HIGHER EDUCATION COORDINATING COMMISSION

Workforce Ready Grants

Round Two: Innovations in Workforce Programs

Thank you for joining us.
We will begin in a few minutes.

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Workforce Ready Grants

Round Two: Innovations in Workforce Programs

Information Sessions

- May 10, 2023: 4:30-5:30PM

Future Ready Oregon

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Technical Assistance Contractors:

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  Ann Craig - Lynn Egli
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- Se Puede
  Andrés Oswill
- Wisdom Consulting
  Jennifer Wisdom

Request for Application and Technical Assistance:
https://www.oregon.gov/highered/about/Pages/grants-contracting.aspx
https://www.oregon.gov/highered/policy-collaboration/Pages/Future-Ready.aspx

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Workforce Ready Grants: Round Two

- Applicant Resources & Schedule
- Overview of Round Two Grants
- The Application
  - Requirements
  - Scoring Rubric
  - Questions
- Application Attachments
- Questions & Answers

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Workforce Ready Grants: Applicant Resources

- The web-based application is hosted through **SurveyMonkey Apply** and they have an extensive library of **"FAQs" available**.

- In addition to attending an optional **Information Session**, there are also **Technical Assistance** providers available who can answer questions, provide feedback and assist you through the application process.
  - The Technical Assistance providers are available to you at no cost.
  - Contact information can be found within the RFA document.

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Workforce Ready Grants: Applicant Resources

- **Technical Assistance Providers**
  - Talking through and helping organizations determine eligibility
  - Project requirements
  - Early drafts
  - Refined drafts & submission process
  - Understanding partnership
  - Project structure
  - Understanding the scoring rubric

Workforce Ready Grants: RFA Schedule

Activity	Timeline
Request for Application Round 2	April 10, 2023
Information Sessions	April 25, 2023: 4-5PM May 3, 2023: 1-2PM May 10, 2023: 4:30-5:30PM
Technical Assistance	Available until June 23, 2023
Application Due	June 23, 2023
Notice of Award	Approximately August 2023
Grant Agreements	Approximately October 2023

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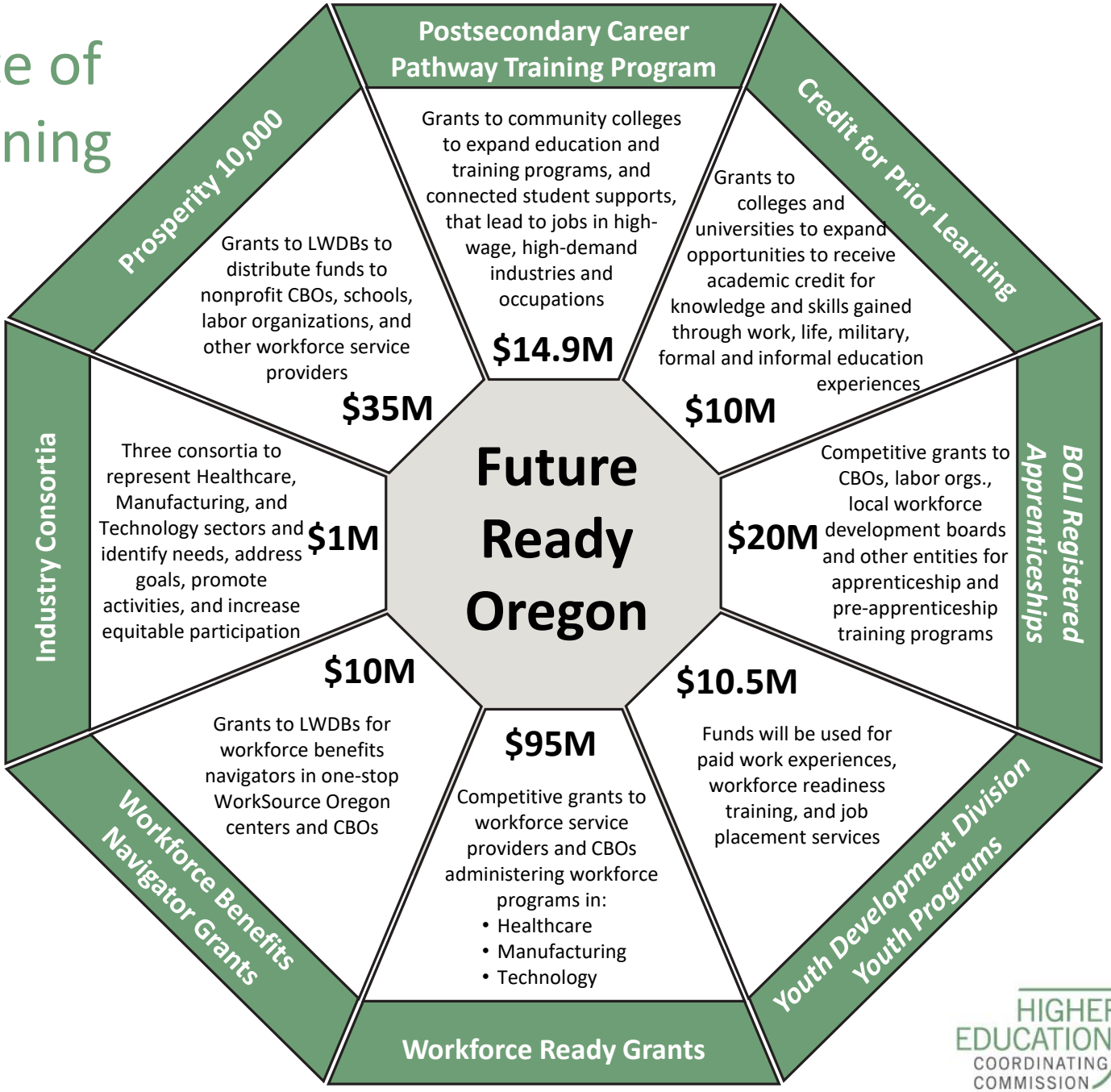
Future Ready Oregon is a suite of investments in workforce training

Passed in Spring 2022, Future Ready Oregon **aims to advance a more equitable workforce system** by expanding and innovating workforce training, **and to raise economic prosperity** by connecting individuals to the education and training they need for good-paying jobs *and* connecting businesses to the skilled labor they need for growth.



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Future Ready Oregon

- Future Ready Oregon is a comprehensive **$200 million investment**, from the 2022 Legislative Session, that supports the education and training Oregonians need for family-wage careers.
- It invests in **existing successful programs** and in **innovative equity-focused** solutions to bolster recruitment, retention, and career advancement opportunities for priority populations in targeted industry sectors.
- **Priority Populations** include communities of color, women, low-income communities, rural and frontier communities, veterans, persons with disabilities, incarcerated and formerly incarcerated individuals, members of Oregon's tribes, older adults and individuals who identify as members of the LGBTQ+ community.

Future Ready Oregon: Workforce Ready Grants

- Workforce Ready Grants are just one component of Future Ready Oregon, and reflect a total investment of **$95 million**.
- Workforce Ready Grants will be awarded to non-profit community-based organizations and non-profit and public workforce service providers who administer workforce programs in the **healthcare, manufacturing and technology industry sectors.**
- Workforce Ready Grants can be used to fund paid work experiences, workforce program tuition and fee assistance, wraparound services, the development of culturally and linguistically specific career pathways and organizational developments.

Workforce Ready Grants: Quick Facts

- **Workforce Ready Grants Round Two:**
  - Up to $35 million in awards
  - Federal ARPA dollars.
  - Application Period: April 10 – June 23rd, 2023.
  - Grant Period: July 1, 2023 to June 30, 2026.
  - No maximum or minimum award amounts.
  - Applicants can submit more than one application.
  - Applying for or receiving Round One grants will have no impact on future rounds of Workforce Ready Grants.

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Workforce Ready Grants: Scope of Project

Activities may include:

- Hiring staff or contracting for services
- Developing strategies and plans to launch, expand, sustain or support workforce programs including program development
- Preparing for future workforce funding opportunities, including future rounds of Workforce Ready Grants
- Purchasing equipment, technology or other supplies
- Paying for administrative costs
- Any other activities necessary to increase the organization's capacity to launch, expand, sustain, or support workforce programs in the health care, manufacturing and technology industry sectors

Round Two: Application Questions

Workforce Ready Grants: Requirements

- **All Applicants Must:**
  - Be registered with SAM.gov and have an UEI
    https://sam.gov/content/home
  - Have an EIN through the IRS
    https://www.irs.gov/businesses/small-businesses-self-employed/apply-for-an-employer-identification-number-ein-online
- **Identify:**
  - County of Headquarters
  - County of Work (if different from headquarters)

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Workforce Ready Grants: Application Overview

- **The Workforce Ready Grant Application includes the following sections:**
  - Identify Applicant Eligibility
  - Identify Industry Sector
  - Identify Priority Population(s) Served
  - Evaluation Questions:
    1. **Organization Description and Capacity** (suggested 300 words max): 13 points
    2. **Partnerships** (suggested 500 words max): 20 points
    3. **Cultural Competency** (suggested 500 words max): 20 points
    4. **New and Innovative Programming** (suggested 500 words max): 20 points
    5. **Program Benefit to Participants** (suggested 300 words max): 13 points
    6. **Culturally Responsive Training** (suggested 300 words max): 14 points
  - Funding

Workforce Ready Grants: Eligible Applicant

- **Explain how your organization meets the definition of the eligible applicant type** (suggested 100 words max)
  - **Workforce Service Provide** – This includes nonprofit and public workforce education, training, and career services providers and governmental entities that provide workforce development services.
  - **Community-based Organization** – This includes nonprofit organizations that are representative of a particular community or specific segments of a community and are located within or in close proximity to the community they serve and culturally-specific organizations. Culturally-specific organizations serve a particular community, are primarily staffed and led by members of that community and demonstrate intimate knowledge of the lived experience of that community, including, but not limited to:
    - The impact of racism or discrimination on the community
    - Specific disparities in access to services and resources experienced by the community
    - Community strengths, cultural practices, beliefs and traditions

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Workforce Ready Grants: Industry

- **Which industry sector is the project related to:**
  - Healthcare
  - Manufacturing
  - Technology

Workforce Ready Grants: Priority Population(s)

- **Identify which priority population(s) the project will serve:**
  - Communities of color
  - Women
  - Low-income communities
  - Rural and frontier communities
  - Veterans
  - Persons with disabilities
  - Incarcerated and formerly incarcerated individuals
  - Members of Oregon's nine federally recognized Indian tribes
  - Older adults
  - Individuals who identify as members of the LGBTQ+ community
  - Other (describe)

Workforce Ready Grants: Scoring Rubric

Score	Criteria
5 Outstanding	• Response fully addresses all question prompts and provides information in a thorough and complete manner and provides specific details and examples. • Response indicates the Applicant has a complete understanding of the prompts included in the question. • Response demonstrates the applicant possesses the capacity, expertise, and/or strengths to meet or exceed the expectations set forth in the project plan related to this prompt.
4 Above Average	• Response addresses all question prompts, some more thoroughly than others, and provides specific details and examples. • Response indicates the Applicant understands the prompts included in the question. • Response demonstrates the applicant possesses sufficient capacity, expertise, and/or strengths to meet the expectations set forth in the project plan related to this prompt.
3 Average	• Response addresses most question prompts, provides adequate information, and uses some details and examples to support their response to the question. • Response indicates the Applicant understands the prompts included in the question. • Response demonstrates that this applicant possesses some capacity, expertise, and/or strengths to meet the expectations set forth in the project plan related to this prompt.
2 Below Average	• Response addresses a few question prompts, provides some relevant information, and uses few details or examples to support their response to the question. • Response indicates the Applicant may not understand the prompts in the question. • Response demonstrates the applicant possesses limited capacity, expertise, and/or strengths to meet the expectations set forth in the project plan related to this prompt.
1 Inadequate	• Response addresses none or very few question prompts, provides little or no information, and uses no details and examples to support their response to the question. • Response indicates the Applicant does not understand the prompts in the question. • Response demonstrates the applicant does not possess the capacity, expertise, and/or strengths to meet the expectations set forth in the project plan related to this prompt.

Workforce Ready Grants: Organization & Capacity

- **Evaluation Item #1: Organization Description and Capacity**

  (suggested 300 words max) 13 points

  Please address the following prompts in your response:

  1. Briefly describe your organization and explain its experience and effectiveness in providing workforce development opportunities to individuals from priority populations.
  2. Provide evidence of capacity to deliver the proposed project/program.
  3. What role do your participants play in the design, decision making, and evaluation of program services?

Workforce Ready Grants: Scale

- **Is this project scalable?** In other words, can the project be adapted to a larger or smaller scale than what is proposed?

  If yes, please indicate:

  - The minimum dollar amount required to support the outcomes identified in the proposal.
  - Please briefly describe what essential functions would be included, identify which project activities are scalable, and indicate how outcomes would be impacted.

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Workforce Ready Grants: Innovative Programming

- **Which of the following activities will be included as part of the proposed project/program?**
  - Fund the creation or expansion of education and training programs in the key sectors of healthcare, manufacturing, and technology
    - Developing culturally and linguistically specific career pathways for obtaining certificates, credentials or degrees recognized by targeted industry sectors
    - Purchasing equipment or other training-related supplies
    - Other (specify)
  - Provide direct benefits to individuals, including stipends for earn and learn experiences and funding for pay for education, training costs, and wraparound support services
    - Providing paid work experience, including stipends and wages
    - Offering tuition and/or fee assistance for workforce education and training programs
    - Providing wraparound supports and services for workforce education and training participants, including but not limited to: childcare, transportation, housing, technology, clothing and/or equipment need to be successful on the job or in the training program
    - Other (specify)

Workforce Ready Grants: Innovative Programming

- **Continued: Which of the following activities will be included as part of the proposed project/program?**
  - Expand the organizational capacity to provide workforce development services
    - Hiring staff
    - Developing organization development strategies
    - Purchasing equipment or other training-related supplies
    - Other activities identified in a grant proposal as necessary to administer workforce programs described in the New and Innovative Programming section (specify)

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Round Two: Application Attachments

Workforce Ready Grants: Application Attachments

- **Required attachments include:**
  - Project Budget (Attachment B)
  - Application Certification Sheet (Attachment C)
  - Project Plan (Attachment I)

- **Optional Attachments include:**
  - Federally Negotiated Indirect Cost Rate

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Workforce Ready Grants: Reporting

- **Reports Include:**
  - Project Performance Plan (45 days after grant execution)
  - Quarterly Reports
    - Invoice
    - Expenditure Report
    - Performance Report
    - Participant Data Report
    - Credential Report (optional)
    - Employment Report (optional)
  - Annual Data Report

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Workforce Ready Grants: Execution Requirements

- **Background Check/Criminal History Verification**
  - All employees, potential employees or volunteers working with “vulnerable populations” (defined as minors, elderly, persons with disabilities) funded with resources from this grant. See RFA attachment D for further details.
- **Insurance Requirements**
  - Insurance requirements vary based on the participants served by the project. See RFA attachment D for further details.

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- Next Level Nonprofit Consulting LLC
  Ann Craig - Lynn Egli
- Nonprofit Success Group
  Nita Kirby - Robin Ortiz
- Se Puede
  Andrés Oswill
- Wisdom Consulting
  Jennifer Wisdom

Information on RFA and Technical Assistance:
https://www.oregon.gov/highered/about/Pages/grants-contracting.aspx
https://www.oregon.gov/highered/policy-collaboration/Pages/Future-Ready.aspx

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