

APPENDIX C: Employer Innovation Fund Application Rubric

Demographics 10 points

0-4	5-9	10
<ul style="list-style-type: none"> Plan sets a goal of less than 10% of participants being veterans, ex-offenders, members of underrepresented communities, including minorities, women, and disabled or low-income lowans. 	<ul style="list-style-type: none"> Plan sets a goal of 10% of participants being veterans, ex-offenders or members of underrepresented communities, including minorities, women, and disabled or low-income lowans and ex-offenders. 	<ul style="list-style-type: none"> Plan sets a goal of 15% of participants being veterans, ex-offenders or members of underrepresented communities, including minorities, women, and disabled or low-income lowans and ex-offenders.

Goals and Measurements 20 points

0-9	10-19	20
<p>Goals reflect at least two of the following:</p> <ul style="list-style-type: none"> 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. Addressing barriers to completion by providing help with books, child care or other wrap-around support for lowans enrolling in non-credit or for-credit education and training programs leading to 	<p>Goals reflect at least four of the following:</p> <ul style="list-style-type: none"> 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. Addressing barriers to completion by providing help with books, child care or other wrap-around support for lowans enrolling in non-credit or for-credit education and training programs leading to 	<p>Goals reflect more than four of the following:</p> <ul style="list-style-type: none"> 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. Addressing barriers to completion by providing help with books, child care or other wrap-around support for lowans enrolling in non-credit or for-credit education and training programs leading to

<p>high-demand jobs in the state or region.</p> <ul style="list-style-type: none"> ● Expanding internships, other work-based learning opportunities, and mentoring for lowans enrolling in non-credit and for-credit education and training programs leading to high-demand jobs in the state or region. ● Paying performance-based bonuses when high school students earn nationally recognized credentials aligned with high-demand jobs. ● 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. ● Providing clear, measurable goal(s) within the time frame of the project. 	<p>high-demand jobs in the state or region.</p> <ul style="list-style-type: none"> ● Expanding internships, other work-based learning opportunities, and mentoring for lowans enrolling in non-credit and for-credit education and training programs leading to high-demand jobs in the state or region. ● Paying performance-based bonuses when high school students earn nationally recognized credentials aligned with high-demand jobs. ● 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. ● Providing clear, measurable goal(s) within the time frame of the project. 	<p>high-demand jobs in the state or region.</p> <ul style="list-style-type: none"> ● Expanding internships, other work-based learning opportunities, and mentoring for lowans enrolling in non-credit and for-credit education and training programs leading to high-demand jobs in the state or region. ● Paying performance-based bonuses when high school students earn nationally recognized credentials aligned with high-demand jobs. ● 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. ● Providing clear, measurable goal(s) within the time frame of the project.
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Plan 50 points

0-24	25-49	50
Plan includes at least two of the following:	Plan includes at least three of the following:	Plan includes at least four of the following:

<ul style="list-style-type: none"> ● 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. 	<ul style="list-style-type: none"> ● 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 two high schools earn national industry-recognized credentials aligned with high-demand jobs that meet regional workforce needs. 	<ul style="list-style-type: none"> ● 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 programs completion rates of participants. ● Plan includes performance-based bonuses paid when high school students at more than two high schools earn national industry-recognized credentials aligned with high-demand jobs that meet regional workforce needs.
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<ul style="list-style-type: none"> ● Plan expands internships or other work-based learning opportunities leading to high-demand jobs or provides mentoring to those enrolled in high-demand occupations. ● Plan offers innovative ways of expanding opportunities to earn for-credit and non-credit education and training for credentials leading to high-demand jobs, including out-of-the-box solutions or creative resolutions to longstanding problems. ● Plan includes community engagement by including community partners or incorporating existing community programs as evidenced by commitment letters from community partners. 	<ul style="list-style-type: none"> ● Plan expands internships or other work-based learning opportunities leading to high-demand jobs or provides mentoring to those enrolled in high-demand occupations. ● Plan offers innovative ways of expanding opportunities to earn for-credit and non-credit education and training for credentials leading to high-demand jobs, including out-of-the-box solutions or creative resolutions to longstanding problems. ● Plan includes community engagement by including at least one community partner or incorporating existing community programs as evidenced by commitment letters from community partners. 	<ul style="list-style-type: none"> ● Plan expands internships or other work-based learning opportunities leading to high-demand jobs or provides mentoring to those enrolled in high-demand occupations. ● Plan offers innovative ways of expanding opportunities to earn for-credit and non-credit education and training for credentials leading to high-demand jobs, including out-of-the-box solutions or creative resolutions to longstanding problems. ● Plan includes community engagement by including at least one community partner or incorporating existing community programs as evidenced by commitment letters from community partners.
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Budget 20 points

0-9	10-19	20
Budget does not include the existence of and security of the original funds. (Disqualifying)	Budget includes: <ul style="list-style-type: none"> ● Evidence of the existence of and security of the original funds. 	Budget includes: <ul style="list-style-type: none"> ● Evidence of the existence of and security of the original funds.

<p>Budget does not include 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. (Disqualifying)</p> <ul style="list-style-type: none"> ● Budget demonstrates applicant commitment by showing available funds of less than \$1,000, kept in a separate, FDIC-insured account. ● Budget includes unallowable expenditures including administrative expenses or for registered apprenticeship programs. 	<ul style="list-style-type: none"> ● 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. ● Budget does not include unallowable expenditures including administrative expenses or for registered apprenticeship programs. 	<ul style="list-style-type: none"> ● 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 more than \$2,000, kept in a separate, FDIC-insured account. ● Budget does not include unallowable expenditures including administrative expenses or for registered apprenticeship programs.
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