

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

Proposed activities are unrelated to the objective.

EMERGENT

Proposed activities may advance the objective, but strength of connection is unclear.

DEVELOPING

Proposed activities will make a clear but indirect contribution to advancing the objective.

STRONG

Proposed activities will make a clear and direct contribution to advancing the objective.

“DEVELOPING” OR “STRONG” 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 Experience

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 proposed activities.

EMERGENT

Organization has minimally or episodically involved people with lived experience in the design of proposed activities.

DEVELOPING

Organization has a clear plan to involve people with lived experience in the design of proposed activities.

STRONG

The design of the organization’s proposed activities is informed by and led with involvement of people with lived experience.

“DEVELOPING” OR “STRONG” REQUIRED

Employer Partnerships

ABSENT

No formal employer partnerships described in proposed activities.

EMERGENT

Proposed activities include informal employer partnerships, with occasional or episodic trainee placements for projects with direct service components.

DEVELOPING

Proposed activities demonstrate efforts underway to develop formal employer partnerships, with a pipeline of jobs and feedback mechanisms to address barriers limiting workforce entry, retention, and advancement for projects with direct service components.

STRONG

Proposed activities include strong employer partnerships, with a demonstrated pipeline of high-quality jobs in place that pay a family sustaining wage for projects with direct service components.

“STRONG” REQUIRED

Accessibility

ABSENT

Proposed activities do not include considerations to ensure accessibility for all participants (e.g., location, timing, language, physical environment, etc.).

EMERGENT

Proposed activities include some accessibility considerations.

DEVELOPING

Clear and specific efforts are being made to make proposed activities accessible, given the population of individuals being served.

STRONG

Proposed activities take place in a highly accessible location(s), during convenient times, with no cost barriers to participants, and with consistent availability of language access.

“DEVELOPING” OR “STRONG” REQUIRED