



## WORKFORCE INVESTMENT COUNCIL – WORKFORCE REGION 15 EMPLOYER WORKFORCE TRAINING FUNDS FUNDING CRITERIA

**Governor’s Criteria:** Applicants must meet all grey shaded criteria, and at least two un-shaded criteria, in order to qualify for consideration.

|                                   |  |   |   |                                 |   |  |                           |
|-----------------------------------|--|---|---|---------------------------------|---|--|---------------------------|
| 1. Meets Clackamas County Cluster | 2. Shortage of skills OR traded sector | 3. Increase competitiveness, OR lead to degree, certification, credential | 4. Meet/exceeds median wage OR career development | 5. Multiple employer consortium | 6. High level of private matching funds | 7. Existing curriculum OR potential for economy of scale | 8. First time EWTF award? |
| Yes/No                            | Yes/No                                 | Yes/No  | Yes/No  | Yes/No                          | Yes/No                                  | Yes/No   | Yes/No                    |

**Local Criteria:** Scored on a graded scale

|                 |                      |                            |                       |  |                        |                               |            |                         |
|-----------------|----------------------|----------------------------|-----------------------|--|------------------------|-------------------------------|------------|-------------------------|
| 9. Creates Jobs | 10. Rural Investment | 11. Commitment to Training | 12. Benefits Provided | 13. Industry Certificate, Educational Credential Transferable Skills | 14. Career Development | 15. No prior workforce grants | 16. Budget | 17. Number of employers |
| 10 pts          | 5 pts                | 10 pts                     | 10 pts                | 10 pts   | 10 pts                 | 10 pts                        | 10 pts     | 20 pts                  |

### Governor’s Criteria Defined:

**1. Meets targeted Clackamas County Cluster:** Company is a part of the following targeted industry clusters:

- Advanced manufacturing – metals
- Professional business services
- Wood manufacturing
- Wholesale trade
- Transportation and distribution
- Nurseries and greenhouses
- High tech manufacturing
- Health care

**2a. Shortage of Skills:** Training in occupations or skills where shortage exists in the region as defined by (a) the Oregon Employment Department or (b) local employers where a pattern of unfilled job listings can be substantiated.

**2b. Traded Sector:** Companies that trade outside the state.

**3a. Increase Competitiveness:** Preparing the worker to compete more effectively in the workplace.

**3b. Degree / Certification / Credential:** Training that leads to national/state certification, or industry recognized credential.

**4a. Meets / Exceeds Median Wage:** Hourly wage of participating employees meets or exceeds Clackamas County median wage. Employer costs for health benefits and payroll tax burden are NOT factored into the employee hourly wage. The 2009 median wage\* for Clackamas County is \$15.91 per hour.

\* Median Wage = hourly wage of all individuals who worked in the county during the year where half have higher hourly wages and half have lower hourly wages, as determined by the Oregon Employment Department.

**4b. Career Development:** Application demonstrates that the training project is part of a career ladder of advancement within the organization, and/or the training in transferable skills that can be used in alternative (lattice) career pathways.

**5. Multiple Employer Associations:** Industry Association or Consortia consisting of three or more employers engaging in collaborative workforce development efforts.

**6. High Level of Matching Funds:** Application budget indicates employer matching funds will at least equal award. Projects with less than 1-1 match are not qualified for consideration.



**7a. Existing Curricula:** Projects that utilize existing curricula or training programs when available, and develop new curricula only when it will not duplicate other work;

**7b. Economy of Scale:** Curriculum is applicable for use by multiple employee groups/businesses/industries.

**Local Criteria Defined:**

- 8. First Time EWTF Award:** Has not previously participated in the funding program in Clackamas County or other Oregon County.
- 9. Creates Jobs:** Training project will substantially lead to the creation of new jobs within six months of project completion.
- 10. Rural Investment:** Training project benefits the population of rural communities. The business must be located outside of the Regional Urban Growth Boundary:  
<http://www.clackamas.us/transportation/planning/reserves.htm>
- 11. Commitment to Training:** Employer will continue investing in employee training after the grant period has ended.
- 12. Benefits Provided:** Medical for Employee only=3 pts; Medical for Family=2 pts; Dental/Vision for Employee=1 pt; Dental/Vision for Family= 1 pt; Paid Vacation=1 pt; 401k plan offered=1 pt; Funded Retirement=1 pt.
- 13. Industry Certificate, Educational Credential, Transferable Skills:** National or state certificate (ie CNA, LMN)=10 pts; transferable skills or industry recognized credential (ie ESL, leadership)=5 pts; “soft” skills (ie excel, typing)=2 pts.
- 14. Career Development:** Application demonstrates that the training project is part of a career ladder of advancement within the organization, and/or the training in transferable skills that can be used in alternative (lattice) career pathways.
- 15. No Prior Workforce Grants:** Within the last three (3) years, organization has not received workforce related grant awards (ie customized training, On-Job-Training, Governor’s Strategic Training Funds). An organization is defined as any division/location/branch operating under the same federal id number.
- 16. Budget:** Adequate detail provided for both matching funds and project costs, cost per trainee is competitive.
- 17. Number of Employers:** Number of committed employers as indicated by signed letters of commitment.

*The right to reject without penalty any or all proposals received at any point in the review is reserved. Awards will be made to those proposals that best meet the requirements set forth in this announcement and that support Clackamas County’s economic and workforce needs.*



## Employer Workforce Training Fund Application Review

Name of Reviewer: \_\_\_\_\_

Company Name: \_\_\_\_\_ Review Date: \_\_\_\_\_

| <b>Governor's Criteria</b>  | Required  | Preferred<br>(must meet at least 2) |
|---|-----------|-------------------------------------|
| 1. Meets regional and/or state economic needs (Clackamas County cluster):                                       | Yes/No    |                                     |
| 2. Shortage of skills OR traded sector:   | Yes/No    |                                     |
| 3. Increase competitiveness OR lead to degree, certification, credential:                                       | Yes/No    |                                     |
| 4. Meet/exceed median wage OR career development:<br>2009 median wage for Clackamas County is \$15.91 per hour. | Yes/No    |                                     |
| 5. Multiple employer consortium:  |           | Yes/No                              |
| 6. High level of private matching funds:  |           | Yes/No                              |
| 7. Existing curriculum OR potential for economy of scale:   |           | Yes/No                              |
| 8. First time EWTF award:   |           | Yes/No                              |
| <b>Local Criteria</b>   |           |                                     |
| 9. Creates Jobs:  | 10        |                                     |
| 10. Rural Investment:   | 5         |                                     |
| 11. Commitment to Training:   | 10        |                                     |
| 12. Benefits Provided:  | 10        |                                     |
| 13. Industry Certification, Educational Credential, Transferable Skills:  | 10        |                                     |
| 14. Career Development:   | 10        |                                     |
| 15. No prior workforce grants:  | 10        |                                     |
| 16. Budget:   | 10        |                                     |
| 17. Number of Employers (2 pts per employer/20 pts maximum)   | 20        |                                     |
| <b>Total Points Possible</b>  | <b>95</b> |                                     |

Note: The EWTF program was funded, in part, with Workforce Investment Act Funds and are administered by the Oregon Department of Community Colleges and Workforce Development.