![WorkRise logo]

WorkRise Request for Proposals
Building Actionable Insights to Advance Worker Mobility

February 27, 2023

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Building Actionable Insights to Advance Worker Mobility

WorkRise is pleased to announce its 2023 request for proposals (RFP) for research projects and pilots that build actionable insights for improving US labor market practices and policies. WorkRise anticipates that up to $3.0 million in awards will be made pursuant to this RFP.[1]

WorkRise funds scholars and practitioners on the frontiers of understanding and improving economic mobility in the US labor force, particularly for Black workers and other historically disadvantaged segments of the labor force.

We strongly encourage projects that build meaningful engagements and partnerships with diverse stakeholder groups—workers, employers, organizers, community organizations and institutions, and public agencies at a local, state, and national level—to inform research designs, test approaches, disseminate findings, and build trust and consensus around findings. Collaborations that build the capacities of diverse scholars from less-resourced and traditionally underrepresented institutions will be received with particular interest.

Letters of inquiry will be accepted via the WorkRise grants portal between March 17, 2023 and **no later than 6:00pm Eastern, April 7, 2023**. Applications received after the deadline will not be considered.

Questions about this RFP should be directed to workrise@urban.org.

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[1] This RFP does not obligate the Urban Institute to award funding or an agreement to applicants, nor does it commit Urban to pay any costs incurred by applicants to prepare and submit a letter of inquiry.

Overview

WorkRise's 2023 grantmaking will support research studies and pilot projects designed to unlock important evidence for informing policies and practices that support increased workplace equity, improved job quality, and stronger economic mobility for US workers, especially those working in low-wage jobs and from historically marginalized communities. The strongest proposals will directly engage key labor market actors positioned to put evidence into practice through actionable and easy-to-understand communications products and activities.

Projects must address one or more of WorkRise's six focus areas:

- **Employer practices**
- **Job search and matching**
- **Macroeconomic and labor market trends and policies**
- **Skills and training**
- **Social determinants of work/360-degree perspective on workers**
- **Worker power, voice, and representation**

Detail on the specific issues included in each of these focus areas is provided in the selection criteria.

Projects that identify problems, disaggregate results, and frame solutions in service of understanding and supporting racial equity will be received with particular interest.

While not a requirement for funding, we strongly encourage teams to partner and consult with key stakeholder organizations—such as employers, community organizations, workforce development boards, worker organizers, and government agencies—to inform the research design, share data, pilot interventions, review and validate findings, or help communicate results and implications to key audiences. We strongly encourage well-resourced research institutions to partner with less-resourced institutions and organizations that elevate the voices and perspectives of historically marginalized communities.

Eligibility

Applying teams should be led by a principal investigator(s) with experience conducting research and an affiliation with an eligible organization, such as an academic institution, public entity, private nonprofit organization, state or local government agency, or a for-profit organization. All organizations must be based in the United States or its territories.

Supported Activities

WorkRise funds may be used to support research and engagement activities, including research planning; sample recruitment; conducting focus groups or interviews; data collection and analysis; writing research and communications materials; partnership building; and stakeholder engagement activities such as workshops, public events, and convenings. For pilot studies, WorkRise generally will support only research and evaluation activities. The intervention being evaluated should be funded through other sources, which should be described in your application.

Application Process and Time Frame

Applicants must fill out an intake questionnaire and upload a letter of inquiry (LOI) to the WorkRise grants portal by the application deadline. Full instructions for submitting a grant application can be found on the portal. The grants portal will open by March 14, 2023, and applicants can access the portal through the WorkRise website: www.workrisenetwork.org.

Key Dates

March 14, 2023: WorkRise will open the grant portal to applications.
March 14, 2023: Informational webinar and Q+A
April 7, 2023, 6:00pm Eastern: Deadline for submitting intake questionnaire and LOI
Late May 2023: Selected finalists will be invited to meet virtually with the WorkRise team and submit a full proposal providing additional details or revisions to their project and a revised budget.
Early July 2023: Full proposals for invited finalists will be submitted to WorkRise for final decisions.
August 2023: WorkRise will notify finalists of funding decisions and work to scope final awards.

Budget Guidance

WorkRise will consider project budgets up to $500,000. There is no minimum award size. In previous years, our project awards have averaged about $250,000. At our discretion, we may request that applicants invited to submit full proposals reduce or revise their proposed budget.

Selection Criteria

To be considered for funding, projects must

- demonstrate relevance to WorkRise's research agenda on improving economic mobility for US workers;

- answer a clearly defined research question using methods that will yield robust findings relative to the existing evidence base on that question; and

- describe how their findings ultimately might impact actions by labor market stakeholders.

These criteria are explained in more detail in the following subsections.

The most compelling projects will include dissemination and engagement strategies and user-centered communications products that make findings concrete and actionable for audiences that can apply them.

Relevance to WorkRise's Research Agenda on Improving Economic Mobility for US Workers

WorkRise's agenda emphasizes outcomes related to economic mobility by people in the labor market around core thematic topics and pays special attention to Black workers and other populations that have historically faced barriers to mobility.

Outcomes of Interest

WorkRise's research agenda is dedicated to defining problems and surfacing innovative approaches to advance key economic mobility outcomes for people in the US labor force. Projects that lack a strong focus on US labor market outcomes will not be considered.

Applicants should explain how evidence generated by their work will support outcomes including but not limited to

- increasing wages or earning potential;

- improving overall economic well-being outcomes for workers and households;

- expanding access to quality jobs that provide stable hours, adequate pay and benefits, a safe and inclusive work environment, and pathways for professional growth;

- increasing the autonomy, power, or voice of workers over their tasks, compensation, professional development, and working conditions;

- reducing or dismantling structural barriers, discrimination, and inequities in pay, working conditions, and access to employment; or

- increasing labor market attachment and participation among people currently underserved by current labor market policies or practices.

Research Topics

Projects must yield actionable insights in at least one of WorkRise's six core research pillars, described in table 1.

Table 1. WorkRise's Core Research Pillars

Research Pillar	Description and Examples
Employer practices	How employer policies and practices influence opportunities and outcomes for their workers, including hiring practices; promotion and career ladders; benefits and compensation policies; on-the-job training; diversity, equity, and inclusion initiatives; and other workplace supports
Worker power, voice, and representation	Pathways workers can use to exercise their power and voice to achieve higher wages and better working conditions, including sectoral bargaining, worker centers, worker representation on corporate boards, and unions
Job search and matching	How workers search for jobs and find employment and how employers post and fill job openings, including online job search platforms, internal job markets, social networks, the use of artificial intelligence for hiring decisions, posted job descriptions and interview practices, and the use of staffing agencies
Skills and training	How workers acquire skills and knowledge through education and training, credentialing programs and technologies, and training services supported through workforce and economic development systems and sectoral programs
Macroeconomic and labor market trends and policies	How the greater economic context and policy environment influence worker outcomes, including the effects of federal, state, and local policies and regulations; productivity, technology, and automation; the influence of climate change on labor markets; regional economic dynamics; market structure and market power; demographic changes; and labor supply and demand and labor force participation
Social determinants of work/"360-degree" perspective on workers	How labor outcomes are influenced by family and community factors outside of work, such as housing, transportation, mental health, physical health status and health care access, caregiving responsibilities, financial well-being, and access to public benefits

In addition, WorkRise is especially interested in studies that build on three recently issued landscape studies that synthesize existing evidence and identify key research priorities in the areas of employer practices; worker power, voice, and representation; and job search and matching. Salient questions include the following:

Employer practices

- How do employer practices, including compensation, scheduling, leave, and other practices, affect workers' mobility trajectories over the long term?

- What are the most important sources and forms of discrimination in hiring, recruitment, and promotion practices, and what practices are effective for reducing discrimination?

- How do trust, mutual respect, and social capital in the workplace mediate or moderate the effects of employer practices on worker outcomes?

- What determines or shapes employer decision-making in setting, adopting, or maintaining practices that affect worker economic mobility?

- To what extent are wages determined by employer practices (rather than by purely market or policy forces) and through what mechanisms? How do firms influence each other in wage setting? What is the role of norms and fairness in wage setting?

Worker power, voice, and representation

- What are workers looking to gain from increased voice, especially in the context of collective bargaining and other forms of worker power?

- What methods work best for boosting workers' power over their work and leveling the playing field between workers and employers, in both traditional and nontraditional employment arrangements? How do traditional efforts at unionization and first contract negotiations compare to emerging strategies such as strikes, workplace committees on health and safety, etc.?

- What drives employers' attitudes on worker power, for example, profits, corporate values/ESG goals, and managerial discretion? How do these mechanisms vary, for example, by industry, occupation, firm size, and workforce demographics?

- What drives the "good jobs equilibrium"; that is, what are the necessary ingredients for, or barriers to, labor practices that support quality jobs *and* boost an employers' bottom line?

Job search and matching

- What factors hold back or create opportunities for workers to move up wage ladders through job switching?

- What is needed to break down barriers to opportunity and advance equity in job search and matching, including employer practices in recruiting and hiring that lead to disparities?

- Among programs and policies that support search and matching, what works, for whom, why, and under what conditions?

- What are the effects of technological advances on search and matching outcomes, including search tools like online job boards, as well as hiring tools such as algorithmic screening?

- How do social networks and other informal mechanisms mediate job finding outcomes, and what are the consequences for labor market equity?

Focus Populations

While projects that study general labor market issues will be considered, **WorkRise is especially interested in research that brings practical insight into the assets and opportunities that advance upward mobility for low-wage workers and specifically for segments of the labor force who have historically faced barriers to mobility, including**

- Black workers and other workers of color,

- women,

- young adults at risk of disconnection from the labor force, and

- workers in communities, regions, or industries facing economic transformation, stagnation, or disruption.

Quality and Suitability of Research Design

WorkRise is committed to supporting projects that generate compelling findings that can withstand independent scrutiny and peer review. Teams should specify clear, testable research questions and succinctly describe research methods that are feasible and adhere to best research practices within their project's field of study. Pilot projects must be designed and implemented in a way that allows for the collection of new evidence regarding the success of the program or policy innovation.

While not every research design question needs to be answered at the application stage, strong submissions will specify to the extent applicable important project elements such as the intended data sources, data collection approaches, whether data sharing agreements are in place or on track to be in place when the project starts, sample size, and

the confidence with which outcomes for distinct subpopulations can be analyzed and explained.

Although WorkRise is open to descriptive, noncausal analysis (including qualitative data such as case studies and ethnography), projects that include methods allowing for strong causal inference will be received with particular interest. Teams may consider combining multiple approaches and research approaches, for example, engaging communities to inform and test a survey instrument, statistical analysis of survey results, and case studies that help demonstrate or add nuance to survey findings. We encourage projects that produce datasets and other materials that enable replication and additional research.

Impact Potential: Accessibility and Actionability of Findings for Key Stakeholders

Our goal is to fund research that removes knowledge barriers and accelerates innovation and action by key stakeholders in the labor market. The strongest applications will therefore advance projects designed with a clear vision for how and by whom findings will be applied. This includes by designing research that immediately informs or provides evidence for a pending real-world intervention, policy change, or organizing effort. Proposals should explain a clear knowledge gap or obstacle to change, who and what actions that obstacle hinders, how overcoming that obstacle will strengthen the ability of specific actors to enact mobility-enhancing changes, and who will benefit from the changes made. Strong submissions will describe how knowledge generated by the project will remove key obstacles that have prevented the innovation from wider adoption, replication, or scale of a policy, program, or practice. For example, will findings clarify the cost-benefit trade-offs of an intervention, address skepticism from a key stakeholder group, or answer critical design or implementation questions? Equally important, if results do not yield the intended impacts, could significant public or private investment dollars be redeployed toward more promising interventions?

We believe that research is best positioned for impact when it engages the people and communities it studies. We encourage projects that are informed by, and build the capacities of, scholars and practitioners who are Black, Indigenous, and people of color

(BIPOC) and of BIPOC-serving institutions. Projects that use [community-engaged methods](#) are of particular interest. Additionally, we seek geographic diversity in terms of both the research institutions supported and the communities served. To this end, *proposals from well-resourced institutions and organizations are strongly encouraged to include partnerships with less-resourced, mission-driven institutions and organizations to elevate BIPOC perspectives and other historically marginalized voices.*

We encourage proposals and projects that embrace human-centered and asset-framed narratives and language that affirms the dignity, aspirations, and potential of everyone. The strongest proposals will describe the people and groups studied and involved using language and approaches that emphasize their strengths, capacities, and agency rather than terms that define groups by perceived deficiencies or imply passivity to interventions or circumstances. For example, terms such as "unskilled" or "low-skilled" labor, which fail to appreciate the complexity of tasks often performed by workers in jobs often described as such, are discouraged.

Expectations for Applicants Who Receive Awards

Public-Facing Products

WorkRise-supported projects will produce public-facing products that advance the field's understanding of key labor market issues and can be used to catalyze approaches for adoption or implementation. Although we encourage activities that produce academic manuscripts and journal publications, our priority is to develop materials that translate findings for other key stakeholders in our network, including policymakers, employers, philanthropy, labor organizers, and service providers. These may include research reports or briefs, policy briefs, fact sheets, blog posts, data visualizations, infographics, videos, maps, and new data assets and code repositories. Please factor the costs of developing such materials into your project budget and timetable.

To help WorkRise collaborate with grantees to disseminate findings, we require a minimum of two weeks' notice before findings are publicly released. All public-facing products must acknowledge financial support from WorkRise.

Engagement Activities

WorkRise seeks to connect the work of its grantees to a wide set of stakeholders and to encourage collaboration and learning across project teams and sectors. Toward that end, grantees will be required to engage in some fashion with other stakeholders. Applicants are encouraged to work with at least one nonacademic partner on developing and disseminating their research. WorkRise will work with grantees to define mutually agreeable activities, which may include participating in WorkRise events and working groups or contributing to, or advising on, research translation products that will appear on the WorkRise website or other relevant platforms. WorkRise expects that these activities will be supported by grant funds and will be completed during the grant period.

Reporting

Funded project teams will be required to report on their progress and grant expenditures according to a schedule outlined in their grant agreement.

Terms and Conditions

The terms and conditions will be made available to applicants when the grant portal opens. The terms and conditions apply to grants awarded under this RFP.

Frequently Asked Questions

General

What is the process for applying? Applicants interested in submitting an LOI in response to this RFP will need to prepare their applications according to the instructions provided in the LOI Narrative Requirements and Budget Guidance.

To apply to this funding opportunity, applicants will need to create an account using WorkRise's grants portal. Only one user account is needed for the project team, which should be from the primary organization (the organization that will receive and manage grant funds). Applicants will be asked to provide high-level project, organizational, and contact information and to upload an LOI and a budget using the provided instructions by the application deadline.

WorkRise will review all completed applications when the application period closes. In partnership with our leadership board, we will select finalists and selected teams and will work with them to refine their projects and submit full proposals for final review and a funding decision.

Who will see my application? LOIs will be evaluated by WorkRise's internal research team as well as by peer reviewers, including both researchers and practitioners with relevant expertise. WorkRise may also share application information with our funders to provide the philanthropic community with the opportunity to invest in projects that fall outside of our current scope or are otherwise not well suited for a WorkRise grant.

How will my LOI be evaluated? A selection committee of experienced labor and mobility researchers including the WorkRise research team, and in some cases, practitioners with relevant expertise, will review submissions. LOIs will be evaluated on several factors, including

- relevance to RFP topics and goals;

- potential to advance knowledge for key stakeholders in ways that will lead to improvements in policies, programs, or practice;

- strength and feasibility of the proposed research design for generating credible and actionable evidence;

- expertise and diversity of the research team, including race, gender, career stage, and institutional home of principal investigators and other key project staff as well as partner organizations;

- consideration of racial, ethnic, gender, or geographic inequities or the role of systems or policies in perpetuating such inequities;

- value and accessibility of any data assets created to broader field; and

- cost of the proposed work relative to anticipated outputs and outcomes.

Can you provide feedback on an LOI that was previously submitted or that I am preparing to submit? Because of the volume of responses to WorkRise's RFPs, we are currently unable to provide applicants with feedback before or after the submittal of proposed research projects.

Do projects need to focus on the United States? Yes. WorkRise is only accepting submissions for research projects focused on US contexts and pilots of interventions located in the United States or its territories.

Do all organizations have to be based in the United States? All organizations must be based in the United States or its territories.

My proposed idea cuts across multiple thematic areas. Which one should I choose? Choose the one you think best fits and most drives your work and the audience that will most actively consume and use your research. We strongly encourage cross-cutting work, but grouping projects into major categories helps reviewers weigh the merits of a proposal against other projects with similar goals and contributions to specific fields.

Does the proposal have to be about work and workers? Yes. We welcome submissions that address how other systems (e.g., criminal justice or health care) interact with labor

market outcomes, but all proposals should primarily address outcomes related to economic security and mobility for workers or people seeking work.

When should projects start? Our aim is for projects to start as quickly as possible, launching in late 2023 or early 2024.

Can I submit more than one LOI? Yes, if each LOI describes distinct projects and research questions. Please note that it is unlikely that WorkRise will fund more than one project per organization.

Supported Activities

What deliverables and other requirements will WorkRise grants require? WorkRise invests in research that will support creating strong pathways for economic mobility for workers in low-wage jobs and industries. We aim to transform policy and practice through high-quality evidence and research. Grantees can be expected to produce original research and data products and one or more products that tailor insights for key stakeholder audiences such as research reports or briefs, policy briefs, fact sheets, blog posts, data visualizations, infographics, or maps. These products should aim to inform and enable stakeholders in positions to take action, including policymakers, employers, and worker advocates. WorkRise may work with grantees to create a suite of products aimed at specific audiences, develop dissemination and engagement plans to amplify findings to specific audiences, and identify opportunities to establish relevant partnerships or participate in activities that increase access to the funded work.

Can I propose other deliverables in addition to WorkRise's required deliverables (e.g., journal articles)? Yes

What kinds of activities will WorkRise not fund? We cannot fund propaganda, lobbying, and other attempts to influence legislation; voter registration drives and other attempts to influence the outcome of public elections; advocacy activities such as litigation; and entities that promote or engage in criminal acts of violence, terrorism, hate crimes, the destruction of any state, or discrimination on the basis of race, national origin, religion,

military and veteran status, disability, sex, age, or sexual orientation, or support of any entity that engages in these activities.

Is dissertation research eligible for WorkRise funding? It is unlikely that dissertation research will be considered.

Do you support payments for graduate assistants? We are open to considering support for graduate assistants if they are part of the research team you are assembling. Please be sure to include as much information as possible about these costs in your budget estimate to help us understand how the proposed grant funds will be used. We encourage teams that include graduate assistants to cultivate a diverse pipeline of scholars to contribute to the work.

Do you support dissemination and engagement activities? Yes, and we highly encourage efforts that have a nonacademic partner for dissemination and ensure findings are communicated to key audiences with maximum impact. Please note we cannot fund lobbying or litigation activities. Describe in as much detail as possible the kinds of dissemination and engagement activities you envision and how grant funds will be allocated across supporting activities in the relevant sections of the LOI.

Pilot Projects

What qualifies as a pilot? WorkRise defines pilots as projects that meet the following four criteria:

1. **Pilots must include a partnership between a research team and one or more practitioners, employers, organizers, or policymakers.** Pilot projects must include a "real-life" intervention and a research team that work in partnership to design and evaluate the intervention. The research team can be housed inside the institution hosting the intervention (e.g., a nonprofit with an in-house research arm and a policy or practice arm) or at an outside institution (e.g., a university or research organization). The institution implementing the intervention could include one or more employers, service providers (nonprofit or for profit), worker organizers, advocacy organizations, or government agencies (local, state, or federal).
2. **Pilots must generate new data on program or policy innovations.** Pilots must be designed and implemented in a way that allows for the collection of rigorous new

data allowing for measuring the success of the program or policy innovation. Although WorkRise is open to descriptive, noncausal analysis (including qualitative data such as case studies and ethnography), projects that include methods allowing for strong causal inference (e.g., randomized controlled trials) will be received with particular interest.

3. **Pilots must have the potential to improve our understanding of how well the tested innovations increase mobility, including identifying for which workers and under which conditions mobility is increased.** WorkRise recognizes that the pathways to economic security and economic mobility are varied and not always direct, but any pilot receiving support from WorkRise must make a theoretically plausible case for the relationships between the tested intervention and economic mobility–related outcomes. Further, where appropriate, WorkRise pilot investments will disaggregate findings across different characteristics of workers (especially race but also age and gender) and illuminate whether and how interventions operate differently for different groups.

4. **Pilots must lay the groundwork for scaling successful ideas.** WorkRise will support pilots that have the potential to scale beyond the scope of the initial intervention and can articulate a clear vision for how a successful intervention might be brought to a larger population. Pilot projects that are designed to generate generalizable evidence, such as by identifying mechanisms or otherwise taking approaches that can build evidence on not only whether programs work but also why they work, will be received with particular interest. Note that "scale" does not necessarily require an intervention that works for all people in all places: a project "at scale" may still serve a targeted population (e.g., young or BIPOC workers).

Is WorkRise funding projects that are not considered pilots this through this RFP? Yes, we will also fund other quantitative and qualitative research that builds new evidence on questions related to economic mobility for US workers. We anticipate funding a variety of research approaches.

For pilot projects, what types of activities can WorkRise funds be used for? The majority of WorkRise funds should be used for research, data collection, and evaluation. The funds may also be used for partnership building and public-facing knowledge dissemination. A small portion of funds may be used for program or operation support that strengthens the evaluation, such as funding a specific treatment arm, offering incentives to program participants, or compensating program staff for time supporting evaluation activities such as providing administrative data. Organizations and interventions that rely exclusively or significantly on WorkRise funding for operating support or product development will not be considered, nor will projects that use WorkRise funds for

restricted activities such as lobbying. Although we will fund research and evaluation pilots of interventions at for-profit companies, the evaluation must yield credible findings and publicly accessible data and work products that elevate the broader field. WorkRise funds cannot be used to support proprietary research, product development, or marketing materials.

Will WorkRise fund pilots longer than 24 months? We will consider longer-duration pilot projects only if their evaluations will yield preliminary findings within 24 months.

Budgets

Do I need to prepare a budget proposal as part of my LOI submission? Yes. Applicants will need to submit a budget using the provided instructions. Finalists may be asked to revise their final budgets to reflect proposed changes to their project scopes.

What is your indirect cost rate policy? WorkRise does not require a fixed maximum rate for indirect costs. We assess indirect costs on a case-by-case basis to make it possible for a wide variety of organizations to apply to our RFP. Budget proposals submitted to this RFP should reflect the true costs of the work proposed. At its discretion, WorkRise may propose that an organization limit indirect costs. We can accept an indirect rate of 15 percent of the total amount requested by universities. If you have questions about our indirect costs policy, please email workrise@urban.org.

I conduct research in partnership with community members. Can funds be used to pay stipends to my community partners? Yes.

Eligibility

Who is eligible to submit an LOI? Eligible applicant organizations include academic institutions, public entities, private nonprofit organizations, state and local government agencies, and for-profit organizations. All organizations must be based in the United States or its territories. Applicants also may represent partnerships between service providers or practitioners and researchers. We request that only one lead partner fill out

the LOI form on behalf of the partnership and indicate partnering organizations in the relevant field.

We strongly encourage applications that include researchers who are from groups that are underrepresented in labor research or who are affiliated with institutions that serve underrepresented groups, such as historically Black colleges and universities, Hispanic-serving institutions, tribal colleges and universities, and other similar institutions.

What kinds of "private nonprofit organizations" qualify to submit LOIs? Any kind, as long as the activities you are seeking funding for are for a research project or pilot evaluation that can advance understanding of how to improve workers' economic security and mobility. Grant funds cannot be used for lobbying or for business activities (e.g., developing a product or service the organization intends to sell for a profit).

As a researcher, do I have to be affiliated with an organization to submit an LOI? Yes. We require applicants to be affiliated with an organization that can receive and administer grant funds.

My research project is partly funded. Can I still submit an LOI? Yes. We encourage leveraging funding from other sources. Please specify in your proposal any existing funding sources and what specific activities and outcomes WorkRise funding will catalyze.

Will WorkRise help pair organizations with research partners? No, WorkRise cannot help match organizations with research partners through this request.

Must my research project have a specific geographic focus, or can it be nationwide in scope? We are open to projects at a variety of geographic levels so long as researchers can make a compelling case for why they have chosen the appropriate geographic unit of analysis for their question. Hyperlocal projects will need to demonstrate the potential for scale or broader application. Projects looking at national-level interventions should address the potential for geographic diversity in outcomes or mechanisms.

Can research proposals consider multiple units of analysis (i.e., individual level, institution level, community level)? Yes. We are most interested in economic security and

mobility outcomes as they relate to the individual or the family or household unit, but we welcome projects that address the multilevel systems that individuals and families are nested within.

Other Information

What are the reporting requirements for successful applicants? Specific reporting requirements will depend upon the terms of the grantee's grant agreement. Most grantees will be awarded cost reimbursement subgrants in which funding will be disbursed following the submission of quarterly financial reports accompanied by short (two- to three-page) narrative reports describing progress toward goals and other related developments.

What other expectations are required of successful applicants? Grantees are expected to coordinate with WorkRise on dissemination and engagement plans in advance of publishing funded research products. WorkRise may schedule periodic check-ins with grantees (and grantees may request meetings to discuss timely questions or concerns) to stay apprised of progress, early findings, and opportunities to increase access to the funded work. Grantees should notify WorkRise of significant changes that effect the staffing, schedule, feasibility, or impacts of projects in a timely manner. All public-facing products must acknowledge financial support from WorkRise.

Will there be future RFPs from WorkRise? Yes, we will issue additional funding opportunities in the future. As we evaluate and refine our grantmaking strategy, the timing and design of future RFPs may change. To be informed of future funding opportunities, we encourage you to sign up for the WorkRise newsletter.

Who do I contact if I'm having technical difficulties or questions about the application? Please email questions to workrise@urban.org, and write "WorkRise LOI" in the subject line of your email. We will attempt to resolve technical issues as quickly as possible but cannot guarantee resolutions for applications submitted at the last minute.

Who should I contact if I want to learn more about WorkRise? Please email questions to workrise@urban.org.

About WorkRise's Funding

WorkRise's founding funders are the Bill & Melinda Gates Foundation and the Mastercard Impact Fund in collaboration with the Mastercard Center for Inclusive Growth. We also receive funding support from several corporate and family foundations. Our full list of funders can be viewed on our website at https://www.workrisenetwork.org/about-workrise#funders. We are grateful to all of our funders, who collectively make it possible for WorkRise to advance its mission. Funders do not determine research findings or the insights and recommendations of WorkRise experts, including our grantees. Further information on our funding principles is available on the Urban Institute's, WorkRise's parent organization, website at urban.org/funding principles.