

Fund for Workforce Equity



Applicant Webinar – Sept. 2024

Welcome--
Introduce
yourself in
the chat!

- Name
- Pronouns
- Organization
- Location



Welcome

We'll get started in just a few minutes. While you're waiting, please note the following:

- Participant video is off and lines will be automatically muted.
- Questions? Use the **Zoom Q&A** tool throughout the webinar.
- Have a technical question? Please use the **raise hand** function!
- Please use the **chat** to introduce yourself and discuss the presentation with other attendees.
- Today's conversation is being recorded and will be shared via our website: www.workforce-equity.org

Agenda

- I. Welcome and Introductions
- II. Fund Overview + Timeline
- III. Grantee Resources and Evaluation
- IV. Q&A

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About Workforce Matters

Workforce Matters is a **national network** of grantmakers that draws on expert and practitioner knowledge and works together to **strengthen workforce development philanthropy** such that it empowers workers, learners, and job seekers to realize their full potential; dismantles inequities based on race, gender, ability, and other individual characteristics; and **advances equitable education and employment** outcomes for youth and adults.

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About the
Fund for
Workforce
Equity



www.workforce-equity.org

Background

- Launched in 2022 -
 - To invest in initiatives that involve and engage workers and learners of color in developing and implementing workforce programs and policies
 - Long term, to improve ability of workforce system to meet needs of historically disadvantaged workers and learners & improve overall outcomes
- Built on recommendations in our [Racial Equity Framework for Workforce Development Funders](#)
- Informed by an Advisory Committee comprised of funders and field partners
- Excited to launch Round 2 -- grants to begin in early 2025

Current Advisory Committee Members

Raj Borsellino, Truist Foundation

Amanda Cage, National Fund for Workforce Solutions

Lizeth Chacon, Workers Defense Project

Elizabeth Cheung, Conrad N. Hilton Foundation

Stephanie Comai, Ralph C. Wilson, Jr. Foundation

Patti Constantakis, walmart.org

Lauren Crain, WES Mariam Assefa Fund

Kayla Elliot, Joint Center for Political and Economic Studies

Isa Ellis, Bill & Melinda Gates Foundation

Allison Gerber, The Annie E. Casey Foundation

Tuquan Harrison, The James Irvine Foundation

Marci Hunn, The Harry and Jeanette Weinberg Foundation

Elaine Katz, The Kessler Foundation

Dr. Lauren N. King, W.K. Kellogg Foundation

Loh-Sze Leung, Workforce Matters

LaShana Lewis, L.M. Lewis Consulting

Sarah Miller, Federal Reserve Bank of Atlanta

Clair Minson, Workforce Matters

Matthew Muench, JPMorgan Chase

Ian Record, Ian Record Consulting

Luis Sandoval, Building Skills Partnership

Kim Tabari, USC Equity Research Institute

Monique Tinglin, Allstate Foundation

Kwelin Waller, American Institutes for Research

Melinda Wiggins, The LIFT Fund

Goals

- **Support workforce organizations** in developing and implementing strategies to engage historically disadvantaged workers and learners in informing workforce policy and program design and implementation, thereby making workforce programs and policies more responsive to their needs.
- **Support learning** among both funders and workforce organizations in order to expand the use of effective strategies to center and amplify the voices of workers and learners.

Learning Questions

- What **factors facilitate and challenge** worker and learner engagement?
- What **supports, resources, and approaches** help organizations reach higher levels of worker and learner involvement? What strategies can philanthropy use, and how can philanthropy better partner to support this work?
- How does worker and learner engagement **influence workforce development programs and policies**?
- How does worker and learner engagement **impact organizational practice/culture**?
- What **implications for the workforce system** are emerging from this work?

Four Key Strategies

- **Flexible Grants.** To pilot or expand efforts to authentically involve and engage workers and learners in program and policy design and implementation
- **Learning Community.** To facilitate sharing and dissemination of strategies and learning.
- **Technical Assistance/Expertise.** To expand access to expertise and resources on human-centered design and other best practices for elevating worker and learner voice.
- **Evaluation and Learning.** To capture and share learning with field partners and funders to expand support for and investment in efforts to involve, engage, and empower workers and learners.

Grant Funding

- **Up to \$700,000** will be awarded toward initiatives that involve and engage historically disadvantaged workers and learners in workforce policy and program design and implementation.
- Applicants may request **grants of up to \$100,000/2 years**
- The total number and dollar amount of awards will depend on contributions to the Fund and the recommendations of the Advisory Committee.
- **Not all projects will be funded.**
 - With permission, Workforce Matters will share information with members of its network to help generate greater interest in and visibility of proposed projects.
 - JustFund makes identifying other funding sources more seamless
 - Selected TA opportunities will be open to applicants

Eligibility

The Fund for Workforce Equity is open to any nonprofit (501c3) organization providing workforce development services primarily to or within historically marginalized or excluded populations, including workers and learners of color, Native Nations and communities, people with disabilities, including but not limited to the following:

- Previous applicants to the Fund for Workforce Equity
- Previous grantees of the Fund for Workforce Equity
- Previous applicants to the WGNCC
- Collaborative or partnership efforts
- Worker centers, worker rights organizations, labor management partnerships

Priorities, Populations & Approaches

- **Populations:**

- Workers and learners with disabilities, refugees and immigrants, youth and young adults

- **Geographies:**

- California-based grantees, Detroit/Southeast Michigan, Western NY

- **Approaches:**

- Applicants that align or integrate worker rights and workforce development
- Approaches that focus on building worker power to improve working conditions and economic mobility
- Approaches that empower workers and learners to shape and implement workforce programs and policies
- Applicants committed to applying lessons learned to their own employment and organizational processes.

Uses of Funding

- Applicants should use funds to develop and implement strategies that increase authentic engagement with historically disadvantaged workers and learners and respect and value their input by incorporating it into the design and implementation of workforce programs and policies.
- Applicants may utilize funding flexibly to launch new efforts and/or innovate or expand on existing efforts to involve and engage workers and learners of color.
- We expect applicants to compensate workers and learners for their time spent on project activities.

Uses of Funding

- Stipends or honoraria
- Supportive services that enable workers and learners to participate in program design and implementation
- Support for new or expanded partnerships between workforce training organizations and organizations that focus on building worker power and agency
- Support for the implementation of ideas/feedback provided by workers and learners

Staff, consultant, or worker and learner time for the development and implementation of:

- feedback mechanisms
- worker and learner-centered evaluation methods
- worker and learner-centered outcome metrics
- worker and learner advisory and leadership councils, fellowships, or similar efforts to invest in worker and learner leadership
- methods that increase the civic engagement of worker and learners

For
example,
projects
that...

- Support pathways to organizational leadership for workers and learners of color
- Support workers and learners of color in shaping workforce policies in their communities
- Increase the number of workers and learners of color that have a seat on the board or other governance structures
- Implement an intentional and meaningful way of gathering and using feedback from workers and learners to inform their work and that circle back to those workers and learners
- Support the development and implementation of quality jobs frameworks with leadership/involvement of workers and learners
- Combine skills training and worker rights/worker organizing
- Support Employee Resource Groups
- Explore what workers need for retention and advancement
- Address intersectionality
- Develop partnerships with worker rights & worker organizing organizations/efforts

LOI Timeline

Aug 16, 2024	LOI Release
Sept 4	Informational webinar for applicants
August 17 – Sept 15	Q&A period; Q&A will be posted on www.workforce-equity.org
Sept 16, 9pmEDT [3pmHST, 6pmPDT, 7pmMDT, 8pmCDT]	LOI's Due to Workforce Matters
Sept 17- September 30	LOI Review + Selection Period for Stage 2

Full Proposal Timeline

October 1	Invites for Full Proposal issued
October 31	Full Proposal Due
Nov 1 – Dec 31	Proposal Review, Grantee Selection + Approval period
Week of Jan. 6, 2025	Grantee announcements + award letters issued
February 1, 2025	Grant period begins

LOI Components

- JustFund Common Application (*organizational mission, vision, demographics, etc*).
- Letter of Inquiry questions (3)
- Supplemental Attachments (2)
 - 501 (c) 3 (for organization or fiscal sponsor)
 - Organizational Budget
- All attachments must be uploaded via the JustFund platform

LOI Questions

1. The Fund for Workforce Equity has a number of target populations and geographies for this round. Please tell us if you are proposing work that primarily or substantially serves one or more of the following (check all that apply)
 - Youth and young adults
 - Immigrants and/or refugees
 - People with disabilities
 - Workers and learners in California
 - Workers and learners in Southeast Michigan
 - Workers and learners in Western New York

Notes:

Southeast Michigan encompasses the counties of Monroe, Washtenaw, Livingston, Oakland, Wayne and Macomb. Major cities in Southeast Michigan include Jackson, Adrian, Brighton, Blissfield, Detroit, Monroe, Tecumseh, and Ann Arbor.

Western NY includes the following counties: Allegany, Cattaraugus, Chautauqua, Erie, Monroe, Niagara, Genesee, Orleans and Wyoming. Major cities include: Buffalo, Niagara Falls, Jamestown and the surrounding suburbs.

LOI Questions (cont'd)

2. What work are you currently doing within your organization and/or your workforce programs to involve and empower workers and learners most impacted by racial, ethnic, and gender disparities? If you're not currently doing this kind of work, why do you want to do it now? *(Suggested length – up to 1 page)*
3. Where do you think your current work falls along the [spectrum of worker and learner engagement](#) and why? How will a grant from the Fund for Workforce Equity help you to build on these efforts? *(Suggested length – up to 1 page)*

Spectrum of Engagement



This engagement spectrum was developed by SPR and the International Association for Public Participation. It was originally developed as the Spectrum of Public Participation in the early 2000s

Excellent	Very Good	Good	Fair	Poor/ Nonresponsive
<i>20 points</i>	<i>15 points</i>	<i>10 points</i>	<i>5 points</i>	<i>0 points</i>
Response is specific, detailed, and provides examples	Response is sufficiently detailed	Applicant answers the question, but more detail would be helpful	Response is vague or too general; not specific enough	Response does not answer the question or meet criteria

LOI Rubric

The following five categories will be used to score the LOI: *Eligibility, Priorities, Approaches, Worker Engagement, Rationale*

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Learning Community

- Will be open to all grantees
- Will formally launch after grantees are selected
- Will bring on a learning community facilitator/consultant
- Virtual meetings (~ 4-5 over the grant period); up to two in-person meetings if time, interest, and funding allow
- Will build in touchpoints with FWE funders to report themes, lessons learned, etc. without compromising grantee space to learn/share openly

Technical Assistance

- Will be supported by the Fund
- Will be designed based on grantee needs and interests
- Some sessions will be mandatory, some will be optional
- May be structured around a "menu" of supports, e.g.
 - Power Sharing
 - Human-Centered Design / Journey Mapping
 - Advisory and/or Leadership Councils
 - Community or Worker Organizing

Learning + Evaluation

- Learning/process evaluation intended to inform the work and identify learnings for practitioners, funders and field partners
- Will continue with evaluation partner from Round 1 – SPR Associates
- Mid-point report in December 2025
- Final year 2 report in Spring 2027
- See our website for [Round 1 evaluation reports](#)

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Fund for Workforce Equity Supporters

- Allstate Foundation
- American Institutes of Research
- Bill & Melinda Gates Foundation
- Conrad N. Hilton Foundation
- JPMorgan Chase
- The James Irvine Foundation
- W.K. Kellogg Foundation
- The Kessler Foundation
- Truist Foundation
- WES Mariam Assefa Fund
- Walmart.org
- Workforce Matters Supporting Members

List as of August 2024

Thank you to our 2023-2024 Supporting Members

AARP Foundation · Accenture · Allstate Foundation · American Institutes for Research
Eli & Edythe Broad Foundation · Annie E. Casey Foundation · Ascendium · Bill &
Melinda Gates Foundation · Deaconess Foundation · ECMC Foundation · Fairfield
County's Community Foundation · Conrad N. Hilton Foundation · The Holloway Family
Foundation · Indeed · JPMorgan Chase · The James Irvine Foundation · W.K. Kellogg
Foundation · Kessler Foundation · LANL Foundation · Lumina Foundation · McGregor
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