



## **TDC Workforce Grant Program 2021**

### *TDC Workforce & Education Committee Objectives:*

- *Identify workforce development and education pilot projects/initiatives where TDC could leverage seed money to foster development.*
- *Explore opportunities for workforce development and education partnerships within the community and allow TDC to leverage its business park assets.*
- *Maintain a well-rounded program support portfolio that includes K-12 education, the trades, and partnerships with local colleges; special focus on STEM platforms.*

**Eligible Applicants:** TDC Tenants, industrial or manufacturing employers in Clinton County.

### **Program Guidelines:**

- Grants to employers to provide training to employees for skills upgrades and operational efficiency.
- Projects align with the committee's charge (stated above).
- Applications should be able to show projected creation or retention of jobs, and/or expected financial benefit from increased efficiency.
- Employer should make efforts to utilize a local service provider to provide training (CCC/IAM, SUNY, CITEC, etc.)
- Grants will be on a reimbursable basis, up to 80% of project cost.

**Timeline:** Project funds must be used between Feb.1, 2021 – December 31, 2021

**Application Process:** Applications will be accepted and reviewed on a rolling basis until funds are exhausted. TDC's Board of Directors Workforce & Education Committee will be the reviewing entity.

Applicants should submit the following:

- Project narrative that addresses guidelines and planned activities (attached scoring rubric provides additional guidance)
- Detailed project cost with quotes of service
- Financial benefit and job retention analysis where applicable

**Reporting:** Recipients will be asked to submit a report following the use of funds summarizing the results of the program or project, number of employees impacted, any jobs created or retained, and any anticipated sustained financial benefit (productivity, new organizational initiatives, etc.)



## **TDC Workforce Grant Program 2021 Scoring Rubric**

### **Scoring:**

Very Strong: 18-20 Points

Strong: 13-17 Points

Moderate: 6-12 Points

Weak: 0-5 Points

### **Content/Sustainability:**

Very Strong (5)	Strong (4)	Moderate (2-3)	Weak (0-1)
<p>Proposed project will provide technical training to develop skills of employees. Skills development will lead to future opportunity (promotion, etc.) for employees.</p> <p>AND</p> <p>Provide training that will increase operational efficiency that is able to be sustained and will provide significant financial benefit.</p>	<p>Proposed project will provide skills upgrade training that would allow for promotion of employee.</p> <p>OR</p> <p>Provide training that will increase operational efficiency that is able to be sustained and will provide significant financial benefit.</p>	<p>Applicant illustrates alignment with program guidelines and project shows effort to develop employee skills.</p> <p>Financial benefit is not considered significant, or program is unlikely to self-sustain.</p>	<p>Project does not display ability to align with program guidelines.</p> <p>Training is unrelated to employee development or job retention.</p> <p>Program is not able to self-sustain, or the benefits are short-term.</p>



### Job Impact:

Very Strong (5)	Strong (4)	Moderate (2-3)	Weak (0-1)
Skills development will lead to the creation of at least one (1) job or retention of at least five (5) jobs. OR Shows retention of three (3) or more jobs and implements mentoring efforts to develop the workforce pipeline and future skills development.	Proposed program will lead to the direct retention of at least three (3) jobs. Is able to show potential progression of employee in the pipeline (impact of training on ability to move to higher skilled positions, etc.)	Skills development shows ability to lessen strain on workforce and increase efficiency of employees, ability to show at least indirect retention of 1-3 jobs.	Proposed program will have no (or negative) impact on workforce.

### Partnership/Community Connection:

Very Strong (5)	Strong (4)	Moderate (2-3)	Weak (0-1)
Program shows expressed intent for collaboration with local educational institution (quotes for training, letter of intent, etc.) OR Financial support of employee to achieve a certification or degree from a local postsecondary institution.	Proposed program shows planned effort to use local training organization, such as the region's manufacturing extension partner (MEP).	Proposal states intent to use local trainer or local contact for access to training. OR If unable to access training locally, shows plan to purchase training materials from a Clinton County business.	Proposal makes little to no effort to use local trainer or local business for training materials.



### Evident Need:

Very Strong (5)	Strong (4)	Moderate (2-3)	Weak (0-1)
Applicant is able to show negative impact due to COVID-19 pandemic and can illustrate financial benefit from proposed training to mitigate these impacts.	Applicant can show business difficulty unrelated, or indirectly related to the pandemic and is able to align proposed training to mitigating these hardships. OR Applicant can express inability to access desired training from the company's existing training programming and can show the benefit to operations	Applicant can show indirect hardship related to proposed training. OR Applicant can show insufficient existing training and how the proposed program can supplement existing programs.	Applicant can express little to no evidence-based need for training support.