Workforce Training and Services

Decision-Making Framework

The Workforce Training and Services program uses the following criteria to assess a project's alignment with the program's strategies.

Alignment with Objective

ABSENT
Proposal is unrelated to the objective.

EMERGENT
Proposal may advance the objective, but strength of connection is unclear.

INDIRECT
Proposal will make a clear but indirect contribution to advancing the objective.

DIRECT
Proposal will make a clear and direct contribution to advancing the objective.

"INDIRECT" OR "DIRECT" REQUIRED

Program Design and Development

ABSENT
No specific plans, program approach, or partnership strategy for identifying and providing needed supports for populations facing high barriers.

EMERGENT
Limited or unclear plans, program approach, or partnership strategy for identifying and providing needed supports for populations facing high barriers.

DEVELOPING
Moderate or promising plans, program approach, or partnership strategy for identifying and providing needed supports for populations facing high barriers.

STRONG
Strong plans, program approach, and partnership strategy for identifying and providing needed supports for populations facing high barriers.

"STRONG" REQUIRED

Organizational Performance and Capacity

ABSENT
No implementation experience and no track record of success with barrier removal and/or with high quality workforce training that connects graduates to employment.

EMERGENT
Limited experience (less than 1 year) and limited track record of success with barrier removal and/or with high quality workforce training that connects graduates to employment.

DEVELOPING
Some experience (1–5 years) and a track record of success with barrier removal and/or with high quality workforce training that connects graduates to employment.

STRONG
Deep experience (5+ years) and a track record of success with barrier removal and with high quality workforce training that connects graduates to employment.

"DEVELOPING" OR "STRONG" REQUIRED

Partnerships and Collaboration

ABSENT
No partnerships or coordination experience with relevant service providers, public agencies, and/or complementary programs.

EMERGENT
Relevant service providers, public agencies, and/or complementary programs identified but there are no clear commitments or formal partnerships. No or limited experience providing program and service coordination leadership.

DEVELOPING
Some existing partnerships and connections to relevant service providers, public agencies, and/or complementary programs and a clear plan to build new partnerships to fill gaps in needed resources. Some experience in providing program and service coordination leadership.

STRONG
Demonstrated partnerships or commitments from relevant service providers, public agencies, and/or complementary programs and a strong track record in program and service coordination leadership.

"DEVELOPING" OR "STRONG" REQUIRED

Community Outreach and Engagement

ABSENT
Organization has not involved people with lived experience (i.e., knowledge and understanding gained from personal experience) in the design or management of training programs or support services.

EMERGENT
Organization has minimally or episodically involved people with lived experience in the design of training programs or support services.

DEVELOPING
Organization has a clear plan to involve people with lived experience in the design of training programs or support services.

STRONG
The design of the organization's training program and support services is informed by and led with involvement of people with lived experience.

"DEVELOPING" OR "STRONG" REQUIRED

Employer Partnerships

ABSENT
No formal hiring partnerships with employers.

EMERGENT
Occasional or episodic trainee placements achieved, but no formal hiring partnerships with employers or reliable jobs pipeline.

DEVELOPING
Demonstrated efforts underway to develop formal hiring partnerships with employers and a pipeline of jobs and addressing the barriers that limit workforce entry, retention, and advancement.

STRONG
Strong formal hiring partnerships with employers with a demonstrated pipeline of high-quality jobs in place that pay a family sustaining wage.

"STRONG" REQUIRED

Accessibility

ABSENT
Training services are not accessible due to one or more of the following: high cost, inconvenient location and/or timing, insufficient language access and lack of support services.

EMERGENT
Training services are moderately accessible to high barrier populations due to high cost, inconvenient location and timing, inconsistent language, and limited support services.

DEVELOPING
Clear and specific efforts are being made to make training services more accessible in terms of cost, location, timing, language access, and availability of support services.

STRONG
Paid training services take place in a highly accessible location(s), during convenient times, no cost barriers, and have consistent availability of language access and strong supportive services.

"DEVELOPING" OR "STRONG" REQUIRED