



Workforce Accelerator Fund

innovating workforce development in california

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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.

WAF Goals and Objectives

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.
- Leverage State investment with commitments from industry, labor, public, and community partners.

target populations

- Long-Term Unemployed
- Returning Veterans
- Individuals with Disabilities
- Low-Income Workers
- Disconnected Youth
- Ex-Offenders

This RFA

a new model

- \$2.5 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.

Project Design

design & prototype

- Solutions to specific challenges and that 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

how will your project “move the needle?”

- Accelerating education, training or retraining of workers in the targeted populations
- 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
- 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

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*

Funding

Funding Target	Amount Available	Industry Focus
At risk/Disconnected Youth	\$500,000	Not specified
Returning Veterans	\$500,000	Healthcare
Individuals with Disabilities, Long-term Unemployed, Re-entry/Ex-offenders, Low Income	\$1,500,000	Not specified

Eligible Applicants

- Local Workforce Investment Boards
- Labor Organizations
- K-12 education entities
- Community Colleges and Adult Schools
- 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*

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.

Oversight & Coordination

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.

Forms & Attachments

Document Name/Description	Form Provided
Cover Page	YES
Proposal Narrative	NO
Project Team Description	NO
Form 1: Project Budget	YES
Form 2: Project Overview Matrix	YES

Project Proposal

Section	Description	Points
Project Narrative & Overview Matrix (2 pages + Matrix Form)	<ul style="list-style-type: none">Describe the challenge your project is designed to solve – what you will “move the needle” on.Define the gap the project will address, and the opportunity for improvement or change, and how this project uniquely addresses this- the “big idea”.Provide an outline of the project, and the project strategies, outputs and outcomes, and timeline.Describe the development process and role of the Project Team, and how process or product integration will be documented.Describe the opportunity for scaling, replication, or application of project successes and lessons.Complete and attach Project Overview Matrix.	60
Project Team (1 page)	<ul style="list-style-type: none">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.	30
Budget	<ul style="list-style-type: none">Project Budget (Form 1). Applicants must provide detailed budget information, including 1:1 in-kind or cash match.	10
Total Possible Points		100

Important Dates

Event	Date
RFA Questions Due	May 23, 2014
RFA Answers Released	Weekly on the State Board website
Applications Due (by 3:00 p.m.)	June 2, 2014
Initial Award Announcement	June 13, 2014

Final Thoughts

applications due

➔ June 2, 2014 at 3pm

questions

➔ kelly.luong@cwib.ca.gov