

# Fund for Workforce Equity



Applicant Webinar – June 2022

# 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.

# Agenda

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

# Agenda

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

# About the Fund for Workforce Equity



[www.workforce-equity.org](http://www.workforce-equity.org)

# Overview

- A new pooled fund launching in 2022
- Provide flexible resources and support to workforce development organizations seeking to pilot and learn from strategies that **center workers and learners of color in workforce policy and program design and implementation**
- Builds on recommendations in our [Racial Equity Framework for Workforce Development Funders](#)

# Goals

- **Support workforce organizations** in developing and implementing strategies to engage workers and learners of color 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.

# Fund for Workforce Equity Supporters

- American Institutes of Research
- Ascendium Education Group
- The Annie E. Casey Foundation
- Cognizant Foundation
- Cuyahoga County Workforce Funders Group
- Deaconess Foundation
- Fund for Our Economic Future
- Conrad N. Hilton Foundation
- The James Irvine Foundation
- W.K. Kellogg Foundation
- WES Mariam Assefa Fund
- McGregor Fund
- Northwest Area Foundation
- Siemens Foundation
- Solon E. Summerfield Foundation
- Strada Education Network
- Tipping Point Community
- Walmart.org
- The Harry and Jeanette Weinberg Foundation
- Ralph C. Wilson, Jr. Foundation
- Workforce Matters Supporting Members

*List as of June 16, 2022*



# Advisory Committee

**Heidi Alcock**, McGregor Fund

**Cathy Belk**, Deaconess Foundation

**Crystal Bridgeman**, Siemens Foundation

**Allison Gerber**, The Annie E. Casey Foundation

**Miguel Cabray**, JPMorgan Chase

**Amanda Cage**, National Fund for Workforce Solutions

**Alex Camardelle**, Joint Center for Political and  
Economic Studies

**Elizabeth Cheung**, Conrad N. Hilton Foundation

**Patti Constantakis**, Walmart.org

**Lauren Crain**, WES Mariam Assefa Fund

**Kimberly Dumont**, American Institutes of Research

**Susan Dundon**, Ralph C. Wilson, Jr. Foundation

**Todd Greene**, WorkRise and Urban Institute

**Tuquan Harrison**, The James Irvine Foundation

**Marci Hunn**, The Harry and Jeanette Weinberg Foundation

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

**Loh-Sze Leung**, Workforce Matters

**LaShana Lewis**, L.M. Lewis Consulting

**Clair Minson**, Sandra Grace LLC

**Michael Morris**, Strada Education Network

**Talia Nagar**, Tipping Point Community

**Sarah Oldmixon**, Workforce Matters

**Jennifer Racho**, Northwest Area Foundation

**Ian Record**, Ian Record Consulting

**Vanessa Rivera**, Solon E. Summerfield Foundation

**Luis Sandoval**, Building Skills Partnership

**Kim Tabari**, USC Equity Research Institute

**Emily Timm**, Workers Defense Project

**Kristen Titus**, Cognizant Foundation

**Kirstin Yeado**, Ascendium Education Group

# Strategies

- **Grants.** Flexible grants of up to \$70,000/year to workforce organizations so they can pilot and learn from different ways of authentically engaging and centering workers and learners of color in program and policy design and implementation
- **Learning Community.** A learning community so organizations can learn from each other and disseminate methods and lessons learned.
- **Technical Assistance/Expertise.** Access to expertise and resources on human-centered design and other best practices for elevating worker and learner voice.
- **Evaluation and Learning.** An evaluation of the initiative and share learning with funders so they can further disseminate and invest in promising practices among their grantees.

# Grant Funding

- Up to \$1,000,000 will be awarded toward initiatives that center workers and learners of color in workforce policy and program design and implementation.
- The total number and dollar amount of awards will depend on contributions to the Fund and the recommendations of the Advisory Committee.
- Applicants may request grants of up to \$70,000. Typical awards will range from \$50,000-\$70,000.
- Not all projects will be funded. With permission, Workforce Matters will share submitted proposals and/or proposal summaries with members of its network to help generate greater interest in and visibility of proposed projects.

# Applicant Qualifications

- Must provide workforce development programming or advocacy, including but not limited to:
  - Education and training programs that help individuals acquire and retain good jobs
  - Efforts that help workers to increase their income and/or advance their careers
  - Internships, apprenticeships, and/or learn-and-earn experiences
  - Career coaching/counseling
  - Providing or coordinating work supports such as transportation or child care services
  - Organizing or advocacy efforts related to any of the above
- Must have already invested in organizational racial equity training
- Must be U.S.-based
- For organizations that provide direct services to individuals: Must serve a majority of workers and/or learners of color
- Must be classified as a 501(c)(3) tax-exempt organization or be fiscally sponsored by an organization that is classified as a 501(c)(3) organization or be a federally- or state-recognized tribal government

# Uses of Funding

- Applicants should use funds to develop and implement strategies that increase authentic engagement with workers and learners of color 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 center workers and learners of color.
- Applicants should demonstrate that this funding will not supplant existing funding for this work and will strengthen and expand the organization's work to center workers and learners of color.

# 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
- Combine skills training and worker rights/worker organizing
- Support Employee Resource Groups
- Explore what workers need for retention and advancement
- Address intersectionality

# Priority Places, Populations, Learning Interests

The Fund will make at least one grant in each of the following:

- California
- Cleveland-Cuyahoga County, OH
- Southeast Michigan (Wayne, Oakland, Macomb, Washtenaw, St. Clair, Livingston, Monroe counties)
- Northwest US (Minnesota, Iowa, North Dakota, Montana, Idaho, Washington, Oregon)
- Post-secondary institutions in New York City serving young adults ages 14-30
- Western New York (Erie, Cattaraugus, Niagara, Orleans, Monroe, Wyoming, Chautauqua, Genesee, Allegany counties)
- Rural communities



# Priority Places, Populations, Learning Interests

In addition, we are particularly interested in partnering with and learning from programs that:

- Offer digital skills and/or IT training;
- Serve immigrants and/or refugees;
- Serve opportunity youth/young adults; and/or
- Serve populations disproportionately impacted by COVID-19.

# Grantmaking Timeline

May 31	RFP launches
June 16	Informational webinar for applicants
May 31-July 15	Q&A period; Q&A will be posted on <a href="http://www.workforce-equity.org">www.workforce-equity.org</a>
July 31	Application Packages Due to Workforce Matters
August 1- September 30	Proposal Review & Grantee Selection
October 15	Grantees Announced
November 1	Grant Period Begins

# Selection Criteria

- Prior organizational experience with and commitment to work on Racial Equity and Inclusion (REI)
- Demonstrated commitment to centering worker and learner voice
- Demonstrated commitment to learning and taking action on feedback
- Provision of stipends, honoraria or other compensation for worker and learners for the purpose of obtaining input and feedback to inform program or policy design and implementation
- Alignment between funds requested and the proposed scope of work
- Potential impact of the proposed project
- Capacity to manage the grant
- Need for resources
- Alignment with Fund for Workforce Equity priority populations or learning interests

# Proposal Package Components

- Cover Page
- Narrative Proposal (up to 3,000 words)
- Project Budget and Budget Narrative
- Other Attachments
  - Organizational Budget
  - Workforce Composition Survey
  - Professional bios for project leads
  - Written REI statements, if applicable
  - Audited or unaudited financial statements, if available
  - IRS Tax Exempt Status Letter, if applicable
- All attachments can be downloaded in Word format

# Agenda

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

# 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 over the year); possibility of an in-person meeting if time, interest, and funding allow
- Will build in some 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
- May be structured around a "menu" of supports, e.g.
  - Gathering and utilizing client feedback
  - 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 future funding for the initiative
- RFP to select a consultant to be released in late June
- Mid-point report in summer 2023
- Final year 1 report in spring 2024



# Agenda

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

Thank you  
to our  
2021-2022  
Supporting  
Members

AARP Foundation, Accenture, Allstate, American Institutes of Research, The Annie E. Casey Foundation, Ascendium, Cognizant Foundation, Communities Foundation of Texas, Deaconess Foundation, ECMC Foundation, Fairfield County's Community Foundation, Conrad N. Hilton Foundation, The Holloway Family Foundation, JPMorgan Chase, The James Irvine Foundation, W.K. Kellogg Foundation, Kessler Foundation, Lumina Foundation, McGregor Fund, Microsoft, Northwest Area Foundation, Siemens Foundation, The Smidt Foundation, Solon E. Summerfield Foundation, Tipping Point Community, Walmart.org, The Harry and Jeanette Weinberg Foundation, WES Mariam Assefa Fund, and the Ralph C. Wilson, Jr. Foundation

# Stay Connected



@WFMFunders



/workforce-matters-funders-network



[www.workforce-equity.org](http://www.workforce-equity.org)



[FWE@workforce-matters.org](mailto:FWE@workforce-matters.org)