

California Workforce Development Board (CWDB) Workforce Accelerator 8.0 Application Workshop

Slide 1: Title Slide

For Audio, call 1-888-808-6929 passcode 3243425

As a reminder, all phone lines will be placed on mute. Submit any questions through the chat box on your screen or to the CWDBInfo@CWDB.ca.gov mailbox. All questions submitted will be posted on our website's initiative page this Friday. This presentation is also posted for your reference. Any questions that you might have after this application workshop can be submitted to us via email. Let's get started!

Welcome to all perspective Accelerator 8.0 grant applicants! We hope that through this webinar, we will be able to clarify questions you may have about the RFA or application process.

Slide 2: Introductions

Sandra Hamameh, Specialist, Legislation and Policy Branch

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Slide 3: The California Strategic Plan

California's State Plan for the WIOA: Skills Attainment for Upward Mobility; Aligned Services for Shared Prosperity (Strategic Plan) prioritizes regional coordination among key partners, sector-based employment strategies, skills attainment through earn and learn and other effective training models (including, but not limited to apprenticeship), and development of career pathways. The CWDB will fund applications that advance the goals of its Strategic Plan and build workforce system infrastructure and capacity through:

Column One: 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)
- Development of career pathways

Column Two: How

- COLLABORATION among partners in the development of service delivery strategies and alignment of resources
- INNOVATION that creates new methods, adapts existing approaches, or accelerates promising practices in workforce development and skill attainment
- SYSTEM CHANGE by adopting proven strategies and innovations

Slide 4: Accelerator Goals and Objectives

Accelerator funds innovative solutions to accelerate system-wide changes to better address the challenges and barriers that keep Californians from achieving success in their professional lives. Through a combination of seed funding and an initiative-wide support network, Accelerator provides an opportunity for the workforce system to create services in unique ways, tailored to the needs of customers.

The CWDB aims to

- Improve labor market and skills outcomes for the target groups
- Create new modes for 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
- Develop or improve cross-system strategies between the Workforce Development System and Homeless Continuum of Care

Slide 5: Request for Applications

This year's Accelerator Fund has approximately \$3.0 million in Workforce Innovation and Opportunity Act (WIOA) funds to create partnerships and prototype innovative strategies that bridge education and workforce gaps for targeted populations & begin implementation of promising models and practices in workforce system service delivery infrastructure.

The purpose of this RFA is to fund new innovative solutions for system-wide changes to better address the challenges and barriers that keep homeless and housing insecure Californians from achieving success in their professional lives. The thinking behind Accelerator – what makes it unique from the status quo for governmental grants – is its flexibility. This is seed funding with an initiative-wide support network that provides an opportunity for the workforce system to create services in unique ways, tailored to the needs of customers. This is an opportunity to try something new... If it is successful, great! Let's find ways to scale and replicate, "bake it into the system," If it is not successful – that's OK! What did we learn? What might we do differently? Applicants set their own metrics for what success looks like for their project and Accelerator allows for flexibility to pivot and make adjustments throughout the grant period.

Slide 6: Target Population

Accelerator 8.0 will specifically target people who experience homelessness or are precariously housed. This population may also fall into one or more of the other target populations that we usually include in the Accelerator initiative:

- CalWORKS Participants
- Disconnected Youth
- Re-entry of Justice Involved
- Immigrant Job Seekers
- Long-term Unemployed
- Low-Income Workers

- Returning Veterans
- Individuals with Disabilities

Slide 7: Project Design

Accelerator seeks solutions to specific challenges that inhibit career opportunity and employment success for the targeted populations and that improve access to the workforce development pipeline – education, training, support services, placement, retention, etc.

Applicants should be able to demonstrate how their projects will direct existing resources and efforts in new, more efficient and effective ways.

These efforts should not create or reinforce service delivery silos or funding silos, but rather should result in strategies that take a new or unique approach to addressing workforce pipeline gaps specific to these populations, that can be applied, replicated or scaled to create broader impact and system improvement.

The other half of Accelerator design is the Team. We ask each applicant to proposed individual team members under the specific categories listed, who will work on the proposed project.

Column One: Design and Prototype

- Solutions to specific challenges and barriers to career opportunity and access to the workforce development pipeline
- Demonstrate how projects will direct existing resources and efforts in new, more efficient and effective ways
- Result in strategies that take a unique approach to addressing workforce pipeline gaps specific to the target population, that can create a broader impact and system improvement

Column Two: Project Team

- **Experts** – deep knowledge of the workforce system
- **Innovators** - bring new perspective
- **Customers** – access to groups of job seekers and/or employers through the organizations representing them
- **Influencers** – an individual or organization that can influence system change

Slide 8: The Big Idea

Each project must identify a challenge or gap that if successfully addressed would significantly move the needle on employment for the homeless or precariously housed population. This should address a challenge that the workforce system is facing in increasing opportunity, access, effectiveness, and/or scale in addressing assessment, training, placement, or advancement of the targeted populations. Provide the following lines as examples that projects may focus on.

Examples of what that might be:

- Improving work-based learning infrastructure that supports employers and/or that increases access and opportunities for working learners.

- 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
- Accelerating education, training or retraining of workers in the targeted populations.
- Developing new ways of engaging industry to articulate skill needs, calibrate supply and demand, develop curricula and/or training modalities, or other strategies to match job seekers with employment.
- Increasing use of existing or development of new industry-valued skills credentials (i.e. certificates, licenses, digital badges, stackable credentials, etc.).
- Accelerating implementation of WIOA "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 Apprenticeship, Pre-apprenticeship or other "earn and learn" models (i.e. quality paid internships or other work-based learning opportunities)

Slide 9: Project Types

The State Board has organized this round of project activities into two project types, New Projects and Technical Assistance. Any past grant recipient may apply for Accelerator 8.0. However, we are not looking for projects to simply expand on or "do more of the same" as the original project... they must propose how an original project might address the needs of the target population.

Slide 10: New Accelerator Projects

New Projects will address gaps and increase efficiencies in the service delivery pipeline of the workforce system and the alignment of funding for the target population.

How: Design and Development

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

The application must articulate the process for development, documentation of process or product integration, and prospects for implementation at scale.

What we are looking for:

- 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), or
- Brand new ideas that have the opportunity to be “game changers” for the workforce system and target groups

Slide 11: Technical Assistance and Support Activities

Technical assistance providers will aid Accelerator 8.0 grantees and projects through activities to provide individual and group-based assistance in the design, development, and implementation of their projects. They will provide a forum for cross-project communication and learning.

Activities will include:

- **Team Building:** Facilitation and/or guidance of strong Project Team engagement for Accelerator grantees.
- **Knowledge Sharing:** Facilitate in-person Communities of Practice meetings and web-based communities to guide the Accelerator 8.0 grantees through the process of developing their projects and to encourage peer-to-peer engagement and learning. Coordinate training for grantees on topics such as design methods, innovation strategies, or other Accelerator-tailored subjects.
- **Course Correction:** Help grantees identify when project goals, deliverables, and outcomes aren't being met and provide guidance to the Accelerator grantees in the examination alternative methods to accomplish their project goals.
- **Sustainability:** Provide guidance and assistance in developing sustainability plans to ensure that the Accelerator project result in strategies that continue the work of the projects beyond the grant period.
- Any other additional activities as proposed by the Applicant.

Slide 12: Use of Funds

Allowable Use of Funds

The use of funds awarded in the RFA is governed by the WIOA and its associated federal regulations, state and federal directives, and the federal Office of Management and Budget (OMB) Guidance for Grants and Agreements. Appendices A through E in the RFA describe the general requirements pertaining to these funds. Funds awarded under this RFA cannot be used to purchase real property or construct buildings. A maximum of 10% of the total project budget will be allowed for administrative costs. The definition of administrative costs is provided in Appendix B.

Accelerator funds may be used for planning, design, development, piloting, and implementation activities. If services are provided directly to job-seeker customers during the grant period, those services may be paid with this grant funding and customers tracked in

CalJOBS. However, it is anticipated that the majority of direct services will be provided through other funding.

Customers are not required to be co-enrolled under this grant. For more information see EDD Jobs & Training Publication WSD 14-4.

Slide 13: Eligible Applicants

Eligible applicants include:

- Local Workforce Investment Boards
- Labor Organizations
- K-12 Education Entities
- Community Colleges
- Adult Schools
- County Social Service 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.

Slide 14: Performance and Evaluation

The State Board encourages Accelerator 8.0 Applicants to assess the characteristics and potential outcomes of their proposals to identify the truly innovative aspects of the projects.

These projects should allow the Project Team, stakeholders, partners, and service providers to identify and learn new strategies, promising practices, and course corrections. 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.

Slide 15: Communities of Practice

The State Board is committed to implementing continuous improvement, innovation, and system change strategies. This initiative will develop a Communities of Practice 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 and evaluation activities through the Communities of Practice.

Project TEAMS should budget for and plan to attend at least two in-person convenings during the grant period.

Slide 16: Forms and Attachments

The following form templates are provided and required as part of the Application:

- Cover Page
- Project Matrix
- Form D: Project Narrative

- Form E: Funding Expenditure Plan
- Form F: Budget Summary
- Form F2: Budget Narrative
- Form G: Supplemental Budget
- Form I: Work Plan
- Form J: Partner Roles and Responsibilities

Technical Assistance applicants do not complete a Project Matrix.

Slide 17: New Accelerator Project Applications

Applications for New Projects should address the following questions:

- What is the challenge and/or gap your project is designed to address?
- What is the opportunity for improvement or change?
- How this project will uniquely address the “big idea” and “move the needle” on employment?
- What are the innovation process and points of change?
- What is the opportunity for scaling, replication, or application of project successes and lessons?

The Narrative is limited to four pages, which includes the team description. You may refer to the RFA for rubric specifics.

Slide 18: Technical Assistance and Support Applications

Applications for Technical Assistance and Support should address the following questions:

- What are activities for technical assistance, support, and knowledge sharing the Accelerator 8.0 projects will receive?
- What are the methods that will be utilized for the facilitation of the Communities of Practice?
- How will activities be documented and progress be assessed?
- How will lessons and successes be communicated to the State Board and other Stakeholders?
- Who are the individuals and organizations providing technical assistance and support to the Accelerator 8.0 projects and what is their capacity and experience?

The Narrative is limited to four pages. You may refer to the RFA for rubric specifics.

Slide 19: Important Dates

Questions and Answers will be posted weekly on the Accelerator Initiative page of the CWDB website through December 20, 2019.

All Applications are due by Monday, December 23, 2019 at 3:00PM Pacific.

Anticipated Award announcement will be in February 2020.

Program Start Date is April 1, 2020.

Grant period will be April 1, 2020 through September 30, 2021. Technical Assistance grants will go through March 2022.

Slide 20: Application Submission

Send application in one ZIP File containing all required forms, separately and in their original format to CWDBInfo@CWDB.ca.gov, using “WAF 8.0 Application” in the subject line.

The naming convention should follow this format:

Accelerator8.0_ApplicantOrganization_ProjectName

No PDFs will be accepted except for the signed Cover page.

Slide 21: Additional Questions

All questions submitted during this webinar will be captured for our weekly Q&A posting located at <http://cwdb.ca.gov/initiatives/workforce-accelerator-fund/>

Send any additional questions to CWDBInfo@CWDB.ca.gov using “WAF 8.0 Question” in the subject line.

Questions and Answers will be posted every Friday through December 20, 2019.

End Slides

During the application workshop, questions will be taken through the Adobe Connect platform chat box. Questions will be answered live over the conference line and captured and posted on the initiative web page.