



REQUEST FOR LETTERS OF INTEREST Region 9 Talent Pathways Initiative (TPI) - Planning Grant Opportunity

The GO Virginia Region 9 Council is now accepting **Letters of Interest (Letters)** from organizations with a presence in the Region 9 footprint that are interested in developing a **Regional Talent Pathways Strategy** for specific sectors in GO Virginia Region 9. Details on this initiative can be found in the GO Virginia Talent Pathways Initiative (TPI) Planning Guidance [here](#) and below.

Region 9 includes localities in Planning District 9 (Counties of Culpeper, Fauquier, Madison, Orange and Rappahannock) as well as Planning District 10 (City of Charlottesville and Counties of Albemarle, Fluvanna, Greene, Louisa and Nelson). Letters will be evaluated by the Region 9 Council. If selected, organization(s) will be invited to work with Region 9 staff to develop and submit a grant proposal to the GO Virginia Board of Directors (Board) for consideration.

ISSUE:

The grant opportunity was developed to foster collaboration between business and education to support sustained economic growth and talent development and retention in the Commonwealth. The focus is to develop a strategy that will meet the workforce needs of Virginia businesses – and in this case, the businesses in Region 9.

To that end, each GO Virginia region may award grants to support a situational analysis that will drive development of a regional talent pathway strategy for priority targeted industry clusters as identified by each region.

GRANT:

This is a one-year reimbursable grant for up to \$250,000. A 2:1 match of non-state funds is required. That is, for every \$1 of GO Virginia funds requested, 50 cents of non-state funds must be committed. Match may be cash or in-kind.

GO VIRGINIA REGION 9 PRIORITY CLUSTERS:

The Region 9 Council has identified three priority industry clusters: *Biotechnology & Biomedical, Financial & Business Services, and/or IT & Communications*. Organizations must address at least one priority cluster but could address a combination of two or three with the appropriate justification.

DELIVERABLES:

Required activities, noted below, will be included while developing a TPI Strategy and Action Plan for identified sectors. The activities, strategy and action plan are expected to demonstrate existing and future collaboration among stakeholders that may include primary and secondary education, higher education, businesses, local workforce boards, nonprofits, and local governments. The selected organization(s) would also coordinate with those organizations along with the Region 9 Council to develop future Region 9 grant proposals that will advance the newly identified strategies.

The action plan deliverable should include prioritized strategies, committed strategy leaders, potential funders, potential match sources, sustainability, and strategy timelines. GO Virginia Region 9 Council and staff



expect to be actively engaged in an advisory role and to be updated on activities. Consultants may be engaged in this process and other regional assets can be leveraged, as well. Other funding sources for strategies may be identified in this report, however, a clear pathway for future GO Virginia Region 9 grant investments must be a major part of the plan. It is expected that future grant proposals for driving the new priorities would be a partnership with stakeholders and funds would be appropriately disbursed, so as not to duplicate efforts.

ELIGIBLE ORGANIZATIONS:

Eligible organizations have (or will have) a presence in Region 9 and are nonprofit or governmental entities eligible to receive GO Virginia funds. Ideal applicants will have workforce experience, a proven track record in the region, knowledge of the GO Virginia program, and a demonstrated ability to collaborate.

REQUIRED ACTIVITIES:

Grant activities must include:

1. Development of industry coalitions directed by industry leaders and engaging workforce system partners to guide and advise on activities 2 through 6:
2. Completion of a quantitative and qualitative situational analysis of the workforce needs for one or more high-impact industry clusters prioritized by each region,
3. Completion of a gap analysis related to the jobs needed to help such clusters grow,
4. Identification of the skills and training needed for people to fill such jobs, including those provided through high school career and technical education, credentials, certifications, apprenticeships, internships, and other degree and non-degree programs, including a gap analysis of where such programs fall short in meeting identified needs,
5. Development of an asset map that evaluates the region's capacity (institutions, programs) to support the identified unmet workforce needs,
6. Development of strategies and a 3-5 year action plan to support highest-impact pathway projects for future implementation grants.

LETTER REQUIREMENTS:

Interested organizations should submit a letter no more than three pages along with the required attachments. The letter should include:

- Organization name and contact details
- Primary contact name and contact details
- If organizations are collaborating, clarify roles of each organization
- Describe the proposed approach, including:
 - Which industry cluster(s) will be addressed and rationale for selecting
 - Which localities in the region will be engaged and rationale for selection; describe the region or subregion with understanding that a minimum of two localities must be engaged
 - Qualifications and experience of the organization in talent pathways development and/or workforce system planning efforts
 - How the organization will address each of the six required activities, listed above, in its plan
 - How the organization proposes to engage and collaborate with the Region 9 Council

ATTACHMENTS:

Complete and submit the following attachments with your letter. Tentative information is acceptable because



details would be finalized if a Letter is accepted. Simply notate on the attachment.

1. List of committed partners and other potential partners
2. Project Timeline and Milestones – Template included
3. Project Deliverables – Template included
4. Budget Overview – Template available here: <https://www.govirginia9.org/apply/>

TIMELINE:

The Council will begin accepting Letters by the May 31, 2023 grant application deadline. If an organization is not selected the Council expects to continue accepting Letters at subsequent Region 9 application deadlines until a grant is awarded or until the Region 9 application deadline published for September 2024. The Council will review Letters received at the scheduled meeting following the deadline.

Deadlines and Council Meeting dates can be confirmed at <https://www.govirginia9.org/calendar/> .

HOW TO SUBMIT:

Letters are to be submitted, along with required attachments, by email, to sholland@centralvirginia.org.

QUESTIONS:

FAQ is available [here](#).

Interested organizations are highly encouraged to reach out to Shannon Holland Director, GO Virginia Region 9 at sholland@centralvirginia.org to discuss this opportunity.

NOTICE: Receipt of any letter does not commit the Region 9 Council to further action.

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VIRGINIA INITIATIVE FOR
**GROWTH &
OPPORTUNITY**
IN EACH REGION
REGIONAL COUNCIL 9

TIMELINE and MILESTONES - ATTACHMENT:

Provide a Monthly Project Timeline with Milestones (add additional months, as needed)

Month: _____

Milestones

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-
-
-

Month: _____

Milestones

-
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