

BRIEF OVERVIEW OF HIB WORK PARTNERSHIP GRANT

The grant program is designed to provide long-term unemployed workers with individualized counseling, training and supportive and specialized services leading to accelerated and/or rapid reemployment in occupations and industries for which employers use H-1B visas to hire foreign workers.

Grant Application Deadline: June 19, 2014

Grant Term = 48 months beginning October 1, 2014; must serve participants w/in first 6 mos.

\$150 million available for 20 – 30 grant awards nationwide; will be extremely competitive.

Grants awarded will range from \$3 Million - \$10 Million

Grants may be awarded to the lead applicant of a public and private partnership of entities that includes:

- 1) The workforce investment system
- 2) Training providers, such as community colleges and community-based and faith-based organizations.
- 3) Businesses and business-related groups, trade associations, nonprofit business or industry, organizations functioning as workforce intermediaries

Required partners include documentable active involvement of at least 3 employers or a regional industry association. Applicants are encouraged to collaborate with other partners that may include: economic development agencies; state and local gov't's; foundations and philanthropic organizations; providers of supportive and specialized services, such as financial counseling and behavioral health; and community-based or faith-based organizations with a proven capacity to reach and engage long-term unemployed individuals, such as job clubs, networking groups, professional associations, veterans' service organizations and congregation outreach ministries.

Trainees – 85% must be long-term (> 6 mos.) unemployed. A small percentage (nor more than 15%) of funds may be used to train/employ other unemployed and/or incumbent workers. Upskill/backfill strategies are encouraged when training incumbent workers.

Applicants that propose to provide training along a career pathway must incorporate into their training plan all levels of the career pathway(s) necessary for achieving industry-recognized credentials that lead to middle and high skilled employment in the industries and occupations for which employers are using H-1B visas. Applicants should not propose projects that only provide training along a portion of a career pathway, where upon completion an individual would not have acquired the industry-recognized credentials that lead to middle and high skilled employment.

Support Services – up to 10% of grant funds may be used to support trainees transportation, childcare, housing and needs-related payments.

Specialized Participant Services – no budget cap; non-duplicative of WIA services; may include financial counseling, behavioral health counseling, mentoring, assistance w/re-location, job coaching, networking and job search.

Trainee Employment Follow-Up – Up to 1.5% of grant funds may be used to follow up on trainees employment status after they leave the program for USDOL reporting purposes.

The Department is especially interested in programs that include employer-based training that enables earning while learning through models such as on-the-job-training (OJT), paid work experience, paid internships, and Registered Apprenticeship models. Incorporating work-based training into these projects will afford employers the opportunity to train workers in the specific skill sets required for open jobs.

For the grant, OJT's at the following rates are allowed:

Workforce of 50 or less = up to 90% of hourly wage
Workforce of 51-250 = up to 75% of hourly wage
Workforce of > 250 = up to 50% of hourly wage

Big Questions Related to Training We Need to Answer:

1. Which occupations?
2. Which employers?
3. What H1B needs do they have?
4. How to recruit trainees?
5. How to assess trainees?
6. What training do they need?
7. Who can provide the training?
8. How many of each occupation will we train?
9. What supportive Services will we provide?
10. What specialized service strategies will we provide?
11. What job placement strategies will we implement?
12. Define our organizational capacity and project management
13. What will the projected project outcomes be in each of the following areas?
Total participants served
Long-Term Unemployed
Incumbent Worker
Total Participants Enrolled in Education/Training Activities
Total Participants Completing Education/Training Activities
Total Participants Completing Education/Training Activities AND Receive a Degree or credential
Total Number of Unemployed Participants who Obtain Employment
Total Number of Incumbent Worker Participants that Advanced into a New Position
Average Wage that Participants will Earn at Placement
14. How will we track the participant-level participant data?
15. What will the cost per participant be?
16. What will the budget be?
17. Who will our partners be?