



Pennsylvania's  
**STATE SYSTEM**  
of Higher Education

**#Prepared4PA**

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**STATE SYSTEM**  
OF HIGHER EDUCATION  
**FOUNDATION**

# RFP FOR PILOT PROGRAMS PRESENTATION

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President and CEO  
PASSHE Foundation

# Introduction

- Pennsylvania's State System of Higher Education's public mission – to provide an affordable, quality, career-relevant postsecondary education – is at the center of what it does every day as it strives for accountability, transparency, and to cultivate diverse, equitable, and inclusive educational environments
- 400,000 students seeking degrees or enrolled in certificate and other career-development programs, affordable, career-relevant post-secondary education is an engine of social mobility and economic development, which is essential to the future of this Commonwealth.



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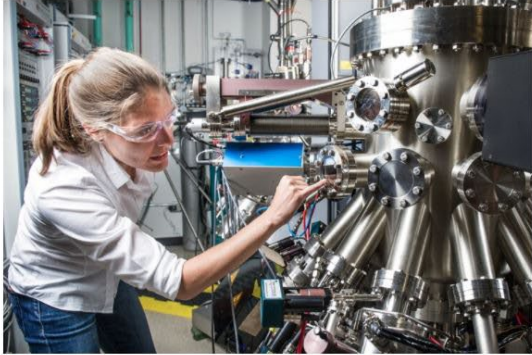
## Overview

- Request for Proposal (RFP) to elicit new collaborative educational models that will develop or expand high-quality, inclusive workforce development initiatives at postsecondary institutions focusing on furthering the career aspirations of students and the economic growth of businesses in the region.
- [#Prepared4PA](#) Pilot Programs should be designed to foster partnerships in our community between employers, workforce Training providers, and higher education institutions to ensure our workforce is prepared for the jobs of today and in the future.



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# Industry Clusters



Advanced Manufacturing Competency Map



Healthcare Competency Map



Information Technology Competency Map



Finance & Insurance Competency Map



Energy Competency Map



Agribusiness Competency Map

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[Industry Competency Maps — #Prepared4PA](#)

# What We Are Looking For

- Adapted Integrated Employability Framework to the non-degree credentialing marketplace to drive continuous improvement with respect to student, institutional, and equity outcomes.
- Sustaining affordable, high-quality, employer approved and validated credentialing pathways (education & training); tracking directly into high demand industry clusters.
- Financially self-sustaining ecosystem of partners capable of responding to the changing nature of the workforce (responsive to needs now & future)
- Innovative mindset within a field of expertise (depth vs. breadth)



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# What We Are Looking For

- Address duplication, adhering to strategies that focus on sharing, transferability, quality, and value.
- Develop strategies to build/strengthen programs that intentionally target a diverse population of students and in-demand
- Positioning programs as value-added talent resources for local and regional businesses.
- Highlight regional profiles and strengths that can serve as blueprints for ongoing strategic investment.
- Alignment of the workforce, education, and economic development systems.



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# Success Indicators

**Employee Success  
(at least two)**

- **Credential attainment**
- **Gainful employment**
- **Increase in pay**
- **Promotion**
- **Transition across occupations**



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# Success Indicators

## Employer Success (at least two)

- Fill job vacancies within 4-6 months
- Upskill current employees (upward mobility opportunities)
- Establish comprehensive industry training partnerships
- Increased employee retention



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# Success Indicators

## General Metrics (all)

- Program participation
- Program completion
- Intentional and pronounced focus on DEI
  - Increased recruitment of historically underserved populations
- Incorporation of essential skills training (EEQ)
- Cross-industry and/or multi-discipline collaboration



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# RFP Instructions

- A State System University partnership is required
- Consortia with education providers, employers and/or workforce practitioners spanning regions and industry clusters.
- Recommended industry clusters for initial pilot program are based on [competency maps](#).
- Financial Resource Development plans have been considered.
- Components around DEI cultural competencies that improve broader socio-economic outcomes.
- Employer centric and portfolio approach



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# Consortia/Partnership

- One agency/academic Institution that will act as the lead partner
- Submit a single proposal on behalf of the participating entities outlining the program and explaining the roles and responsibilities of each member
- Lead is responsible for overseeing the implementation of all aspects of the grant, including pilot plan, pilot monitoring and data reporting, as well as fiscal management.
- All consortium members are subject to the terms and conditions of the award and policies

[Collaborative Agreement](#)



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# Consortia/Partnership



# Partner Combinations

College/University + Professional Assn./Licensing Entity

College/University + College/University

College/University + Nonprofit Organization

College/University + 3rd Party Training Provider

College/University + Other entity



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# Submission Guidelines

- ✓ Cover sheet identifying entity name, address, contact information for person responsible for proposal, and signature, title and date indicating certification that to the best of its knowledge and belief, the data supplied in this application/proposal is true and accurate. The organization agrees to comply with all local, state and federal regulations if a contract is awarded.



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# Submission Guidelines

- ✓ Proposal narrative (not to exceed 10 pages) with clearly labeled headers should incorporate the below:
  - Purpose statement incorporating an explanation of how this aligns with strategic priorities of all consortia members.
  - Design principles & approach incorporating Adapted Integrated Employability Framework
  - Contribution to PASSHE's DEI Guiding Principles and Values
  - Desired outcomes
  - Indicators of success (based on above measures)
  - Marketing and recruitment plan
  - Sustainability strategies addressing continued momentum and sustained impact
  - Project implementation timeline

[Adapted Integrated Employability Framework](#)

[DEI Guiding Principles](#)



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# Submission Guidelines

- ✓ **Brief** statement of expertise, including:
  - Key personnel descriptions
  - Examples of previous work
- ✓ Pilot budget & narrative addressing cost per/student towards achieving credentials as well as program sustainability

Proposals that are in response to this RFP are **due no later than 5:00P.M. on February 14, 2022**. Late submissions will not be considered.



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# Selection Criteria

A Review Team composed of university, economic development, business, workforce, and DEI experts from across the state will read and score each application. Readers will note the thoroughness of the proposed plan and each section of the application will be evaluated and scored on the basis of completeness, clarity, and merit

[Rubric](#)



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<b>Credentialing Pathway</b>	Proposal illustrates the connection of progressive levels of credentials and training for specific occupations in a way that optimizes the progress and success of individuals while engaging employers to meet workforce demands.	<ul style="list-style-type: none"> <li>• Affordable</li> <li>• High Demand</li> <li>• Stackable</li> <li>• Improved Econ. Positioning</li> <li>• High Quality</li> <li>• Employer Approved</li> </ul>	40 pts
<b>Alignment</b>	Credentials developed are in alignment with competencies to meet career objectives (intentional use of competency maps)	<ul style="list-style-type: none"> <li>• Equity</li> <li>• Workforce</li> <li>• Education</li> <li>• Econ. Dev.</li> </ul>	30 pts
<b>Sustainability</b>	Proposal can sustain capacity and identify funding support beyond pilot	<ul style="list-style-type: none"> <li>• Program</li> <li>• Fiscal</li> <li>• HPO Alignment</li> </ul>	10 pts
<b>Strategic</b>	Proposal demonstrates planning and data analysis in a collaborative manner to ensure clear paths for jobs in high-demand industries	<ul style="list-style-type: none"> <li>• Sharing</li> <li>• Transferability</li> </ul>	10 pts
<b>Innovation</b>	The proposal highlights new partnerships and includes significant creation, development and implementation of a new product, process or service, with the aim of improving efficiency, effectiveness or competitive advantage	<ul style="list-style-type: none"> <li>• Innovative</li> <li>• Ecosystem of Partners</li> <li>• Portfolio Approach</li> </ul>	10 pts



## Awards

- All lead applicants of this grant will be notified in writing whether their application has been approved. Applicants that do not meet the qualifications may reapply for future grants.
- Awards are not guaranteed economic investment. The corporation investments and funding opportunities will be aligned once a proposal is chosen if it aligns with the funding that is available by industry cluster and credential selected.



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## Deliverables Post Selection

- Due April 2022:
  - Signed MOU or agreements **between pilot partners** as models for future pilots.
  - Signed MOU between Pilot (Lead Contact) and PASSHE Foundation
  - External audience “[pitch](#)” document (one pager or 2 slides **max**)
- Finalized curriculum and pilot implementation plans to include benchmarks. (Dissemination of curriculum and training implementation within the industry cluster completed by September 2022).



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## Deliverables Post Pilot

- All selected pilot programs will participate in an evaluation addressing the graduate competency preparation and employer engagement per the #Prepared4PA Adapted Integrated Employability Framework.
- Training providers will be required to provide documentation of evidence to inform the program evaluation.
- All selected pilot programs will be asked to contribute to and/or share “playbooks” and best practices
- All selected pilot programs will be required to submit a final report highlighting lessons learned that will include but are not limited to:
  - Consortia experience
  - Plans for continuous improvement
  - Scaling and sustainability efforts
  - Innovative Developments
  - Analysis of student, employer, and academic institution surveys
  - Diversity, Equity & Inclusion measures

## Additional Notes

It is highly recommended that applicants become familiar with key components prior to completing the application, including but not limited to:

- Guiding Principles (affordable, accessible, high-quality, workforce aligned, productive and a driver of social mobility)
- Diversity, Equity & Inclusion
- The QA Commons (Employability Framework & EEQs)
- Rubric

[QA Commons Employability Framework](#)

[QA Commons EEQ](#)



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# Timeline

TASK	TIMELINE
RFP Issued	January 6, 2022
Informational Webinars	January 13, 2022 @ 11:30 January 18, 2022 @1:30
Proposals Due	February 14, 2022
Proposal Evaluation	February 2022 (external)
Award Announcement	March 4, 2022
Selected Applicant Deliverables	April 1, 2022
Pilot Programs Begin	April 2022
Pilot Programs Completed (no later than)	September 2022
Pilot Program Evaluation	October 2022-November 2022





**Questions**

# Contact Information

Cynthia Pritchard

President and CEO

PASSHE Foundation

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