

# Facilitate Employment for People with Criminal Records and from Marginalized Communities

## Request for proposals

Crime Prevention Ottawa (CPO) invites qualified applicants to facilitate employment for people with criminal records and from marginalized communities.

## Background on the project

Crime Prevention Ottawa (CPO) CPO-commissioned report on [Examining Barriers to Employment for Young Men with a Criminal Records](#). Upon receiving this report, the CPO Board of Directors recommended that the development of appropriate supports for job seekers in under-employed and marginalized populations. We are now seeking a proponent to move forward on this Board recommendation.

## Purpose

This project will support the **outcome** that people who have a criminal record are meaningfully engaged in their communities through employment.

We invite applicants to be innovative in identifying strategies and activities to support this outcome. Below is an example of potential deliverables. Applicants could apply for something entirely different that meets the same outcome stated above.

- Training over 90% of Employment Ontario counselors in Ottawa on:
  - o What criminal records are
  - o Strategies in supporting with job seekers who have criminal records
  - o Strategies in working with potential employers of people with criminal records
  - o Employment disparities among marginalized communities
- Develop training materials, quick reference sheets, and guides to support the training
- Encourage employers to sign on to the [Fair Chances Pledge](#)
- Develop and deliver the training with meaningful input from job seekers with criminal records, potential employers, and employment counselors
- Develop and deliver the training using an inclusive and anti-racist lens, and a lens on supporting mental wellbeing
- Create an effective pre-employment mentorship model and share with employment service providers

## **Community Investment Proposal Process**

This is an open competitive process for non-profit, for-profit, academic, and other capable corporations. CPO seeks qualified candidates to apply for this funding and we encourage partnerships.

The community investment amount you quote should be inclusive (taxes included) and must not exceed **\$30,000**.

## **Evaluation Criteria**

The following criteria will form the basis upon which Crime Prevention Ottawa will evaluate proposals. The mandatory criteria must be met and include:

- Organization must be based in Ottawa.
- Confirmation that your agency is incorporated, insured and has been in operation for more than two years and has the capacity to deliver this project.
- Organization must have proven experience/expertise in supporting people in gaining employment.
- Organization must have proven expertise in working with a broad set of marginalized people including people with criminal records.
- Organization must demonstrate how it will approach the development and delivery of the training using an inclusive and anti-racist lens.
- Organization must demonstrate how it will approach the development and delivery of the training while supporting mental wellbeing.
- Organization must indicate the process they would use to demonstrate outcomes and measurable impact.
- Organization must submit signed letters from any partners or consultants listed in the application that confirms their involvement in the proposal.
- Include a timeline of your project and a detailed budget.
  - o CPO intends to award the funds by December 16, 2022, and projects completed no later than December 22, 2023.
  - o Note: with the imminent transformation of the Employment Ontario services, flexibility can be built into the timelines.

## **How to apply**

Please [download and complete the application form](#).

Proposals including all supporting documents must be emailed by **Friday, November 25, 2022** to [cpo@ottawa.ca](mailto:cpo@ottawa.ca) to be considered.

If you have any questions, we are hosting a Question and Answer session on Monday, October 17, 12:00 pm (noon) – 1:00 pm. [Please register here](#).