U.S. Chamber of Commerce Foundation

Pathways with Purpose Through Career-Connected Learning

Request for Proposals

Due Monday, April 20, 2026
5 p.m. ET

U.S. Chamber of Commerce Foundation

Contents

Purpose

The U.S. Chamber of Commerce Foundation (the Foundation), on behalf of the Pathways and Workforce Funder Collaborative (PWFC), seeks to support employer-led consortia that organize and lead regional or statewide collaborations with State Education Agencies (SEAs) and Local Education Agencies (LEAs). This initiative aims to foster meaningful alignment between K-12 education and industry by leveraging employer leadership to generate new or improved career pathway innovations that yield tangible results for learners.

This Request for Proposals (RFP) invites applications from employer-led organizations (see eligibility section)—in collaboration with SEAs and/or LEAs—to develop and implement scalable, employer-driven innovations that bridge the gap between education and workforce needs. Selected consortia will receive funding, comprehensive technical assistance, and access to the Foundation's extensive network of resources and expertise.

Background

The Challenge

It is well documented that misalignment and disconnection exist between the education and workforce sectors and the needs of the labor market. There is a scarcity of high-quality programming and opportunities focused on providing clear onramps for learners to enter and successfully complete career pathways to ever-evolving, in-demand careers (e.g., career exploration, industry-relevant training and education, work-based learning, bridge programming) as well as gain hands-on, career relevant experiences. Moreover, completion of these experiences does not always result in timely and effective job placement or matriculation into and completion of in-demand postsecondary education and training, leading to under-employment and lack of economic mobility. These challenges are often further exacerbated by socioeconomic, geographic, and demographic factors, particularly for youth and young adults from low-income families and communities and/or those who have been historically marginalized.

Our Theory of Change

At the U.S. Chamber Foundation, we believe that when employers lead effectively, education partners[1] and learners benefit extraordinarily. This includes more alignment with job and career opportunities, better immersion in the evolving world of work, and credentials that have real value and provide a return on investment.

The Opportunity

Do you have an innovative idea you want to launch or scale to improve alignment of career pathway programming and work-based learning (WBL) opportunities to meet ever-evolving industry needs? The Foundation seeks to launch a cohort-based initiative that will support approximately four to five industry-K–12 partnerships by **providing funding and technical assistance to employer-led consortia that organize and lead partnerships between SEAs and LEAs and with business organizations** (e.g., industry associations, chambers of commerce, workforce entities representing in-demand industries such as healthcare, manufacturing, and the skilled trades) **to innovate career pathway and work-based learning innovations to**

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[1] While the Foundation uses the terms "partner" and "partnership" in various places in this document, these terms do not refer to partners or a partnership as such terms are used in law, in particular tax and business organization law.

industry need. The result of this support will be both improved co-leadership of employers and education and training providers in career pathway efforts as well as new or improved career pathway innovations that yield tangible results for learners.

Through this effort, the Foundation will support a cohort of communities and programs in developing and implementing best practices while learning together and networking with national peers and experts. Best practices collected and outputs produced through this cohort-based initiative (e.g., resources, insights) will be shared broadly in furtherance of wide-scale adoption by other states, communities, and industry-led consortia.

Scope of Work

Core Focus Areas (Required)

Each selected applicant will be expected to address **both** of the following core topics:

1. **Aligning Curriculum and Credentials to Labor Market Needs**
   Utilize data-driven and industry-led approaches (e.g., sector-based frameworks and methodologies) to align career pathway programming and curricula with in-demand jobs and identify pathways to industry-recognized credentials of value. This includes working with employer partners to define and validate the competencies and credentials that signal readiness for high-quality employment and/or postsecondary education and training that leads to in-demand jobs. For the purposes of this grant opportunity, employer-led backbone organization applicants will be expected to work jointly with SEAs and/or LEAs to co-design and refine career pathways, either piloting new, innovative efforts or scaling successful approaches to new geographies to ensure student post-secondary and employment success.

2. **Experiencing the World of Work**
   Demonstrate new, industry-relevant and scalable means of providing access to quality work-based learning (WBL) experiences and other career immersion opportunities that expose students to in-demand careers and provide hands-on learning and experience relevant to in-demand career pathways. This includes expanding and improving internships, pre-apprenticeship and apprenticeship opportunities, youth employment, project-based learning, job-shadowing, and other structured WBL experiences that are co-designed and co-delivered with employers, as well as innovating delivery models for WBL. Employer-led organizations will play a leading role in cultivating, structuring, implementing, and sustaining these experiences in partnership with SEAs and/or LEAs.

Additional Focus Areas (Optional)

In addition to the two required core topics, applicants *may* propose innovative, employer-led strategies that extend or enhance these core topics—such as building or strengthening infrastructure to better document and validate skills and learning outcomes (e.g., learning and employment records, digital badges, micro-credentials)—provided these efforts are tightly connected to aligned pathways and work-based learning requirements described above.

Regional Context, Flexibility, and Innovation

The anticipated cohort of grantees will collectively address these required elements and system-level improvements listed above but may emphasize differing and nuanced strategies and industry sectors based on their regional context, labor market needs, and community priorities. The Foundation encourages each applicant to submit creative proposals that reflect their unique circumstances and goals within the required elements described above. We encourage applicants to think about innovating or scaling industry-relevant career pathway programming and WBL opportunities. Think outside the box.

Eligibility and Requirements for Participation

Who Should Apply

This opportunity is intended for employer-led consortia (i.e., employer-facing organizations that represent multiple employers) that collaborate with SEAs and/or LEAs. With creativity, scale, and impact in mind, we are seeking partners that can organize a **regional or statewide effort to innovate and advance new employer engagement and leadership strategies that strengthen K-12 career pathways.**

The anchor applicant (i.e., recipient of grant funds) <u>must</u> be an employer-led organization that partners with one or more SEAs and/or LEAs as required partners. Applicants must demonstrate active leadership by employers/industry, including identification of one or more employer champions in their proposal. This reflects an expectation that employers will be substantively involved in all major project decisions as well as direct participants in the work—including producing and validating occupational and career pathway information—and involved in execution of the resulting activities.

Examples of eligible anchor organizations include:

- **A chamber of commerce**
- **A statewide or regional industry- or sector-based association**
- **An employer coalition or collaborative**
- **An economic development organization**
- **An industry intermediary working on behalf of multiple employers**
- **Other employer-led entities**

All eligible entities must demonstrate a formal partnership with SEAs and/or LEAs.

Requirements of Grant Funding Support

All applicants must:

- **Demonstrate employer leadership and buy-in.** The anchor organization (applicant) must demonstrate active leadership by employers/industry and identify one or more employer champions in their proposal who will play a meaningful role in the partnership and project efforts.
- **Demonstrate education partnerships.** The anchor applicant must demonstrate substantive collaboration with one or more SEAs and/or LEAs. Letters of commitment or memoranda of understanding should demonstrate the education partners' commitment to co-designing and implementing employer-aligned career pathways and programming, including curriculum, assessments, work-based learning experiences, credentialing, and other pertinent design elements.
- **Address both core focus areas.** Proposals must include concrete plans to address both *Aligning Curriculum and Credentials to Labor Market Needs* and *Experiencing the World of Work (WBL)*.
- **Dedicate staffing capacity to support the project .** Recipients of this funding must dedicate adequate staffing capacity to achieve the programmatic activities and goals outlined in their proposal and the requirements outlined in this RFP. **This must include at least part-time support from two to three team members, including a dedicated project manager to own the work on behalf of the employer-led community partnership.** The proposed staffing model should ensure accountability and redundancy in the event of a change in employment or re-assignment.
- **Show capacity for regional or statewide innovation and scale.** Applicants should demonstrate the capability to organize and lead efforts at a regional (e.g., continuous or non-contiguous multi-county or LEA area) or statewide level, with the potential to reach and impact a significant number of learners.
- **Commit to data collection and reporting.** Selected applicants will be expected to track and report on key metrics related to program implementation, learner outcomes, and partnership effectiveness. See "Expected Outputs and Outcomes" section below for more detail on both required and flexible performance reporting elements. (Note: no identifiable student information will

be required.) **In addition, selected applicants will be required to provide a final report in August of 2027 to detail activities, milestones, outcomes, and outputs, as well as key learnings to be shared with the field. A report template will be provided.**

- **Demonstrate the need for and commitment to engaging in technical assistance and peer sharing.** Applicants should articulate a commitment to leveraging and engaging in the technical assistance and peer sharing opportunities provided by the Foundation, as well as detail any specific technical assistance needs and interests associated with their proposed project's success. Note: Details regarding technical assistance needs and/or interests will not be used against applicants in scoring their proposals but are intended to illuminate specific needs and interests to help the Foundation and its partners provide targeted and relevant assistance to grant recipients.
- **Serve as a fiscal agent.** The selected entity must be capable of receiving funding and will be responsible for confirming all funds are used solely for appropriate 501(c)(3) activities. Recipient entities are prohibited from engaging in political activity, lobbying activity, and advocacy related to specific legislative proposals with U.S. Chamber Foundation funding.
- **Participate actively in the cohort.** Selected applicants will be expected to engage regularly with other cohort members, share best practices and challenges, and contribute to the collective learning of the group.
- **Participation in documenting and disseminating outcomes and practices.** Selected applicants will be expected to work with the Foundation to document outcom, and other studies, and promising practices and may be asked to participate in webinars and other dissemination activities to promote replicable practices.

What the Chamber Foundation Will Provide

Selected consortia will receive comprehensive support to ensure success, including the following.

Financial Support

Each selected consortium will receive $295,000 to $365,000 to be spent over one year to support implementation of their proposed work plan.

Eligible uses of this funding include, but are not limited to:

- Staffing
- Programmatic activities
- Vendor or subcontractors
- Travel
- Material costs

The Foundation reserves the right to negotiate appropriate uses of funding upon award and in support of the goals and priorities of each applicant’s proposed activities.

Technical Assistance and Resources

The Foundation and its partners will support each cohort member through the following:

- **Dedicated One-on-One Coaching –** Each cohort member will be assigned a coach, selected from Foundation staff or designated subject-matter experts, to engage grantee project partners more deeply throughout the duration of their project(s) to ensure consistent support and progress toward outcomes.

- **Expert Technical Assistance –** Access to Foundation staff, as well as consultants, issue experts, and partners with deep expertise in employer engagement, career pathways, work-based learning, state and regional labor markets, and systems change. Technical assistance provided may be targeted at individual grantees/consortia or the full grantee cohort.
- **Tools and Resources –** Access to Foundation programs and tools as well as resources created as part of this grant effort or provided by strategic partners.
- **Communications and Visibility –** The Foundation will spotlight the work of the cohort and/or individual grantees through a myriad of communication channels, including social media, blogs, newsletters, webinars, websites and media outreach.
- **Events and Convenings –** Opportunities to present and share best practices at the Foundation's signature events and support to secure presentation opportunities at partner conferences and events.
- **Access to Emerging Work –** By leveraging the Foundation’s network and partners, recipient organizations get access to some of the most exciting and substantive research and development the education and workforce field has to offer, including research, resources, tools, and strategies for engaging employers in career pathway efforts effectively and at scale.

Cohort Learning and Networking

Selected consortia will participate in a cohort-based technical assistance and peer learning that includes:

- Regular convenings (virtual and in-person) to share progress, challenges, and solutions.
- Peer-to-peer learning opportunities, either one-on-one with other grantees or with the full cohort.
- Access to national experts and thought leaders.
- Collaborative problem-solving and resource sharing.

Expected Outputs and Outcomes

We encourage you to innovate. Though this grant period is just one year in duration, system-level improvements made in partnership with employers should lead to a measurable increase in the number of learners making confident decisions about careers, participating in quality WBL, and effectively navigating pathways that prepare them for successful transition to meaningful and gainful employment (i.e., a quality job with family-sustaining wages). However, **we encourage innovation and flexibility**. Break the mold. Push boundaries. But ensure that success is measured, captured, and reportable.

In your application, the Foundation asks that you propose performance measures that best fit your proposed innovations or scaled efforts. We expect that applicants minimally address the following 3 proposed outputs and describe how they intend to measure them. For each output listed below, applicants should propose at least two measures. **Applicants are welcome to su est alternative outputs and measures that are more consistent with their plans or that are in addition to those su ested below.**

- **Output 1: New employer- or industry-aligned programs, courses and curricula developed and implemented.** Example measures *may* include:
    - Number of new or improved programs of study and/or courses offered.
    - Number of students enrolled in new or improved programs of study and/or courses.

- **Output 2: Expanded access to co-curricular activities such as career-connected, work-based, and project-based learning.** Example measures *may* include:
    - Number of employers providing approved opportunities.
    - Number and percentage of students participating in new or improved co-curricular activities.
- **Output 3: Increased attainment of credentials of value, including industry recognized certifications, certificates, digital badges, and micro-credentials.** Example measures *may* include:
    - Number and percentage of students attaining an approved credential of value and by type.
    - Number and percentage of students attaining two or more approved credentials of value.

Please confirm as part of your proposal narrative that your organization has the capacity and capability to collect, track, and report the outcomes/outputs you propose to measure the success of your initiative. The Foundation understands that outputs and metrics may vary depending on each applicant's proposed activities.

The Foundation reserves the right to negotiate performance metrics required upon award and in support of the goals and priorities of each applicant's proposed activities.

Timeline

This section includes a tentative selection process and project timeline. Exact dates will be refined with selected partners.

Tentative RFP and Selection Process

Date	**Milestone**
March 11th	Request for Proposal released
March 20th	Information Session at 1 p.m. (ET) Register here.
April 8th	Questions due to workforce@uschamber.com by 5 p.m. (ET)

April 13th	Question responses posted by 5 p.m. (ET) at [FAQ coming soon].
April 20th	Applications due by 5 p.m. (ET)
April 20th – 28th	Application review period. The Foundation may contact certain applicants for additional information.
April 30th	Selection notifications sent no later than this date

Tentative Project Timeline

Timeframe	Activities
May 29th	Contracting and/or sub-grant agreement processes completed
June 8th	Virtual consortia launch meeting
June - September	Planning, partner alignment, baseline data collection, development of detailed implementation plans
Late July/Early August	Consortia check-in “Show and Tell” to discuss implementation plans (potentially in person)
September – June 2027	Implementation of core activities, regular cohort convenings, technical assistance provision, documentation of progress and outcomes
June 2027	Consortia end of year review meeting (potentially in person)
August 2027	Grantee final reports due

Required Proposal Response Content

Proposals should be comprehensive yet concise, providing sufficient detail to demonstrate capacity, commitment, and a clear vision for the work. The strongest proposals are likely to be a result of coordinated efforts between the anchor organization (eligible industry-led org) and required education partners.

Please submit your proposals via the form included on the Foundation webpage. Please note: attachments will be uploaded via Dropbox. Should you need an alternative delivery method, please contact workforce@uschamber.com.

Applicant Information

Applicant information should include the following:

- The name of your proposed project
- The date of submission
- A primary point of contact (and secondary, if relevant), including name, title, organization, email address, and phone number

Section 1: Anchor Organization and Employer Leadership Overview

The anchor organization and employer leadership overview narrative must include:

- A summary of the anchor organization (qualified applicant), including organization size, mission, focus areas/strategic priorities, and members/constituents. (Character limit: 2,000)
- A summary of the organization's (and partners') capacity and expertise associated with convening and leading multi-stakeholder partnerships and in implementing the proposed work. (Character limit: 2,000)
- Evidence of employer leadership and engagement (including identification of one or more employer champions) and applicant/anchor organization track record with sustained employer engagement. (Character limit: 2,000)
- Staff who will work on this initiative and a brief summary of their relevant qualifications. Feel free to link to listed staff bios on organizational websites and/or LinkedIn profiles as a method of providing additional information. (Character limit: 2,000)
    - As described in the RFP overview, this must include at least part-time support from two to three team members, including a dedicated project manager.

- Any existing initiatives that are related to the proposed activities and previous involvement with Talent Pipeline Management (TPM) or similar employer-led frameworks (e.g., sector partnerships, industry collaboratives). (Character limit: 2,000)

Section 2: Education Partner Overview

The education partner overview narrative must include:

- Description of SEA and/or LEA partners, including their role in the partnership (see Section 6 for inquiry re: matching funds) and their geographic scope/service area. (Character limit: 2,000)
- Information on the student population served by the SEA and/or LEA partners, including student population numbers and demographic breakdown. (Character limit: 2,000)
- A summary of current career cluster and/or pathway programming, CTE and/or career-connected and work-based learning offerings, dual enrollment and credential offerings, relevant to the proposed project(s). (Character limit: 2,000)
- Institutional or system goals related to career readiness, industry alignment, and student success. (Character limit: 2,000)
- Any leveraged or matching funds expected as part of your proposed activities (not required). (Character limit: 2,000)
- Letters of commitment or memoranda of understanding from K-12 education partners (SEAs and/or LEAs) demonstrating their commitment to the partnership. Letters of commitment will be available for uploading on Dropbox.

Section 3: Regional Context and Workforce Challenges

- **Regional Context and Workforce Challenges –** Description of the state or region's workforce challenges, labor market needs, and priority industry sectors. Include how these challenges impact youth and young adults, particularly opportunity populations2 or Perkins V special populations. If there are existing initiatives taking place in your community on which this investment will build off or expand upon, please include context and any demonstrated efficacy to date. (Character limit: 2,000)

Section 4: Project Proposal and Action Plan

This section of your proposal should serve as a narrative description and initial action plan for your proposed project and must include the following. An updated action plan may be requested upon a negotiated award.

- **Vision, Theory of Change, and Goals:** A clear vision for how employer-led partnerships will transform career pathways for learners ages 12–24. Include the initiative's theory of change for how the support for this effort will be different or improve any applicable prior attempts at collaboration between employers and education partners, as well as specific, measurable goals for the initiative. (Character limit: 4,000)
- **Addressing Core Focus Areas:** Initial plans for addressing both required core topics (Character limit: 4,000)
  - *Aligning Curriculum and Credentials to Labor Market Needs*: How will you work with employers and education partners to align pathways and credentials with in-demand jobs? What frameworks, tools, or processes will you use?
  - *Experiencing the World of Work (WBL):* What strategies will you employ to expand and improve work-based learning and career immersion opportunities? How will you ensure these are scalable and sustainable?
  - **Note:** Applicants should demonstrate openness to refining these strategies based on ongoing employer input and technical assistance from the Foundation throughout the initiative.

[2] Opportunity populations refer to people in America who have had limited access to educational and professional opportunities and who face barriers to employment and career advancement. They may include (but are not limited to): opportunity youth (young adults age 17–24 who are out of school or out of work) members of the LGBTQ community, members of the immigrant or refugee populations, formerly incarcerated individuals, members of Indigenous communities, people with disabilities (physical and/or cognitive), people without a high school diploma, people with limited English proficiency, people who are (or who have been) homeless.

- **Additional Focus Areas (if applicable):** Description of any additional, innovative strategies that extend or enhance the core topics. (Character limit: 4,000)
- **Alignment to Existing Initiatives:** Discuss whether your proposed efforts are new or building off existing efforts and initiatives. How will your efforts create new approaches to industry-led career pathway development or improve existing ones? Will you be launching new efforts and innovations or improving and scaling existing efforts? (Character limit: 4,000)
- **Employer Engagement Strategy:** How will you recruit, engage, and sustain employer participation? What role will employer champions play? How will you ensure employers are actively co-designing and co-delivering solutions? Describe how you will incorporate employer feedback to adjust strategies and priorities as the initiative evolves. (Character limit: 4,000)
- **Partnership Structure and Governance:** How will the partnership be structured? What are the roles and responsibilities of each partner? How will decisions be made? How will the partnership remain agile and responsive to new insights from employers or technical assistance providers? (Character limit: 4,000)
- **Scale and Reach:** What is the anticipated reach of your initiative in terms of number of learners, schools, programs, and employers? How will you achieve regional or statewide scale? (Character limit: 4,000)
- **Implementation Timeline:** Please provide a realistic timeline for implementation over one year (launching in June 2026 and closing in June 2027), including key milestones. Applicants should acknowledge that timelines and activities may be adjusted based on employer priorities, labor market shifts, and guidance from the Foundation. (Character limit: 4,000)

Section 5: Additional Partners

The applicant must describe, as applicable:

- Key partners beyond the anchor organization and primary education partners (e.g., specific employers, industry associations, community-based organizations, other stakeholders) and the role each partner will play. Note: at least one employer champion is required. (Character limit: 2,000)
- Evidence of additional partner commitment through additional letters of commitment is encouraged but not required. Note: The only *required* letters of commitment are for required SEA and/or LEA partners (see Section 2). Letters of commitment will be available for uploading on Dropbox.

- Any leveraged or matching funds expected as a part of your proposed activities (not required). (Character limit: 2,000)

Section 6: Sustainability Plan

The sustainability narrative must address the following, as applicable:

- **Adaptability and Continuous Improvement Considerations:** How will the applicant/partnership remain responsive to changing employer needs and labor market conditions, and any insights gained through technical assistance? Describe your approach to evaluating progress and making strategic pivots when necessary. (Character limit: 2,000)
- **Sustaining Efforts Beyond Initial Funding:** How will the work be sustained beyond the initial funding period? Are there potential additional funding sources, revenue models, or in-kind contributions that could support the work long term? (Character limit: 2,000)
- **Scaling of Successful Practices:** What are your strategies for scaling successful practices to reach more learners and/or communities? How will you identify which strategies are most effective and worthy of scaling? How might you adjust or discontinue approaches that are not yielding results? (Character limit: 2,000)
- **Evolution of the Partnership:** How will the applicant/partnership continue to evolve and adapt based on labor market changes, employer feedback, learnings from the cohort experience, and Foundation technical assistance? How will you remain flexible in inviting additional partners to the table as they become relevant? (Character limit: 2,000)

Section 7: Budget Narrative

The budget narrative must:

- Describe the proposed use of the $295,000 to $365,000 in funding, including a high-level breakdown of the following, as applicable. (Character limit: 4,000)

  Eligible uses of this funding include, but are not limited to:

  - Staffing costs (in alignment with staffing requirements described in the “Eligibility and Requirements for Participation” section)

    - Programmatic activity costs
    - Vendor or subcontractor costs
    - Travel costs
    - Material costs
- Include justification for major budget categories and demonstrate that funds will be used effectively to accelerate solutions. (Character limit: 2,000)
- Identify any additional (non-U.S. Chamber Foundation) funding sources or in-kind contributions expected to support your proposed efforts, including potential matching funds from SEA and/or LEA partners or others. (Character limit: 2,000)

Note: The budget does not need to include costs for technical assistance and supports provided by the Foundation (coaching, technical assistance, resources, communications, events, etc.). However, applicants may describe in their proposal how they intend to leverage these resources and/or other technical assistance and supports provided in their state or community.

Section 8: Data Collection and Reporting

The data collection and reporting narrative must include:

- What metrics will be used to measure success, in alignment with your proposed activities. This should include **measures aligned with the three outputs provided or alternative measures** in alignment with your proposed efforts (see "Expected Outputs and Outcomes" section above). For each output, the applicant should clearly identify two or more measures. (Character limit: 2,000)
- How data will be collected, tracked, and reported. (Character limit: 2,000)
- Baseline data, where available. (Character limit: 2,000)
- Commitment to ongoing evaluation of efforts and continuous improvement. (Character limit: 2,000)
- Commitment to creation of a final report that summarizes activities, milestones, outputs and outcomes, as well as key learnings for your consortia and partners to be shared with the field. (Character limit: 2,000)

Note: The Foundation will not seek or accept any identifiable student information. The Foundation also reserves the right to provide a required format for data reporting upon award.

Section 9: Technical Assistance Needs

A narrative detailing:

- How the applicant intends to leverage the technical assistance and resources provided by the Foundation. (Character limit: 2,000)
- Specific areas where support would be most valuable. (Character limit: 2,000)
- Anticipated need (if any) for onsite support or visits by the Foundation and/or its partners. (Character limit: 2,000)

Selection Process and Criteria

The Foundation will select approximately four to five applications based upon analysis of the submitted response content. During the selection process, reviewers may request additional information from applicants.

Selected applicants will be notified by April 30, 2026. Selections will be made based on the following criteria:

1. Applicant's Organizational Capacity to Accomplish the Work (Section 1, Section 9) - 10 Points

- Applicant organization's capacity and expertise associated with convening and leading multi-stakeholder partnerships and in implementing the proposed work.

10) Employer Leadership and Engagement (Section 1, Section 5) - 15 Points

- Strength of employer leadership and demonstrated buy-in from the employer community
- Quality and commitment of employer champions
- Evidence of employers' willingness to actively co-design and co-deliver solutions
- Track record of effective employer engagement

11) Partnership Quality and Engagement (Section 2, Section 5) - 15 Points

- Strength and commitment of required education partners (SEAs/LEAs), and demonstrated through narrative and required letters of commitment
- Quality of partnership structure and governance
- Evidence of effective collaboration and shared accountability
- Relevance of proposed work to the goals and interests of required and additional partners listed in the proposal.

3. Feasibility and Quality of Proposal and Action Plan (Section 4) - 30 Points

- Clarity and comprehensiveness of plans to address both core focus areas
- Feasibility of proposed activities and timeline
- Alignment between proposed activities, goals, and anticipated outcomes
- Innovation and potential for replicability

4. Scale and Impact (Section 4, Section 8) - 20 Points

- Potential to reach significant numbers of learners at regional or statewide scale, including opportunity populations
- Anticipated impact on learner outcomes and career pathway quality
- Ability to create system-level changes
- Ability to introduce and test new innovations that could be further scaled and replicated for wider impact

5. Sustainability and Scalability (Section 4, Section 6) - 15 points

- Viability of sustainability plan to support efforts beyond initial funding
- Potential for scaling successful practices to other communities
- Likelihood of creating durable, lasting change

In addition to the above, the applicant must meet the minimum eligibility criteria listed in the Eligibility and Requirements for Participation section above.

While utilizing the criteria above, the Foundation reserves the right to make award decisions that ensure there is diversity among the cohort in terms of geography, industry sector focus, and strategy.

Submissions

Please submit your proposal on the form located on the Foundation webpage mailto:workforce@uschamber.comno later than 5 p.m. Eastern on Monday, April 20.

Questions

Questions must be submitted by 5 p.m. Eastern on Wednesday, April 8 to workforce@uschamber.com. Responses will be posted on [FAQ coming soon] no later than 5 p.m. Eastern on Monday, April 13.

Appendix A: Budget Template

Budget Item	Budgeted Amount	Notes
Staffing costs (labor + fringe)		
Programmatic activity costs		
Sub-grantee costs		
Vendor/consultant/subcontractor costs		
Travel costs		
Material costs		
Other		