

## Overview of the H-1B Strengthening Working Families Initiative (SWFI) Grant Program Project Summaries

---

The U.S. Department of Labor Employment and Training Administration (ETA) awarded approximately \$54 million in grants to 14 grantees for the H-1B-funded Strengthening Working Families Initiative (SWFI) grant program on June 14, 2016. SWFI grants will provide support to parents who face barriers to training and are in need of increasing skills and competencies that will either prepare them for entry into an H-1B-aligned career pathway or advancement along an H-1B-aligned career pathway and into middle- or high-skilled jobs. These grants will give more working parents a career pathway to secure higher wage jobs by addressing the significant barriers to participating in and completing training, and in trying to find and acquire affordable, quality child care—including emergency child care—while attending skills training programs. The SWFI grant program was authorized under Section 414 (c) of the American Competitiveness and Workforce Improvement Act of 1998 (ACWIA), as amended (codified as 29 USC 3224a).

A fundamental goal of SWFI is to assist in the removal of child care barriers faced by working parents in need of training to secure better jobs. In support of those objectives, projects will simultaneously address both job training needs and child care barriers of low- to middle- skilled parents through individual services (program-level activities) and by developing or improving systems navigation services that will result in sustainable systemic change (system-level activities).

- **Program-level activities:** These activities will address individual training needs, provide customized participant support services, and lead to job placement in middle- to high-skilled jobs. These activities include:
  - providing training in H-1B industries and occupations;
  - developing strategies for recruiting the proposed target population(s);
  - developing plans to provide a cohesive streamlined set of services tailored to meet the training and participant supportive service needs of each individual served;
  - incorporating individual assessments that allow applicants to customize services that will lead program participants to training completion, employment and job retention; and
  - addressing family and individual needs by providing a comprehensive set of supportive and/or referral services based on assessment and career counseling.
  
- **System-level activities:** These activities will simplify and increase access to services and resources that enable low- to middle-skilled individuals with child care needs to participate in and complete training. These activities include:
  - improving coordination and collaboration amongst workforce development training programs and child care and other early childhood education services at the local, state and/or Federal level;
  - building effective community partnerships that leverage public and private resources to better serve individuals with child care needs in overcoming barriers to training and improve employment outcomes;
  - coordinating with existing child care consumer education and referral systems that can facilitate the streamlining of complex services for working families in need of training and child care services, and if no such systems exist, establish a referral system; and

- leveraging Federal place-based partnerships such as Promise Zones, Rural Integration Models for Parents and Children to Thrive (IMPACT) Demonstration, and Investing in Manufacturing Partnership Communities.

Grants totaling \$54,394,080 were awarded to 14 partnerships of private and public sector entities, which include workforce development entities, education and training providers, business entities, child care and other early childhood education service providers, and employer partners. Grant summaries for these projects are included below:

**Grant Summaries**

Action for Boston Community Development, Inc.	pg. 3
Alachua Bradford Regional Workforce Board d/b/a CareerSource	pg. 5
City of Long Beach	pg. 7
City of Phoenix	pg. 9
Community College of Aurora	pg. 11
Family Footprint	pg. 13
Memphis Bioworks Foundation	pg. 15
Moore Community House	pg. 17
OAI Inc.	pg. 19
OIC of Broward dba OIC of South Florida	pg. 21
Rochester Rehabilitation Center	pg. 23
The WorkPlace	pg. 25
Total Action Against Poverty in the Roanoke Valley, Inc.	pg. 27
Vermont Technical College	pg. 29

## **ABSTRACT**

**Action for Boston Community Development, Inc.**

**GATE to Careers (Generations Advancing Together through Education):**

***A Two-Generation Approach to Building a Skilled Workforce for H-1B Industries***

---

**LEAD APPLICANT.** Action for Boston Community Development, Inc.: a nonprofit community agency located at 178 Tremont Street, Boston, MA 02111

**PROJECT NAME.** GATE to Careers (Generations Advancing Together through Education):  
A Two-Generation Approach to Building a Skilled Workforce for H-1B Industries

**SERVICE LOCATIONS.** Boston, Massachusetts

**TOTAL FUNDING REQUESTED.** \$3,359,939.

**TARGET POPULATION.** *Unemployed or underemployed low-income parents*

**TARGETED H-1B OCCUPATIONS/INDUSTRIES.** Computer technology; financial services; health care.

**PROJECT SUMMARY.** The GATE Project is an innovative two-generation approach to linking workforce development and child care systems which builds on successful employer-specified training programs in financial services, health care, and computer technology. GATE seeks to decrease training program attrition, enhance job placement rates and reduce job loss as a result of child care issues. Approaches to barrier-reduction include bundling child care and training vouchers, building the capacity of child care providers to deliver care on nonstandard schedules; providing specialized “work support navigator” services linked to training and employment needs, and establishing durable joint planning and resource-sharing structures which will align child care and other support resources more effectively with the needs of jobseekers in H-1B industry areas. Training for targeted industries is delivered using evidence-based models tested through longstanding partnerships between participating training providers

and employers. These include approaches include simulated business environments, flexible scheduling, and paid employer internships.

**PROJECT GOALS AND PROPOSED OUTCOMES.**

***Targeted Population.*** Over four years, GATE will reach a total of 400 striving households: 160 households will receive bundled vouchers for training and child care, while an additional 240 households will benefit from streamlined processes and expanded child care resources adapted to their specific needs (for example, care during nonstandard hours.) A minimum of 135 participants who receive bundled subsidies will complete training; 114 will be placed in H-1B industries at the completion of training at a median salary of \$44,000. per year.

***Career Pathway Plans.*** GATE seeks to build effective career pathways to H-1B-related family-supporting jobs in the health care, financial services and computer technology industries.

***System-Level Outcomes.*** GATE seeks to catalyze systemic changes which increase the alignment between workforce development and child care services, creating improved efficiency and enhanced outcomes for participating families.

**REQUIRED PARTNERS.** Boston Private Industry Council and City of Boston Mayor’s Office of Workforce Development (Public Workforce System Administrator); Asian-American Civic Association, Inc., Training, Inc./YMCA, Jewish Vocational Services, Inc., (Action for Boston Community Development, Inc. (training providers); Action for Boston Community Development, Inc. Head Start, Early Head Start and Child Care Choices of Boston (child care providers);

**PUBLIC POINT OF CONTACT.** Mark Isenburg, ABCD Vice President for Education, Training and Youth Services, [mark.isenburg@bostonabcd.org](mailto:mark.isenburg@bostonabcd.org) ,617-348-6365.

# Abstract

## Strengthening Working Families Grant - Opportunity Quest Program

1. **Lead applicant name, Entity Type, Location:** Alachua Bradford Regional Workforce Board d/b/a CareerSource North Central Florida (CSNCL), Alachua and Bradford Counties, Florida
2. **Project Name:** Opportunity Quest
3. **Service Location(s):** Alachua and Bradford Counties, Florida
4. **Total Funding Request:** \$4,000,000
5. **Target Population Served:** Adults with child care responsibilities, specifically custodial parents, legal guardians, foster parents or other person standing in loco parentis who face a barrier to training, including child care and other participant supportive service needs.
6. **Targeted H-1B Industry:** Information Technology (IT)

### 7. Project Summary

#### a. Program Level Design Description:

Opportunity Quest will provide custodial parents opportunities to advance in their careers through innovative flexible programming that combines career planning, occupational training, and entrepreneurial skills training to develop employability skills and skills in information technology. CSNCL and its partners will: perform outreach and recruitment; provide comprehensive assessments; use assessments to develop individualized career plans; facilitate training scholarships; recruit employers. CSNCL will provide training completers (and those who do not complete) with support services as needed and defined by the assessment, and intensive job search and placement assistance.

#### b. Systems Level Design Description:

CSNCL and its partner the Early Learning Coalition of Alachua County, and other child care providers, will work closely to ensure that a collaborative environment is developed and

enhanced to provide working families with flexible child care resources that will help them participate in training and education and job search activities. CSNCFL will develop a web portal on our website that will provide access to regional child care resources and assist the parent in navigating the different types of child care available.

## **8. Projected Goals and Outcomes**

CSNCFL will enroll 250 adults with child care responsibilities into a training and education program. We anticipate that 175 will complete the program and that 140 will receive an industry-recognized credential. A total of 131 unemployed participants will get a job after they complete training. We will serve a maximum of 63 incumbent workers requiring upskilling to advance in their current position or to gain wealth, and 125 persons into an entrepreneurial training program. The median earnings are \$15.00 per hour for the life of the grant.

## **9. Required Partners:**

**Workforce Investment System:** CareerSource North Central Florida (NCFL), lead entity; Dynamic Workforce Solutions (provider), Focused Management Solutions

**Education and Training Partners:** University of Florida, Santa Fe College, Gainesville Dev Academy, Targeted Training Solutions

**Business Partners:** Gainesville Area Chamber of Commerce, Gainesville Area Innovation Network, Mindtree Limited, Verigo, Lucravalde, OwnForce, eventplicity, JMW Media, USR Systems, Altavian

**Child Care Resource Agencies:** Early Learning Coalition of Alachua County, Holy Trinity Episcopal School, St. Patrick Interparish School

## **10. Optional Strategic Partners:** Boys and Girls Club, Center for Independent Living, Partnership for Strong Families, Alachua County Emerging Leaders

## **11. Public Point of Contact:** Angela Pate, [apate@fmsworks.com](mailto:apate@fmsworks.com); 352-246-4702

**PACIFIC GATEWAY WORKFORCE INVESTMENT NETWORK  
ABSTRACT**

<b>(1)</b>	<b>Lead Applicant</b> <b>Entity Type</b> <b>Location</b>	City of Long Beach, Pacific Gateway Workforce Investment Network Workforce Development Board Long Beach, California
<b>(2)</b>	<b>Project Name</b>	Advancing Long Beach Families
<b>(3)</b>	<b>Service Location</b>	Long Beach, California
<b>(4)</b>	<b>Total Funding Request Amount</b>	\$4,000,000
<b>(5)</b>	<b>Target Populations Served</b>	300 Unemployed or Underemployed Parents 100 Low-Income, Incumbent Workers
<b>(6)</b>	<b>Targeted H-1B Industries</b>	Industries: a. Logistics/Goods Movement b. Healthcare c. Hospitality d. Education

**(7) Project Summary**

Pacific Gateway, a high-performing Workforce Development Board administered by the City of Long Beach, California, proposes a multi-strategic effort to help 400 parents connect to quality employment in strong, local industry sectors with H-1B-impacted occupations. The Advancing Long Beach Families Project (Project) will introduce a number of system changes with broad, lasting impact on the City’s working parents, and immediate programmatic improvements within Pacific Gateway’s WIOA services. Pacific Gateway is partnering with the City’s Department of Health and Human Services and the Long Beach Early Childhood Education Committee (LBECE) to implement a system that removes financial and bureaucratic barriers that currently prevent parents from thriving. To further increase access, Pacific Gateway will pilot additional strategies: co-location of cohorts at childcare sites, development of childcare plans for each participant, expansion of online modality, and new pathway training programs. These project components will be developed and refined through a customer-centered design approach that builds on past success to deliver individualized services and strategies.

<b>(8)</b>	<b>Projected Goals and Outcomes</b>	
	<b>a. Skills and Credential Attainment Outcomes / H-1B Alignment</b>	Skills and Credential Fields: Logistics/Goods Movement, Healthcare, Hospitality, and Education
	<b>b. Proposed Outcomes for Career Pathway and Job Placement Strategies</b>	Outcomes surround new employment, increased employment, and career ladder movement for incumbent workers (intent to backfill with new or increased employment participants).
	<b>c. Overview of System Level Outcomes</b>	<ul style="list-style-type: none"> <li>• Community-wide assessment of childcare resources and gaps</li> <li>• Development of new system that creates a single-payer to remove financial and bureaucratic barriers</li> <li>• Pilot cohorts of training and childcare colocation</li> <li>• Expansion of online training to create greater flexibility</li> </ul>
<b>(9)</b>	<b>Required Partners</b>	<ul style="list-style-type: none"> <li>• Pacific Gateway Workforce Investment Network</li> <li>• Long Beach City College</li> <li>• Centro Community Hispanic Association, Inc. (nonprofit workforce development provider)</li> <li>• Long Beach Early Childhood Education Committee</li> <li>• Department of Health and Human Services</li> </ul>
<b>(10)</b>	<b>Optional Strategic Partners</b>	<ul style="list-style-type: none"> <li>• Mayor's Office</li> <li>• Public Libraries</li> <li>• Department of Parks, Recreation, and Marine</li> <li>• Chamber of Commerce</li> <li>• Port of Long Beach</li> <li>• Joint Forces Training Facility (Seal Beach, California)</li> <li>• Los Angeles County, Department of Children and Family Services</li> <li>• Long Beach Memorial Medical Center</li> <li>• Miller Women's and Children's Hospital</li> </ul>
<b>(11)</b>	<b>Public Point of Contact Name Title Email Telephone</b>	<p>Erick Serrato Deputy Director, Pacific Gateway Workforce Investment Board <a href="mailto:Erick.Serrato@pacific-gateway.org">Erick.Serrato@pacific-gateway.org</a> (562) 570-3762</p>

## City of Phoenix – Strengthening Working Families Initiative (SWFI) Project

Project Abstract: Maricopa County is the nation's *fourth* largest county, comprised of over 9,000 square miles, with a population of almost four million people. The Children's Action Alliance, Kids Count, First Things First identified 23% of children in Maricopa County as living in poverty. Maryvale, (a community in the Phoenix metro area), and Mesa are two regions within the county with parents facing a multitude of barriers such as low educational attainment, poverty, unregulated child care and unemployment.

The city of Phoenix, a municipal organization with a solid history of exceptional performance in federally funded workforce programs, requests \$4,000,000 in Department of Labor funds to deliver workforce and ancillary support services to 600 parents living primarily in Maryvale and Mesa with the flexibility of serving the greater Maricopa County, Arizona region. Through an interdisciplinary team comprised of: ARIZONA@WORK American Job Centers City of Phoenix and Maricopa County; City of Phoenix Community Economic Development Department, City of Phoenix Human Services Department (Head Start and Community Action programs); Maricopa County Human Services Department (Head Start); Maricopa County Community College District, Arizona Department of Economic Security Child Care Administration; MAXIMUS Human Services, Incorporated and the Association for Supportive Child Care, the project will recruit, train and assist low income parents with dependent children who qualify for Head Start, Temporary Assistance for Needy Families and/or Workforce Innovation and Opportunity Act programs in in securing and retaining employment in targeted middle to high skilled H-1B occupations, specifically in Healthcare, Information Technology and Business.

Utilizing a coordinated co-case management approach, the project aims to achieve sustainable systemic change by implementing and improving system coordination between city and county workforce, Head Start, TANF and child care organizations. The project will remove barriers to training encountered by low income parents, specifically access to quality child care and navigation of the complex systems to access the services they need, by offering cohort training through the college district and customized support services leading to job placement in middle to high skilled H-1B occupations or one which promotes movement along a career pathway. Participants will have a clear sequence of

**City of Phoenix – Strengthening Working Families Initiative (SWFI) Project**

coursework or credentials in the identified sectors with an anticipated 80% of targeted population participants and 95% of the incumbent workers completing training and obtaining an industry recognized credential. The below table shows the specific targeted occupations in relevant H-1B industries, how they align to projected job growth in Arizona and the credential attained.

Industry	Occupation	2015 H1B Visas (US)	Total AZ Employment	Credential Attainment	Projected AZ Job Growth by 2025
Information Technology	Computer User Support Specialists	863	13,498	Comp TIA A+ & Comp TIA N+	3,212 (24%)
	Network and Computer Systems Administrators	10,736	6,908	Comp TIA A+, CCNA, CCNP	1,395 (20%)
Healthcare	Medical Assistants	6	17,055	Certified Medical Assistant (CMA)	3,545 (21%)
	Nursing Assistants	2	15,545	Certified Nursing Assistant (CNA)	4,899 (32%)
Business	Claims Adjusters, Examiners, and Investigators	14	6,138	Associate in General Insurance (AINS) 21 Property & Liability Insurance Principles, AINS 22 Personal Insurance, AINS 23 Commercial Insurance	1,033 (17%)

Target population participants will secure employment at a rate of 70% and 85% of incumbent workers will advance into a new position after training completion. Business partners Banner Health, Adelante Health, Cox and H&R Block have committed to hiring qualified participants who complete grant-funded education and training programs. The Business Solutions Team will work with existing employers and establish relationships with new employers to ensure job placement for project participants. The project will strengthen communities and families, provide access to quality child care, improve system coordination between workforce and child care agencies, improve participant’s self-sufficiency and ensure long term economic independence.

The public point of contact information for this proposal is:

Kerri Barnes  
 Workforce Development Supervisor  
 (602) 534.0548  
[Kerri.barnes@phoenix.gov](mailto:Kerri.barnes@phoenix.gov)

**USDOL Strengthening Working Families Initiative**  
**Community College of Aurora: *Access to Success* ABSTRACT**

- 1. Lead Applicant Name:** Community College of Aurora, Aurora, Colorado
- 2. Project:** *Access to Success: Expanding Access to Education+Child Care=Economic Success*
- 3. Service location:** Aurora and Denver, Colorado; Adams, Arapahoe, Denver Counties
- 4. Total funding request amount:** \$3,969,442
- 5. Target Population to be Served:** Low-skilled, low-income custodial parents, legal guardians, and foster parents in target service location
- 6. Targeted H-1B Industry(s)/Occupations:** Healthcare, IT and advanced manufacturing
- 7. Project Summary:** *Access to Success* will help parents obtain entry-level jobs in high-demand, high growth H-1B career pathways in healthcare, information technology and advanced manufacturing. In addition to technical career training, *Access to Success* will help parents overcome child care, academic, and financial barriers; obtain jobs in high growth industries; and pursue career advancement with a smooth transition off public benefits. *Access to Success* has been designed with the two-generation framework in mind to assist both parents and children in reaching positive educational and economic outcomes.

Unique program components include: a multi-pronged recruitment strategy with an emphasis on leveraging and coordinating strategies across systems by recruiting participants who are receiving family stabilization and goal setting supports from other public and private programs; a child care navigator to help parents find high quality child care and access funding support for care; achievement coaches and job specialists to ensure students succeed in training and job placement; a contextualized basic skills Bridge program to facilitate college readiness and job search preparation; and robust post-job placement support to help participants advance along their targeted career pathways and transition into middle-and high-skilled H-1B jobs.

Unique system level activities include: the pilot of a child care navigator role as a cost-effective, consumer-driven approach to addressing the child care needs of community college students; development of a return on investment (ROI) model to engage employers in efforts to increase quality child care options and employee supports; the leveraging of the Family, Friend and Neighbor (FFN) network as a flexible, affordable, quality alternative to center care; launch of a regional partnership comprised of parents, workforce, community colleges, human services, early childhood and public health stakeholders to address child care system and policy changes; and the engagement of a private foundation partner to fund components of the system level work.

**8. Project Goals and Projected Outcomes:** 178 participants will be served annually in technical training programs including: IT Tech & Support/Computer Technology (with CompTIA A+ and Project+ certifications), certified nursing assistant (with CNA licensure), Medical Office Specialist and Medical Administrative Assistant, Machining and Welding certificates. 80% of enrollees are expected to complete training and 75% will be placed in work experience opportunities and permanent jobs through business and workforce partners and job specialist support. Systems outcomes will include: identifying the efficacy of the child care navigator role; disseminating of the employer ROI model; leveraging FFN providers; and establishing a systems-level partnership.

**9. Primary Partnership Entities:** Arapahoe/Douglas Works!, Denver Office of Economic Development; Community College of Aurora, Community College of Denver; Colorado Office of Early Childhood, Early Childhood Partnership of Adams County; University of Colorado Health, Children's Hospital, Robert Half Technology, Colorado Advanced Manufacturing Alliance.

**10. Optional Partners:** WorkLife Partnership (post-placement/career advancement), Community-Campus Partnership (employer outreach), Gary Community Investments (funding/system work)

**11. Public Contact:** Janel Highfill, Janel.Highfill@ccaaurora.edu, 303-340-7064

## Secure Families Abstract

Family Footprint is a 501c3 nonprofit, community-based organization located at 601 Fairview Street Fountain Inn, SC 29644. The Secure Families Initiative will target unemployed and underemployed parents with child care responsibilities in Greenville and Laurens Counties in South Carolina who want to prepare for employment in the H-1B industry of Advanced Manufacturing. The total funding request amount is \$4,000,000. The overall goals are to provide career pathways; increase employment opportunities; and engage the community to remove child care barriers that prevent parents from taking steps to become gainfully employed.

**Program Level Activities.** Parents will be provided with coordinated services at Family Footprint and onsite in Special Emphasis Neighborhoods. Services include interest and skills assessments; case management and career coaching; short-term intensive, credential-focused intensive training; incumbent worker training; paid work experience; employment placement coordination; supportive services including onsite child care during training times; and onsite access to work and income supports through partner agencies.

**Systems Level Activities.** The Secure Families Steering Committee will meet quarterly to bridge the gap between employment and child care. Strategies include streamlining eligibility determination to increase parents' access to child care assistance; working with the Department of Social Services to assign a case worker as the point of contact to whom training providers can submit all required eligibility documents; working with child care assistance providers to set up an electronic system for ensuring that parents continue receiving assistance and required documentation is submitted in a timely manner by parents or human services provider and receipt confirmed to prevent loss of documentation and lapse in benefits; addressing the lack of second shift, third shift, and emergency child care; convening community conversations to

discuss inaccessibility to quality, affordable child care by working families; reviewing bills in the House and Senate affecting child care; attending subcommittee meetings as subject matter experts; and developing policy briefs to inform local and state legislators about these issues.

The program's projected goals and outcomes are:

- 66.5% of parents will earn the Manufacturing Skills Standards Council (MSSC) Certified Production Technician or Certified Logistics Technician certificate, resulting in the academic, workplace, and technical competencies necessary for employment in the H-1B industry of Advanced Manufacturing.
- 3 employers will participate in the development of company-specific career pathways and provide work experience placements that lead to employment for 72% of participants.
- At least 10 organizations will participate on the steering committee to ensure that 100% of parents enrolled in training receive child care assistance within 10 days of applying.

Required partners are Greenville County Workforce Development and Upper Savannah Council on Government, the local public workforce entities; Greenville Technical and Piedmont Technical Colleges, the education providers; South Carolina Child Care Resource & Referral Network, Children's Trust of South Carolina, South Carolina Department of Social Services, Pendleton Place, SHARE, University of South Carolina, Alston Wilkes Society, Urban League of the Upstate, Discover Church and Bundle of Joy Academy, the child care and human services providers; Continental Emitec, Eurokera, and MAU Workforce Solutions, the employers; and South Carolina Manufacturing Extension Partnership, the business entity. Optional partners are Greenville Transit Authority, Greenville Recreation, City of Mauldin, City of Greenville, and United Way Association of South Carolina. The public point of contact is Natalie Milom, President, who can be reached at (864) 349-8962 and [natalie@familyfootprint.org](mailto:natalie@familyfootprint.org).

## **Abstract – Strengthening Working Families Initiative**

*(1) Lead Applicant:* Memphis Bioworks Foundation, business-related nonprofit, Memphis, Tenn.

*(2) Project Name:* Memphis Delta F.O.R.C.E. (Forging Opportunities and Restoring Careers through Education)

*(3) Location:* Four counties in southwest Tenn.: Fayette, Lauderdale, Shelby, and Tipton.

*(4) Total Funding Request Amount:* \$3,984,933.

*(5) Target Populations:* Custodial parents who are unemployed or underemployed.

*(6) Targeted H-1B Industries:* Advanced Manufacturing, Health Care, Information Technology.

*(7) Summary. (a) Program Description:* The goals are to provide grant-funded services and education/training to 517 participants, with 305 enrolled in and 273 completing training by June 2020. Program activities will include: (1) short-term training (six months' duration or less, intensive coaching and specialized services leading to direct job placement, or on-the-job training); (2) credential-focused training (requiring more than six months, leading to post-secondary credentials, with accelerated and asynchronous training formats). The strategies are aligned with employer needs that have been documented through the Memphis Chamber of Commerce and Workforce Investment Network. *(b) Systems Strategy:* Participants will receive individualized assessment, career preparation, and supportive services including linkage to child care and transportation assistance. Career Navigator will aid and support participants' success.

*(8) Outcomes: (a) Targeted occupations aligned with H-1B fields and in-demand jobs include Desktop/Network/Systems Analyst, IT Specialist, IT Systems Coordinator, Healthcare IT Technician, Medical Assistant, Licensed Practical or Vocational Nurse, Occupational or Physical Therapy Aide or Assistant, Advanced Integrated Industrial Technician, Industrial Maintenance Technician, Certified Process Technician. Credentials participants are expected to obtain include Information Technology Infrastructure Library (ITIL) v3 Foundation, Microsoft Certified*

Solutions Associate (MCSA) SQL Server, MCSA Office 365, Certified Ethical Hacker (CEH), Cisco Certified Network Associate (CCNA), post-secondary diplomas in IT Specialist and IT Systems Coordinator, Certificate of Proficiency in Process Technology, Laboratory Phlebotomy Technical Certificate, Medical Laboratory Technician AAS, Medical Assistant Post-Secondary Certificate, Certificate of Practical Nurse, Certified Occupational Therapy Assistant, Physical Therapy Assistant AAS, certificate in Industrial Electricity, Machine Tool Technology, Industrial Maintenance Technology, Welding Technology or Injection Molding/Robotics. *(b) Job placement strategies.* MBF will consult the Employer Advisory Council it manages for insight and input on curriculum, industry trends, and employment opportunities. Employer engagement is demonstrated by letters of support provided by businesses in the specific occupational areas. *(c) System level outcomes.* Participants will receive career navigator service/support, funds for child care, and consumer education regarding child care resources. Cross-sector training will occur between workforce entities and child care referral agencies; mutual referral processes and materials will be examined/developed.

*(9) Required Partners:* Memphis Bioworks Foundation, Workforce Investment Network, Le Bonheur Children's Hospital, Concorde Career College, Greater Memphis Chamber of Commerce (representing employers and IMCP). *(10) Optional Partners:* Northwest Tennessee Workforce Board; Shelby County Schools Head Start; 5 community-based organizations (Goodwill; Leadership Memphis; Maximus; Greater Memphis Alliance for a Competitive Workforce; Urban Strategies); 9 education/training providers (Dyersburg State CC; New Horizon; Lab Four; Southwest Tenn. CC; Tenn. Colleges of Applied Technology (5 campuses); 5 employers (Conrad Pearson Clinic; First Choice IT Group; Marvin Windows; Mueller Fittings; Tate Computers). *(11) Contact:* Fayre Crossley, Executive Director of Grants and Compliance, (901) 866-1411, [fcrossley@memphisbioworks.org](mailto:fcrossley@memphisbioworks.org)

**ABSTRACT**

Moore Community House, a nonprofit 501(c)3, seeks a federal grant of \$3,545,949 to support to the **Mississippi Working Opportunities for Women (MS-WOW)**, designed to increase economic opportunity for families through bridging the gap between the workforce development and child care delivery systems. Through leveraging existing resources, MS-WOW will create an innovative and comprehensive system to provide women with opportunities to further their careers in the advanced manufacturing industry through addressing barriers to accessing training and employment faced by those with child care responsibilities on the Mississippi Gulf Coast (Hancock, Harrison, and Jackson Counties). By using innovative techniques to reach low-to-medium income and/or low-to-medium skill women with childcare responsibilities who are unemployed, underemployed, dislocated, and/or incumbent workers, this program will provide job training and critical supportive services to support women to be successful in apprenticeship and nontraditional career pathways that meets the demands of the high growth advanced manufacturing industry in Mississippi. The goal of the proposed program is to:

1. increase recruitment, enrollment, training, and retention of women with caregiving responsibilities in high growth industries
2. allowing them to do so by creating a comprehensive system where women can receive supportive services needed to go to work
3. increase capacity in the advanced manufacturing workforce

MS-WOW strategy is to open opportunities for women to build career pathways to secure higher wage jobs through addressing the significant barriers to participating in and completing training while finding and acquiring affordable, quality childcare. Specifically MS-WOW will strengthen a network of existing child care services, build an online tool to assist parents in finding and choosing services, assist parents in completing applications for available services and, providing a stipend until those services become available. In doing so this program will increase

recruitment, training, employment, and retention of women by providing a no cost training program where they can receive industry recognized credentials allowing them to join the workforce and meet industry needs. This strategy includes developing a comprehensive model and improving upon current systems navigation services that will result in sustainable systemic changes to then be replicated within the entire state of Mississippi workforce and childcare delivery systems in the future.

To goal of the proposed program is to provide services to women with child care responsibilities into apprenticeship and nontraditional occupations within the 48 month grant period providing credentials developed and recognized by the high growth advanced manufacturing industry on the Mississippi Gulf Coast. These certifications include but are not limited to National Center for Construction Education and Research (NCCER) Core Curriculum Certifications, OSHA Safety Certifications, and certifications in the metal trades, etc. A MS Gulf Coast wide supportive referral system will be planned and implemented to support 840 women navigating the pathway to employment toward high growth jobs and family economic security.

This strategy will be executed through sector based collaboration of both public and private entities. Critical partners include Mississippi Department of Employment Security and State Workforce Investment Board (workforce entity), Mississippi Gulf Coast Community College (education and training provider), Mississippi Department of Human Services and Mississippi Low Income Childcare Initiative (child care service provider, child care program, or local human services provider), and Ingalls Shipbuilding and Gulf States Shipbuilding Consortium (business entity). The public point of contact for this proposal is Carol Burnett, Moore Community House Executive Director, 228-669-4827.

## Appendix F: Abstract

1. **Lead applicant:** OAI, Inc., Non-profit Education and Training Provider,  
180 N. Wabash Ave., Suite 750, Chicago, Illinois 60601
2. **Project Name:** Strengthening Working Families in the Chicago Southland
3. **Service Location:** 214 Forest Blvd., Park Forest, Illinois 60466
4. **Total Funding Request:** \$3,999,981
5. **Target Population Served:** Working-poor parents in the blighted Chicago Southland region including the south side of Chicago and Cook County's southern suburbs, who have low to mid-level skills and are interested in continuing or starting a career pathway in healthcare, information technology, or advanced manufacturing.
6. **Targeted H-1B Industries:** Healthcare, Information Technology and Advanced Manufacturing.
7. **Project Summary:**
  - a. **Program Level Design:** OAI in collaboration with its consortium partners will provide educational and training opportunities for low-income parents to enhance and master skills that will put them on a career path to sustainable and gainful employment in H-1B aligned target industries.
  - b. **System Level Strategy:** In addition to training, the consortium partners will address barriers such as balancing family obligations, access to reliable child care, access to transportation and others that typically prevent program participants from succeeding in their educational and career goals. All partners will participate in the Systems Change Advisory Council whose mission is to establish cross-system linkages that promote the braiding of resources, removal of barriers and system-wide delivery improvements.

**8. Projected Goals and Outcomes:**

a. All 300 program participants will be enrolled in career path H-1B aligned training at a partnering technical college, resulting in an industry-recognized credential or license including: Clinical Medical Assistant, Pharmacy Technician, Network and System Administrator, CNC Machine Operations, Welder, Maintenance Mechanic and more. The colleges will offer a variety of asynchronous and short-term training, competency-based training, accelerated training, and long-term technical training responding to local industry labor market demand in healthcare, information technology, and advanced manufacturing.

b. With the development of Individualized Career Plans occupational entry points will be determined for the identified H-1B industries with outcomes of 203 participants placed by the completion of the program. 75 will access a subsidized earn and learn experience and 200 employers will be engaged.

c. The Systems Change Advisory Council will identify 3 strategic areas to make sustainable systems improvements, will guide the development of a comprehensive resource tool, host a yearly summit with 50 participants and utilize a comprehensive database to streamline referrals.

**9. Required Partners:** OAI, Inc. Prairie State College, South Suburban College, the Illinois Action for Children, Chicago Southland Economic Development Corp., Chicago Southland Chamber of Commerce, National Able Network, Chicago Cook Workforce Partnership, Chicago Jobs Council, South Suburban Mayors and Managers Association, and Southland Human Services Leadership Council.

**10. Optional Partners:** The Chicago Metro Metals Consortium, Sandbox of Palos Heights, Inc., Sandbox of Homer Glen, Inc., Children's First Academy, and M & M Childcare, Inc.

**11. Public Point of Contact:** Mollie Dowling, Executive Director, mdowling@oaiinc.org

**Required Attachment: Project Abstract**

- 1) **Lead Applicant Name, Entity Type and Location:** OIC of South Florida, Nonprofit, Oakland Park, FL
- 2) **Project Name:** Project LIFT (Leveraging Intelligence-Focused Training)
- 3) **Service Location(s):** Broward County, Florida
- 4) **Total Funding Request Amount:** \$4 million
- 5) **Target Populations Served:** 400 low- and medium-skilled participants in Broward County
- 6) **Targeted H-1B Industry(ies) and/or Occupations:** Advanced Manufacturing and IT
- 7) **Project Summary:** OIC of South Florida (OIC-SFL) and its Project LIFT (PL) partners will address education and training barriers for low and medium skilled parents in Broward County by prioritizing the needs of this targeted population; addressing child care needs for parents seeking education and training; increasing access to child care resources; and bridging the gap between the workforce development and child care systems.
  - a. ***Program Level Design Description:*** OIC-SFL will implement an integrated program strategy that includes case management, education, training that leads to medium to high skilled industry-recognized credentials, and integrated workforce activities to support participants' ability to enter and advance along Advanced Manufacturing and Information Technology career pathways.
  - b. ***Systems Level Strategy Description:*** OIC-SFL has designed navigational strategies to ensure efficient and effective navigation across the workforce and child care systems. These strategies, when employed, will reduce training and child care barriers for working families by leveraging and maximizing the resources of cross-sector systems of Jack & Jill Child Care Center, Early Learning Coalition, Career Source Broward, Broward College and OIC-SFL.
- 8) **Projected Goals and Outcomes:** *(Provide a brief description of the proposed outcomes)*

- a. Targeted population. Unemployed and underemployed parents who require upskilling to qualify and perform high- skilled jobs; require navigational case management support to complete curriculum for industry-recognized credentials required to enter and advance in HIB occupations in the Information Technology and Advanced Manufacturing industries. Through Project LIFT. 100% of participants will enroll in a training program, 80% of which will complete training, and, 65% of participants will earn a degree or credential.
- b. Proposed Outcomes for Career Pathway Plans and Job Placement Strategies: Parents will acquire skills and competences required to qualify for higher-level jobs, resulting in increased income, job benefits, more career path opportunities and greater job stability.
- c. System Level Outcomes: Long-Term) Families reach greater self-sufficiency by accessing better paying jobs and career advancement. Their children receive high quality child care that better prepares them for school and life-long learning.

9) **List Required Partners:** OIC-SFL will engage the following partners to assist in the implementation of program activities: (1) CareerSource Broward (CSB); (2) Early Learning Coalition of Broward County; (3) Jack and Jill Children’s Center; (4) Broward College; (5) Employers namely: Heico Corp., Next Generation and RB DeZign. OIC will also leverage existing partnerships with other employers and industry associations through its existing Employer Advisory and Industry Advisory Committees.

10) **List Optional Strategic Partners:** Broward County Human Services Department, Second Chance Society, Atlantic Technical College, 2-1-1 Broward First Call for Help, Coast to Coast Legal Aid Services, Florida Department of Revenue

11) **Public Point of Contact (POC): Name, Title, Public Contact (email and/or phone):**  
Newton B. Sanon; President and CEO; [nsanon@oicsfl.org](mailto:nsanon@oicsfl.org) (email); 954-563-3535 (phone)

## **Required Attachment B**

1. Lead Applicant: Rochester Rehabilitation Center, Inc. is a 501(c)3 nonprofit organization, located at 1357 University Avenue, Rochester NY 14607
2. Project Name: Rochester NY Strengthening Working Families Initiative (SWFI)
3. Service Locations: RRC 1357 University Ave, Rochester, NY, Community Place of Greater 57 Central Park, Rochester, NY 14605, Ibero American Action, 786 Clifford Ave, Rochester, NY 14621, Action for Better Community, Rochester, NY 14604 and Rochester Housing Authority 495 Upperfalls Blvd, Rochester, NY 14621
4. Total Funding Request Amount: \$4,000,000 over 4 years
5. Target Populations Served: Low- to middle-skills level Monroe County, NY parents with child care responsibilities, including up to 25% incumbent workers, who earn less than the Self Sufficiency Standard for New York State
6. Targeted H-1B Industries (and Occupations): Advanced Manufacturing; Information and Health Care.
7. Project Summary: This project will use a family-centered approach to break down barriers to employment and help Rochester-area residents advance along career pathways leading to living wages. Our approach is to utilize best practices while coordinating new and existing resources.
  - a. Program Level Design Description: The program is designed to move participants along a pathway that includes 1) customized assessments, 2) supportive & referral services, 3) training, 4) OJT and paid work experience, 5) job search assistance, and 6) retention support.
  - b. Systems Level Strategy Description: Rochester SWFI will be an important piece of an ongoing anti-poverty, systems change effort. We will provide the supportive services piece, with a focus on child care supports, to both the anti-poverty initiative and the local workforce board's career pathways planning.
8. Projected Goals and Outcomes: Rochester SWFI will serve 1,000 participants with a focus on outcomes that build job-related skills and lead to living-wage employment.

a. For the Targeted Population: 800 participants will enroll in education and training activities, of which 600 will receive a degree or other credential. Of the remaining 200, many will have participated in OJT, which will result on a job placement.

b. Proposed Outcomes for Career Pathway Plans and Job Placement Strategies: Our focus is on career pathways that lead to H-1B occupations. Participants will have a clear plan for advancement toward their goal occupation with 550 unemployed participants obtaining employment after training completion and 100 incumbent workers advancing into a new position. Our proposed median earnings upon training completion is \$14.08 per hour.

c. Brief Overview of System level Outcomes for the Project Aims to Achieve: Systems-level goals include 1) increasing collaborative membership, 2) reducing the need gap for childcare for working parents, 3) increasing available child care resources, and 4) creating a trauma-informed culture within our career services systems.

9. List Required Partners: a. Workforce Entity: RochesterWorks!; b. Education and Training Providers:

Monroe Community College, SUNY College at Brockport's Rochester Employment Opportunity Center, Wayne Finger Lakes Board of Cooperative Educational Services (BOCES), Rochester Rehabilitation Center; c. Business Entities: Finger Lakes Region's Invest in Manufacturing Communities Partnership (IMCP), Rochester Area Chamber of Commerce, Rochester Technology and Manufacturing Association; and d. Child Care and Other Early Childhood Education Services: Child Care Center; Head Start/Early Head Start/UPK Providers (Action for a Better Community, Ibero American Action League, and Community Place of Greater Rochester); TANF/SNAP agency (Monroe County Department of Human Services).

10. List Optional Strategic Partners: City of Rochester Mayor's Office of Innovation and Strategic Initiatives, Rochester Monroe County Anti-Poverty Initiative (RMAPI), Center for Employment Opportunities and (CEO) Rochester, Rochester Housing Authority.

11. Public Point of Contact (POC): Sara Taylor, Vice President of Employment Services, Rochester Rehabilitation Center, [staylor@rochesterrehab.org](mailto:staylor@rochesterrehab.org), mobile (585) 305-4094.

## **Abstract**

- (1) Lead Applicant Name, Entity Type and Location: The WorkPlace, Workforce Entity (LWDB), Bridgeport, CT.
- (2) Project Name: Southwestern CT Strengthening Working Families Initiative
- (3) Service Location(s): The WorkPlace's service area in Southwestern CT, including Fairfield County and parts of New Haven County
- (4) Total Funding Request Amount: \$3,432,200
- (5) Target Populations Served: 1,500 served, with 600 parents with dependents under 13 (or with a disability) enrolled in training for healthcare occupations along two career lattices.
- (6) Targeted H-1B Industry(ies) and/or Occupations: Healthcare industry occupations including Registered Nurses, Radiologic Technologists, Pharmacy Technicians, Surgical Technologists, Medical Records and Health Information Technicians, Home Health Aides, Nursing Assistants, Dental Assistants, Medical Assistants, Medical Secretaries, and Phlebotomists.
- (7) Project Summary:
  - a. Program Level Design Description: The WorkPalce will provide foundation skills training, occupational skills training, and support services to working parents on two healthcare career lattices: patient care and medical office occupations. The WorkPlace will provide a number of support services including: academic supports, case management, child care, transportation assistance, and tuition assistance.
  - b. Systems Level Strategy Description: the establishment of a full-time Child Care Concierge at the WorkPlace. The Concierge will provide a single point of access to child care for participants, essentially functioning as a headquarters for all child care-related information that participants seek. The Concierge will counsel families on available daycare and matching training/work schedules with transportation needs and offer immediate assistance to families

needing emergency childcare. The WorkPlace will add a daycare calendar/inventory to its web site, and work with the state's Care 4 Kids child care subsidy program to enable parents training through the program to receive the subsidy.

(8) Projected Goals and Outcomes:

- a. For the targeted population – The WorkPlace will enroll 600 participants and provide training for healthcare occupations that are or that lead to H-1B occupations. 480 will complete training and earn a degree or other credential.
- b. Provide proposed outcomes for career pathway plans and job placement strategies— Participants will advance along healthcare career pathways, with 420 obtaining employment after training completion.
- c. Brief overview of system level outcomes the project aims to achieve—The targets for measuring systemic change will be that 100% of participants are assigned to a team and have a child care plan, a Child Care Concierge position established, a web-based child care inventory system is developed, and a daycare collaborative established.

(9) List Required Partners: The WorkPlace (Workforce Entity), Housatonic Community College (Education and Training Provider), Bridgeport Regional Business Council (Business Entity), and CT Office of Early Childhood (Child Care and Other Early Childhood Education Services agency).

(10) List Optional Strategic Partners: Norwalk Community College, Connecticut League for Nursing, Greater Valley Chamber of Commerce, Connecticut Department of Social Services.

(11) Public Point of Contact (POC): Name, Title, Public Contact (email and/or phone): Adrienne Parkmond, Chief Executive Officer, The WorkPlace, 203-610-8506

**Lead Applicant:** Total Action for Progress (TAP), Education/ Training Provider, Roanoke, VA

**Project Name:** SwiftStart

**Service Locations:** Counties of- Roanoke, Floyd, Giles, Montgomery and Pulaski/Cities of- Radford, Salem, and Roanoke

**Total Funding Request:** \$4,000,000

**Target Population(s) Served:** Head Start/Early Head Start parents and other low-income parents of young children

**Targeted H-1B (Occupations and/or) Industries:** Healthcare, Advanced Manufacturing, IT

**Project Summary:** The SwiftStart project proposed by Total Action for Progress will give more working parents in southwestern Virginia career pathways to secure higher wage jobs by addressing barriers to participating in and completing training, and in finding and acquiring affordable, quality child care while attending skills training programs. Our systemic approach integrates Department of Labor (DOL) best practices, the CareerAdvance® model of supportive cohort-based skill development resulting in stackable credentials, with enhanced child care supports built around a core of Head Start and Early Head Start participation. Thus, SwiftStart moves systems toward a “whole family” model by integrating child-focused and parent-focused two-generation systems, strengthening both in the process.

**Project Goals and Projected Outcomes:** SwiftStart will employ models and strategies including career pathway development, short-term intensive training, credential-focused training and other best practices so that participants will receive training qualifying them for employment in middle- and high-skilled jobs in healthcare, advanced manufacturing, and information technology (IT). Credentials participants will earn will vary according to training track but may include Comp-TIA A+, MCSA, NIMS certifications, AWS certifications, EMT-B, LPN, etc.

SwiftStart projects 244 participants completing education/training in healthcare, advanced manufacturing or IT, with 82 unemployed participants gaining employment after training, 42 incumbent workers advancing to a new position after training, and 68 underemployed participants obtaining improved employment. SwiftStart produces three types of *system-level outcomes*. First, we improve workforce and child care *system navigation* through a partnership with Child Care Aware Virginia and embedding of system navigators at WIB One-Stops, then later incorporating these capacities into partner organizations. *Child care systems* are enhanced by implementing new strategies to braid funding around a core of Head Start participation and developing expanded child care options in the community. *Training and Education systems* are enhanced by creating new flexible models of course delivery that meet the needs of parenting students and by development of new earl-and-learn opportunities with employer partners.

**List all required partners:** New River/Mount Rogers Workforce Investment Board, Western Virginia Workforce Development Board, Jefferson College of Health Sciences, New River Community College, Virginia Western Community College, Department of Early Childhood Development, Virginia Western CC, Greenvale School, Roanoke City Public Schools, local Departments of Social Services, New River Community Action Head Start, TAP Head Start, Smart Beginnings, Child Care Aware of Virginia, Carilion Clinic, Integrated Textile Solutions, JPI, Precision Fabrics Group, Roanoke-Blacksburg Technology Council, Virginia Tech and Walker Machine and Foundry and more.

**List all proposed optional partners:** During planning and program implementation, we will add additional child care, employer, and education/training providers partners and community agencies supportive service providers who will address non-child care barriers.

**Public Point of Contact Information:** Jo Nelson, TAP-This Valley Works Director, [jo.nelson@tapintofope.org](mailto:jo.nelson@tapintofope.org), 540-598-4219

- 1) Lead Applicant: Vermont Technical College (VTC); Institution of Higher Ed; Randolph Ctr, VT.
- 2) Project Name: Vermont Supported Training Education and Employment Partnership (VSTEED)
- 3) Service Location: the entire state of Vermont
- 4) Total Funding Request Amount: \$4,000,000
- 5) Target Populations Served: Unemployed and/or underemployed parents who need either short-term intensive training leading directly to employment or credential-focused intensive training allowing entry into career pathways and resulting in employment; also, frontline incumbent workers who are parents with childcare responsibilities and in need of training that will lead to career advancement within the industry. All participants will be 17 years or older, out-of-secondary school, eligible to work in the United States, and considered a custodial parent. Veterans will have priority for participation, as will military spouses with dependents in need of training and employment.
- 6) Targeted H-1B Industry: Advanced Manufacturing
- 7) Project Summary: VTC is seeking \$4M in USDOL funding under the SWFI initiative to support VSTEED - a comprehensive, statewide, public/private partnership focusing on building innovative and evidence-based practices, systems and protocols to remove barriers faced by working, low-income Vermont families in accessing and succeeding in education and training programs that will increase their opportunities to advance in their fields of choice and lead to better-paying jobs.
  - a. Program Level Design Description – Curriculum will focus on H-1B-aligned career pathways in advanced manufacturing throughout Vermont. Participants will undertake customized individual assessments to identify training needs and skills deficiencies, as well as to identify barriers to successful education, training and employment. Career paths will typically incorporate work with Vermont Adult Basic Education agencies, Community College of Vermont's (CCV) Career Readiness Certificate Program focused on manufacturing, and CCV's nationally-recognized Certified Production Technician (CPT) credential. A new innovative, accessible three-part Registered Apprenticeship featuring On-the-Job training and a pathway to a VTC degree will be offered.

VSTEEP partners will assist participants in addressing child care issues and other barriers through navigation services, direct assistance and leveraging all available federal, state and private resources.

**b.** Systems Level Strategy Description – VSTEEP resources will enhance existing best practices in developing and implementing plans for communities throughout the state to help families access and better navigate complex systems of support services, including quality, affordable child care.

**8)** Projected Goals: 400 participants will enroll in and complete education/training activities.

**a.** 275 participants will earn degrees and credentials; 200 participants will obtain jobs or advance.

**b.** All participants will receive individualized assessments and career pathways planning; job placements will be achieved through employer partner commitments and partnerships with Vermont Department of Labor (VDOL) and the Vermont State Workforce Development Board (SWDB).

**c.** VSTEEP will: increase access to quality child care; advance professional development in the child care industry; increase capacity in the child care referral network; and further establish regional and statewide partnerships to better coordinate and maximize available support for working parents.

**9)** Required Partners: VDOL, SWDB, VTC, CCV, Vermont Adult Learning, GW Plastics, GE Aviation, Global Foundries, GS Precision, Vermont Child Development Division, Vermont Head Start State Collaboration Office, Vermont Head Start Association, Parent Child Centers, private care providers, Vermont Birth to Five, Child Care Resources, Vermont Association for the Education of Young Children, and Vermont Child Care Industry and Careers Council.

**10)** Strategic Partners: Vermont Agency of Commerce and Community Development, Permanent Fund, VocRehab Vermont, Vermont Works for Women, United Way of Chittenden County, Vermont Regional Planning Commissions, Vermont Regional Development Corporations, Reach Up, and Vermont Office of Economic Opportunity.

**11)** Public Point of Contact (POC): Maureen Hebert, Director, Office of Continuing Education & Workforce Development, Vermont Technical College; [MHebert@vtc.vsc.edu](mailto:MHebert@vtc.vsc.edu); (802)879-2336