

## RFP Informational Conference – FAQs

**Q1: Can you provide examples of successful partnerships that you have funded previously?**

A1: There are several in the room. Per Scholas, who we funded to establish a bridge to coding camp with General Assembly to provide extra preparation as a cohort to individuals needing a little more support to be able to succeed in the fast-paced coding bootcamp. CEFGA was supported to expand their Construction Ready program into the south of I-20 region and the Aerotropolis. We worked with the Atlanta Airport Hotel Council to assess employer needs and connected them to Generation to establish a hospitality training program for young adults that is placing individuals into front desk and customer service-facing positions in the airport area.

The National Fund for Workforce Solutions (<https://nationalfund.org/>) has a significant amount of information about successful industry partnerships as well as a guide to characteristics of successful partnerships publication that is referenced in the RFP.

**Q2: Can you expand on what a local partnership looks like?**

A2: This differentiates between the work in healthcare, logistics, and IT, which we consider scalable, regionally-important sectors and industry partnerships in sectors other than these three. The localized partnerships may be more limited in geography or scale; an example would be the hospitality project mentioned in item 1 that serves the airport region. However, the characteristics of these are still the same- employer leadership, clear management strategy, accessible career pathways to sustainable wages, advancement strategies, etc.

**Q3: Are there specific wage targets envisioned as outcomes? Does the opportunity for career advancement have to reach specific wage targets?**

A3: We do not have specific wage targets, but most of our programs generally do not place individuals below \$12 per hour. We are aiming for frontline positions with advancement potential that can reach a sustainable wage, which of course depends on family size, but in general can get to \$19-\$20/hr through subsequent skills enhancement and advancement. We do not want to expend funds to place someone in a minimum wage job with no upward mobility.

It should be noted that CareerRise partnerships are not transitional employment strategies. There are other organizations that fund work experience or transitional employment – our successful programs generally serve clients with stable housing, some work skills, but need additional technical and employability supports to move into fulltime careers with stability and advancement potential.

**Q4: Does the advancement have to occur within the one-year project timeframe?**

A4: No, we realize that advancement often happens in multiple smaller steps therefore we do not necessarily expect an individual to receive training, be placed, and then receive an additional advancement all within the one-year period. However, the strategy or career pathway for future

advancement that is projected for job seekers should be discussed in the proposal. We would expect that incumbents (individuals that are already working in that sector) would be placed or receive a wage gain or promotion within the one-year period after completion of the training services.

**Q5: Do we benefit by incorporating more than one innovation target?**

A5: No. Our intent is to provide 'extra points' for addressing one or more of these challenges that we are interested in spurring innovation around, but they are not mandatory and only should be included if they make sense for the proposed program and activities. Addressing more than one does not provide additional points beyond the initial amount.

**Q6: Does training provided by a partner at no cost count as co-investment?**

A6: Yes, if the service is provided to your program participants and you would have to pay for it otherwise, it is a co-investment even if there are not any funds changing hands. It is an in-kind investment but should be noted and quantified using reasonable estimates of time, materials, etc.