

Welcome to the Webinar



STATE OF OREGON EMPLOYMENT DEPARTMENT
Oregon Talent Council
Request for Grant Proposal (RFGP) #16098s

Friday, February 12, 2016
12:00-1:00pm

Use your telephone for audio:
Dial-in: 888-204-5984 / Access Code: 3799438

This webinar presentation is being recorded and a link will be available at www.oregontalentcouncil.org after the meeting.

Presenters

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* Single Point of Contact (SPC). RFGP Proposers shall direct all communications related to this RFGP only to the SPC as identified in the RFGP.

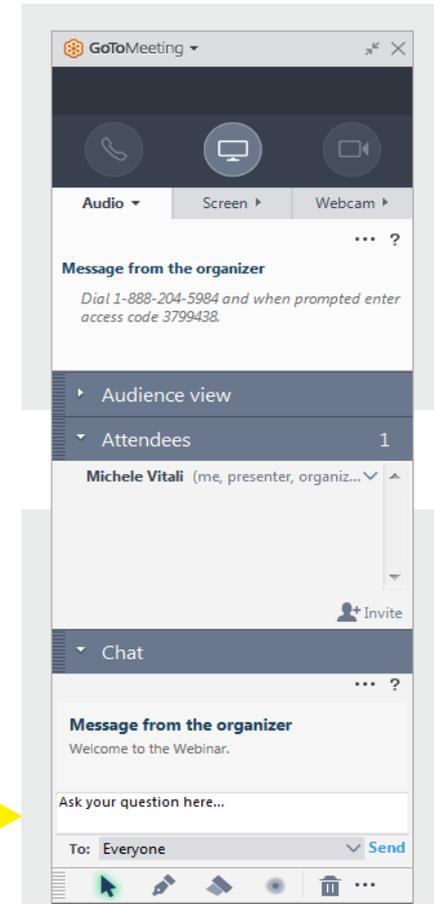
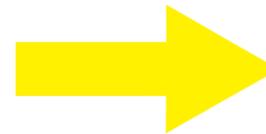
Webinar Instructions

- All questions and answers regarding this RFGP will be captured and posted in the Oregon Procurement Information Network (ORPIN) at orpin.oregon.gov
- Statements made during the webinar conference are not binding upon OED.

Asking Questions Today

Please use the Chat Feature of Goto Meeting to type in your questions as we go through the slides, sending to “Everyone.”

We will repeat your question out loud when appropriate and either answer it then or capture it for later.



Today's Agenda

1. Oregon Talent Council
2. Purpose of Grant
3. Oregon Talent Plan
4. Investment Criteria
5. Proposal Evaluations & Metrics
6. Grant Submission
7. Questions & Answers

Section 1.

Oregon Talent Council Background

About the Talent Council



- Established by the Oregon Legislature in July 2015 with the passage of HB2728 and a biennial appropriation of \$6.1 million.
- Comprised of volunteer industry representatives from the advanced manufacturing, bioscience, energy & utilities, health care and information technology sectors.
- Hosted by the Oregon Employment Department.

Talent Council Mission



MISSION:

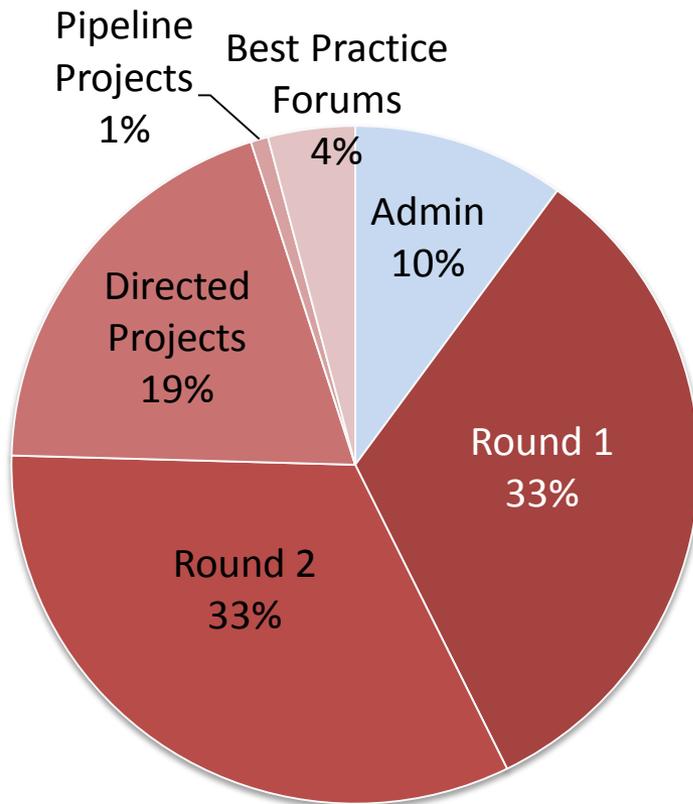
Making Oregonians the first and best choice of Oregon employers

- Support the growth and competitiveness of Oregon's traded sector and high-growth companies by investing in innovative, cost-effective models for delivering talent
- Target the most critical needs of high-impact, high-growth industries in a strategic and focused fashion

Role of the Council

- *Unite* industry, education, workforce and government partners around shared talent objectives
- *Catalyze* agile, scalable ways to increase worker employability for company productivity
- *Transform* the way industry connects with education and training resources

2015-2017 Council Funds



- The Council has earmarked \$2 million for this Round 1 funding opportunity

2015-2017 Appropriation: \$6,112,818

Section 2.

Purpose of Grant

RFGP #16098s



- RFGP #16098s is open to **proposals from Oregon public institutions of higher education and OHSU**
- The purpose is to **prepare incumbent, emerging and potential workers to be quickly productive in Oregon's pivotal, high-demand occupations** as identified in the Oregon Talent Plan, and discussed later in this webinar.
- Subsequent Round #2 **funding will be available to a broader audience** and likely be released in spring 2016.

Talent Gap



Proposals must address urgent state Talent needs in one or more of the following ways:

1. Increase the number of Oregon students or workers served by training opportunities
2. Develop industry-desired applied skills and work experience; and
3. Implement cost-effective, highly accessible instructional delivery methods.

RFGP Sections 2.2.1 and 2.2.2

Target Industries

Grant awards will support Oregon talent development in one or more of the 10 priority occupations specified in the Talent Plan across one or more of the following 5 industries:

- Advanced Manufacturing
- BioScience
- Energy Technologies & Utilities
- Healthcare
- Information Technology

Grant Awards

- Grant Agreements from this RFGP will be awarded for varying amounts, not to exceed \$750,000 each.
- Grant funding of activities will conclude by June 30, 2017.

Minimum Requirements

Minimum Proposer Requirements

- Proposer must be a public institution of higher education or OHSU.
- Proposer must demonstrate co-investment by the sponsoring institution **and** industry and other partners engaged with the effort by attaching a letter of commitment from each co-investor specifying their investments.

RFGP Section 3.1.1

What Cannot Be Funded?

Grant funds are intended to be “seed money” only. Projects must become self-sustaining through sponsoring organizations and partners or through program-generated income. RFGP Section 2.3

Grants will not be awarded for:

- 1. Academic research.** Projects must result in educated/trained or re-trained graduates qualified for occupations requiring *Talent* as identified in the Oregon Talent Plan.
- 2. Sustaining basic or continuing operations,** such as faculty or staff for ongoing courses or projects.
- 3. Proprietary projects.** All recipients must be willing to share what they develop with other institutions and organizations.

RFGP p.5

Section 3.

Oregon Talent Plan

[http://www.oregon.gov/EMPLOY/OTC/Documents/
OTC_TalentPlanAdopted_11-12-15.pdf](http://www.oregon.gov/EMPLOY/OTC/Documents/OTC_TalentPlanAdopted_11-12-15.pdf)

Oregon Talent Plan



- Required by the founding legislation
- Identifies workplace and economic trends affecting talent skills and credentials
- Data-based assessment of industry needs for talent to fill pivotal, mission critical professional and technical occupations
- Provides insights about how industry and education/training partners can collaborate to fill talent gaps together

Top Ten Occupations Identified by Employment Data & Industry Experts



HIGH GROWTH/HARD TO FILL	MISSION CRITICAL	EMERGING
<ol style="list-style-type: none">1. Systems and Data Specialists2. Data and Business Intelligence Analysts3. Industrial Machinists, Millwrights and Operators4. Rehabilitation Therapists	<ol style="list-style-type: none">5. Technologically skilled Mechanics and Maintenance Technicians6. Mental and Behavioral Health Counselors7. Interdisciplinary Engineers8. Primary Healthcare Practitioners	<ol style="list-style-type: none">9. Cyber and Information Security Specialists10. Advanced Materials Engineers and Scientists

High-Growth, High-Demand



Definition: Significant employment, high demand for new and replacement jobs, high-growth, hard-to-fill, across industries and/or regions.

Occupational clusters:

1. Systems and Data Specialists
2. Data and Business Intelligence Analysts
3. Industrial Machinists, Millwrights and Operators
4. Rehabilitation Therapists

Mission Critical

Definition: Significant employment and predicted high growth, essential to core operations and competitiveness, extremely hard-to-fill.

Occupational clusters:

5. Technologically Skilled Mechanics and Maintenance Technicians
6. Mental and Behavioral Health Counselors
7. Interdisciplinary Engineers
8. Primary Healthcare Practitioners

Emerging Occupations

Definition: Employment on the upswing, growing rapidly, reported by industry as essential for future competitiveness; can position Oregon industries for growth.

Occupational clusters:

9. Cyber and Information Security Specialists
10. Advanced Materials Engineers and Scientists

Occupational Clusters

- Classified as professional and technical in nature
- Pay at or above the state average wage
- Require some form of post-secondary training
- Have a demonstrated demand through 2022
- Are identified by industry as high-demand, hard-to-fill or mission critical

Differentiating Skills

- Diagnostic thinking
- Visual, contextual communications
- Business acumen:
 - cost-benefit thinking
 - data-based decision making
- Project and time management
- Knowledge of quality control measures
- Emotionally intelligent interpersonal skills

Section 4.

Grant Investment Criteria

Investment Criteria

For Oregon to have on-demand talent, programs must:

- Enhance customer usability:
 - Businesses
 - Incumbent workers
 - Emerging workers
- Produce workers who quickly become productive assets at a reasonable cost
- Be scalable and inclusive across geographies
- Be viable across industries
- Be sustainable

RFGP Sections 3.5.2.2 - 3.5.2.6, p 13-14

Multiple Layers of Impact Desired by Industry



- **Robust Industry Engagement:** High level collaboration, commitment and co-investment from industry, rewarded with easy-to-access programs and easy-to-find talent
- **Strong Contextual Content:** Applied skills, work experience plus technical aptitude and knowledge
- **Cost-effective Agile Systems:** Demonstrate scalability, responsiveness, sustainability and Return on Investment
- **Expanded Reach and Diversity:** Inclusive of diverse populations, businesses, Oregon regions
- **Sustainability:** Programs are not “projects;” they are self-sustaining and on-going to keep the talent pipeline filled

Intended Impact #1

Industry Engagement: The level of business collaboration, commitment and connection

- Customer-defined and based on industry needs as described in the Talent Plan
- Co-investment of resources by industry
- Engagement with industry, especially small- and medium-size businesses
- Show how program completers will be connected to employment opportunities

RFGP Sections 3.4.5 and 3.5.2.4

Intended Impact #2

Contextual Content: The provision of applied skills and work experience along with technical knowledge.

- Demonstrate how they will incorporate applied and critical thinking skills (project management, cost-benefit analysis, diagnostic thinking, creative problem-solving, etc.)
- Illustrate how participants will gain industry exposure or work experience that builds contextual knowledge.

RFGP Sections 2.3 and 3.4.3

Intended Impact #3

- Cost-effectiveness and Agility:** Enable responsive, scalable efforts with return on investment
- Clearly demonstrate flexibility: e.g. the use of low-cost delivery modalities, shared content, work-based or competency-based models.
 - Be collaborative in nature: e.g. leverage existing curricula, delivery infrastructure, and/or facilities; or sharing newly developed content or infrastructure

RFGP Section 2.3, 3.4.3, 3.4.4

Intended Impact #4

- Reach and Diversity:** Include diverse populations, a variety of businesses, and/or multiple regions across the state.
- Demonstrate the inclusion of populations in terms of gender, ethnic origin and geographic diversity.

RFGP Sections 2.3, 3.4.6 and 3.5.2.5

Intended Impact #5

Sustainability: The need for programs that continue beyond the initial OTC seed funding.

- Demonstrate measurable investment by the proposal sponsor and other collaborators.
- Show how the project will be sustained after seed funding is depleted.

RFGP Sections 3.4.7 and 3.5.2.6, pages 6 and 7

Intended Results

- Oregon graduates and completers of education and training programs gain strong, employable skills and experience;
- Oregon unemployed and incumbent workers have greater access to cost-effective, just-in-time training and skills development; and
- Oregon industry can more easily access the Talent they require for core operations and growth.

Section 5.

**How will proposals be evaluated
and measured?**

Proposal Evaluations

Proposals will be evaluated on their ability to develop a pipeline of *talented* professional and technical workers

- Augment degree credentials with applied skills-based learning and connections to employment opportunities
- Provide scalable, on-demand, work-based programs with extensive geographic reach
- Offer shorter timeframes and more interactive learning than standard degree programs

RFGP Sections 3.5.2 – 3.5.7

Evaluation Criteria

- Each section below will be scored by each evaluation team member, averaged and then receive the following weighting factors.

3.5.2.1	Key Persons	15
3.5.2.2	Project Description and Scope	15
3.5.2.3	Project Implementation Plan	10
3.5.2.4	Industry Engagement	25
3.5.2.5	Reach and Diversity	10
3.5.2.6	Sustainability	15
3.5.2.7	Metrics and Evaluation	10

Proposal Metrics

Proposals will be required to provide qualitative and quantitative measures that capture results:

- Net Increase in capacity
- Investment leverage from collaborating partners
- Customer satisfaction expressed by industry, workers and students
- Program impact and effectiveness measures as outlined in proposals

RFGP Section 3.5.2.7

Section 6.

Grant Submission

Timeline

RFGP Issued	January 29, 2016
Pre-Proposal Webinar	February 12, 2016
Questions / Requests for Clarification Due to SPC	February 18, 2016
Answers to Questions / Requests for Clarification posted on ORPIN (approx.)	February 22, 2016
Closing (Proposals Due 3pm)	March 11, 2016
Issuance of Notice of Intent to Award (approx.)	April 4, 2016

Submission Requirements



- Include cover sheet, key person biographies
- Adhere to page limitations
- Modify or withdraw up to the due date
- Submit on time to the SPC
- Deliver by mail, parcel delivery or in person
- Questions to: april.d.barrett@oregon.gov

For more specifics, please refer to RFGP page 9 sections 3.2 and 3.3.4 – 3.3.8

Section 7.

Additional Questions?

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