

APPENDIX C: Employer Innovation Fund Application Rubric

Demographics 10 Points

Plan sets a goal of less than 10% of participants being from the target population (see below).	0-3 points
Plan sets a goal of 10% of the participants being from the target population (see below).	3-6 points
Plan sets a goal of 15% or more of the participants being from the target populations (see below).	6-10 points

Target population: Veterans, ex- offenders, members of underrepresented communities, including minorities, women, and disabled or low-income lowans.

Program Design Narrative 40 points

Plan includes at least two of the following:	0-10
Plan includes at least three of the following:	11-20
Plan includes at least four or more of the following:	21-40

- Increasing the number of lowans enrolling in non-credit or for-credit education and training programs leading to high-demand jobs in the state or region by providing tuition assistance or other recruitment efforts
- Identifies high-demand jobs on the state list, regional community college list or otherwise meets identified regional job needs based on appropriate supporting documentation for non- credit education and training programs, such as Certified Nursing Assistants or truck drivers. (Non-credit programs do not include employer-provided training.)
- Plan increases available funding for tuition to enroll in for-credit or non-credit education or training programs.
- Plan increases available funding to pay for wrap- around support, such as books, equipment, transportation and child care to increase program completion rates of participants.
- Plan includes performance-based bonuses paid when high school students at one high school earn national industry- recognized credentials aligned with high- demand jobs that meet regional workforce needs.
- Other innovative ideas. Increasing the number of veterans, ex- offenders and members of underrepresented communities, including minorities, women, and disabled or low-income lowans in high-demand jobs.

Performance Measures 10 points

Provides clear, measurable goal(s) with a timeline	0-5
Timeline is within the time frame of the project.	0-5

Number of Participants/Cost per Participant 20 points

Number of participants to be served. Cost per participant.	0-10
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Organizational Capacity 5 points

Organizational capacity described demonstrates applicants ability to successfully carry out proposed project.	0-5
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Budget 15 points

Budget does not include the existence of and security of the original funds. (Disqualifying)	Disqualified
Evidence of original funds (see below)	0-5
Budget includes allowable expenses only	0-5
Budget is complete.	0-5

- Evidence of the existence of and security of the original funds.
- Budget includes an official statement from an FDIC-insured financial institution holding the funds or an affidavit from a certified public accountant that certifies the existence and security of the funds to be matched under this chapter.
- Budget demonstrates applicant commitment by showing available funds of at least \$2,000, kept in a separate, FDIC- insured account.