

Post-High School Transitions Request for Partnership: (Enroll), Enlist, Employ, Explore

Hawaii's high cost of living means young people must make smart choices early on, ones that help them to be upwardly mobile. Recent [research](#) shows that obtaining a certificate, associate's or Bachelor's degree from the University of Hawaii leads to higher lifetime earnings.

But not all high school graduates are willing to enroll in college and more than 5,000 young people in the graduating class of 2023 did not attend college right away. Recent public high school graduates who are not currently in college [tell us](#) they are uncertain what to aim for and unsure of their options. They seek guidance and the space to dream and plan. And they wish they had a better plan. For them, the upwardly mobile life choices are not at all clear.

Even if we can encourage more graduates to take a hard look at the full range of postsecondary options there are some who will still want other choices.

How can we improve the information provided to students about good post-high school options, and guide them towards a path with a reasonable chance of upward mobility?

We are looking for high schools that want to do more to help 11th and 12th grade students plan their future transition after high school and guide them to either:

Enroll – apply for and attend college;

Enlist - join the military;

Employ - have the credentials and skills for immediate employment in a living wage job; or

Explore - continue career exploration through an internship, apprenticeship or work based learning.

By increasing the number of high school graduates with a clear plan, we will see more students that graduate from college, join the armed forces, apprentice in the skilled trades, or find an entry-level job where there is a real chance at advancement and upward mobility. In short, young people in Hawaii can have greater hope for the future.

The Opportunity

This Request for Partnership seeks to identify four public high schools that wish to strengthen transition pathways that help students *Enlist*, *Employ* or *Explore*. We are specifically looking for school partners who are deeply concerned about life after high school and eager to test innovative ideas targeting students in 11th and 12th grade.

Each selected school will be provided up to \$50,000 to support one or more of the following activities from January 2025 through June 2027:

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1. Early identification of student interests (RIASEC, YouScience, etc);
2. Improve career exposure specific to non-degree pathways, especially those entry-level jobs that lead to advancement and upwards mobility and offer better support throughout the job application process;
3. Set forth clear student pathways such as apprenticeships, entrepreneurship, volunteer service and/or the military;
4. Increase visibility of these pathways; and/or,
5. Provide stronger implementation of the personal transition plan through better counseling, advising and mentorship.

Allowable Use of Funds

We encourage applicants to be creative in how you use these funds. Examples could include food, transport, events, training, professional development, consultants and direct service costs. Please note that we will prioritize applicants that demonstrate a clear understanding of how to sustain efforts beyond the life of the grant and that lift up the importance of the personal transition plan.

Timeline

This RFP will launch in early October with a webinar of the cited research, summary of available pathways, and facilitated dialogue amongst leading practitioners.

At that point the RFP will be live and school leaders will have until November 1, 2024 to complete the application and requested budget.

Schools will be asked to identify the size of their non-college-bound population and estimate the target number that will benefit from this effort. Specifically, success will be defined as graduating students who apply to an apprenticeship program, secure an upwardly mobile entry-level job, launch an entrepreneurial venture, enter a service program like Americorps or the military.

As a condition of participation, schools will commit to an anonymous pre- and post- survey of all 11th and 12th grade students to determine the impact of these efforts.

Selected schools will receive \$15,000 in November 2024, \$25,000 in February 2025, and \$10,000 in January 2026.

Additional Commitments

Please note that grantees may be asked to come together at least once to learn from one another and inform our support of this multi-year opportunity.

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Funding opportunity

Each school may request up to \$50,000 total for the time period of January 1, 2025 through July 31, 2027.

Interested organizations should:

- name the goal(s) of the project / challenge you would like to address
- define the planned activities and budget
- create a set of outcomes that illustrate what success looks like
- identify how this work will help students and their Personal Transition Plan
- note how efforts will be sustained beyond the life of the grant

Up to four high schools will be selected. Selection criteria will include the clarity of the challenge you hope to tackle, ambition of the proposed effort, coherence of the plan, and strategic use of resources. Preference will be given to schools that focus efforts on 11th and 12th grade students.

Additional Details

October 1, 2024 2:30-3:30 pm	RFP released and optional bidders webinar for interested applicants to learn more. Zoom Link: https://castlefoundation.org/pst-zoom
November 1, 2024	Request writeups due
November 20, 2024	Selection announcement
January 1, 2025	Projects begin

Application Instructions

Applications will be considered through our grants management platform Fluxx. To apply, visit <https://castlefoundation.org/e4-pst/>. You will be asked to register and may then upload your application. Should you require assistance, please contact Maria Quidez at mquidez@castlefoundation.org.