



Pathways to Progress

2018 Youth Workforce Fund

Frequently Asked Questions

1. What is Pathways to Progress?

Citi and the Citi Foundation are committed to preparing young people for today's competitive job market through our Pathways to Progress initiative. In 2017, the Citi Foundation doubled down on our dedication to this cause with a new three-year, \$100 million commitment – the largest philanthropic commitment in the Foundation's history. This builds on our previous \$50 million effort in the U.S., which helped over 100,000 young people become career-ready and employable.

With our new \$100 million commitment, we are aiming to reduce youth unemployment in cities around the globe and partner with community organizations and municipal leaders to connect 500,000 young people around the world to jobs, internships, business training and leadership development. We will also mobilize 10,000 Citi employee volunteers to serve as mentors and coaches and to provide professional advice to help young people move towards their career goals.

The expansion of Pathways to Progress also addresses findings of a recent Citi Foundation-funded global youth study: [Global Youth Survey 2017: Economic Prospects & Expectations](#). The study, conducted by Ipsos, polled more than 7,000 young people in 32 countries and found that despite political, economic and social upheaval, young people around the world are optimistic about their career prospects, but face the reality of limited opportunities and a lack of the right skills for those opportunities that are available. Furthermore, youth felt strongly that apprenticeships and internships are critical for career success.

As a result, the Pathways to Progress Youth Workforce Fund seeks to make strategic investments in nonprofit organizations across fifteen markets in the U.S. that are connecting young adults to employment opportunities, including internships and apprenticeships.

2. What is the Youth Workforce Fund?

The Citi Foundation's Youth Workforce Fund is an open and competitive funding opportunity that will provide grants to nonprofit organizations working to help low-income young adults, ages 16 – 24, obtain workplace skills **and** connect them to employment opportunities including, but not limited to, full-time jobs, apprenticeships and internships in fifteen markets across the United States.



3. What are the fifteen markets?

The fifteen markets are Buffalo, NY; Chicago, IL; Dallas, TX; Delaware; Florence, KY; Jacksonville, FL; Los Angeles, CA; Miami, FL; Newark, NJ; New York City, NY; San Francisco, CA; Sioux Falls, SD; Tampa, FL; Tucson, AZ; Washington, DC.

Specifically, the Youth Workforce Fund seeks to invest in programming that is addressing the needs of the following counties:

Market	County
Buffalo, NY	Erie; Niagara
Chicago, IL	Cook
Dallas, TX	Collin; Dallas; Denton; Tarrant
Delaware	New Castle
Florence, KY	Boone County, KY; Campbell County, KY; Kenton County, KY; Hamilton County, OH
Jacksonville, FL	Duval
Los Angeles, CA	Los Angeles
Miami, FL	Miami-Dade; Broward
Newark, NJ	Essex
New York City, NY	Bronx; Kings; New York; Queens; Richmond
San Francisco, CA	Alameda; San Francisco; Santa Clara
Sioux Falls, SD	Lincoln; McCook; Minnehaha; Turner
Tampa, FL	Hillsborough
Tucson, AZ	Pima
Washington, DC	Alexandria City, VA; Arlington, VA; Fairfax, VA; District of Columbia; Montgomery, MD; Prince George's, MD

4. Who can apply for the grants?

Nonprofit organizations in the fifteen markets that meet the eligibility criteria are welcome to apply.



5. What will the grantees receive?

Grantees will receive:

- One-year grants of up to \$250,000
- Access to technical assistance training and a learning community to share best practices and network with other Youth Workforce Fund grantees
- Access to Citi volunteers

6. What are the eligibility criteria?

- Applicants must have IRS 501c (3) status and a Federal Employment Identification Number.
- Applicants must be operational for more than three years and have at least two years of audited financial statements.
- Serve low- and moderate-income youth directly in the following markets: Buffalo, NY; Chicago, IL; Dallas, TX; Delaware; Florence, KY; Jacksonville, FL; Los Angeles, CA; Miami, FL; Newark, NJ; New York City, NY; San Francisco, CA; Sioux Falls, SD; Tampa, FL; Tucson, AZ; Washington, D.C.
- Focus on programming that serves youth ages 16-24 and reaches a minimum of 150 low- and moderate-income youth during a one-year grant term.
- Implement strategies to help youth obtain workplace skills **and** connect them directly to employment opportunities including, but not limited to, full-time jobs, internships and apprenticeships.
- Community organizations that have previously received a grant from the Citi Foundation, including those that have been awarded funding through the 2017 Youth Workforce Fund, are eligible to apply.

7. Should an organization that is working in multiple markets within the Fund's target geographies submit separate proposals for each market or one proposal covering multiple markets?

We seek to invest in local nonprofit organizations within our targeted markets. Thus, we recommend that one application be submitted per market/community being served. If your organization is serving multiple markets you may want to consider submitting multiple applications, as appropriate.

8. Can a national organization apply on behalf of a local affiliate organization?

Yes. However, each application submitted should focus on a single market/community and local effort.



9. Can an organization that is close to, but not in, the eligible markets be considered if it meets all other criteria?

No, only those applicants addressing the community needs in the markets and counties identified above (see Q 3) will be considered for funding.

10. Can an organization apply through a fiscal sponsor?

Yes, the Citi Foundation will fund through fiscal sponsors.

11. What will not be supported by the Youth Workforce Fund?

The Fund will not support:

- Scholarships or tuition-related costs
- Primary education and related programs
- Arts education programs
- Tertiary (graduate) training, including MBA leadership courses
- Organizations operating for less than three years

12. What is the application process?

The application process will be conducted in one round. Applicants must submit a grant application [online](#). The Citi Foundation reserves the right to ask clarifying questions and/or request a site visit.

Please note in order to receive access to the Youth Workforce Fund application, organizations will need to register with the online grant portal. Once completing the registration form, organizations will gain access to the Youth Workforce Fund application within 3 business days.

13. What is the submission deadline?

All grant applications must be submitted through the Citi Foundation's [online](#) system by **4:00PM EST, Wednesday, May 23, 2018**.

14. How much are the grants?

The Fund will award one-year implementation grants of up to \$250,000.

15. What is the grant term?

The grant term begins September 1, 2018 and ends August 31, 2019.



16. Will technical assistance be offered to review the application process?

Citi Foundation will host three informational webinars to answer questions from potential applicants about this funding opportunity.

Webinar Option A:
Friday, April 13
2:00PM EST
 Register [here](#)

Webinar Option B:
Wednesday, April 18
4:00PM EST
 Register [here](#)

Webinar Option C:
Tuesday, April 24
2:00PM EST
 Register [here](#)

Please note webinar registration is required.

Citi Foundation will collect questions in advance to answer during this webinar. Please submit all questions to Pathways2Progress@citi.com.

17. What is the grantmaking timeline?

Date	Activity
April 13, 18 & 24, 2018	Youth Workforce Fund Informational Webinar
May 23, 2018	Application Deadline – 4PM EST
June/July 2018	Citi Foundation conducts phone calls/site visits, as needed
September 2018	Youth Workforce Fund Grantees Announced

18. If our organization previously received a grant from the Citi Foundation are we eligible to apply for the Youth Workforce Fund?

Yes. All community organizations that have previously received a grant from the Citi Foundation, including those that have been awarded funding through the 2017 Youth Workforce Fund, are eligible to apply.

19. How do you define low-income?

Applicants will be required to verify that youth served are low-and moderate-income (LMI), defined as annual family income that is less than 80% of the Federal Financial Institutions Examination Council (FFIEC)-estimated Median Family Income (MFI). If applicable, the Free and Reduced Lunch (FARL) program can be used as a proxy for income status determination.

20. Who do I contact for more information?

Please visit the [Youth Workforce Fund website](#) for more information. If you have any questions, please email Pathways2Progress@citi.com.