



Talent Pathways Initiative (TPI) Planning Application

Each regional council that seeks to implement this subprogram will apply to DHCD through the Centralized Application Management System (CAMS) which is utilized for all GO Virginia funding applications. Applications shall be submitted in CAMS by the established quarterly deadlines for per capita funds.

As outlined in the [TPI Program Guidelines](#) and the language authorizing the funding as provided in the recently adopted amendments to the FY22 budget, these planning grants shall support analysis of the workforce needs of regional businesses and the identification of the skills and training that can help prepare Virginians to fill available jobs in regional markets. Skills and training includes, but is not limited to, high school career and technical education, credentials, certifications, apprenticeships, internships, and other degree and non-degree programs that can help prepare individuals for career opportunities.

1. Which priority industry cluster(s) will be supported by this initiative and how were they selected by the regional council? How do these industry clusters align with those outlined in the most recent regional growth and diversification plan?
2. The industry coalitions are a central part of the success of the TPI (See Element 1 in TPI Program Guidelines). How will the regional council work to engage business leaders in these priority industry clusters?
3. Identify the participating localities (a minimum of 2 is required) and describe their role in the project.
4. What process did the regional council utilize to identify and select their industry cluster talent coordinating entity/entities (the coordinating entity will serve as project manager and may engage third parties to complete all or parts of the projects)? The Regional Council must utilize a selection process that is inclusive and encourages competing organizations to apply in order strengthen regional collaboration through this application process.
5. What experience does the industry cluster talent coordinating entity have in talent pathways development and/or workforce system planning efforts?

6. Briefly describe how the industry cluster talent coordinating entity will address, in its plan, each of the following six required elements in the program guidelines.

1) Development of industry coalitions directed by industry leaders and engaging workforce system partners to guide and advise on the following:

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) Identify strategies and supporting highest-impact pathway projects for future implementation.

7. How did your region's most recent growth and diversification plan inform the proposed TPI approach and how will the larger strategies and goals from the most recent G&D plan be achieved through this planning process?

8. Identify any anticipated challenges to the development of the TPI and how will the industry cluster talent coordinating entity address these challenges.

9. Outline the method that the regional council will use to oversee the talent pathways planning initiative throughout the grant cycle or grant period.

10. How will the regional council actively support this initiative and use the insight and recommendations to develop potential talent pathways projects for future funding?

Attachment: Project Deliverables

Attachment: Project Timeline with Milestones

Attachment: Project Budget

Optional Attachment: RFP Proposal Response

Applications submitted to DHCD for consideration will be reviewed by DHCD's GO Virginia staff in collaboration with VEDP's Office of Education Economics staff and reported to the Board for consideration at the next board meeting.