



# **FISCAL YEAR 2020 WORKFORCE EQUITY INITIATIVE**

**Bidder's Conference**

**August 15, 2019**

# BACKGROUND

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- Public Act 101-0007 provided for \$18.7 million dollars to respond to the increasing **need to ensure workforce equity for African Americans in Illinois.**
- In fiscal year 2017, the Illinois Community College Underrepresented Report noted that across all minority groups in 2017, minority Career and Technical Education (CTE) program graduates accounted for 34% of completers. Among these, only 12% were African Americans.

# PURPOSE

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- Create, support, or expand short-term workforce (credit and/or noncredit) training opportunities in high-need communities focused on specific sectors with identified workforce gaps.
- The Illinois Community College Board (ICCB) is inviting the 48 Illinois community colleges to apply for the Workforce Equity Initiative.
- Fiscal year 2020 (beginning September 18, 2019) that focuses on improving workforce equity in at-risk communities.

# ELIGIBLE APPLICANTS

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- Individual community colleges or consortia of community colleges are eligible to apply.
- In the case of multi-college districts, colleges may apply individually or as a district. Only one application per institution or consortia will be considered.

**Participation in the Bidder's Conference is not Mandatory.**

# GRANT PERIOD

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September 18, 2019 – September 17, 2020

# FUNDING AVAILABILITY

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- Funding available for this project is \$18,700,000.
- Plans are to fund up to 15 community colleges.
- Maximum grant award available is \$1.7 million.
  - Colleges may apply for less, as appropriate.
  - Consortia of colleges may apply for up to \$1.7 million per participating institution.
- No cost sharing or matching is required.
- In order to charge indirect costs to a grant, the applicant organization must have an annually negotiated indirect cost rate agreement (NICRA).

# TARGET POPULATION

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- **60% of the Population served through the WEI Grant has to be African American.**
1. The areas in the state must have a:
    - poverty rate of at least 20%; or
    - 75% or more of the children in the area participate in the federal free lunch program; or
    - at least 20% of the households in the area receive assistance under the Supplemental Nutrition Assistance Program; or
    - an average unemployment rate, as determined by the Illinois Department of Employment Security, that is more than 120% of the national unemployment average according to the Department of Labor
  2. High rates of arrest, conviction, incarceration, ex-offenders, gun violence, and low rates of home ownership.

# GRANT DELIVERABLES AND GOALS

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- Employment after completion of the credential aligned with regional workforce gaps that provides a full-time job paying at least 30% above the regional living wage or is on a pathway to a family sustaining wage (See: [www.livingwage.mit.edu](http://www.livingwage.mit.edu)).
- Accelerate the time for the targeted population to enter and succeed in postsecondary education/training programs that lead to employment in high skilled, high wage, and in-demand occupations.



# PROGRAM DESCRIPTION

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- All proposed projects should be a part of a career pathway that allows participants to:
  - obtain an industry recognized credential and/or a community college certificate (credit or noncredit) in the shortest possible time; and
  - maintain quality instruction and enhancing the participant's eligibility for employment in the identified sectors.

# COMBINATION OF INSTRUCTIONAL ACTIVITIES

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- Accelerated programs
- Pre-apprenticeship/apprenticeship
- Bridge programs
- Competency-based education programs
- Incumbent worker training or customized training
- Integrated education and training programs
- Life skills (soft/essential skills) training programs
- Modularized training programs
- Work-based learning strategies
- Other career pathway programs that lead to in-demand employment

# ADDITIONAL SUPPORTS

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- Business and Industry Engagement
- Curriculum Development and Alignment
- Faculty Stipends
- Equipment Upgrades
- Participant Stipends
- Supportive Services
- Tuition Assistance
- Professional Development
- Transition Services but not limited to those with disabilities
- Staff Hiring
- Other

# APPLICATION PACKAGE

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- **Uniform Application must be completed in its entirety.**
  - If a question is not applicable, please enter NA.
- **Cover Page**
  - Contact information as indicated in the NOFO
  - Statement that applicant will abide by all policies and procedures, and
    - Authorizes the individuals to act on behalf of the college
    - **Must be signed and dated by the President/Chief Executive Officer**

# APPLICATION PACKAGE

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- **One Page Abstract**
  - communities proposed to be served
  - **target population to include primarily African American (60% of participants)** (e.g. ethnicity, gender, socioeconomic status, educational/workforce levels)
  - projected number of individuals to be served
  - principle objectives and measurable goals
  - proposed employment sectors
  - proposed project activities and services

# APPLICATION NARRATIVE

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- **Limited to 10 pages, double spaced, 12 point type**
  - **Additional information and charts may be included. These will count as part of the page limitation.**
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- Statement of Need including a description of the target population of students to be served with a breakdown (e.g., ethnicity, gender, socio-economic status, educational levels, workforce status, etc.).
  - Detail of the high demand sectors and occupation. Cite the source of information that will be used to determine the sectors.
  - Projected unduplicated number of individuals to be served.
  - Detailed description of the project and activities, including the measurable project goals and objectives. (Note that goals and objectives must be measurable.)

# APPLICATION NARRATIVE

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- Description of any partnerships and the role of each partner.
- Description of the engagement of employers as a part of the project.
- Project timeline of activities.
- Description of the impact of the project on students, the community, the institution, businesses, etc.
- Description of the applicant's capacity to execute the project, including a description of previous experience.
- Description of the applicant's experience and capacity in applying a racial equity lens in programming for the targeted population.

# UNIFORM BUDGET

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- Submission of an Uniform Budget using a template provided
  - › **Notice of Funding Opportunity**
  - › **Uniform Grant Application**
  - › **Uniform Budget Template**
- Applicants should submit budgets based upon the total estimated costs for the project.
- The applicant organization should refer to 2 CFR 200, “Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards” cited within the template’s instructions.



# GRANT ACCOUNTABILITY AND TRANSPARENCY ACT (GATA)

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- Eligible applicants may apply for a grant but will not be eligible for a grant award until the institution has pre-qualified through the Grant Accountability and Transparency Act (GATA) Grantee Portal located at [www.grants.illinois.gov](http://www.grants.illinois.gov).
- Pre-qualifications
  - DUN & Bradstreet Certification is performed
  - Financial and Administrative Risk Assessment using the Internal Controls Questionnaire (ICQ)
- Be registered in SAM before submitting its application.
  - SAM registration: <https://governmentcontractregistration.com/sam-registration.asp>.
  - Provide a valid DUNS number in its application.
  - Continue to maintain an active SAM registration with current information at all times during which it has an active award.

# REVIEW CRITERIA

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- ☐ Project Need -20%
- ☐ Project Development and Activities – 50%
- ☐ Project Impact – 20%
- ☐ Project Capacity – 10%

**The criteria involves the organization, readability, and clarity of the narrative.**

- ✓ Highly recommended that project proposal/application is ordered as indicated in this NOFO.

# APPLICATION SUBMISSION

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- The Grant application package must be submitted electronically no later than September 16, 2019 @ 4:30 p.m. CST to [Nora.l.rossman@illinois.gov](mailto:Nora.l.rossman@illinois.gov).
- Grant application and materials may be found on the ICCB website at [www.iccb.org/iccb/workforce-equity-initiative/](http://www.iccb.org/iccb/workforce-equity-initiative/).
- Paper copies are not permitted. Applicants will receive confirmation of receipt of the email containing the attachments.
- **It is up to the applicant to ensure that all items in the package are attached and sent in the e-mail.**

# QUESTIONS

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- Submit all questions electronically to [Nora.l.rossman@illinois.gov](mailto:Nora.l.rossman@illinois.gov).
- Phone calls will not be accepted.
- Include in the subject line: [Institution's Name] Workforce Equity Initiative.
- All questions will be posted in a FAQ on the ICCB website.

# APPLICANT NOTIFICATION

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- All applicants, funded or not funded, will be notified by September 17, 2019.