

**RE-ISSUE OPEN SOLICITATION #2016-52**

**Identifying Trainers/Facilitators for the  
Youth Development Community of Practice**

**Re-Issue Date: Monday December 4, 2017**

**Closing Date: Wednesday December 20, 2017 4:00 PM**

**Background:**

**Montgomery County Collaboration Council**

The Montgomery County Collaboration Council for Children, Youth and Families, Inc. (the Collaboration Council), is a quasi-public non-profit organization and the Local Management Board for Montgomery County, Maryland. The Collaboration Council's mission is to improve the well-being of children, youth and families through collaborative partnerships. For information regarding the Montgomery County Collaboration Council, its initiatives and programs, visit our website at [www.collaborationcouncil.org](http://www.collaborationcouncil.org).

**Youth Development Community of Practice**

The Youth Development Community of Practice (CoP) of the Collaboration Council coordinates the training and education/academic programs for youth development practitioners working in youth-serving fields such as workforce development, mentoring, recreation, and juvenile justice with a focus on disconnected youth ages 16-24.

**Use of Open Solicitation Process**

The Collaboration Council seeks letters of interest/**proposals** from organizations and qualified individuals to conduct workshops identified from meetings and surveys of youth development practitioners in Montgomery County. This solicitation seeks to identify qualified trainers to deliver workshops with content that build/strengthen the core competencies of youth development practitioners and deepen the learning experience with facilitation guided by adult learning principles.

**Description of Solicited Topics for Reissue**

**1. Motivational Interviewing**

Motivational interviewing (MI) is a counseling approach developed by clinical psychologists William Miller and Stephen Rollnick. MI has an approach, principles, and techniques that can help youth development practitioners strengthen their ability to help youth set goals, adopt productive behaviors based on an exploration of values. Submissions for this topic should demonstrate a knowledge of the research findings, best practices and program strategies relevant for OST programs.

## **2. Creating Gender Specific Programming for Girls of Color**

All adolescent girls face similar developmental challenges, however, research findings indicate that early adolescent girls of color need youth programs that blend best practices of culturally relevant girl specific programming with youth development principles. Submissions for this topic should incorporate research findings, best practices, and program strategies that increase the engagement of girls of color in youth programs.

## **3. Adolescents and Social Media in Youth Programs**

A national survey reported teenagers spend on average 8.08 hours a day using various forms of social media. Teens may be more digitally savvy than their parents and other adults; however, their lack of maturity and life experience can quickly lead them to challenges within these new social venues. Submissions for this topic should include strategies and activities to support healthy and productive uses of social media for youth. The submissions should also offer ways to give teens a safe space to discuss challenges and ways to use social media for healthy growth and development.

## **4. Promoting Developmental Assets in Immigrant Youth**

Regardless of their socio-economic status, immigrant youth and families often start from a position of social disadvantage. Multiple studies for immigrant youth groups have shown positive outcomes for afterschool programs pertaining to cultural inclusion. Submissions for this topic should increase the ability of youth development practitioners for cross cultural and racial understanding across different groups of immigrant youth. This submission should also include program models and strategies youth practitioners can implement in their programs.

## **5. Shifting the Course: Preventing Youth Gang Involvement**

There are identifiable risk factors and motivations that encourage youth gang involvement. These include individual factors such as peer pressure, family conditions, and lack of school achievement. Researchers have found that joining a gang in adolescence has significant consequences in adulthood beyond criminal behavior, even after a person leaves the gang. Submissions for this topic need to address how youth programs can use best practices in gang prevention and intervention and share strategies that are adaptable to OST programs to help youth that are at risk of being gang involved.

## **6. Engaging Parents/Families in Support of Youth Program Participants**

Parents understand that they play an important role in young people's lives. However, it is challenging to find meaningful ways to engage parents in youth programs designed to focus on youth development goals and outcomes (*Involving Parents as Partners in Youth Development*), Jennifer Tiffany and Sarah Young, ACT for Youth Upstate Center for Excellence, *Practice Matters*, August 2004. Submissions for this workshop should offer youth development practitioners an array of program designs and strategies to engage parents as partners in the social emotional development of youth program participants.

## **7. Trauma Informed Care (4-8 hrs, 1 or 2 day workshop)**

If you work with youth, there's a good chance you work with trauma, but each young person's response to trauma is unique. One of the most important studies regarding trauma, especially in youth, is the *Adverse Childhood Experiences (ACEs) Study* conducted by Dr. Vincent Felitti from Kaiser in collaboration with the Center for Disease Control. Youth workers who take a trauma-informed approach try to understand each young person's emotional triggers, build supportive relationships, and give youth opportunities to rebuild control in their lives.

Submissions for this workshop should address the essentials in being a trauma-informed youth development professional and ways to understand what trauma is, how it's caused, and how to engage youth affected by traumatic events including loss of a family member, physical abuse, sexual abuse etc.

## **8. Attracting and Retaining Qualified and Motivated Staff**

Researchers as well as practitioners agree hiring and retaining qualified staff significantly impacts positive outcomes in youth participants (*Child Trends* Feb 2009, Publication # 2009-04, *Brief Research to Results*). However, making it happen requires intentional recruitment, selection, and retention strategies supported with dedicated human resources. Submissions for this workshop should offer managers, supervisors, and human resource staff responsible for hiring OST practitioners an understanding of the core competencies needed for a high quality OST workforce. This submission should also include successful strategies and organizational supports necessary for hiring and retaining selected staff.

### **Eligible Providers**

1. Nonprofit organizations with certification of their 501c3 status
2. Individual proprietors with a license to do business in the state of MD (information about registering as a small business may be found at:  
<http://www.montgomerycountymd.gov/dgs-lbp/home.html/index.html>
3. For-profit organizations

### **Workshop Proposal Guidelines and Submission Process**

Individual or organizational applicants must submit a **Letter of Interest, professional background and experience, and workshop proposals with fees** included. See below for the information that should be included for each section:

#### **A. LETTER OF INTEREST**

1. Full Name of Primary Point of Contact Person and Title
2. Mailing Address
3. Phone Number
4. Email Address

## **B. WORKSHOP(S) PROPOSAL AND FEES**

Workshop(s) outline **MUST** include topic learning objectives, description of the objectives connection to/or the relation to the principles of youth development, defined budget and costs. See below:

1. References and documentation of participant feedback for the proposal(s) submitted or other relevant adult group facilitation experience and participant feedback
2. Space and equipment needs
3. Workshop structure/format, # of hours (minimum of 3 hrs & maximum of 6 hrs), # of days, and rationale
4. Resources disseminated to the workshop participants.

If you are proposing multiple workshop topics, please use the outline above and include the cost for **EACH** proposed workshop.

The proposal should be succinct and address all of the above requirements. A rubric will be used to determine eligibility and will be evaluated based on the responses to the items listed above by Montgomery County Collaboration Council staff and representatives from community partners.

## **PROFESSIONAL BACKGROUND AND EXPERIENCE**

1. Prior training/facilitation experience with adults in the youth-serving, human services, or related fields;
2. Experience and knowledge of the content area(s) of proposed workshop(s)
3. References general and specific to the workshops proposed
4. Facilitator(s) bios

## **Next Steps**

Proposals must be submitted electronically no later than 4:00 pm December 20, 2017. Please submit your proposal to [info@collaborationcouncil.org](mailto:info@collaborationcouncil.org) with “Open Solicitation 2016-52” in the Subject Line.

The Letters of Interest and complete proposals received by the December 20, 2017 4:00 P.M. deadline will be reviewed by the Collaboration Council’s Youth Development Community of Practice staff and representatives from community partners. Those individuals or organizations whose proposals initially appear to best respond to the training needs identified by youth development practitioners will be contacted to secure further information about the workshops for the work proposed. Providers will be selected and contracts negotiated no later than January 31, 2018.

Qualified applicants will be selected for the Open Solicitation Vendor List and remain on the list for a period of two years. Selection for the Open Solicitation Vendor List is not a commitment by the Collaboration Council to contract with each vendor for these services. The Open Solicitation process allows the Collaboration Council the flexibility to secure specific services on a short-term or continuing basis from vendors who meet pre-established requirements.