

Recompete Pilot Program

Supplemental Guide: Illustrative Implementation Investments

CONTEXT AND OBJECTIVES

Applicants who move on to Phase 2 of the Recompete Pilot Program – i.e., those with approved Recompete Plans from Phase 1 – will be invited to apply for larger implementation awards, with each applicant submitting a proposal for a complementary set of 3-8 projects. In addition, Phase 2 applicants will be asked to identify credible, specific, and timely commitments their regional stakeholders are making to complement potential EDA investments (“Community Commitments”, as discussed below). While these requirements are not part of the Phase 1 application – instead, in Phase 1 applicants for Recompete Plan approval should provide a *preliminary* set of projects and light discussion of partnerships – applicants may begin thinking about them now to inform their approach at this stage.

This document provides two illustrative examples, one each for Local Labor Markets and Local Communities, with the goal of being helpful to applicants. **It is important to note that the examples are purely illustrative and are NOT indicative of EDA preferences on any particular intervention or approach.** Rather, EDA expects interventions to be specifically designed to meet the individual challenges of the applicant’s area.

For more information on potential implementation investments, please see the Recompete Pilot Program [website](#) and Phase 1 Notice of Funding Opportunity (page 13).

SAMPLE IMPLEMENTATION INVESTMENT #1: LOCAL LABOR MARKET

In this fictional example, a rural region qualifies for the Recompete Pilot Program as a Local Labor Market. Historically, the region was home to two large mining and logging companies that drove local employment. In 2010, both firms shut down and in the subsequent decades the prime age employment gap (PAEG) doubled. In order to address the PAEG, community leaders need to both create new jobs and train workers for them, while also addressing the negative social consequences of joblessness (e.g., addiction, mental health issues, etc.) that are keeping potential workers out of the labor market.

In this fictional example, a non-profit might come together in a partnership with faith-based groups, local government, and employers with a goal to reduce PAEG by 2030. The partnership has identified growth opportunities and associated interventions to realize those opportunities. For example, the partnership could identify metal manufacturing and growing small businesses as two growth opportunities to create new jobs. The team has developed a Recompete Plan that aims to both create private sector demand for new jobs and prepare workers to fill them, through the following, hypothetical EDA investments, **which would total \$55 million**:

- Expanding a proven work and learn training model to targeted residents and adding significant wraparound services for trainees (\$8m)
- Backend administrative and data services to link new training programming to existing social services (\$2m)
- Small business assessment and support programming (\$4m)
- New equipment and staff for shared use metals manufacturing testing facility (\$6m)
- Three years of post-employment “coaching” for trainees (\$4m)
- Addiction rehabilitation programming (\$2m)
- Retrofitting two aging community training centers (\$15m)
- Hiring of the Recompete Plan Coordinator and a core team, including resources for data-driven evaluation of the impacts from EDA’s investments in the region (\$4m)

In order to ensure EDA’s investments are aligned with industry needs, the partners in this fictional example might make the following “Community Commitments”:

- The Chamber of Commerce will create a manufacturing advisory board of private sector firms to inform the region’s investments;
- The city and state are partnering to fund the retrofitting of a site for the small business support programming;
- The three largest manufacturers have made hiring commitments to place trainees in open jobs; and
- The county’s Department of Human Services is identifying workers in the training program that qualify for but are potentially not enrolled in public benefits.

SAMPLE IMPLEMENTATION INVESTMENT #2: LOCAL COMMUNITY

In this fictional example, one area of a large city qualifies as a Local Community through a cluster of 17 contiguous census tracts, all with a PAEG over 5 percent and median household no more than \$75K. The area has experienced persistent distress since the textile industry left in the 1970s. Crime, addiction, urban blight, and declining employment opportunities have driven high levels of joblessness for the neighborhoods in the area.

In this fictional example, a Mayor's Office may submit an application on behalf of the area, identifying a number of community training and development non-profits, employers, and anchor institutions as partners. Their Recompete Plan may identify 13 entry level occupations with proven career pathways in high demand among the city's largest anchor institutions. As part of its Recompete Plan, the Mayor's Office aims to work with its partners on MOUs with six hospitals, universities, and large private sector employers, signaling commitments to hire trained workers from the area. To ensure workforce readiness and improve employment prospects for residents of the area, the Plan calls for the following, hypothetical EDA investments, **which would total ~\$20 million:**

- A transportation voucher program that provides flexible, free transportation options (ride share, busing, metro, etc.) for area residents in the training program (\$2m)
- Three new sector-specific training programs, modeled after proven successful programming, strategically located across the area (\$9m)
- Technology-assisted tutors that support educators in identifying when students are falling behind (\$1.5m)
- Retrofitting two community rec centers as work-and-learn centers (\$2m)
- Programming to directly address and clean-up urban blight (\$1m)
- Childcare subsidies for the residents in the training program (\$2m)
- Hiring of the Recompete Plan Coordinator and a core team, including resources for data-driven evaluation of the program (\$3m)

In order to make hiring of the area's residents easier, anchor employers that are working with the Mayor's Office in this fictional example may make the following "Community Commitments":

- Eliminating four-year degree requirements for all 13 identified entry level occupations;
- Hiring an HR "manager" from the area, with a deep understanding of the community and its needs, to work as an intermediary across employers and job applicants;
- Co-investing with EDA-funded resources to expand onsite childcare for employees;
- Collectively committing to hire 150 residents trained through the program over the next five years; and
- Building an employee pathway tracker and support network to help entry level employees grow their careers.

Other "Community Commitments" from other partners could include:

- The port authority will run a bus route optimization challenge to increase bus routes in the area;

- The State is committing \$25 million out of its ARPA State and Local funds to cover all construction costs of new community and workforce training facilities (within which EDA's investment will pay for operations); and
- The County's Department of Human Services will provide targeted addiction and other existing social services directed at those enrolled in the newly established training programs.