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.

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.

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 (les than 1 year) and/or 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 high-quality workforce training that connects graduates to employment.

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.

Community Outreach and Engagement

**Absent**
Organization has not involved people with lived 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.

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.

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.