



REQUEST FOR LETTERS OF INTEREST REGION 4 TALENT PATHWAYS INITIATIVE

The Go Virginia Region 4 Council is now accepting **Letters of Interest** from organizations with a presence in the Region 4 footprint who are interested in serving as a Coordinating Entity for all or part of a Talent Pathways Initiative (TPI) for Go Virginia Region 4. The Coordinating Entity will work with the GO Virginia Region 4 Council's support organization, Grow Capital Jobs, in developing the application for the planning grant and will serve as the Project Manager for the initiative.

The Talent Pathways Initiative is a program of the statewide Go Virginia Board and was funded with amendments adopted to the FY '22 budget. Language authorizing the initiative notes that the Planning Grant shall support analysis of the workforce needs of regional businesses and identification of the skills and training that can help prepare Virginians to fill available jobs in regional markets. Skills and training include, but is not limited to, high school career and technical education, credentials, certifications, internships, and other degree and non-degree programs that can help prepare individuals for career opportunities. The Region 4 Council is especially interested in developing industry-education collaborations that can practically and successfully address the workforce needs in its priority clusters.

The Go Virginia Regional Council 4 has selected two priority industry clusters to be the focus of its TPI application:

1. Advanced Pharmaceutical Manufacturing
2. Information Technology (including jobs that support the digital infrastructure across multiple traded-sector industries in Region 4)

Applicants may apply to be the coordinating entity for one or both of the priority clusters. The Coordinating Entity (for each or both clusters) will be required to address in its plan the following elements.

1. How it will develop industry coalitions directed by industry leaders and engage workforce system partners to guide, advise and support the implementation of the project.
2. Completion of a quantitative and qualitative situational analysis of the workforce needs of the priority clusters.
3. Completion of a gap analysis related to the jobs needed to help such clusters grow.
4. Identification of the skills and training needed to fill such jobs, including those provided by high school CTE, credentials, certifications, apprenticeships, internships, and other degree or non-degree programs, including a gap analysis of where such programs fall short.
5. Development of an asset map that evaluates the region's capacity (institutions, programs) to support the identified unmet workforce needs.
6. Identifying strategies to create highest-impact pathway projects for future implementation.

The award for the entire Talent Pathways initiative for GO Virginia Region 4 can be up to \$250,000. If separate Coordinating Entities are selected for the two priority clusters, the amount available for each Coordinating Entity would be up to \$125,000.

Eligible organizations will be based in Region 4 and are nonprofit, educational or governmental entities eligible to receive GO Virginia funds. Ideal applicants will have workforce experience in developing business-education partnerships, a proven track record in our region, experience, and knowledge of GO Virginia program goals, and can demonstrate the ability to collaborate with other partners to develop innovative strategies.

Go Virginia Regional Council 4 has appointed a Task Force that will make recommendations to the Council about the selection of the Coordinating Entity. The Task Force and the staff of Grow Capital Jobs will be charged with working with the Coordinating Entity and overseeing the progress of the project throughout the grant period.

Interested organizations should submit a letter that is no more than two pages long with required attachments. The letter should include:

- Organization name and contact details
- Primary contact name and contact details
- Describe the proposed approach, including:
 - Is the organization applying to be the Coordinating Entity for one or both clusters
 - How the entire Go Virginia Region 4 would be included and impacted
 - Qualifications and experience of the organization with talent pathways and workforce development
 - Clarification of how existing staff and assets will be leveraged and/or, if applicable, will new staff be hired for the effort.
 - How the organization intends to address the six required elements detailed on the previous page

Letters should be submitted via email to Wilson Flohr at wilson@GrowCapitalJobs.org by 11.59 p.m. on May 19, 2023.

Based on an assessment of the submitted Letters of Interest, the Task Force will invite finalists to make an in-person presentation. The Task Force will forward recommendations to the Regional Council that will make the actual selection of the Coordinating Entity(ies).

More Info:

Guidance for this GO Virginia initiative can be found [here](#).

The full application for this GO Virginia initiative can be found [here](#).