RFA State and Local Workforce Fellows

A Preview of the **Evidence-Based Workforce Spending Toolkit** for Input & Feedback from the Workforce Fellows

July 19, 2023

RESULTS FOR AMERICA

Let's warm up that chat box…

….What has been the highlight of your summer so far?

- The program will begin shortly

- Please turn on your video

- Please mute your microphone

- You are welcome to use the chat box for discussions or questions throughout the session!

- Please rename your screen to

  - "Name, Preferred Pronouns, State, City/County"

  - *Example:* **Brooke Valle, She/Her, Avon Lake, OH**

RESULTS FOR AMERICA

Welcome and Introductions

Today's Facilitator

Andy Feldman
Founder and Principal Consultant
Center for Results-Focused Leadership, LLC

andrew.feldman@centerforresults.org

Toolkit purpose / format

- **Purpose:** To present concrete strategies (with case examples) for increasing the impact and ROI from workforce-related contracts and grants.

- **Format:** An online toolkit geared for busy workforce leaders, with concise text and clickable resources.

- **Target launch:** Fall 2023

Three opportunities discussed

1. Build and use evidence

2. Strengthen and focus on performance

3. Innovate

Opportunity #1: Build and use evidence

- Strategy 1a: Encourage evidence-based approaches

- Strategy 1b: Build evidence about what works

- Strategy 1c: Select and adopt an evidence framework

- Strategy 1d: Have applicants create a logic model

Opportunity #1: Build and use evidence

- Strategy 1a: Encourage evidence-based approaches
- Strategy 1b: Build evidence about what works
- Strategy 1c: Select and adopt an evidence framework
- Strategy 1d: Have applicants create a logic model

  - The strategy: Creating incentives for applicants to demonstrate that they will be using evidence-based approaches if awarded the grant or contract.

  - Example: A program might allocate, say, 5 out of the 100 competitive preference points in a grant competition to applicants who can demonstrate that their proposed approaches are backed by a certain level of evidence.
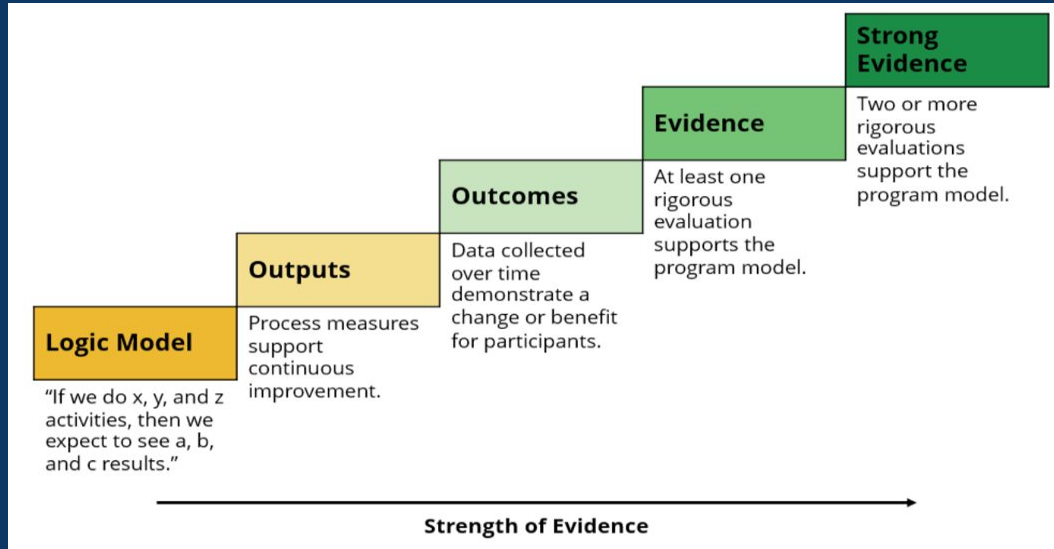
Opportunity #1: Build and use evidence

- Strategy 1a: Encourage evidence-based approaches
- **Strategy 1b: Build evidence about what works**
- Strategy 1c: Select and adopt an evidence framework
- Strategy 1d: Have applicants create a logic model

- The strategy: Either requiring or incentivizing grantees or contractors to participate in some form of evidence building.

- Example: A program might allocate, say, 5 out of the 100 competitive preference points in a grant competition to applicants who are willing to be part of a multi-site (i.e., multi-grant) study.

Opportunity #1: Build and use evidence

- Strategy 1a: Encourage evidence-based approaches
- Strategy 1b: Build evidence about what works
- **Strategy 1c: Select and adopt an evidence framework**
- Strategy 1d: Have applicants create a logic model

Opportunity #1: Build and use evidence

- Strategy 1a: Encourage evidence-based approaches
- Strategy 1b: Build evidence about what works
- Strategy 1c: Select and adopt an evidence framework
- Strategy 1d: Have applicants create a logic model

RESULTS FOR AMERICA
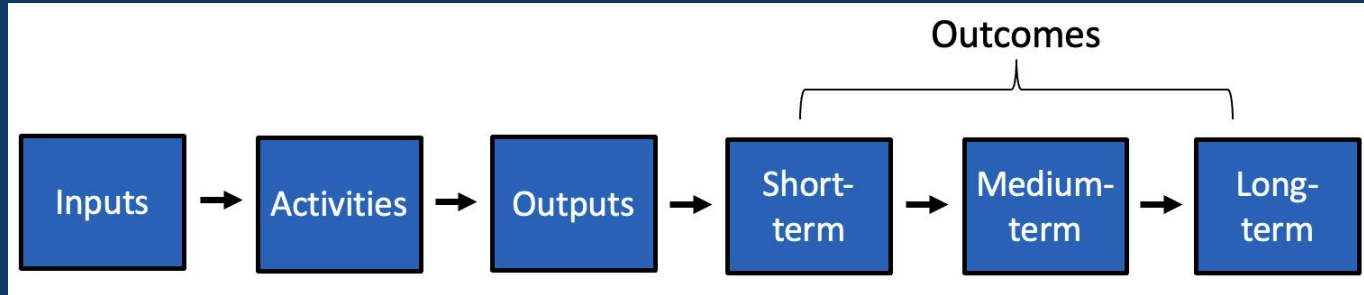
Opportunity #2: Strengthen a focus on performance

- Strategy 2a: Require a plan for robust performance tracking

- Strategy 2b: Use performance-based contracts

- Strategy 3: Innovate procurement & grantmaking practices

  1. **Bring lived experience to the procurement process**
     - ✔ Case study: San Diego's Workforce Partnership

  2. **Blends funding streams**
     - ✔ Case study: Pittsburgh's Workforce Development Board

  3. **Using specialized services**
     - ✔ Case study: San Diego's Workforce Partnership

  4. **Promoting equity and job quality**
     - ✔ Case study: Colorado's Workforce Development Council, which launched a grant program to provide training and assessments on racial equity to trade associations

Case Study Example

15

Racial Equity Training & Assessments for Trade Associations at CWDC

Opportunity

CWDC received $60M from ARP to improve equity and job quality post-COVID. Efforts in reskilling, upskilling, and next-skilling through Workers Grant Act and WIOA grants.

Action

CWDC developed a grant program for racial equity training and assessments in trade associations.

Challenges

Resistance to change within government and a cumbersome Request for Applications (RFA).

Outcomes

Observations and outcomes indicate success in capacity building and positive impacts on trade associations.

Lessons Learned

- Gather applicant feedback
- Diverse evaluators
- Clarify screening parameters
- Foster organic connections

Padlet Demo & Breakout Discussion

RESULTS
FOR AMERICA

Breakout Discussion Questions

1. What is your first reaction to the overview of the guide?

2. What additional tools or features would you like to see in a guide like this?

3. Based on the review of the strategies, what feels most relevant to your project?

4. After taking a look at the case studies, what Wow's and Wonder's do you have?

5. What have you liked about the Job Quality Playbook? What have you not liked? (e.g. contract language, talking points, etc.)

Group Discussion

19

Discussion Questions

- **What main themes emerged in each breakout group?**

- **Any remaining questions or feedback that hasn't been addressed?**

CHECK OUT QUESTION

In the chat, please share….

- Any colleagues or peers who you would like to see featured in a case study

RESULTS
FOR AMERICA

Upcoming Sessions and Resources

- ✓ **August 2, 4:00pm EST - Empowerment: Practice and Policy Centered on Worker's Experience and Priorities**

    Register here

- ✓ **August 16th, 4:00pm EST - J-PAL: Theory of Change Measurement**

    Register here

- ✓ **Applications to join the Fellowship Alumni Cohort are due July 31st!**

- ✓ **J-PAL's LEVER Evaluation Incubator applications are open through July 31st to receive TA, resources, and funding up to $50,000.**

WE WANT TO SUPPORT YOU!

PLEASE COMPLETE THE QUICK POLL ON THE SCREEN

RESULTS
FOR AMERICA

THANK YOU!

Please send any follow-up questions to:
- morgan@results4america.org

Need additional support with your projects?
Reach out to schedule office hours.