



Request for Quote: 2025-001

Evaluation of YES Indy

I. Introduction

EmployIndy is seeking proposals from qualified evaluation partners to conduct a comprehensive, mixed-methods evaluation of the [YES \(Youth Employment System\) Indy](#) program. This evaluation will focus on programmatic effectiveness, long-term outcomes for participants, and provider performance, with particular attention to equity, engagement, and workforce outcomes. Data sources will include longitudinal participant data from Efforts to Outcomes (ETO) case management software, surveys, focus groups, and interviews with youth, providers, and program partners.

II. Program Overview

YES Indy serves Opportunity Youth aged 16–24 in Marion County—young people disconnected from education and/or employment due to barriers such as poverty, justice involvement, parenting responsibilities, or housing instability. Since 2003, EmployIndy has received more than \$30 million in funding from Lilly Endowment, Inc., as well as braided funds from the Workforce Innovation and Opportunity Act and other philanthropic funders, to support YES Indy and its precursors, resulting in services for over 8,654 young people. ETO currently reflects case management data for 1,810 active participants, and the same information for all participants enrolled since 2017 when the program migrated to the current system. There are a total of 6,327 participant records accessible in ETO since January 2003 and those created prior to 2017 include name, date of birth, participant demographics, education status, etc.

YES Indy's ABC Framework guides youth from:

- Any Job – Immediate employment
- Better Job – \$18/hour+ with upward mobility
- Career – Sustainable employment with long-term growth

The program includes a range of wraparound services: [Re-Engagement Centers](#) (RECs), [Power Huddle](#) pre-training, [occupational training pathways](#) in construction, healthcare, advanced manufacturing, and parks and recreation, career navigation and barrier-busting supports, and employer partnerships through the [Good Wages Initiative](#) and [Talent Bound](#).



Services are delivered through a contracted network of 10 community-based providers:

- Community Alliance of the Far Eastside (CAFE)
- Edna Martin Christian Center (EMCC)
- Fathers and Families Center, Inc.
- Flanner House
- Goodwill of Southern and Central Indiana
- Keys to Work
- Martindale Brightwood CDC (MBCDC)
- Mary Rigg Neighborhood Center
- PACE, Inc.
- YMCA

Many of these partners have participated in previous YES program evaluations and are annually monitored by EmployIndy.

III. Evaluation Objectives

A. Impact Evaluation Questions

- What impact do the number and type of services, frequency of coaching, and tenure of coaching relationships have on:
 - Employment and retention
 - Economic self-sufficiency and wage progression
 - Credential attainment
 - Career mobility
- Are key outcomes (e.g., education, employment, earnings) correlated?
- How do participant outcomes vary by race, age, gender, geography, or ZIP code?
- Are certain providers or program components more effective for particular populations?
- How have participant outcomes (e.g., employment status, wages, training completion) changed over time?
- Do participants report changes in confidence, motivation, and workforce readiness after program engagement?

B. Implementation Evaluation Questions

- To what extent do YES Indy providers adhere to the intended service model (e.g., ABC pathway, Power Huddle, RECs)?
- How do participants experience the journey through YES Indy? What are the most valued or underutilized services?



- What variation exists in implementation and performance among providers?
- What internal practices are linked to stronger outcomes?
- How does service flow, coordination, and referral process affect outcomes?
- Are mental health, housing, or transportation barriers being adequately addressed?

IV. Methodology and Data Sources

The evaluation should use a mixed-methods approach including, but not limited to:

- Quantitative Analysis: Longitudinal ETO data; metrics including wage growth, training completions, work experience, and placements; disaggregation by demographics and provider site
- Qualitative Data: Focus groups with youth participants; interviews with Career Navigators, partners, and provider staff; thematic analysis of narratives and open-ended survey responses
- Surveys: Participant and provider surveys to assess satisfaction, engagement, and perceived impact; incorporate validated items from prior YES Indy internal evaluations

V. Deliverables, Timeline and Budget

Deliverables

- Kickoff meeting and finalized evaluation design
- IRB application (as applicable)
- Approved survey and interview protocols
- Bi-weekly progress updates
- Draft report with: Executive Summary, Key findings and data visualizations, Equity and provider performance analyses, Recommendations for program improvement
- Final report and presentation

Timeline

The evaluation period is expected to last 3–6 months from contract signing. A proposed timeline with key milestones should be included in all submissions. Initial findings should be provided to EmployIndy no later than October 1, 2025, for sharing with the funder.

Budget

The budget for this project is \$80,000.



VI. Proposal Requirements

The proposal should not exceed 10 pages, excluding appendices, and include the following:

- Cover Letter (not included in proposal page maximum)
- Firm Overview: Experience in youth, workforce, or social program evaluation; relevant prior work (up to 1 page)
- Evaluation Design and Work Plan: Approach to quantitative/qualitative analysis; equity-informed framework; key dates for project deliverables (up to 4 pages)
- Team Description: Roles, qualifications, and experience (up to 2 pages)
- Budget and Fee Schedule: Itemized costs, either fixed-fee or hourly with cap by activity or deliverable (up to 2 pages)
- References: At least two prior evaluation clients or projects (up to 1 page)

VII. Proposal Evaluation + Scoring

Proposals will be evaluated using the following weighted criteria:

- Evaluation design and methodology – 30%
- Experience and qualifications of evaluation team – 20%
- Equity-centered and participant-centered approach – 15%
- Experience analyzing ETO and longitudinal data – 10%
- Clarity and feasibility of work plan – 10%
- Cost effectiveness and budget justification – 10%
- References and work samples – 5%

VIII. Submission Instructions + Timeline

Applicants must submit one (1) electronic copy of the proposal. Please note that EmployIndy will not return any proposals it receives and will not reimburse applicants for any costs they incur in developing their proposals.

Any questions should be submitted via www.employindy.org/contractopp no later than 5:00p.m. on Monday, May 19, 2025. Answers to submitted questions will be made available on the EmployIndy website by close of business Wednesday, May 21, 2025.

All proposals must be submitted no later than 11:59 p.m. EST, Wednesday, June 4, 2025, at www.employindy.org/contractopp.