0000024637

Approved as to Form:

David Chiu
City Attorney

By: _____
Valerie J. Lopez Date
Deputy City Attorney

Appendix B-1--Definition of Grant Plan

The term “Grant Plan” shall mean the WORK PLANs set forth BELOW in Appendices B-1-1 through B-1-4.

Work Plan

Agency Name: **Bay Area Community Resources**

Other City Funds:

Contract Number	Contract Title	Department	Term Start Date	Term End Date	Award Amount
1000019202	EV-Climate Corps Fellow 20-25	ENV Environment	9/1/2020	8/31/2025	$159,500
1000022576	ECN Young Adult Job Center	ECN Economic & Wrkfrce Dvlpmnt	7/2/2021	6/30/2025	$1,207,770
1000022577	ECN Young Adult Subsidized Emp	ECN Economic & Wrkfrce Dvlpmnt	7/1/2021	6/30/2025	$1,900,000
1000026242	ECN COVID-Response Resrce Hubs	ECN Economic & Wrkfrce Dvlpmnt	7/1/2022	11/30/2024	$9,999,999
1000027862	SFMTA-2023-35 - BV Shuttle Pro	MTA Municipal Transprtn Agncy	3/20/2023	6/30/2026	$101,860
1000028265	ENV-PNA Freeway Greenway 23-24	ENV Environment	3/15/2023	3/14/2025	$35,000
1000028351	ECN CCE- Portola Autumn Moon	ECN Economic & Wrkfrce Dvlpmnt	11/1/2023	12/31/2024	$40,000
1000030297	community centered groc access	HSA Human Services Agency	9/1/2023	6/30/2025	$1,815,000
1000030360	ECN Barber Pathway	ECN Economic & Wrkfrce Dvlpmnt	7/1/2023	6/30/2025	$250,000
1000032512	CHF-GA-Learn and Succeed-24-29	CHF Children;Youth & Families	7/1/2024	6/30/2029	$16,806,000
1000032817	HRC-COM-009-Bay Area Comm Reso	HRC Human Rights Commission	4/21/2024	4/20/2025	$450,000

DCYF is committed to making sure all of San Francisco's children and youth, and particularly those who are most vulnerable, are supported by nurturing families and communities, are physically and emotionally healthy, succeeding in school, and ready for college, work, and adulthood. The range of programs DCYF funds, including those supported in this contract, furthers that overarching commitment to San Francisco's children and youth. These programs, while open to all populations regardless of race, ethnicity, gender, or other factors, address the unique cultural needs of the targeted population(s) to the extent such populations are identified herein.

Appendix B-1-1

Program Name: **Sunset Media Wave**

Program Description
Sunset Media Wave (SMW) amplifies the voices of San Francisco teens by publishing deeply personal art across multiple mediums, online and in high quality full-color zines. Our community of artists fosters professional level work and fulfills a powerful need: ensuring that marginalized youth are seen, heard, and respected by a larger audience. The activities of Sunset Media Wave center around the publication of our youth-driven website. This is accomplished through a mosaic of innovative programming for teens, combining decades of experience with media arts, youth development, project-based learning, and community building. Our specialties emphasize the development of innovative 21st Century media skills, creative, blogging, digital arts and reimagining traditional forms of art such as painting, poetry and photography. Sequential learning, project management, mentorship, goal-setting, skill development, mindfulness / mental health, and leadership opportunities are cornerstones of our programming.

Scope of Work

Services and Projections

Program Operation Dates

Program Start Date	Program End Date
7/1/24	6/30/29

Months Services Will Be Provided

☑ July	☑ October	☑ January	☑ April
☑ August	☑ November	☑ February	☑ May
☑ September	☑ December	☑ March	☑ June

Total Number of Weeks in a Year Services Will Be Provided
44

Days in a Typical Week Program Services Will Be Provided

- ☐ Sunday
- ☑ Monday
- ☑ Tuesday
- ☑ Wednesday
- ☑ Thursday
- ☑ Friday
- ☐ Saturday

Program Projections by Age (Annual)

	5-10	11-13	14-17	18-24
Unduplicated Number of Program Participants to be Serviced Annually	0	0	45	0

Total Unduplicated Participants:45

Projected Services

Group Activities

Name: Sunset Media Wave

Activity Description: Sunset Media Wave SMW serves 45 unduplicated youth across three cohorts per year at the Sunset Neighborhood Beacon Center in the Outer Sunset district. The first cycle of each year takes place in the summer (June - August) and is followed by a fall cycle (September - December) and a spring cycle (January - May). These cycles are offered five afternoons per week. In addition to the 45 unduplicated youth, we serve 25 youth who return for a second or third cycle. On average, 85% of our participants fall into one or more of DCYF's target populations which is consistent due to strategic outreach to schools and clubs around the city. Each cycle incorporates project-based learning, workshops, and curriculum based learning. A central component of each cycle is creating and publishing student-led zines (both online and printed magazines that incorporate visual arts, writing, film, music, and mixed media). By creating their own projects, youth gain skills in professional publishing, as well as project and time management skills, applicable to both college and workplaces in most any field. Youth also apply their learning through structured critiques where they give and receive peer feedback, meet one-on-one with mentors and participate in small groups led by youth editors. Youth attend 65 onsite hrs per cycle and receive $250-$600 upon completing their projects and hours.

Budget

Fiscal Year	Budget Amount
2024/25	$200,000
2025/26	$206,000
2026/27	$212,200
2027/28	$218,600
2028/29	$225,200
TOTAL	**$1,062,000**

The Department may, at its sole discretion, allow Grantee to transfer up to 20% of the estimated program budget to other programs funded through this agreement (if any). In no circumstance will the Maximum Amount of Grant Funds contained in Section 5.1 change given an allowed transfer.

Subcontractors

None

Performance Measures

Timeframe	Name	Performance Measure	Target
FY2024-2029	Youth Actuals vs. Projections	Number of participants served as a percentage of the program's projected number of participants.	90%+
FY2024-2029	Program Quality Assessment (PQA)	Grantee participates in Program Quality Assessment (PQA) process.	Yes - Participated in PQA Process
FY2024-2025	SEL Plan	Grantee participates in SEL trainings.	Yes - participated in trainings
FY2025-2029	SEL Plan	Grantee identifies a plan for incorporating social-emotional learning into their programs and practices.	Yes - Has an SEL Plan
FY2024-2029	Caring Adult	Percent of surveyed participants or caregivers who report that participants have an adult in the program who understood and really cared about them.	75%+
FY2024-2029	Agency Health	Fiscal health of grantee agency based on DCYF's Fiscal and Compliance Monitoring efforts.	Strong

Grantee is required to administer participant surveys or other evaluation instruments to examine these performance measures. The Department maintains sole discretion as to the performance standards required by this agreement, and may amend them as deemed appropriate at any time during the grant term.

Should Grantee not meet one or more performance standards, it will be provided a performance improvement plan in order to regain compliance. Performance improvement plan elements may include consultation with the Department, participation in technical assistance, performance measure amendment, and other supportive measures. Extreme or prolonged periods of noncompliance may result in termination of this agreement.

Appendix B-1-2

Program Name: **ReSET Justice Collaborative**

Program Description

ReSET Justice Collaborative serves as an alternative to incarceration and delivers highly intensive services to justice involved youth who have had frequent and significant involvement in the justice system. Outcomes include lower recidivism rates, successful probation completion, and decreased violence involvement. Services include court advocacy, reentry planning, life coaching, behavior modification training, mental health and wellness, life skills training and other workforce and education services. linkage to resources,

Services and Projections

Program Operation Dates

Program Start Date	Program End Date
7/1/24	6/30/29

Months Services Will Be Provided

☑ July	☑ October	☑ January	☑ April
☑ August	☑ November	☑ February	☑ May
☑ September	☑ December	☑ March	☑ June

Total Number of Weeks in a Year Services Will Be Provided

50

Days in a Typical Week Program Services Will Be Provided

- ☐ Sunday
- ☑ Monday
- ☑ Tuesday
- ☑ Wednesday
- ☑ Thursday
- ☑ Friday
- ☐ Saturday

Program Projections by Age (Annual)

	5-10	11-13	14-17	18-24
Unduplicated Number of Program Participants to be Serviced Annually	0	0	70	30

Total Unduplicated Participants:100

Projected Services

Group Activities

Name: "Thinking for a Change" Behavior Modification Classes

Activity Description: Youth take part in evidence based, behavior modification training - Thinking for Change. Training will be offered at our MLVS or CHALK locations.

Name: Job Readiness & Life Skills Training

Activity Description: Youth take part in job training, including work ethics, communication, resume building, interview etiquette, and worksite expectations. Additionally, youth take part in life skills training that includes cultural diversity, healthy relationships, trauma informed care and grief and loss. Training will be offered in rotation at all partner sites.

Individual Activities

Name: Case Management and Court Advocacy

Activity Description: Participants take part in case management and court advocacy. Youth are dealing with significant barriers, experiencing constant trauma and managing their involvement in the justice system. To ensure strong program retention and to help them navigate the justice system, individual case management will be conducted weekly. Each participant will complete a risk assessment and stabilization plan on a quarterly basis. Assessments and plans will connect participants to supportive services and resources in efforts of elevating barriers. Case managers provide direct service in the community at each partner site.

Name: Career and Academic Coaching

Activity Description: Youth will take part in individualized career and academic planning meetings designed to link their experience in the program with career and education goals and prepare them for post secondary education.

Name: Justice Care Coordinator

Activity Description: RJC staff will accept referrals from CARC and other justice system partners, with the majority of referred youth coming from the juvenile probation department. Coordination of care includes assessing youth's needs and their support circle, assigning youth to RJC services and/or making referrals to partner organizations to provide intervention and prevention services including, case management, employment, education, enrichment, etc.

Name: Mental Health/Wellness

Activity Description: Youth take part in somatic mental health and wellness services with bilingual clinician to addresses participants' mental health needs by

providing 1:1 and group sessions for clients. We also hold group healing circles if incidents that affect the community occur.

Name: Life Coaching

Activity Description: Staff will conduct individual mentoring and will focus on forming long-term relationships by building trusting relationships and lines of communication with youth. Staff will also focus on development of individualized life plans, crisis intervention, conflict resolution, and connections to services and resources.

Budget

Fiscal Year	Budget Amount
2024/25	$700,740
2025/26	$648,900
2026/27	$668,400
2027/28	$688,500
2028/29	$709,200
TOTAL	**$3,415,740**

The Department may, at its sole discretion, allow Grantee to transfer up to 20% of the estimated program budget to other programs funded through this agreement (if any). In no circumstance will the Maximum Amount of Grant Funds contained in Section 5.1 change given an allowed transfer.

Subcontractors

Contractor Name: Sue Kuyper

Contractor Address: 2063 Rosedale Ave, Oakland , CA, 94110

Activity Description: Duties: The Consultant is responsible for: Providing 5 sessions of weekly wellness coaching to the Re-Entry clients for a total of 95 sessions/hours Conducting biweekly group and individual clinical supervision with Re-Entry staff Meet biweekly with Re-Entry Program Manager Communication and Coordination with involved parties She will report directly to Arturo Durazo and shall fulfill any other duties reasonably requested by the BACR and agreed to by the Consultant. Duties may be amended in writing from time to time, or supplemented with subsequent estimates for services to be rendered by the Consultant and agreed to by BACR, and which collectively are hereby incorporated by reference. Terms: This engagement shall commence upon execution of this Agreement and shall continue in full force and effect through June 30, 2025 or earlier upon completion of the Consultant's duties under this Agreement. The Agreement may only be extended thereafter by mutual agreement, unless terminated earlier by operation of and in accordance with this Agreement. Compensation: As full compensation for the services rendered pursuant to this Agreement, BACR

shall pay the Consultant the sum of $200/hour for a total budget of $35,000.00

Performance Measures

Timeframe	Name	Performance Measure	Target
FY2024-2025	SEL Plan	Grantee participates in SEL trainings.	Yes - participated in trainings
FY2025-2029	SEL Plan	Grantee identifies a plan for incorporating social-emotional learning into their programs and practices.	Yes - Has an SEL Plan
FY2025-2029	Caring Adult	Percent of surveyed participants or caregivers who report that participants have an adult in the program who understood and really cared about them.	75%+
FY2025-2029	Education/Career Goals	Percent of surveyed participants who report that they developed education or career goals and understand the steps needed to achieve their goals as a result of the program.	75%+
FY2025-2029	Envision a Positive Future	Percent of surveyed participants who report having clearer goals and a more positive outlook on their future as a result of the program.	75%+
FY2025-2029	Referrals to Supportive Services	Percent of surveyed participants who report being connected to resources and supportive services, such as counseling, educational supports, and transportation assistance, through the program.	75%+
FY2025-2029	Sense of Personal Identity	Percent of surveyed participants who report a stronger sense of belonging to a community and/or increased comfort with their own personal identity as a result of the program.	75%+
FY2024-2029	Agency Health	Fiscal health of grantee agency based on DCYF's Fiscal and Compliance Monitoring efforts.	Strong

Grantee is required to administer participant surveys or other evaluation instruments to examine these performance measures. The Department maintains sole discretion as to the performance standards required by this agreement, and may amend them as deemed appropriate at any time during the grant term.

Should Grantee not meet one or more performance standards, it will be provided a performance improvement plan in order to regain compliance. Performance improvement plan elements may include consultation with the Department, participation in technical assistance, performance measure amendment, and other supportive measures. Extreme or prolonged periods of noncompliance may result in termination of this agreement.

Appendix B-1-3

Program Name: **YouthLine Technology Pathway**

Program Description
The YouthLINE Tech Program is a job training and work experience program for at-risk youth who are interested in careers in technology. Participants are trained in various forms of technology and software, including AR and VR. Program offers job readiness and life skills training, case management, career coaching, academic support, work based learning and permanent employment placement. Programming is primarily offered as in person with the option for remote work based on the needs of the participants.

Scope of Work

Services and Projections

Program Operation Dates

Program Start Date	Program End Date
7/1/24	6/30/29

Months Services Will Be Provided

☑ July	☑ October	☑ January	☑ April
☑ August	☑ November	☑ February	☑ May
☑ September	☑ December	☑ March	☑ June

Total Number of Weeks in a Year Services Will Be Provided
50

Days in a Typical Week Program Services Will Be Provided

- ☐ Sunday
- ☑ Monday
- ☑ Tuesday
- ☑ Wednesday
- ☑ Thursday
- ☑ Friday
- ☑ Saturday

Program Projections by Age (Annual)

	5-10	11-13	14-17	18-24
Unduplicated Number of Program Participants to be Serviced Annually	0	0	12	0

Total Unduplicated Participants: 12

Projected Services

Group Activities

Name: Career Exposure

Activity Description: Youth take part in career exposure activities, including career information sessions, job tours, career fairs and other career exposure activities

Name: Job Training

Activity Description: Youth take part in job training, including work ethics, communication, resume building, interview etiquette, and career exploration in the technology field. Additionally, youth take part in life skills training that includes cultural diversity, healthy relationships, trauma informed care and grief and loss.

Name: Wellness

Activity Description: Youth take part in wellness activities designed to nurture their physical, mental, and emotional health. Participants engage in workshops on mindfulness and stress management, physical fitness sessions promoting a healthy lifestyle, and open discussions about mental health and self-expression.

Individual Activities

Name: Case Management

Activity Description: Youth selected to lead this program are often dealing with their own barriers. To ensure strong retention and to ensure the program is led by youth with lived experience, individual case management is conducted a minimum of twice per month with youth.

Name: Career Coaching

Activity Description: Youth take part in a variety of individualized career and academic planning meetings designed to link their experience in the program with career and education goals and prepare them for post secondary education.

Job Placements

Name: Job Placement

Type: Internship

Projected Number of Placements: 12

Activity Description: Youth will get hands on experience using equipment and software to produce digital media, including a youth designed

and edited 'zine, youth-produced television show, youth created videos, and an introduction to AR & VR.

Budget

Fiscal Year	Budget Amount
2024/25	$300,000
2025/26	$309,000
2026/27	$318,300
2027/28	$327,800
2028/29	$337,600
TOTAL	**$1,592,700**

The Department may, at its sole discretion, allow Grantee to transfer up to 20% of the estimated program budget to other programs funded through this agreement (if any). In no circumstance will the Maximum Amount of Grant Funds contained in Section 5.1 change given an allowed transfer.

Subcontractors

None

Performance Measures

Timeframe	Name	Performance Measure	Target
FY2024-2029	Youth Actuals vs. Projections	Number of participants served as a percentage of the program's projected number of participants.	90%+
FY2024-2029	Program Quality Assessment (PQA)	Grantee participates in Program Quality Assessment (PQA) process.	Yes - Participated in PQA Process
FY2024-2025	SEL Plan	Grantee participates in SEL trainings.	Yes - participated in trainings
FY2025-2029	SEL Plan	Grantee identifies a plan for incorporating social-emotional learning into their programs and practices.	Yes - Has an SEL Plan
FY2024-2029	Transition Plan	Percent of participants with completed transitions plans.	90%+
FY2024-2025	WorkforceLinkSF	Grantee staff attend training on WorkforceLinkSF.	Yes - Attended Training
FY2025-2029	WorkforceLinkSF	Percent of participants enrolled in WorkforceLinkSF.	50%+
FY2024-2029	Placements	Number of actual work-based learning experiences provided compared to the program's projected number of work-based learning experiences.	85%+
FY2024-2029	Caring Adult	Percent of surveyed participants or caregivers who report that participants have an adult in the program who understood and really cared about them.	75%+
FY2024-2029	Education/Career Goals	Percent of surveyed participants who report that they developed education or career goals and understand the steps needed to achieve their goals as a result of the program.	75%+
FY2024-2029	Financial Literacy Skills	Percent of surveyed participants who report developing financial literacy skills, such as opening a bank account and making a budget, as a result of the program.	75%+
FY2024-2029	Job Search Skills	Percent of surveyed participants who report developing job search skills, such as resume writing and interviewing, as a result of the program.	75%+
FY2024-2029	Agency Health	Fiscal health of grantee agency based on DCYF's Fiscal and Compliance Monitoring efforts.	Strong

Grantee is required to administer participant surveys or other evaluation instruments to examine these performance measures. The Department maintains sole discretion as to the performance standards

required by this agreement, and may amend them as deemed appropriate at any time during the grant term.

Should Grantee not meet one or more performance standards, it will be provided a performance improvement plan in order to regain compliance. Performance improvement plan elements may include consultation with the Department, participation in technical assistance, performance measure amendment, and other supportive measures. Extreme or prolonged periods of noncompliance may result in termination of this agreement.

Appendix B-1-4

Program Name: **Career Pathways for Undocumented Youth**

Program Description
Career Pathways for Undocumented Youth is a workforce and education program serving youth/TAY who are undocumented or lack permanent US citizenship. The program offers job readiness and life skills training, case management, career coaching, academic support, work based learning and immigration advocacy/support.

Scope of Work

Services and Projections

Program Operation Dates

Program Start Date	Program End Date
7/1/24	6/30/29

Months Services Will Be Provided

☑ July	☑ October	☑ January	☑ April
☑ August	☑ November	☑ February	☑ May
☑ September	☑ December	☑ March	☑ June

Total Number of Weeks in a Year Services Will Be Provided
50

Days in a Typical Week Program Services Will Be Provided

- ☐ Sunday
- ☑ Monday
- ☑ Tuesday
- ☑ Wednesday
- ☑ Thursday
- ☑ Friday
- ☑ Saturday

Program Projections by Age (Annual)

	5-10	11-13	14-17	18-24
Unduplicated Number of Program Participants to be Serviced Annually	0	0	0	20

Total Unduplicated Participants:20

Projected Services

Group Activities

Name:	Career Exposure
Activity Description:	Youth take part in career exposure activities, including career information sessions, job tours, career fairs and other career exposure activities
Name:	Job Readiness
Activity Description:	Youth take part in job training, including work ethics, communication, resume building, interview etiquette, and career exploration in the technology field. Additionally, youth take part in life skills training that includes cultural diversity, healthy relationships, trauma informed care and grief and loss.
Name:	Wellness
Activity Description:	Youth take part in wellness activities designed to nurture their physical, mental, and emotional health. Participants engage in workshops on mindfulness and stress management, physical fitness sessions promoting a healthy lifestyle, and open discussions about mental health and self-expression.

Individual Activities

Name:	Case Management
Activity Description:	Youth selected to lead this program are often dealing with their own barriers. To ensure strong retention and to ensure the program is led by youth with lived experience, individual case management is conducted a minimum of once a week with youth.
Name:	Career Coaching
Activity Description:	Youth take part in a variety of individualized career and academic planning meetings designed to link their experience in the program with career and education goals and prepare them for post secondary education.

Job Placements

Name:	Job Placement
Type:	Work Experience
Projected Number of Placements:	20

Activity Description:	Youth will be placed in paid work experience within their self-identified career pathway. Youth will explore various careers and work environments and perform a variety of tasks. Youth will be encouraged to try, test and explore the workforce, while building their confidence and social capital.

Budget

Fiscal Year	Budget Amount
2024/25	$650,000
2025/26	$669,500
2026/27	$689,600
2027/28	$710,300
2028/29	$731,600
TOTAL	**$3,451,000**

The Department may, at its sole discretion, allow Grantee to transfer up to 20% of the estimated program budget to other programs funded through this agreement (if any). In no circumstance will the Maximum Amount of Grant Funds contained in Section 5.1 change given an allowed transfer.

Subcontractors

None

Performance Measures

Timeframe	Name	Performance Measure	Target
FY2024-2029	Youth Actuals vs. Projections	Number of participants served as a percentage of the program's projected number of participants.	90%+
FY2024-2029	Program Quality Assessment (PQA)	Grantee participates in Program Quality Assessment (PQA) process.	Yes - Participated in PQA Process
FY2024-2025	SEL Plan	Grantee participates in SEL trainings.	Yes - participated in trainings
FY2025-2029	SEL Plan	Grantee identifies a plan for incorporating social-emotional learning into their programs and practices.	Yes - Has an SEL Plan
FY2024-2029	Transition Plan	Percent of participants with completed transitions plans.	90%+
FY2024-2025	WorkforceLinkSF	Grantee staff attend training on WorkforceLinkSF.	Yes - Attended Training
FY2025-2029	WorkforceLinkSF	Percent of participants enrolled in WorkforceLinkSF.	50%+
FY2024-2029	Placements	Number of actual work-based learning experiences provided compared to the program's projected number of work-based learning experiences.	85%+
FY2024-2029	Caring Adult	Percent of surveyed participants or caregivers who report that participants have an adult in the program who understood and really cared about them.	75%+
FY2024-2029	Education/Career Goals	Percent of surveyed participants who report that they developed education or career goals and understand the steps needed to achieve their goals as a result of the program.	75%+
FY2024-2029	Financial Literacy Skills	Percent of surveyed participants who report developing financial literacy skills, such as opening a bank account and making a budget, as a result of the program.	75%+
FY2024-2029	Job Search Skills	Percent of surveyed participants who report developing job search skills, such as resume writing and interviewing, as a result of the program.	75%+
FY2024-2029	Agency Health	Fiscal health of grantee agency based on DCYF's Fiscal and Compliance Monitoring efforts.	Strong

FY2024-2029	Stable Employment	Percent of participants employed at the end of program participation.	75%+

Grantee is required to administer participant surveys or other evaluation instruments to examine these performance measures. The Department maintains sole discretion as to the performance standards required by this agreement, and may amend them as deemed appropriate at any time during the grant term.

Should Grantee not meet one or more performance standards, it will be provided a performance improvement plan in order to regain compliance. Performance improvement plan elements may include consultation with the Department, participation in technical assistance, performance measure amendment, and other supportive measures. Extreme or prolonged periods of noncompliance may result in termination of this agreement.