

AWARD LIST AND PROJECT SUMMARIES

On June 9, 2022, \$1.2 million of *Workforce Innovation and Opportunity Act* (WIOA) Governor's Discretionary funds were awarded to one organization under the Equity and Special Populations Program (ESP) Technical Assistance (TA) and Evaluation for Program Year 2021-22 (PY 21-22) Solicitation for Proposals (SFP). The awardee and project summary is listed below. Funding decisions are final.

Project List

Applicant Name	County	Award
ICF Incorporated, L.L.C. Db a ICF Consulting, L.L.C.	N/A	\$1,200,000

Project Summaries

APPLICANT ICF Incorporated, L.L.C.
Db a ICF Consulting, L.L.C.
9300 Lee Highway
Fairfax, VA 22031

CONTACT Renee Rainey, Senior Manager
1-202-297-0953
Renee.rainey@icf.com

AWARD \$1,200,000

EXPERTISE SERVING TARGET POPULATIONS ICF has provided TA to state/territory, tribal, and local Temporary Assistance for Needy Families (TANF) agencies, community-based organizations, and workforce development partners serving the target populations to improve program operations, participant self-sufficiency, and connections to the workforce. ICF has a deep bench of experts with direct service and project experience working with individuals across the identified target populations.

KEY PARTNERS ICF offers an intentional mix of subject matter experts, facilitators, coaches, and-evaluators. The organization has a rich history of providing TA and evaluation support to grantees who serve individuals among all identified special populations. ICF plans to engage partners.

PROJECT DESCRIPTION Through in-person and virtual TA modalities and a Community of Practice (CoP), ICF will work with the ESP PY 21-22 grantees to develop organizational theories of change, identify success metrics, support team building, facilitate organizational change and maturation, and coach for program improvement. ICF's multimodal TA approach has developed based on experiences working with grantees serving individuals with employment barriers. These experiences will inform grantee success metrics to evaluate program changes and progress, foster peer-based learning, and support program sustainability and maturation, leading to improved performance participant outcomes.

VIRTUAL SERVICE MODEL ICF uses evolving and multimodal approaches to TA delivery that have increasingly focused on virtual delivery during by the novel coronavirus-2019 (COVID-19). The model includes webinars, technology-enabled peer-to-peer sharing and virtual collaboration, individualized TA coaching, and virtual site visits supplemented by in-person workshops and relationship building.

GOAL MEASUREMENT Grantee success metrics will evaluate program changes and improvement, foster peer-based learning, and support program sustainability, leading to regional collaboration for grantees and improved employment outcomes for participants. The type and intensity of the TA and evaluation support will be individualized, as will the goals we establish in collaboration with grantees. ICF will review work plans, conduct a needs assessment, and meet with grantees to set milestones to assess grantee baselines. ICF will develop a web-based tracker to document TA activities and outcomes. The CoP events will utilize video conferencing and collaboration tools to understand grantees' specific needs, infuse peer-based experiences, and promote bidirectional learning. Sample metrics may examine intake and assessment protocols and timing or communication materials for distancing or stigmatizing language.

EXPECTED OUTCOMES ICF's TA and evaluation support plan will improve employment outcomes for targeted populations, promote innovation and peer-based learning, and support modernized equitable employment and economic mobility systems.