

AWARD LIST AND PROJECT SUMMARIES

On March 22, 2023, \$1.6 million of *Workforce Innovation and Opportunity Act (WIOA)* Governor's Discretionary funds were awarded to one organization under the Equity Target Population Fund (ETPF) Technical Assistance (TA) for Program Year (PY) 2022-23 Solicitation for Proposals (SFP). The awardee and project summary is listed below. Funding decisions are final.

Project List

| Applicant Name | County | Award |
|---------------------------|---------|-------------|
| Jobs for the Future (JFF) | Alameda | \$1,600,000 |

Project Summaries

APPLICANT **Jobs for the Future, Inc**
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AWARD \$1,600,000

EXPERTISE IN SERVING TARGET POPULATIONS JFF has worked for nearly 40 years to drive equitable economic advancement with a particular focus on populations disproportionately underserved by educational and workforce systems. Project team members possess significant subject matter expertise in issues affecting justice-involved individuals, disconnected young adults, people with disabilities, veterans, and other vulnerable populations, including immigrants and individuals experiencing homelessness. JFF's partner, Engage R+D, helps organizations harness the power of evaluation, strategy, and learning to create inclusive and thriving communities; applies innovative methods to identify impacts; and uses data to support learning in social change efforts across sectors.

KEY PARTNERS Engage R+D will participate in a co-design process with JFF to implement a developmental learning approach. Engage R+D will collect and analyze baseline data and interim assessments to support cross-partner learning, innovation, and adaptation across California and track progress toward goals and critical milestones.

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.

SERVICE MODEL JFF's service delivery model will provide individualized TA during customized monthly "office hours" sessions that will offer coaching with population-specific SMEs, including optional in-depth support sessions for grantees needing extra assistance or those elevating problems of practice. JFF will provide employment-focused TA through monthly group CoP sessions incorporating speakers on national best practices, interactive discussions, breakouts focused on the application and adaptation of models for each target population, and consultancies for grantees to receive peer feedback and spur innovation. JFF will also host four virtual Peer Learning Lab sessions throughout the grant period, with one session focused on each ETPF target population. JFF will use our extensive experience providing virtual, accessible, and engaging peer learning communities to design CoP meetings and Learning Labs. Content will be available asynchronously through our online learning management system, Canvas, including case studies, reports, CoP recordings, discussion boards, and access to tools developed to support sustainability. A critical tool for advancing impact and enabling grantees to exceed goals will be the Framework for Population-Specific Workforce Systems Change, developed by JFF and Engage R+D in collaboration with grantees, SMEs, and state leaders, to uplift cross-cutting lessons and innovative solutions and inform longer-term, equity-centered changes at the local and state levels.

GOAL MEASUREMENT JFF and Engage R+D will synthesize and analyze CoP participants' questions, challenges, resolutions, and themes to continuously refine and adapt programming to awardees' evolving needs. Engage R&D will observe TA sessions to document individual grantee lessons, overall participant engagement, and emerging themes on a rolling basis. Findings will inform adjustments to CoP content and delivery through an iterative approach to shared learning. Baseline measures for each grantee will be identified during the first quarter through analysis of grantee proposals, current performance metrics and demographic data, and other relevant secondary data or background documents. Additionally, group CoP sessions and office hours during the first quarter

will guide grantees in an iterative process of establishing key milestones to demonstrate progress toward their long-term goals. JFF and Engage R+D will assist grantees in completing self-assessments of their progress against baseline measures and achieving milestones at regular intervals throughout the grant period. Specific steps to ensure equal access will include initial population-specific listening sessions focused on the lived experiences of workers, direct practitioners, and CBO leaders, regular pulse check surveys, participant interviews, and customized office hour sessions to gauge grantee experiences and adjust delivery as needed.

**EXPECTED
OUTCOMES**

At the end of the grant, the State of California will be equipped with significant learning on effective practices for developing differentiated strategies for target populations. The workforce development field will have a collaborative understanding of innovative and population-specific approaches to service that improve equity in employment and training outcomes, as well as broader recommendations for scaling, supporting, and implementing new approaches to local and state partnerships. ETPF and ESP grantees will be equipped with plans to sustain progress and best practices learned and implemented through the grant period, covering infrastructure and support, employer engagement and placement relationships, and funding and resource analysis. ETPF and ESP grantees will also have achieved critical milestones in serving target populations based on a collaborative assessment process with the TA team. They will demonstrate their learning and innovation through capstone projects.