

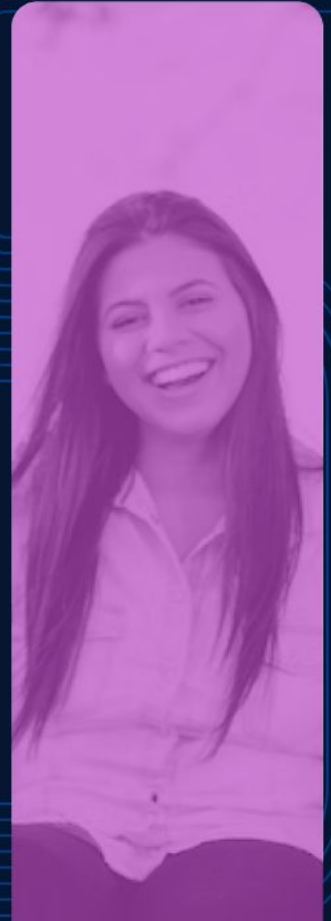
2024

—

Results for America

State and Local Workforce Fellowship

 **RESULTS**
★★★
FOR AMERICA



Who is RFA?

- A nonprofit working with public servants and policymakers to use data and evidence to improve outcomes.
- **Our goal:** Improve the quality and impact of government programs.
- **How?** We create ready-to-use resources, trainings and TA for government leaders.



Fellowship Tracks



Advance job quality
for all workers
through evidence-
based strategies



Use evidence-based
workforce spending to
improve outcomes

Fellowship Offerings

Peer Network



Learn from other leaders and practitioners in workforce development and economic development.

Gain insights into best practices from jurisdictions innovating workforce development across the U.S.

Our last cohort had 13 states and 22 localities participate.

Technical Assistance



Receive technical assistance and trainings from experts on topics that you can start using in your daily work.

These trainings come in the form of webinars, individualized “office hours” and monthly TA check-ins.

Past training providers have included:

- Harvard Kennedy School's Government Performance Lab
- MIT's Poverty Action Lab
- U.S. Department of Labor

Resources



RFA has developed ready-to-use resources that are made for state and local workforce leaders

We have an interactive resource for each fellowship track:

1. [The Job Quality Playbook](#)
2. [The Workforce Evidence-Based Spending Guide](#)

What Does Participation Look Like?

Monthly Trainings	Peer Connection	Technical Assistance	Apply Learnings	Project Plans*
<p>Track-specific trainings from subject matter experts.</p> <p>Develop a foundational knowledge of key concepts to implement in your work.</p>	<p>Engage with network of top government innovators from around the country.</p> <p>Offer new ideas and approaches.</p> <p>Provide direction and encouragement when challenges inevitably arise.</p>	<p>Have access to RFA's expertise and network.</p> <p>Identify areas for support, capacity, building, etc.</p> <p>Understand what's needed for a Fellowship team to develop a project plan.</p>	<p>Clarify how to translate information from monthly trainings, TA, and RFA resources into an achievable project plan.</p> <p>Implement takeaways into everyday work.</p>	<p>Develop an action plan to:</p> <ul style="list-style-type: none"> • Advance job quality, <p>or</p> <ul style="list-style-type: none"> • Improve workforce outcomes through evidence-based workforce spending <p>Implement the plan over RFA's 18 month Workforce Fellowship.</p>

Fellowship Benefits

Fellows walk away with a new set of skills and connections to make changes in their organizations.



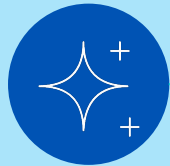
Professional Development

Added Capacity



Governments are facing staffing shortages and capacity constraints, and RFA can help fill that gap.

Our programming can help get leaders “unstuck” on projects and initiatives they care about with strategic supports and resources.



Spark Organizational Change

Continued Relationship with RFA



Your relationship with RFA doesn't end after the fellowship. There are additional programs and resources that you will have access to as an alumni.

How does this work carry forward?

July 2024

January 2025

July 2026

6-Month Rapid Cycle Cohort Trainings

Individuals or teams of colleagues join and participate in the 6 month Rapid Cycle Cohort

*Optional Project Plans

Fellows decide if they'd like to develop a project plan with the intention of joining the next cycle of the Fellowship

18-Month Fellowship

Rapid Cycle Fellows continuing with RFA will gather a team of colleagues to join and participate in the 18 Month Cohort where they will **implement their project plan.**

What have past Fellows achieved?



Texas Workforce Commission



Embedded an **evidence framework** and **performance outcomes** in the application and selection criteria for their Building and Construction Trades program with 15% of funds linked to outcome-based payments.



City of Madison, Wisconsin



Created a **job quality framework** to guide the revision of the City's personnel rules to establish Madison as a quality employer of choice.



San Diego Workforce Partnership



Released two **performance-based RFPs** that also used job quality metrics of training program outcomes as part of the award process.



Pennsylvania Dept. of Labor & Industry



Developed an **evidence framework** and used it to guide budgetary, contracting, and grantmaking processes.

FAQs

Frequently Asked Questions

Who is a good fit for the fellowship?

Individuals or teams of colleagues employed by a:



Workforce board



Economic development agency



Service provider (partnered with an above agency as part of a team)

Is there a cost to join?



No! Participation in the Fellowship is free.

Frequently Asked Questions

Do I need to be part of a team to join?

Open to everyone*; however, preference is given to those signing up as a team.



Learn together



Effectively bring the learnings into work outside the Fellowship



Set up to join the 18 month Fellowship cycle, beginning in 2025

*Those signing up for the Fellowship from a service provider must join as a team with government partners to ensure relevancy/applicability of program content.

Frequently Asked Questions

What type of projects can the Fellowship support?

Advancing Job Quality

- Employing evidence-based interventions to ensure workforce programming invests in:
 - Programs
 - Partners
 - Businesses
- That have or lead to high quality jobs

Evidence-Based Workforce Spending

- Using evidence- and outcomes-based grantmaking, contracting, and budgeting
- Define performance metrics
- Develop an evidence framework
- Link funding to outcomes
- Support equity and innovation in funding models
- Actively manage grants and contracts

Frequently Asked Questions

Do we need expertise prior to joining?



No expertise in job quality or evidence-based workforce spending required.

Fellows should be familiar with their:



Organization's procurement strategies or job quality definition/framework



Desired outcomes based on populations served



Funding streams and program models used








Current local or state-level data systems and data accessibility

Frequently Asked Questions

What is the time commitment?

Individuals or teams of colleagues will be expected to attend:

-  A virtual kick off and closing event, July 2024 & January 2025
-  Monthly 90 minute training sessions, August - December 2024
-  Technical Assistance office hours, held intermittently
-  1:1 Project plan Technical Assistance calls, as needed
-  Interviews for workforce-related podcasts or articles

What's Next?

Join the Fellowship



Sign up to participate by **May 31, 2024**

- [Click here to sign up](#)
- RFA will contact you no later than June 10, 2024

Still have questions?

- [Sign up for a 1:1 call](#) with RFA's Workforce Team

Stay Up To Date



- Add workforce@results4america.org to your safe sender list
- Join the [The Evidence-Driven Workforce Leadership Forum LinkedIn Group](#)
- Keep an eye out for calendar invitations for training dates, etc.

For more details about the State and Local Workforce Fellowship, click below:

- [Rapid Cycle Explainer Video](#)
- [Rapid Cycle Application](#)
- [Rapid Cycle Virtual Training Calendar](#)
- [RFA's Workforce Program Website](#)
- [Job Quality Playbook](#)
- [Workforce Evidence-Based Spending Guide](#)