

United Way of Dane County Customized Workforce Training Request for Proposals

United Way of Dane County has funding available up to \$47,000 for a nonprofit agency to provide a Demand Driven Customized Workforce Training Program. This funding is to support programming that provides short term, employer demand driven customized training to connect job seekers to a career that offers a higher starting wage and a career pathway to a living wage in Dane County.

We are looking for an agency to run a program that will result in the following outcomes:

- Placement into full-time employment with a starting wage of \$22/hour or above, with benefits, and/or
- Entry into a registered apprenticeship.
- Funding must be spent by end of 2026

What we are looking for in a Demand Driven Customized Training with the following criteria:

- Direct connection to employers in the industry that will hire participants post training.
 - Employer/industry driven means that experts in apprenticeship, skill building and connections to employment must support/ co-create the design of the initiative/program, and will also implement the training.
- Industry recognized skill building provided. Ideally at certified pre-apprenticeship standards.
- Screen individuals for pre-employment qualifications: individuals will need to be screened for prerequisites for the planned jobs to gain admission into the training.
- Post Training: identify what certification is received, identify individuals' connection to employment and employers.
- Directly after the training ends, provide onsite interviews/agreement to interview from the industry you are preparing individuals to enter into.
- Provide short-term case management for those selected to provide ongoing support and connection to resources. This includes
 - creating an individualized career plan with the participant,
 - providing job readiness skills/support (every participant would need a resume, interview skills),
 - monitoring candidate progress while in the training by connecting with the training team

- problem solving with the participants to ensure their success in the program.
- **Budget-** Amount available up to \$47,000 for the cohort. Allowable costs include training costs, materials, case management staffing, participant financial assistance, and items such as boots or tools that participants need for the training. Proposals with smaller budgets are welcome; using the full \$47,000 is not required.
- **Reporting:** Success will be measured by:
 - # candidates in the recruitment pool and
 - #/% selected for the cohort through the interview process
 - # who complete training
 - # interviewed, hired at expected career pathway with identified employers
 - case management outcome – define a case management outcome
- Agencies operating certified pre-apprenticeship programs are encouraged to apply.

Application: Please complete the following application questions by **Friday, May 29 by noon**. We are looking for implementation of the training program in 2026.

- 1) Please outline your program model including recruitment plans, training content, industry partner(s), and commitments from employers to interview participants, help create training content, and participate in this cohort.
 - a. Is your training program a Certified Pre-Apprenticeship Program with the Wisconsin Department of Workforce Development?
 - i. If not, please explain why not? What are the barriers to certifying the training in this way?
- 2) How will you find/recruit diverse and pre-qualified participants for this training program?
- 3) What specifically will you provide for case management/support to the participants? Please describe how that support is integral to meeting their goals of employment.
- 4) What is your grant request?
- 5) Please provide a budget for proposal that clearly states your grant request and other sources of funding received or needed to implement this program.
- 6) Proposed timeframe for your project