



May 19, 2021

WorkRise 2021 Request for Proposals



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Today's Agenda

- About WorkRise and our Request for Proposals (RFP)
- WorkRise 2021 RFP: Background and Demo
- Audience Q&A

WorkRise's Mission:

- **Accelerate economic mobility for low- and middle-wage workers**
- **Strengthen long-term economic security and stability**
- **Dismantle structural inequalities and advance racial and gender equity in the US labor market**

What makes WorkRise unique?

OUR CHALLENGE

Low wage workers— especially workers of color— enjoy neither economic security nor economic mobility.

Every stakeholder community (employers, low-wage workers and advocates, practitioners, policymakers, researchers) acknowledges this problem, but stakeholders differ – sometimes sharply – in their assessment of the causes of the challenge and the most effective ways to respond.

OUR APPROACH

WorkRise provides a national platform for identifying, testing, and sharing bold ideas for transforming the labor market.

We fund research and engage stakeholders on both the challenges limiting the economic mobility of low-wage workers and potential solutions— practices, policies, and programs that would increase economic security and mobility.

We convene and collaborate with often-siloed stakeholder communities— employers, low-wage workers and worker advocates, practitioners, policymakers, scholars, and philanthropists.

OUR OUTCOMES

By partnering with a diverse and engaged network, we aim to:

Build consensus on the most salient research questions and a shared approach to closing knowledge gaps.

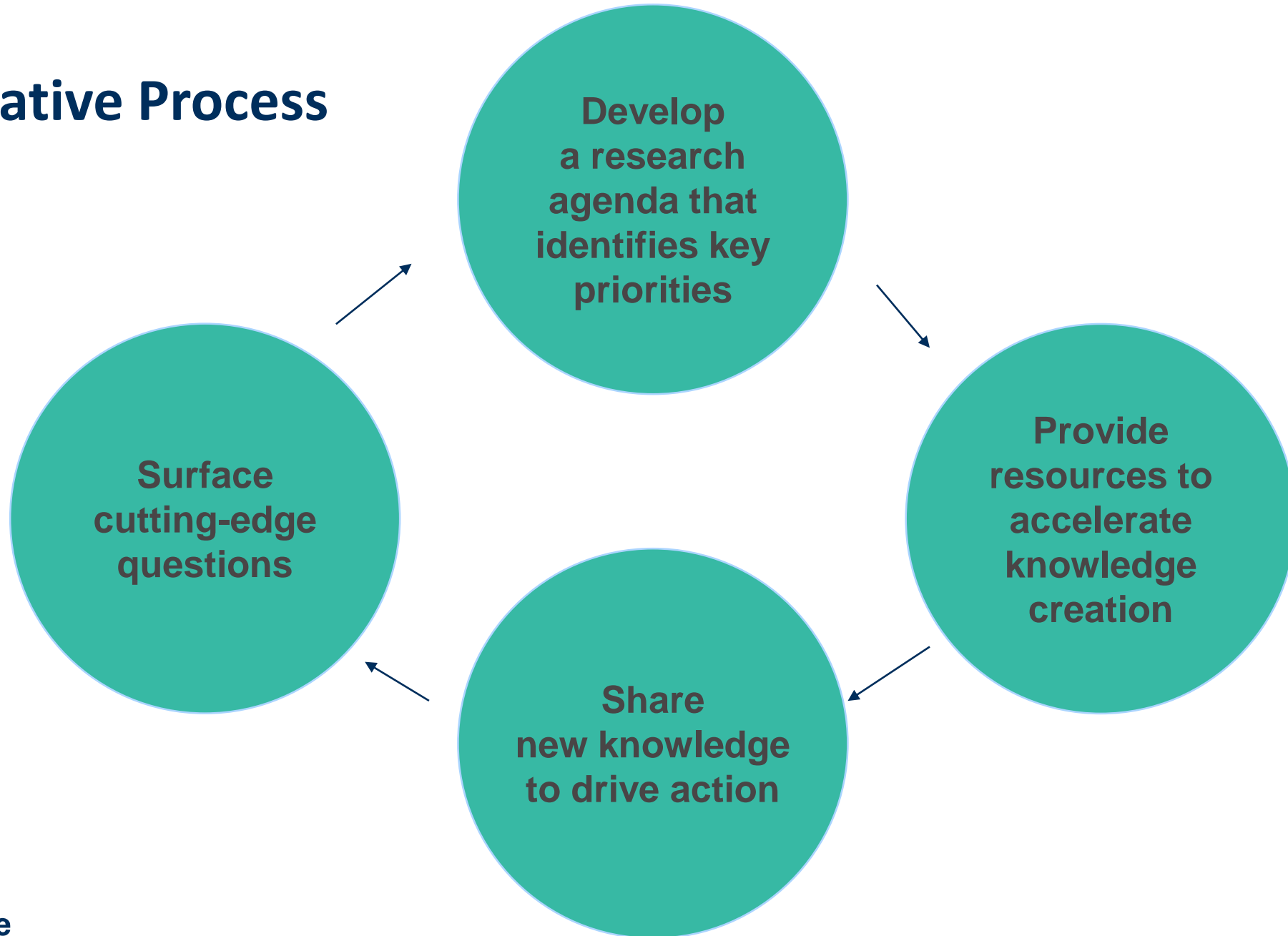
Ensure that our research is informed by and reflects the needs and perspectives of all stakeholder communities by including, nurturing, and engaging a greater diversity of voices (across race, gender, geography, types of institution, and other dimensions).

Identify potential solutions that are relevant and actionable.

Provide clear evidence on how these solutions would affect each stakeholder community.

Foster dialogue that leads stakeholders to adopt new practices, policies, and programs that increase economic mobility.

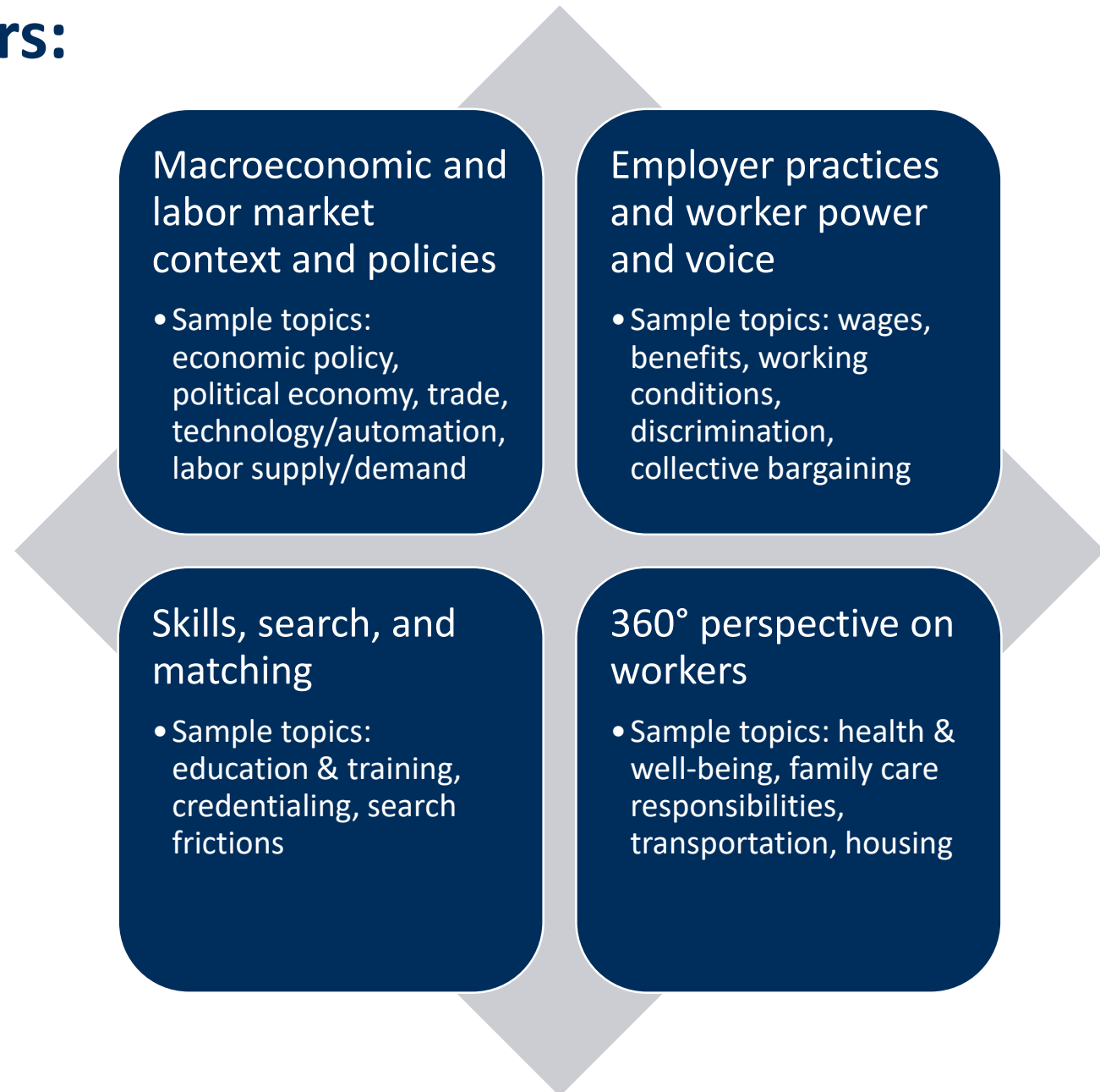
An Iterative Process



Stakeholder Networks:

- Employers and employer networks, including Fortune 500 firms and small businesses
- Worker advocates (unions & other labor organizers)
- Practitioners from workforce development, human resources, postsecondary ed, economic development, and human services
- Policymakers at the federal, state, and local levels
- Researchers and their networks (universities and think tanks)
- Philanthropy

WorkRise Research Pillars: Four channels shaping mobility outcomes



2020 Grantmaking

- RFP released in May 2020, ~6 months ahead of schedule in response to COVID
- 340 LOIs received reflect diversity across a variety of criteria:
 - **Research method:** 58% proposed pilots or pre-pilots
 - **Institution:** 38% university, 32% practitioner, 18% think tank, 3% public agency, 1% private employer, 8% other
 - **Geography:** 34% NE, 20% DC, 17% west
 - **Demographics:** 63% included 1+ women, 50% included 1+ people of color
 - **Topics:** top clusters were skills + training (24%), demographic disparities (14%), federal policy (8%), industry/sector analysis (8%)
- Leadership Board funding decisions resulted in a diverse portfolio of investments:

Issue Area	# of Projects	# Pilots	Total \$	# of Projects that include:				
				BIPOC researchers				Female researchers
				Black	LatinX	AAPI	Total BIPOC	
All Issue Areas	9	2	\$2,134,516	3	1	3	7	5
Macro Context + Government Policy	2	0	\$605,691	1	1		2	1
Skills, Training, Job Search	3	1	\$599,693	1		2	3	1
Employer Practice + Worker Power	2	1	\$694,242			1	1	2
360 Degree Perspective	2	0	\$234,890	1			1	1

2020 Research Investments: 9 projects; \$2.1M in funding

- Cash and Near-Cash Safety Net Programs and Labor Market Outcomes
- Impacts of Extending Child Care Subsidies for Parents in Education & Training
- How Does Federal/State Wage and Employment Policy Shape Racial Disparities in Earnings and Economic Mobility?
- How Does Short-Term Compensation Shape Labor Market Outcomes?
- A Randomized Controlled Trial of the Pursuit Fellowship (Pilot)
- How Does Task Assignment Increase Workers' Earnings Mobility?
- Creating Paths for STARs: Increasing Mobility Opportunities for Workers without BA Degrees
- Schedule Control at IKEA: How Does Worker Schedule Control Impact Employee Economic Security & Mobility? (Pilot)
- Using Matched-Pair Testing to Uncover Unlawful Employment Practices in Temporary Staffing

WorkRise 2021 RFP Background and Demo

WorkRise 2021 RFP

- Invest up to \$2.5 million to support actionable, high-quality evidence on:
 - Challenges to mobility faced by low-wage and economically vulnerable workers, particularly workers of color
 - Solutions—programs, policies, practices—that create pathways for economic security and mobility
 - Pilots implemented by an employer, worker advocacy organization, or service provider aimed at boosting labor market mobility
- Open to researchers and practitioners (employers, advocates, government agencies, and service providers) who have an established partnership or seek a partnership with a research evaluation team
- Strongly encourage submissions from researchers with underrepresented backgrounds and those based at HBCUs, HSIs, and other Minority-Serving Institutions
- Seeks submissions from teams that are diverse across multiple dimensions (race/ethnicity, gender, geography, academic discipline, and career stage).
- Grants will range from \$25,000 to \$500,000 for a 12- to 18-month grant period

Key RFP deadlines:

May 26

Public webinar (registration link in the chat)

June 13

Deadline to submit questions about RFP process and LOI form

June 18

Updated FAQs on the RFP webpage

June 27

LOI submission deadline

Upcoming WorkRise Events

June 16

Urban Institute/WorkRise Job Quality Forum

July 22

Occupational Mobility and Skills-Based hiring event with Brookings, Philadelphia Fed, Rework America Alliance, and Opportunity@Work

Stay in Touch

Website + newsletter sign-up:
workrisenetwork.org

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Twitter: @WorkRiseNetwork

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Thank you + Audience Q&A