

# Welcome to the Webinar



Oregon Talent Council  
**Request for Grant Application #16-0429**

Thursday, May 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](http://www.oregontalentcouncil.org) after the meeting.

# Presenters

- Melissa Leoni  
Executive Director, Oregon Talent Council
- Michele Vitali  
Council Coordinator/Meeting Host

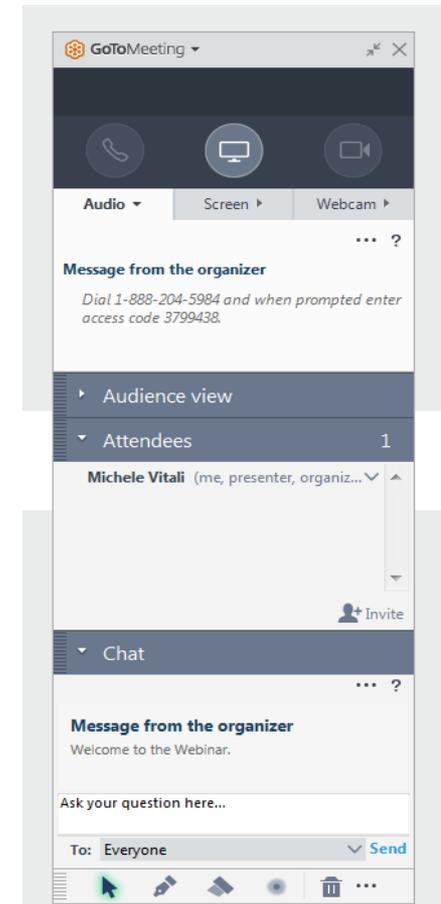
# Webinar Responses

- Statements made during the webinar are not binding.
- All questions and answers regarding this RFA will be posted on the Investments page at [www.oregontalentcouncil.org](http://www.oregontalentcouncil.org) by May 16<sup>th</sup>.
- Submit any additional questions to [talentcouncil@oregon.gov](mailto:talentcouncil@oregon.gov) by 5pm today.

# Asking Questions Today

Use the Chat Feature of Goto Meeting to submit 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. **There will be additional time at the end for any questions that did not get addressed.**



# Today's Agenda

1. Oregon Talent Council
2. Oregon Talent Plan
3. Grant Specifics
4. Evaluations & Awards
5. RFA Submission
6. Additional Q&A

Section 1.

# Oregon Talent Council

# 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

# Section 2.

## **Oregon Talent Plan**

# 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

# 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

# Top Ten Occupations Identified by Employment Data & Industry Experts



HIGH GROWTH/HARD TO FILL	MISSION CRITICAL	EMERGING
<ol style="list-style-type: none"><li>1. Systems and Data Specialists</li><li>2. Data and Business Intelligence Analysts</li><li>3. Industrial Machinists, Millwrights and Operators</li><li>4. Rehabilitation Therapists</li></ol>	<ol style="list-style-type: none"><li>5. Technologically skilled Mechanics and Maintenance Technicians</li><li>6. Mental and Behavioral Health Counselors</li><li>7. Interdisciplinary Engineers</li><li>8. Primary Healthcare Practitioners</li></ol>	<ol style="list-style-type: none"><li>9. Cyber and Information Security Specialists</li><li>10. Advanced Materials Engineers and Scientists</li></ol>

# 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.

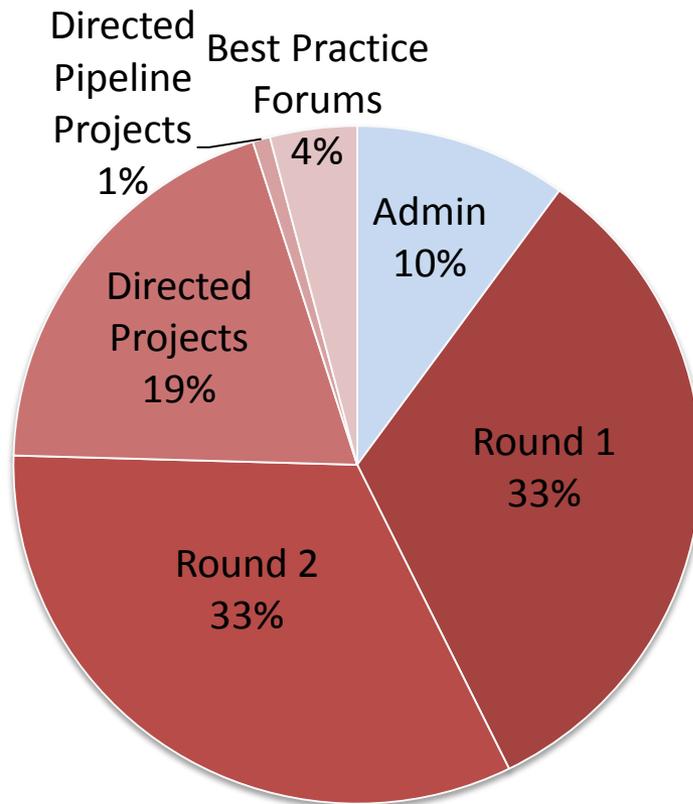
Occupational clusters:

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

## Section 3. **Grant Specifics**

*ADDING APPLIED AND INDUSTRY-BASED  
SKILLS TO EDUCATION CREDENTIALS*

# 2015-2017 OTC Funds



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

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

# Eligibility & Purpose

- RFA #16-0429 is open to Oregon public or private nonprofit institutions of higher education, Workforce Development Boards and domestic nonprofit corporations licensed to do business in the State of Oregon. (page 4 of RFA)
- 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.

# Desired Proposals

The OTC seeks to co-invest in innovative and cost-effective education and training models that demonstrate the ability for:

- programs to be scaled or rapidly adapted across areas of the state; and
- greater connectivity between the education and the skills and experience required for employment in Oregon jobs

# Must Haves

Proposals must have:

- Direct connection to an industry group or recognized sector strategy that will enhance the employability skills or experience of workers or students.
- A sponsoring organization, and other partners as defined by the application, that are able to provide co-investment during the project, and carry on the work after OTC funding.
- The ability to be enrolling or impacting training for participants by January 15, 2017.
- The ability to measure the impact to Oregon employers and workers.

# Target Industries

Proposals must focus on developing talent in one or more of Oregon's pivotal and high demand occupational clusters (next slide) and serve at least one of the following industry sectors:

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

# Top Ten Occupations Identified by Employment Data & Industry Experts



HIGH GROWTH/HARD TO FILL	MISSION CRITICAL	EMERGING
<ol style="list-style-type: none"><li>1. Systems and Data Specialists</li><li>2. Data and Business Intelligence Analysts</li><li>3. Industrial Machinists, Millwrights and Operators</li><li>4. Rehabilitation Therapists</li></ol>	<ol style="list-style-type: none"><li>5. Technologically skilled Mechanics and Maintenance Technicians</li><li>6. Mental and Behavioral Health Counselors</li><li>7. Interdisciplinary Engineers</li><li>8. Primary Healthcare Practitioners</li></ol>	<ol style="list-style-type: none"><li>9. Cyber and Information Security Specialists</li><li>10. Advanced Materials Engineers and Scientists</li></ol>

# Expected Outcomes

The outcomes desired through this RFA are:

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

# Scope of Activities

- Encourage projects that can be shared, scaled or easily adapted to other areas in Oregon and to other occupations.
- Encourage proposers to utilize methods preferred by industry, students and workers -- including work-based learning, competency-based instruction and on-line, on-demand delivery modalities.
- Interested in projects that scale or build capacity in existing models with clearly demonstrated ROI or projects that pilot new delivery models that can fast-track completion and/or serve multiple locations.

# What Cannot Be Funded?

OTC grant funds are to be used as early or strategic funds that can then be sustained by the sponsoring organization and its partners. OTC will not grant funds for:

1. proprietary projects; must be willing to make the content of the program available to others
2. university or private sector research projects
3. projects that are only traditional classroom-based
4. sustaining or basic operations such as faculty or staff for ongoing projects or programs

# Requirements

- Proposer must demonstrate co-investment by the sponsoring institution and industry and any other partners engaged with the effort by attaching a letter of commitment from each co-investor specifying their investments.

# Letters of Commitment

An unintended inconsistency was discovered and will be corrected:

## Submission Instructions (page 6 of RFA)

### 5. Co-investment Letters of Commitment

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.  
~~contributing at least 10% of the total budget identified in Attachment B.~~

### The bottom line:

Successful proposals will demonstrate clear resource commitment from their sponsoring organization and industry partners.

# Requirements

Recipients required to develop measurable outcomes

- report at mid-point (~1/15/2017) and following the end of grant period (June 30, 2017)
- include metrics reflecting achievement, return on investment or both in each of the following areas:
  - Program Completers
  - Investment Leverage
  - Customer Satisfaction
  - Program Impact and Effectiveness

# Section 4.

## **Evaluations & Awards**

# Grant Awards



- The OTC intends to award multiple grants from this RFA for varying amounts, not to exceed \$750,000 each, based on proposals for the period June 17, 2016 through June 30, 2017.

# Evaluation Criteria

Criteria will be scored by each evaluation team member, averaged and then receive the following weighting.

Project Description	10
Key Persons	10
Project Implementation Plan	35
Industry Engagement	25
Reach and Diversity	10
Metrics & Evaluation Process	10

# Section 5.

## **RFA Submission**

# Timeline



RFA posted on <a href="http://www.oregontalentcouncil.org">www.oregontalentcouncil.org</a>	4/29/2016
Technical Assistance Webinar	5/12/2016
Questions / Requests for Clarification Due	5/12/2016
Answers to Questions / Requests for Clarification posted on <a href="http://www.oregontalentcouncil.org">www.oregontalentcouncil.org</a> (approximate)	5/16/2016
Proposals Due	5/31/2016
OTC Award Determination (approximate)	6/17/2016

# Submission Requirements



- Include the 5 items listed on page 6
- Be concise!
- Adhere to page limitations
- Submit as a single electronic pdf to [talentcouncil@oregon.gov](mailto:talentcouncil@oregon.gov) by **5pm on 5/31**.
- Mail in Statement of Assurances  
(Attachment A only)

# Contact Us



Contact OTC staff if you need any assistance.

- Melissa Leoni
- Michele Vitali

# Section 6.

## **Additional Questions?**

[OREGONTALENTCOUNCIL.ORG](http://OREGONTALENTCOUNCIL.ORG)