HIGHER EDUCATION COORDINATING COMMISSION

Workforce Ready Grants Round 3: Healthcare

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

HIGHER EDUCATION COORDINATING COMMISSION

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 good paying jobs.

- 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.

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 may be used to fund, but are not limited to, paid work experiences, workforce program tuition and fee assistance, wraparound services, the development of culturally and linguistically specific career pathways and organizational development.

Industry Consortia

- Industry Consortia were established by Future Ready Oregon and convened community partners in:
  - industry
  - education
  - labor
  - community partners
- Industry Consortia identify and address sector-specific workforce development challenges and opportunities.
- Building on the foundational principles of Future Ready Oregon, sector-specific Workforce Ready Grants, priorities were informed by Industry Consortia.

Workforce Ready Grants: Healthcare

- Round Three of Workforce Ready Grants will have three separate RFAs specific to the Healthcare, Technology, and Manufacturing industry sectors.
- This is the Healthcare specific RFA with two focus areas:
  - Nursing Career Pathways
  - Healthcare Career Pathways
- Up to $18 million dollars in awards, up to $9 million dollars in each focus area

  (HECC reserves the right to redistribute these funds if it is in HECC's best interest to do so)
- Applicants can submit more than one application in each focus area or a single focus area

Today we will cover…

- Timeline & Applicant Resources
- The Application
  - Requirements
  - Evaluation Questions + Scoring Rubrics
  - Focus Area Questions + Scoring Rubric
- Application Attachments
- The Application Review Process
- Questions & Answers

Timeline + Resources

Workforce Ready Grants: Timeline

RFA Released

May 31, 2024

Info. Sessions

June 10 &

June 17, 2024

Technical Assistance

May 31 – July 31, 2024

Application Due

July 31, 2024

Notice of Award

September 2024

Grant Agreement Executed –

Dec 31, 2024

Workforce Ready Grants: General Information

- Grant Duration July 1, 2024 – June 30, 2026 (Allowable Cost Period)
- There are no minimum or maximum amounts that applicants may seek in their application.
  - See the HECC Future Ready website for previously funded projects.
- HECC reserves the right to partially fund projects
  - You will be asked to identify where the project can be reduced or expanded in the application.
- Applications will be submitted via SurveyMonkey Apply.
  - See the RFA for link on HECC's Grants and Contracts webpage.

Workforce Ready Grants: Applicant Resources

- Request for Application (RFA)
- Application
- Supplementary Materials (RFA Attachments)
- FAQs (published by the end of June)
- Information Sessions (recordings and PowerPoint will be posted online on the Procurement webpage)
- Technical Assistance Providers

Workforce Ready Grants: Technical Assistance

Technical Assistance Providers can:

- Talk through eligibility and fit
- Discuss application requirements
- Review early drafts and talk through strategy
- Support understanding of the scoring rubrics
- Discuss project details (partnerships, participants served, project activities, etc.)
- Review refined drafts & support through submission process
- Provide tools and resources for future funding opportunities

Workforce Ready Grants: Technical Assistance

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Questions?

Application

Application: Requirements

- **The Workforce Ready Grant Application includes the following sections:**
  - Applicant Eligibility
  - Primary Priority Population(s) Served (1-3)
  - Evaluation Questions
  - Identify Focus Area & Focus Area Questions
  - Project Sustainability
  - Leveraged Funds
  - Attachments
    - Project Plan
    - Project Budget (including scaled funding)
    - Budget Justification
    - Application Certification
  - Optional
    - Letters of support from partners or community references
    - Federally Negotiated Indirect Rate Agreement

Application: Eligible Applicants

Explain how your organization meets the definition of the eligible applicant type

- **Workforce Service Provider** – 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.

Application: Eligible Applicants

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
- Be registered with the Secretary of State as a business in Oregon

Identify:

- County of Headquarters
- County of Work (if different from headquarters)

Application: Eligible Applicants

- A Grantee is required to have an **active UEI registration** to enter into a grant agreement.
- An active UEI registration is also required for all **Grantee subawardees** and subcontractors (not needed prior to grant execution, but necessary before work can begin/payment made to subgrantees/subcontractors)
- Registration is **FREE on SAM.gov**, and we have recently heard from grantee partners that their subawardee UEI registration has been taking around 3 weeks to activate currently.
- Third-party organizations sometimes offer to complete UEI registration on behalf of an organization for a fee. However, organizations may register directly/renew their registration using SAM.gov at no charge.

Application: Priority Population(s)

Identify which priority population(s) the project will serve (select 1-3):

- 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)

Application: Evaluation Questions

Evaluation Item 1: Innovative Project

(weighted 20%)

Please address the following prompts *(500-word limit)*:

- Describe your proposed project.
- Identify what is new and innovative about your proposed project.
- Describe how your project aligns with *(cite sources/experience wherever possible):*
  - promising practices and/or evidence-based practices; and
  - culturally responsive practices that support the program participants served by the project.

Score	Evaluation Criteria Item 1
5	Response provides specific and detailed examples to support the innovative nature of the project. Explores in-depth sources and/or experiences that strongly support how aspects of the project use promising practices/evidence-based practices, and/or culturally responsive practices to support program participants.
4	Response provides specific examples to support the innovative nature of the project. Provides sources and/or experiences that supports how aspects of the project use promising practices/evidence-based practices, and/or culturally responsive practices to support program participants.
3	Response provides general examples to support the innovative nature of the project. Provides general sources and/or experiences that support how aspects of the project use promising practices/evidence-based practices, and/or culturally responsive practices to support program participants.
2	Response provides no examples to support the innovative nature of the project. Provides no sources or cites no experience to support how aspects of the project use promising practices/evidence-based practices, and/or culturally responsive practices to support program participants.
1	Response does not address prompts.
0	No response to evaluation item.

Application: Evaluation Questions

Evaluation Item 2: Advancing Equitable Opportunities (weighted 20%)

Please address the following prompts *(500-word limit)*:

- Identify how your project advances equitable opportunities for program participants in workforce programs.
- Identify barriers to participation and describe how your project reduces identified barriers for your participants.
- Describe how participants and/or communities are involved in designing, decision making, and evaluation of your project.

Score	Evaluation Criteria Item 2
5	Response provides specific and detailed examples how the project advances equitable opportunities and reduces barriers for program participants in workforce programs. Response clearly identifies and gives specific and detailed examples of what role participants play in the design, decision making, and evaluation of the project.
4	Response provides specific examples how the project advances equitable opportunities and reduces barriers for program participants in workforce programs. Response identifies and gives specific examples of what role participants play in the design, decision making, and evaluation of the project.
3	Response gives general examples of how the project advances equitable opportunities and reduces barriers for program participants in workforce programs. Response identifies and gives general examples of what role participants play in the design, decision making, and evaluation of the project.
2	Response gives no examples of how the project advances equitable opportunities or reduces barriers for program participants in workforce programs. Response identifies but gives no examples of what role participants play in the design, decision making, and evaluation of the project.
1	Response does not address prompts.
0	No response to evaluation item.

Application: Evaluation Questions

Evaluation Item 3: Success Measures (weighted 10%)

Please address the following prompts *(500-word limit)*:

- Define "success" in the context of this project.
- Describe how you will measure success for this project.

Score	Evaluation Criteria Item 3
5	Response clearly addresses with specific and detailed examples how success is defined for the project. Response clearly identifies and gives specific and detailed examples of success measurement.
4	Response addresses with specific examples how success is defined for the project. Response identifies and gives specific examples of success measurement.
3	Response defines success in general terms for the project. Response identifies and gives general examples of success measurement.
2	Response defines success in general terms for the project. Response gives no examples of success measurement.
1	Response does not address prompts.
0	No response to evaluation item.

Application: Evaluation Questions

Evaluation Item 4: Organizational Experience and Capacity (weighted 15%)

Please address the following prompts *(500-word limit)*:

- Describe your organization.
- Explain the organization's experience in project delivery and grant administration.
- Provide evidence of organizational and technical ability to carry out the proposed project.

Score	Evaluation Criteria Item 4
5	Response gives specific and detailed examples of the Applicant's experience and effectiveness in project delivery and grant administration. Response clearly identifies and gives specific and detailed examples of the Applicant's ability to deliver the proposed project.
4	Response gives specific examples of the Applicant's experience and effectiveness in project delivery and grant administration. Response identifies and gives specific examples of the Applicant's ability to deliver the proposed project.
3	Response gives general examples of how the Applicant's experience and effectiveness in project delivery and grant administration. Response identifies and gives only general examples of the Applicant's ability to deliver the proposed project.
2	Response gives no examples of how the Applicant's experience and effectiveness in project delivery and grant administration. Response identifies but gives no examples of the Applicant's ability to deliver the proposed project.
1	Response does not address prompts.
0	No response to evaluation item.

Application: Evaluation Questions

Evaluation Item 5: Partner Experience and Capacity (weighted 15%)

Applicants are highly encouraged to partner with other organizations to broaden the impact of the project. Provide the following information for each partner organization, to the extent applicable:

- Each partner organization's legal name as registered with the Oregon Secretary of State;
- Identify partner organization type as registered with the Oregon Secretary of State;
- Indicate whether this is a new or existing/established partnership;
- Explain each partner's activities, role, and responsibilities within the proposed project *(150-word limit)*;
- Describe how partner(s) will provide culturally responsive outreach, marketing, and support to populations served during the project; and
- Provide evidence that each partner can carry out its respective activities, role, and responsibilities *(150-word limit)*.

Score	Evaluation Criteria Item 5
5	Response describes each partner organization's activities in the project. Response gives specific and detailed examples of each partner organization's experience and ability in delivering identified activity.
4	Response describes each partner organization's activities in the project. Response identifies and gives specific examples of each partner organization's experience and ability in delivering identified activity.
3	Response describes each partner organization's activities in the project. Response gives general examples of each partner organization's experience and ability in delivering identified activity.
2	Response describes each partner organization's general role but not their specific activities within the project. Response gives no examples of each partner organization's experience and ability in delivering identified activity.
1	Response does not address prompts.
0	No response to evaluation item.

Partner Organization #1

Legal Name of Partner:

Identify Partner Organization Type:

Is this a new or existing partnership? ---

Explain partner's activities, role, and responsibilities within the proposed project (150-word limit):

Describe how partner will provide culturally responsive outreach, marketing, and support to populations served:

Provide evidence that partner can carry out their respective activities, role, and responsibilities (250 word limit):

Add Additional Partner ☑

This value must be between 1 and 250 words.

Partner Organization #2

Application: Evaluation Questions

Evaluation Item 6: Program Participant Responsiveness (weighted 20%)

Please address the following prompts *(500-word limit)*:

- Describe how Applicant has demonstrated the ability to effectively work with the communities to be served.
- Describe the planned outreach and support for populations served by the project. Identify the partner(s) responsible for these activities.

Score	Evaluation Criteria Item 6
5	Response clearly describes and gives specific and detailed examples of how the Applicant and its partners have demonstrated the ability to work effectively with populations served by the project. Response clearly describes and provides specific and detailed examples of the planned outreach and support for populations served by the project and how it is provided/who provides it.
4	Response describes and gives specific examples of how the Applicant and its partners have demonstrated the ability to work effectively with the populations served by the project. Response describes and provides specific examples of the planned outreach and support for populations served by the project and how it is provided/who provides it.
3	Response describes and gives general examples of how the Applicant and its partners have demonstrated the ability to work effectively with populations served by the project. Response describes and gives general examples of the planned outreach and support for populations served by the project and how it is provided/who provides it.
2	Response describes but gives no examples of how the Applicant and its partners have demonstrated the ability to work effectively with populations served by the project. Response describes but gives no examples of the planned outreach and support for populations served by the project and how it is provided/who provides it.
1	Response does not address prompts.
0	No response to evaluation item.

Questions?

Application Focus Areas

Application: Healthcare Focus Areas

Project Focus Area 1: Nursing Career Pathways	Project Focus Area 2: Healthcare Career Pathways
Eligible applicant projects will do one or more of the following for nursing career pathways: (1) Expand education and training (2) Job placement (3) Retention (4) Career advancement Credentials may include: – Certified Nursing Assistant (CNA) – Medical Assistant (MA) – Licensed Practical Nurse (LPN) – Registered Nurse (RN)	Eligible applicant projects will focus on innovation and regional partnerships in healthcare fields. Projects should meet identified regional workforce needs in areas which may include: – Recruitment – Education – Training – Retention

Application: Industry Focused Rubric

Score	Industry Focused Scoring Criteria
20 Outstanding	Applicant's proposed innovative project shows strong and comprehensive alignment with the Healthcare Industry Consortium priority recommendations for the project focus area, by providing: • Specific and detailed evidence of alignment, and • Specific and detailed evidence of capacity, expertise, and strengths to meet or exceed project expectations
15 Above Average	Applicant's proposed innovative project shows strong alignment with the Healthcare Industry Consortium priority recommendations for the project focus area, by providing: • Specific evidence of alignment, and • Specific evidence of capacity, expertise, and/or strengths to meet project expectations
10 Average	Applicant's proposed innovative project shows alignment with the Healthcare Industry Consortium priority recommendations for the project focus area, by providing: • Evidence of alignment • Evidence of capacity, and/or expertise and strengths to meet project expectations
5 Below Average	Applicant's proposed innovative project shows some alignment with the Healthcare Industry Consortium priority recommendations for the project focus area, by providing: • Some evidence of alignment • Some evidence of capacity, and/or expertise and strengths to meet project expectations
0 Insufficient	Applicant's proposed innovative project shows little or no alignment with the Healthcare Industry Consortium priority recommendations for the project focus area, by providing: • Little or no evidence of alignment • Little or no evidence of capacity to meet project expectations

Application: Nursing Career Pathways

1. Explain how your project addresses barriers to project expansion. *(500-word limit)*
2. Identify and explain how local, regional, and/or organizational data (quantitative, qualitative, or lived experience) support the need for the workforce expansion identified in the project proposal. *(500-word limit)*
3. Identify how your project meets the needs of the region in which the project will occur. *(500-word limit)*

Application: Healthcare Career Pathways

1. Identify and explain how local, regional, and/or organizational data (quantitative, qualitative, or lived experience) support the need for the workforce expansion identified in the project proposal. *(500-word limit)*
2. Describe how your project meets the workforce needs of the region in which the project will occur. *(500-word limit)*
3. Identify and explain community assets and needs and describe how your project addresses the needs of the population(s) served by the project. *(500-word limit)*

Questions?

Application Attachments

Application: Attachments

Required Attachments with application submission include:

- Project Plan (attachment B)
- Project Budget (attachment C)
- Budget Justification (attachment D)
- Application Certification Sheet (attachment E)

Optional Attachment with application submission include:

- Letters of support from partners or community references
- Current Federally Negotiated Indirect Rate Agreement

Application: Attachments

Examples of Required Reporting for Funded Projects:

- Project Performance Plan (45 days after grant execution)
- Spend Plan (45 days after grant execution)
- Quarterly Reports
  - Invoice/Expenditure Report
  - Performance Report
  - Participant Data Report
  - Credential Report (if applicable)
  - Employment Report (if applicable)
- Annual ARPA Report

Application: Attachments

Other Requirements for Funded Projects

- **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. This requirement is only applicable to Grantee if their employee, potential employee, or volunteer will be interacting unsupervised and in-person with “Vulnerable Populations” in the completion of the Project Activities under this Agreement. See the sample grant agreement in the RFA attachment.
- **Insurance Requirements**
  - Insurance requirements vary based on the participants served by the project. See the sample grant agreement in the RFA attachment.

Questions?

Application Review Process

Application Review: External Review

- **Eligibility Review** – Application complete & meets basic requirements
- **External Review** – Evaluation Questions
- **Agency Review** – Entire application, including industry specific questions

Application Review: Agency Review

EVALUATION CRITERIA	POINTS	WEIGHTED TOTAL
Evaluation Item 1: Innovative Project	0-5	20
Evaluation Item 2: Advancing Equitable Opportunities and Outcomes	0-5	20
Evaluation Item 3: Success Measures	0-5	10
Evaluation Item 4: Organizational Experience and Capacity	0-5	15
Evaluation Item 5: Partner Experience and Capacity	0-5	15
Evaluation Item 6: Program Participant Responsiveness	0-5	20
		100
AGENCY REVIEW		
INDUSTRY FOCUSED EVALUATION CRITERIA		
Alignment with the Industry Consortium priority recommendations		20

Application Review: Agency Review

Preference will be given to projects that demonstrate:
Alignment with the goals of Future Ready Oregon (Oregon Laws 2022, chapter 28), including support for career-connected learning for program participants, training and development opportunities, and pathways to employment or career advancement in the identified industry sector.
Advances innovative approaches in alignment with Future Ready Oregon priorities, including incorporating feedback from participants and communities served, using a lens of continuous improvement, and supporting pathways to industry-recognized credentials and certifications.
Clearly articulated new and/or existing partnerships that include industry leaders/employers, education and training providers, and community-based or culturally specific organizations that are actively involved in project activities.
Culturally relevant services for program participants, including wraparound supports designed to help individuals attain employment and/or progress along career pathways, supports for the recruitment and retention of students and training participants, and demonstration of cultural competency and experience working with identified participant populations.
Long-term sustainability of project activities. Articulates how the project/program will be supported beyond the grant period.
Opportunities to leverage other sources of funding. Describes other sources of funding that will be leveraged for the proposed project/program.

Application Review: Awards

Previous Workforce Ready Grants have been extremely competitive, and applications go through an extensive review process. Applications are scored by multiple external reviewers and then the top scoring applications are reviewed internally. Review criteria are based on those outlined in ORS 660.400 and industry consortia recommendations. Applications that meet the minimum for all funding criteria may still not be awarded funding.

Previously Funded Projects:

- Workforce Ready Grants, round one here
- Workforce Ready Grants, round two here

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Workforce Ready Grants: Applicant Resources

- Request for Application (RFA)
- Application
- Supplementary Materials (Application Attachments)
- FAQs
- Information Sessions (recordings and PowerPoint will be posted online on the Procurement page)
- Technical Assistance Providers

Questions?

If you have further questions about the RFA or application process, please email the RFA Single Point of Contact:

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