Workforce Accelerator Fund 2.0
innovating workforce development in california

Teri Brimacomb, Associate Governmental Program Analyst
Employment Development Department

David Davis, Staff Services Manager-I
Employment Development Department

Kelly Luong, Policy Analyst
California Workforce Investment Board

Amy Wallace, Assistant Director for Workforce Innovation
California Workforce Investment Board
The California Strategic Plan

priorities

Regional coordination among key partners, sector-based employment strategies, skill attainment through earn and learn and other effective training models (including, but not limited to apprenticeship), and development of career pathways

how

Collaboration among partners in the development of service delivery strategies and alignment of resources

Innovation that creates, adapts & accelerates promising practices in workforce development and skill attainment.

System change by adoption proven strategies and innovations.
goals

➤ Improve labor market and skills outcomes for the target groups through the development of strategies that fill gaps, accelerate processes, or customize services to ensure greater access to workforce services and employment opportunities.

➤ Create new modes for service delivery and funding alignment that can be replicated across the State and tailored to regional needs.

➤ Implement, replicate, and/or scale successful innovations that emerged from Workforce Accelerator Fund 1.0 projects.

➤ Leverage State investment with commitments from industry, labor, public, and community partners.
$3 million in WIA funding to design, develop and implement projects to accelerate employment for California job seekers.

Create and prototype innovative strategies that bridge education and workforce gaps for targeted populations & initial implementation of promising models and practices in workforce system service delivery infrastructure.

This is a “venture fund” approach to creating new strategies and tools for the workforce system.
new waf project target populations

- Long-Term Unemployed
- Returning Veterans
- Individuals with Disabilities
- Low-Income Workers
- CalWORKS Participants
-Disconnected Youth
- Ex-Offenders
- Parents Involved in Family Reunification systems
Target Populations

existing waf project target populations

- Long-Term Unemployed
- Low-Income Workers
- CalWORKS Participants
- Disconnected Youth
- Parents Involved in Family Reunification systems
design & prototype

- Solutions to specific challenges and that inhibit career opportunity and improve accessing the workforce development pipeline – education, training, support services, placement, retention, etc.
- Demonstrate how projects will direct existing resources and efforts in new, more efficient and effective ways.
- Result in strategies that take a new or unique approach to addressing workforce pipeline gaps specific to the target populations, that can be applied, replicated or scaled to create broader impact and system improvement.

project team

- **Experts** – knowledge of the workforce system, insight into implementation opportunities and challenges, and expertise and experience working with institutions that the project is directly impacting, and that represent the “market” for replication, expansion, or integration of the project.
- **Innovators** – bring new perspective and expertise to the project, who have created solutions to challenging problems, and who have cross disciplinary experience.
- **Customers** – access to groups of job seekers and/or employers through organizations representing them.
The Big Idea

- Accelerating education, training or retraining of workers in the targeted populations
- Increasing use of existing or development of new industry-valued skills credentials (i.e. certificates, licenses, digital badges, stackable credentials, etc.)
- Accelerating implementation of Workforce Innovation and Opportunity Act “career services” by increasing the partners committed to integrating service delivery and/or developing strategies and tools to prepare targeted populations for training and job placement
- Accelerating recognition of existing skills, such as prior learning assessments, and/or utilizing competency-based models that focus on learning rather than on duration of training
- Expanding or creating “earn and learn” models (i.e. quality paid internships, formal apprenticeship or other work-based learning opportunities)
- Improving work-based learning infrastructure that supports employers and/or that increases access and opportunities for working learners
The Big Idea

- Creating cross-system service alignment by bringing together systems and partners to provide support services (housing, mental health care, substance use counseling, etc.) to increase effectiveness of workforce services
- Creating more robust services by braiding multiple funding sources or utilizing new funding models to increase scale or funding diversity
- Increasing use of training and hiring incentives for targeted populations, including subsidized employment (leveraging CalWORKs, EDD’s UI Work Sharing, or other resources)
- Improving job matching and assessment strategies to accelerate employment/reemployment
- Improving employer recruitment and hiring strategies to benefit targeted groups
- Streamlining the use of virtual (e.g., via use of technology) with in-person strategies for job seekers and employers
Project Activities

new waf projects

address gaps & increase efficiencies in

- The service delivery pipeline of the workforce system
- The alignment of funding for the targeted populations

how? “r & d”

- Tools, models or resources that are already developed but not used in the public workforce system, with the targeted populations, or are not at scale
- Strategies, resources, and lessons from other disciplines, applied to the workforce system and target population(s)
- Brand new ideas that have the opportunity to be “game changers” for the workforce system and target groups

Activities can include design, development, testing, piloting, and /or implementation

Must articulate the process for development, documentation of process or product integration, and prospects for implementation at scale
existing WAF projects

- Pilot or implement successful models or prototypes with the original or new target population(s)

- Replicate and/or scale successful models by developing tools, structures, and/or processes to facilitate adoption through training, coaching, peer-to-peer exchange or other proposed methods.

- Accelerate adoption of successful strategies by offsetting staff development, service delivery modification, data collection and measurement, program integration, or other costs associated with replication and/or scaling.
### Funding

<table>
<thead>
<tr>
<th>Funding Category</th>
<th>NEW WAF Projects</th>
<th>Existing WAF Projects</th>
</tr>
</thead>
</table>
| Target Population(s) | ▪ Long-Term Unemployed  
▪ Returning Veterans  
▪ Individuals with Disabilities  
▪ Low-Income Workers  
▪ CalWORKs Participants  
▪ Disconnected Youth  
▪ Ex-Offenders  
▪ Parents Involved in Family Reunification systems | ▪ Long-Term Unemployed  
▪ Low-Income Workers  
▪ CalWORKs Participants  
▪ Disconnected Youth  
▪ Parents Involved in Family Reunification systems |
| Amount Available | $2,000,000 | $1,000,000 |
| Funding (Min-Max) | $50,000 - $150,000 | $50,000 - $100,000 |
## Use of Funds

<table>
<thead>
<tr>
<th>NEW WAF Projects</th>
<th>Existing WAF Projects</th>
</tr>
</thead>
<tbody>
<tr>
<td>Planning, design, development, piloting, and implementation of activities.</td>
<td>Planning, piloting, and service delivery, as well as capacity building, staff development, and other activities associated with project implementation, replication and/or scaling.</td>
</tr>
</tbody>
</table>

If services are provided directly to job-seeker customers during the course of the grant period, those services may be paid with grant funding, however it is anticipated if the majority of services will be provided through other funding.

Customers are not required to be co-enrolled under this grant.

For those projects providing direct service delivery with these funds, job seeker participants must meet WIA and WIOA eligibility requirements, and must be enrolled under this grant.
Eligible Applicants

new waf projects

- Local Workforce Investment Boards
- Labor Organizations
- K-12 education entities
- Community Colleges
- Adult Schools
- County social service or child welfare agencies
- Community-based organizations
- Business-related non-profit organizations
- Workforce Intermediaries

A private business or for-profit consortium of business can be a partner on the Project Team, but cannot be a lead applicant
Eligible Applicants

existing waf projects

- Past or existing WAF grantee, or any named partners in those projects, with the exception of for-profit business, for-profit consortium of businesses.

- *A private business or for-profit consortium of business can be a partner on the Project Team, but cannot be a lead applicant*
Performance and Evaluation

performance

- Applicants propose project performance targets and goals, and metrics and deliverables that fit with identified target populations, and specific project strategies and outcomes will be determined with each grantee.

- Goals for projects should be clearly defined and measurable during the life of the project. These goals may include incremental measures or “traction points” that reflect process, output, or deliverable benchmarks.

evaluation

- Workforce Accelerator Fund projects will independently evaluated for overall effectiveness and produce reports on program activities and outcomes.

- Grantees will be required to submit reports on project progress and document outcomes, which will be made available to the State Board, EDD, and other stakeholders.
future of workforce development

This committee will serve in an advisory role to the State Board staff and Workforce Accelerator. The committee will advise on how lessons learned and successful projects coming out of the Workforce Accelerator Fund can be addressed through policies, practices, and special initiatives, include SlingShot.

learning community

The State Board will create a Learning Community of grantees, staff, partners, and other key system stakeholders. Project teams will access peer and expert technical assistance, share successful program models, and coordinate performance criteria and evaluation activities through the Learning Community.
<table>
<thead>
<tr>
<th>DOCUMENT NAME/DESCRIPTION</th>
<th>FORM PROVIDED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cover Page</td>
<td>YES</td>
</tr>
<tr>
<td>Project Narrative</td>
<td>NO</td>
</tr>
<tr>
<td>Project Team Description</td>
<td>NO</td>
</tr>
<tr>
<td>Form 1: Project Overview Matrix (New or Existing Project)</td>
<td>YES</td>
</tr>
<tr>
<td>Form 2: Budget Summary</td>
<td>YES</td>
</tr>
<tr>
<td>Form 3: Supplemental Budget</td>
<td>YES</td>
</tr>
</tbody>
</table>
# New WAF Project Proposal Table

<table>
<thead>
<tr>
<th>Section</th>
<th>Description</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project Narrative</td>
<td>▪ Describe the challenge your project is designed to solve – what you will “move the needle” on.</td>
<td>45</td>
</tr>
<tr>
<td>&amp; Overview Matrix</td>
<td>▪ Define the gap the project will address, and the opportunity for improvement or change, and how this project uniquely addresses this - the “big idea”.</td>
<td></td>
</tr>
<tr>
<td>2 pages</td>
<td>▪ Provide an outline of the project, and the project strategies, outputs and outcomes, performance metrics, and timeline.</td>
<td></td>
</tr>
<tr>
<td>+ Project Matrix</td>
<td>▪ Describe the development process and role of the Project Team, and how process or product integration will be documented.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>▪ Describe the opportunity for scaling, replication, or application of project successes and lessons.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>▪ Complete and attach Project Overview Matrix.</td>
<td></td>
</tr>
<tr>
<td>Project Team</td>
<td>▪ Identify the individuals and organizations representing each of the Project Team roles (Expert, Innovator, and Customers) and their experience and successes in that capacity.</td>
<td>45</td>
</tr>
<tr>
<td>2 pages</td>
<td>▪ Describe the function or activities each will provide in the project, including role and commitment to integration, sharing, replication or scaling of successful outcomes.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>▪ List any in-kind match provided by the Team members.</td>
<td></td>
</tr>
<tr>
<td>Budget</td>
<td>▪ Project Budget (Forms 2 &amp; 3). Applicants must provide detailed budget information, including 1:1 in-kind or cash match.</td>
<td>10</td>
</tr>
<tr>
<td>Total Possible Points</td>
<td></td>
<td>100</td>
</tr>
</tbody>
</table>
# Project Proposal

## Existing WAF Project Proposal Table

<table>
<thead>
<tr>
<th>Section</th>
<th>Description</th>
<th>Points</th>
</tr>
</thead>
</table>
| **Project Narrative & Overview Matrix** 2 pages + Project Matrix | - Describe the challenge your project was designed to solve, the gap the project addressed, the opportunity for improvement or change, and how the project uniquely addressed your “big idea.”
- Describe the key successes that your project achieved, and how this improvement was measured.
- Describe any aspects of the project that did not progress as expected, your course corrections, and lessons learned.
- Provide an assessment of the lessons learned from your project’s success, and how this will be integrated into your proposed project.
- Provide an outline of the proposed implementation, replication and/or scaling project, the project strategies, outputs and outcomes, performance metrics, and timeline. Include a description of the populations, sites, partners or regions to benefit from this project.
- Describe the development process and role of the Project Team, and the commitment of the implementation, replication and/or scaling partners.
- Complete and attach Project Overview Matrix.                                                                                                           | 45     |
| Project Team 2 pages          | - Identify the individuals and organizations representing each of the Project Team roles (Expert, Innovator, and Customers) and their experience and successes in that capacity.
- Describe the function or activities each will provide in the project, including role and commitment to integration, sharing, replication or scaling of successful outcomes.
- List any in-kind match provided by the Team members.                                                                                                   | 45     |
<p>| Budget                        | - Project Budget (Forms 2 &amp; 3). Applicants must provide detailed budget information, including 1:1 in-kind or cash match.                                                                                | 10     |
| Total Possible Points         |                                                                                                                                                                                                            | 100    |</p>
<table>
<thead>
<tr>
<th>EVENT</th>
<th>DATE</th>
</tr>
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<tbody>
<tr>
<td>RFA Questions Due</td>
<td>May 14, 2015 (by 3:00 p.m.)</td>
</tr>
<tr>
<td>RFA Answers Released</td>
<td>Weekly on the State Board Website</td>
</tr>
<tr>
<td>Applications Due (by 3:00 p.m.)</td>
<td>May 21, 2015</td>
</tr>
<tr>
<td>Initial Award Announcement</td>
<td>June 8, 2015</td>
</tr>
</tbody>
</table>
Application Submission

Naming convention:

WAF2.0_LeadApplicantOrganization_ProjectName

in Portable Document Format (PDF) to:

EDDWSBGrants@edd.ca.gov
Final Thoughts

applications due

May 21, 2015 at 3pm

questions

EDDWSBGrants@edd.ca.gov