FISCAL YEAR 2020
WORKFORCE EQUITY INITIATIVE

Bidder’s Conference

August 15, 2019
BACKGROUND

• 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.
• 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**

- 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

September 18, 2019 – September 17, 2020
**Funding Availability**

- 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

• 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

• 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).

• 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.
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

• 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

- 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

• Uniform Application must be completed in its entirety.
  o 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
    o Authorizes the individuals to act on behalf of the college
    o Must be signed and dated by the President/Chief Executive Officer
APPLICATION PACKAGE

• 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

- 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.

- 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

• 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

• 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)

• 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.

• 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**

- 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

• 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.

• Grant application and materials may be found on the ICCB website at 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

- Submit all questions electronically to Nora.1.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

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