Enhanced Youth Outreach Worker Program
2017 Application Feedback

The following document reflects feedback provided by the inter-ministerial selection committee for the Ontario Black Youth Action Plan – Enhanced Youth Outreach Worker Program (EYOW) in Fall 2017.

The inter-ministerial selection committee was made up of Ontario Public Service staff with specific expertise in communications, community work and youth justice, who also self-identified as members of the Black community. Note: Applications submitted in French were reviewed by French-speaking committee members.

Their feedback has been summarized to support organizations in improving their applications for future initiatives.

1. Overall Feedback

1.1 Read the Application Package Closely
Every program under the Ontario Black Youth Action Plan has a separate application package posted on the website: Ontario.ca/BlackYouthActionPlan. The application package was critical to completing a successful application. It contained information such as: service delivery approach, outcomes, scoring criteria and timelines.

1.2 Use the Application Template
Included in each package, is an Application Template. Each section of the application template was assigned a weight and details the scoring criteria that should guide the depth of your responses, ensuring that every element of the application is answered.

1.3 Answer the Application Questions Clearly
Selection committee members can only review what you input in the application, and the reference letters. Selection committee members may not be familiar with the work of your organization, so it is important for applicants to clearly answer all the questions.

2. Section One: Organizational Overview

2.1 Clearly Identify the Needs and Identity(ies) of the Target Community
The application asked applicants to describe the geographic catchment area and / or youth population the EYOW would serve if successful.

- High scoring applications described both the geographic area of the community and the cultural identity(ies) of the youth in the community. Cultural identity can include nationality, ethnicity, religion, social class, generation, locality or any kind of social group that has its own distinct culture. Needs in the community were clearly identified using specific examples (i.e. service gaps related to mental health services, lack of local programming, data related to past incidents etc.)
- Low scoring applications focused on the geographic area of the community but did not indicate the specific cultural identity(ies) of the youth in the community. Community needs were spoken about in general terms.
2.2 Demonstrate Organizational Experience Serving Black Ontarians
The application asked applicants to indicate their experience delivering programs that support Black youth. This question helps selection committee members determine the applicant’s capability to deliver the program they are proposing.

- **High scoring applications** clearly linked their experience to the program. For example, they not only indicated their experience delivering programs for youth, but specifically the targeted approaches they use to serve Black youth, including outreach methods and risk management.
- **Low scoring applications** did not indicate their experience serving the Black community or provide examples of experience delivering programs for Black youth specifically. They may have highlighted their experience serving youth only.

2.3 Clearly Indicate How Partnerships Support Program Success
The application asked applicants to clearly list partner organizations, and their role in ensuring the success of the EYOW.

- **High scoring applications** used a bulleted list to indicate partners and their role in supporting the program. Roles may have included service provider, referral service, partner agency etc. Partners helped to meet community needs identified in Question 1c of the application.
- **Low scoring applications** listed partners, but did not clearly indicate their role in supporting the EYOW, or the role of the partner organization was not linked to the program.

3. Section Two: Service Delivery Approach

3.1 Link Service Delivery Approach to Community Needs
The EYOW program relies on a service delivery approach that ensures the EYOW is both active on the ground in community, and supported by local organizations. The application asked applicants to outline their service delivery approach.

- **High scoring applications** described a service delivery approach that focused on the EYOW’s role in community, conducting outreach and forming relationships. The service delivery approach reflected both the geography of the target community and the cultural identity(ies).
- **Low scoring applications** focused service delivery approach on the lead organization’s position in community, rather that the role of the EYOW in conducting outreach beyond the highly localized community of the lead organization.

3.2 Provide a Detailed Service Delivery Plan with Targets
The application asked applicants to outline a service delivery plan that included a description of outreach activities, support services, service volumes and capacity building activities.

- **High scoring applications** addressed all elements of the question. The support services responded to the gaps / need in community as outlined in Question 1c. There was specific reference to the clinical supports to be provided by the EYOW. There was specific reference to how the lead organization’s position in community would support the EYOW’s capacity to deliver programs. For example, the lead organization’s connection to community was highlighted.
• **Low scoring applications** did not address all elements of the question. In particular, low scoring applications did not make a clear connection between the need in community and the support services that the EYOW would be able to provide.

4. **Section Three: Initiative Proposal**

4.1 **Provide Realistic Timelines in Initiative Proposal**
The application asked applicants to identify and describe a specific implementation plan that included timelines for hiring, key milestones and implementation assets. This question helped selection committee members determine how quickly services could be deployed.

• **High scoring applications** addressed every single element of the implementation plan. High scoring applications were able to identify existing assets from both the lead and partner organizations. Start-up timelines for hiring included a workplan for posting positions, going through the hiring process and providing training. High scoring applications used the implementation planning chart provided.

• **Low scoring applications** did not address every element of the question. Low scoring applications did not provide specific dates (i.e. month and year) as a part of their implementation plan.