

# WORKFORCE CONNECTIONS

**Request for Applications**  
**Talent Cloud Request for Applications (RFA)**  
**Solicitation #: WC-031015**  
**Date of Solicitation: March 10, 2015**  
**Submission Deadline: April 12, 2015**

**RFA Release Date: March 10, 2015**  
**Questions Due Date: March 23, 2015**  
**Responses to Questions: March 30, 2015**  
**Application Deadline: April 12, 2015**  
**Anticipated Period of Performance: May 13, 2015 – May 13, 2016**

## 1. Purpose

Workforce Connections (WC) is establishing a professional development program called the Talent Cloud. The Talent Cloud is an initiative that targets professionals working in development, specifically on the global youth employment problem. The objective of the platform is to equip workforce development professionals with technical and field knowledge, opportunities to collaborate with like-minded peers, and provide access to experts and resources. The Talent Cloud identifies, creates and opens career pathways for practitioners in order to encourage their own growth and contributions to workforce development. The Talent Cloud aims to take experiential learning for development practitioners to scale by providing a replicable skills program for a greater impact on youth employment outcomes. The program will start small this year, in order to generate lessons and adapt the approach; it will likely expand in the future.

The Talent Cloud platform is comprised of two primary elements:

1. Membership-based online platform and
2. Fellowship program

The online platform will provide:

- **Access to career resources**
  - Forum for sharing resources, information, training, advice
  - Embedded videos, reports, graphics, podcasts, Tedtalks
- **Connections and networks**
  - Forum to showcase talent
  - Mentoring ( in an “ask a peer” or “ask an expert” section)
  - Profile features (fellows, key actors)
  - Problem groups on specific subjects
- **Fellowship program application and outline**

The fellowship will include:

- Global work experience
- Analytical fieldwork

# WORKFORCE CONNECTIONS

- Access to experts for guidance and feedback on deliverables
- Personal study (optional)

## 2. Tasks

Workforce Connections is seeking an organization in **Africa** and one in **Latin America** to manage the fellowship program within their respective regions. The organization would be expected to recruit fellows into the Talent Cloud program and coordinate learning and work activities for the fellows which benefit local communities in the area of youth employment. The organization will be responsible for up to 5 fellows.

Organizations in the field doing technical work and/or communications organizations are encouraged to apply.

The applicant organization is required to disseminate information across the continent and outline their capacity to do so. Grant proposals for amounts of **\$50,000 to \$75,000** will be considered. The proposals should include the applicant organization's work plan to:

**1) Disseminate information about the Talent Cloud, the fellowship application and criteria** (see Annex A for fellowship application criteria)

The grantee organization is tasked with advertising the fellowship throughout their respective continent as the regional hub. The information can be distributed online and in local media, in English as well as local languages, using culturally appropriate messages. The application will also be posted on the Workforce Connections website and the Workforce Connections team can assist with personalized dissemination to donors such as USAID and others (specifically, those that are members of the Youth Employment Funder's Group).

**2) Curate content for fellows and Talent Cloud from a variety of sources**

The grantee will be responsible for communicating with fellows and directing them to beneficial resources and events. The organization will also be responsible for curating content for the Talent Cloud Web platforms.

**3) Coordinate regional learning events for the fellows**

The grantee organization is required to source and make arrangements for fellows to attend at least one learning and networking event such as a conference which will enhance their learning and community experience.

**4) Organize a field-based analytical exercise.**

This may be a fellow-led labor market exercise (adapting FHI 360's Community Youth Mapping Tool and using the Workforce Connections labor market assessments tools). Or, the grantee organization could propose another alternative.

# WORKFORCE CONNECTIONS

## 5) Develop a sustainability plan for the Talent Cloud in the region

The grantee organization is required to engaging potential partners from government, private sector and development organizations within their region.

## 3. Funding

The ceiling for this award is \$75,000. The mechanism for funding will either be a fixed price or cost reimbursable grant. Up to two awards may be issued.

## 4. Submission Contents:

The following must be included in the grant application;

### I. INFORMATION ABOUT THE APPLICANT

- a. Capacity statement of the organization demonstrating
  - i. The organization's ability to reach fellows and partners regionally
  - ii. The organization's ability to coordinate between 2 and 3 learning events/conferences for the fellows
- b. An outline of previous work that the organization has carried out

### II. PROJECT DESIGN

- a. Description of planned activities or approaches to develop Talent Cloud fellows skills

### III. PROJECT BUDGET

- a. A budget outlining the use of the grant money for the events and administrative work associated with coordinating the fellowship in the region

## 5. Submission Instructions:

- 1) Applicants must submit proposals to Workforce Connections by the closing date below.
- 2) Applications must be submitted in English and be in either Word or PDF format
- 3) A review panel selected by Workforce Connections will select grant proposals submitted by and will recommend allocation of funds according to the results of that process
- 4) Selected recipients will have to comply with FHI 360 Grant requirements
- 5) Applicants will not be reimbursed for the cost incurred in preparation and submission of an application. All preparation and submission costs are at the applicant's expense
- 6) Issuance of this RFA does not constitute an award commitment on the part of FHI 360.
- 7) FHI 360 reserves the right to independently negotiate with any applicant, or to make an award without conducting discussion based solely on the written applications if it decides it is in its best interest to do so. FHI 360 reserves the right to fund any or none of the applications received.
- 8) FHI 360 reserves the right to check applicant's donor reference.

# WORKFORCE CONNECTIONS

## 6. Grant Proposal Submission:

To apply, please send application materials to Workforce Connections at [workforceconnections@fhi360.org](mailto:workforceconnections@fhi360.org) by **midnight April 12, 2015**. Any questions or requests for clarification need to be submitted in writing to Workforce Connections at [workforceconnections@fhi360.org](mailto:workforceconnections@fhi360.org) by 5pm, **March 23, 2015**.

## 7. Evaluation Criteria

The following criteria will be used to evaluate each expression of interest. The number of points assigned to each criterion represents its weight in the evaluation process.

<b><u>Evaluation Criteria</u></b>	<b><u>Weight</u></b>
<p><b>Corporate Capabilities and Past Performance/Experience</b></p> <ul style="list-style-type: none"> <li>- The organization’s ability to reach fellows and partners regionally</li> <li>- The organization’s ability to coordinate between 2 and 3 learning events/conferences for the fellows</li> <li>- Relevance of staff’s skills and experience in proposed task</li> <li>- Previous experience in project management or managing activities related to those proposed in the application</li> <li>- A clear set of objectives and an orientation in line with proposed activities</li> </ul>	50 points
<p><b>Project Description</b></p> <ul style="list-style-type: none"> <li>- Provide an activity schedule that is well-defined and realistic</li> <li>- Well-planned activities or approaches to disseminate information about the Talent Cloud, the fellowship application and criteria; curate content for fellows and Talent Cloud from a variety of sources; coordinate regional learning events for the fellows; organize a field-based analytical exercise; and develop a sustainability plan for the Talent Cloud in the region.</li> </ul>	30 points
<p><b>Cost Effectiveness</b> Budget summary, detailed budget and budget notes included</p> <ul style="list-style-type: none"> <li>o Proposed costs reflect a clear understanding of the requirements stated in this RFA, and costs are reasonable</li> <li>o Proposed price is reasonable in comparison with prices with the independent cost estimate.</li> <li>o Proposed planned costs ensure optimal delivery of the proposed activities</li> <li>o A detailed line item budget, budget narrative, and supporting documentation that clearly describe how the budgeted amounts are calculated must support the applicant’s budget.</li> </ul> <p>The proposed budget will be analyzed as part of the Application evaluation process. Budgets must be sufficiently detailed to demonstrate reasonableness and completeness. Applications including budget information determined to be unreasonable, incomplete, unnecessary for the completion of the proposed project, or based on a methodology that is not adequately supported may be deemed</p>	20 points

# WORKFORCE CONNECTIONS

unacceptable.	
<b>TOTAL</b>	<b>100 points</b>

## 8. DISCLAIMER

- 1) FHI 360 may cancel this solicitation and not award.
- 2) FHI 360 may reject any or all responses received. Issuance of solicitation does not constitute award commitment by FHI 360.
- 3) FHI 360 will not compensate offeror for responses to solicitation.
- 4) FHI 360 reserves the right to disqualify any offer based on offeror failure to follow solicitation instructions.
- 5) FHI 360 may choose to award only part of the activities in the solicitation, or issue multiple award based on the solicitation activities.
- 6) FHI 360 reserves the right to waive minor proposal deficiencies that can be corrected prior to award determination to promote competition
- 7) FHI 360 will be contacting all offerors to confirm contact person, address and that bid was submitted for this solicitation.
- 8) FHI 360 will be contacting all offerors to confirm contact person, address, and that bid submitted for this solicitation.

# WORKFORCE CONNECTIONS

The following two documents 1) Annex A: Fellowship outline and 2) Annex B: Synopsis of Comparable Development Initiatives serve as supplemental information for the Talent Cloud RFA. Annex A provides an outline of the Talent Cloud Fellowship, and Annex B provides a list of professional development initiatives that offer fellowships for development work.

# WORKFORCE CONNECTIONS

## Annex A: Fellowship outline

The fellowship is composed of three core components:

- A six-week internship in Washington DC
- A community project in their home-town or continent, and
- Assess to conferences and learning events (depending on scheduling and relevance).

Upon acceptance into the program, fellows will work with their technical advisor to determine which combination of the modules will be best suited to them. The fellowship emphasizes out-of-classroom learning and encourages practical knowledge through placements in development organizations.

During the fellowship, the fellow is expected to become involved in research projects under the auspices of a mentor and produce deliverables, such as reports, as part of the evaluation process. Fellows will be asked to identify (as part of their application process) conferences that they would like to attend and justify how these conferences will improve their work.

## Eligibility and Selection Criteria

The Talent Cloud fellowship is a merit-based open competition. All eligible applications will be reviewed by the Talent Cloud selection committee composed of a Workforce Connections member and a member of the grantee organization.

### Eligibility

- Workforce Connections will recruit up to 10 fellows, with no more than one fellow per country.
- Applicants must be young professionals working or learning within the field of workforce development. The ideal applicant age group is between 20 and 28 years old, however, applicants above this age group will be considered if there is a compelling proposal.
- Candidates must have a solid command of written and spoken English.

### Fellowship Application Information

The application will collect biographical data as well as questions about the applicant's professional and academic experience. Required documents include a résumé, writing sample and recommendation letters.

- Applicants should describe their motivation for applying to the program and outline their relevant experiences through a comprehensive personal statement and the extent to which the fellowship would advance personal and professional goals.
- Applicants are required to submit a one minute video describing themselves and why they are a suitable candidate for the fellowship.
- Applicants are also invited to submit a proposal for their potential research and fieldwork projects to be undertaken during the term of the Fellowship. Actual projects to be approved will be determined following selection.

# WORKFORCE CONNECTIONS

- Selection committee will review applications based on selection criteria in conjunction with the partner organizations.
- Phone or Skype interviews for finalists will be scheduled individually with applicants.



# WORKFORCE CONNECTIONS

## Annex B: Synopsis of Comparable Development Initiatives

Below is a list of professional development initiatives that offer fellowships for development work. These programs offer fellowships to train social entrepreneurs as well as provide seed funding for innovative solutions to global issues. The Talent Cloud differs from and complements the listed programs below as it focuses specifically on youth employment professionals. The practical learning equips fellows with the tools necessary to make a greater impact on youth employment outcomes.

Name	Web site	Summary
Ashoka	<a href="http://www.ashoka.org">www.ashoka.org</a>	Ashoka offers a global platform and fellowship to foster social entrepreneurship. The platform promotes innovative ideas that solve widespread community problems.
Atlas Corps	<a href="http://www.atlascorps.org">www.atlascorps.org</a>	Atlas offers a variety of online training classes and fellowships. The fellowship is a leadership development program for nonprofit professionals through overseas training placements.
Bluhm/Helfand	<a href="http://www.chicagoideas.com">www.chicagoideas.com</a>	The Bluhm/Helfand Social Innovation Fellowship is a program for socially conscious leaders with sustainable ventures. Fellows gain exposure and connections through networking events. They are also provided with funding to accelerate their projects.
Cause Populi		Cause Populi is a marketing oriented fund that assists us-based nonprofit organisations with their visibility in terms of online presence, community engagement, and fundraising through donations and technical assistance.
IDEX	<a href="http://www.idexaccelerator.com">www.idexaccelerator.com</a>	Intrapreneur Development Experience (IDEX) focuses on social intrapreneurs and connects them with social enterprises globally in order to launch their careers and provide greater impact on social issues while providing career pathways for the fellows.
Devex	<a href="http://www.devex.com">www.devex.com</a>	Devex is an online media platform for the global development community. Devex has articles, job postings and services for organizations. The site provides a network for job seekers and employers in the development world.
Echoing Green	<a href="http://www.echoingreen.org">www.echoingreen.org</a>	Echoing Green supports social entrepreneurs through start-up funding, customized support services, and access to our global network of mentors and peers. They provide fellowship opportunities and impact investments to launch a community of change leaders.
Eileen Fisher Fund	<a href="http://www.womensfundingnetwork.org">www.womensfundingnetwork.org</a>	The Eileen Fisher Foundation funds women-owned socially-conscious businesses. Grants are awarded to businesses with over 3 years experience in order to propel them to the next phase of development.
Epic Foundation		Epic Foundation offers grant funding for non-profit organizations and social enterprises working with children. Epic selects organizations with a record of high social impact.

# WORKFORCE CONNECTIONS

<b>Future Internet Accelerator Program</b>	<a href="http://www.fiware.org">www.fiware.org</a>	The Future Internet Accelerator Program is a start-up development program which provides funding and mentoring for the creation of internet applications.
<b>J. M, Kaplan Fund</b>	<a href="http://www.JMKfund.org">www.JMKfund.org</a>	The J. M. Kaplan Fund provides grants for technical assistance and project implementation. The fund supports innovation in human rights, cultural and environmental initiatives.
<b>Net Impact NYC</b>		Net Impact NYC is an initiative that aims to assist non-profit organisations in New York with the realization of their mandates through two programs, The Service Corps and Board Fellows Programs whose specific preoccupations are introducing young development professionals to the world of consulting, the assessment of outcomes, networking and multi-disciplinary learning.
<b>Proinspire</b>	<a href="http://www.proinspire.org">www.proinspire.org</a>	Proinspire provides workforce development through fellowships and training programs geared towards social impact. They have a leadership development program which connects fellows to organizations in the social sector.
<b>Reach for Change</b>	<a href="http://www.reachforchange.org">www.reachforchange.org</a>	Reach for Change is an incubator program for social entrepreneurs. They provide seed funding, advice and networks in order to assist changemakers to reach their social goals.
<b>Spark Fellowship</b>	<a href="http://www.sparkkenya.org">www.sparkkenya.org</a>	Spark offers fellowships to help social entrepreneurs scale their ideas for impact in their communities. They provide seed funding and access to investors as well as a training program to help fellows refine their business plans and ideas.
<b>Acumen</b>	<a href="http://www.acumen.org">www.acumen.org</a>	The Acumen Fellowship provides training for social impact leaders through leadership training and field placements in order to make them more effective in social change.
<b>Global Good Fund</b>	<a href="http://www.globalgoodfund.org">www.globalgoodfund.org</a>	The Global Good Fund provides leadership development services for social entrepreneurs. The fund includes expert coaching and career resources such as targeted funding.
<b>Global Health Corps</b>	<a href="http://www.ghcorps.org">www.ghcorps.org</a>	The Global Health Corps provides fellowships for young professionals interested in global health issues. Fellows are placed internationally in health organisations and government agencies.
<b>Piramal Fellowship</b>	<a href="http://www.piramalfellowship.org">www.piramalfellowship.org</a>	The Piramal Fellowship is a training program for aspiring business and community leaders. The program helps fellows with their business planning, academic programs and networking opportunities.
<b>Rainer Arnhold Fellows</b>	<a href="http://www.rainerfellows.org">www.rainerfellows.org</a>	The Rainer Arnhold Fellowship provides training for social entrepreneurs and assists them with their business model. They provide mentoring and networking opportunities for fellows as a part of their teaching model.

# WORKFORCE CONNECTIONS

<b>Skoll Foundation</b>	<a href="http://www.skollfoundation.org">www.skollfoundation.org</a>	The Skoll Fellowship invests in social entrepreneurs and organizations. The foundation presents awards to nominees which help them to advance their social enterprises.
<b>Starting Bloc</b>	<a href="http://www.startingbloc.org">www.startingbloc.org</a>	The Starting Bloc Fellowship provides social entrepreneurs with networking opportunities, and a series of workshops to equip fellows with the skills they need to make a greater impact.
<b>Suave Fellowship</b>	<a href="http://www.sauvefellows.org">www.sauvefellows.org</a>	The Suave Fellowship provides access to professional and academic resources to fellows in order to advance their career. The fellowship is tailored to young professionals who want to have an impact on global issues.
<b>Ted Fellowship</b>	<a href="http://www.ted.com">www.ted.com</a>	The Ted Fellowship is a multi-disciplinary leadership training program. Entrepreneurs, artists, scientists and human rights advocates are all eligible candidates. Fellows attend conferences over a two-year period.
<b>Tony Elumelu Foundation Entrepreneurship Programme (TEEP)</b>	<a href="http://www.tonyelumelufoundation.org">www.tonyelumelufoundation.org</a>	The Tony Elumelu Foundation Entrepreneurship Program is centred on identifying and supporting African social entrepreneurs. The project provides seed funding, mentoring, access to networks and information.
<b>Villgro</b>	<a href="http://www.villgro.org">www.villgro.org</a>	Villgro provides a fellowship and a leadership training program for budding social entrepreneurs. The program places fellows with enterprises that focus on poverty eradication.
<b>Watson</b>	<a href="http://www.watsonuniversity.org">www.watsonuniversity.org</a>	Watson is an innovative university model for student leaders. They offer short masters courses as a training program for future leaders and entrepreneurs.
<b>Women Deliver</b>		Women Deliver is concerned with the building of capacity of young people under 30 who are interested in the advocacy of maternal, sexual and reproductive health. These objectives are achieved through a 3year training program called the Young Leaders programme which sponsors all the learning activities.
<b>Yali</b>	<a href="http://www.youngafricanleaders.state.gov">www.youngafricanleaders.state.gov</a>	Yali offers a fellowship to young African leaders who are making a difference in their communities. The program recruits entrepreneurs, civic society members and individuals in the nonprofit sector. The curriculum focuses on leadership skills training.