Talent and Prosperity for All (TAP) State Workforce Plan Accelerator Initiative

Local Workforce Development Council TAP Grant Form

Background
Governor Inslee has provided $300,000 to support the twelve local Workforce Development Councils (WDCs) to advance initiatives within their local strategic workforce development plans under the umbrella of the state’s strategic plan, Talent and Prosperity for All (TAP).

Intent
These funds are intended to aid local WDCs to quickly identify and build Upskill-Backfill policies and practices within their region. WDCs will engage local partners, including business and labor, and will codify practices in a Memorandum of Understanding (MOU), whenever practical. The WDCs will incorporate Governor Inslee’s goals and considerations for an Upskill-Backfill initiative (attached to this application) as the principal guidance in the development of local strategies.

Funding Requests
Each Workforce Development Council may request up to $25,000. Fundable activities may include, but are not limited to, contract services, pilot projects, and staff support. The application for funds should describe any leveraged resources being contributed in support of the initiative.

Timeline
Planning grant applications are due no later than January 31, 2017. These are not competitive grants. Applications should be submitted to Patrick Woods, Workforce Board Director of Operations (Patrick.woods@wtb.wa.gov, 360.709.4622). Complete applications will be replied to within 10 days of submission. Funds must be utilized by June 30, 2017.
**Application requirements**

Each grant application should contain the following information:

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<th>Workforce Development Council</th>
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<td>WDC Grant Contact</td>
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<td>Potential partner organizations you anticipate bringing to the table to build future upskill-backfill project:</td>
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**Applications must also:**

1. Narratively describe the activities to be funded, amount requested and budget, and how these activities align with your local WIOA plan and how the planning grant will help your council organize projects that address aspects of Governor Inslee’s Upskill-Backfill considerations (attached).
2. Include a description of plan for program oversight and any anticipated deliverables, and how you will measure the success of your initiative.
TAP ACCELERATOR: UPSKILL-BACKFILL INITIATIVE

To accelerate the goals of the state’s workforce development plan, “Talent and Prosperity for All”

Governor Inslee has provided funding support to help accelerate implementation of the comprehensive state workforce development plan, “Talent and Prosperity for All” or TAP. In addition to general support for the 6 TAP Implementation Committees, he has asked that the Workforce Board use a model highlighted as an example in the TAP plan, the Upskill-Backfill strategy, to fund pilots or demonstrations that will advance implementation towards TAP’s goals.

The Upskill-Backfill Initiative (UBI) joins public and business resources to improve the workplace skills of both incumbent workers and new hires-- and creates a pathway to gainful employment and wage progression for our job-seeking Washingtonians, especially those at the lowest income levels or who have other disadvantages in the job market. Each project funded will result in benefits to the employer, the incumbent workforce and job-seekers. Businesses will improve their productivity and competitiveness, to thrive and grow new jobs. Current workers will have the opportunity to train (upskill) for promotional opportunities and higher wages, and to contribute to the stability and vitality of their workplace. As promoting incumbent workers creates vacancies, or as higher productivity and competitiveness create new job opportunities, Washington job-seekers will benefit. The UBI program will include customized training for job-seekers to prepare for the jobs created, and our public talent development system will support a pipeline or pathway for low-income and underserved individuals to these gainful, high demand jobs.

The Workforce Board will work with system stakeholders to develop the funding application guidelines and process. Gov. Inslee asks that these items be considered in the development of the TAP Accelerator: Upskill-Backfill Initiative.

I. Overarching goals:
   a. Businesses will improve their ability to compete.
   b. Businesses will grow their workforce in the period after the program intervention (measurement period TBD).
   c. When appropriate, businesses will have plan for succession
   d. Incumbent workers will see an increase in their income.
   e. Unemployed or underemployed individuals will secure employment at livable wages at participating employer sites.

II. Governor Inslee’s special considerations for job-seeker/workers:
   a. Benefit incumbent workers with some college and no degree
   b. Develop pipeline for backfill opportunities to populations with barriers to employment
   c. Support new hires, including access to further skill development, once on the job.
   d. Develop apprenticeship and other work-based learning opportunities for young people; especially high school apprenticeship programs

III. Governor Inslee’s special considerations for participating businesses:
   a. Target critical industry sectors
   b. Projects should engage a consortia of employers whenever possible
   c. Establish vendor-supplier networks whenever possible
   d. Design feasible employer matching (cash or in-kind) parameters

IV. Governor Inslee’s special considerations for system:
   a. Single state strategy, seamless to employers and job-seeker/workers
   b. Use existing resources first; discretionary funds as gap-filler or funding of last resort
   c. Assure geographic diversity of funded projects
   d. Establish performance accountability framework
   e. Recommendations for sustainability