

HEALTH WORKFORCE DEVELOPMENT



The following outlines Telligen Community Initiative's approach to providing community-based funding support in 2024. We are continuing to use a one-step application to allow for a quicker turnaround time and a better opportunity for applicants to detail their project application. Telligen Community Initiative (TCI) will also continue to utilize an online portal to support a streamlined application process and positive applicant user experience.

The following document outlines our funding approach and application process. All four (4) states may apply for this deadline for Health Workforce Development-based applicants. There are two grant deadlines in 2024 and they will continue to be staged by funding priority as opposed to targeted states. There is a single deadline for Health Workforce Development projects March 5. Our Health Workforce Development priority and sub-priority approaches are very similar to last year to see where our applicant pool resonates. Our Social Determinants of Health approach is focused significantly on avenues to strengthen children and families. This is intentional to provide a greater focus of our support and narrow the applicant pool. Thank you for your valuable community-based work and comparing our funding interests to your efforts. The Social Determinants of Health RFP is due on July 2, 2024, and that application process is highlighted in a separate RFP.

ABOUT TELLIGEN COMMUNITY INITIATIVE

Telligen Community Initiative (TCI) is a private, non-profit foundation originated by Telligen, Inc. TCI works from a vision of helping empower organizations and citizens to improve their individual and overall community health. Our mission is to initiate and support innovative and forward-looking health-related projects aimed at improving health, social well-being, and educational attainment.

Our philanthropy is done within the strategic funding priorities of:

- 1. Social determinants of health and health equity (separate RFP due July 2, 2024).
- 2. Health workforce development as highlighted within this RFP.

OUR GUIDING PRINCIPLES

TCI wants to advance a framework that brings together health care delivery systems, public health agencies, community organizations and health educators to improve health. We seek to be a foundation that works to create and sustain collaborations where health responsibility is shared, more equitable, and accountable by all.

TCI philanthropy seeks to provide catalytic funding to those that share this belief and can spread its adoption. The following represents guiding principles for our approach to philanthropic support:

- Every person—especially the most vulnerable members of our communities—deserves health education and services.
- Many factors shape health and health outcomes (social determinants of health), putting a premium on prevention and integration of health with other community stakeholders and sectors.
- Active and intentional collaboration with others that share common ground, views, and beliefs.
- When possible, we would like to support regional health and education efforts that reach multi-county or even statewide audiences.

During our 18-year history, we have funded many worthwhile projects and initiatives. We have learned the most effective way to make change and have the greatest impact is to take a more upstream focus and definition of health. We are again utilizing a per grant ceiling of up to a \$75,000 amount. This view informs our resulting community support investments. To read about successful previously funded grants, please visit our website (www.telligenci.org) or you are always encouraged to contact TCI staff to discuss your project idea to see if we have recently funded similar projects.



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2024 REQUEST FOR PROPOSALS

TCI funding for 2024 will continue to focus on improving the health of communities within the context of specific funding priority areas. These priority areas were identified to define TCI's community responsive grant programming more thoroughly to produce more specific themes within our priority areas, and to enhance the portability and replication potential of similarly themed projects across Colorado, Illinois, Iowa, and Oklahoma communities.

- We continue to believe in multiple funding mechanisms that strive to meet applicants where they are in their work and evolution. This could encompass multiple themes or forms of support:
- First-dollar, programmatic, or seed funding to nonprofit organizations or governmental entities is a powerful contribution TCI can make to positively impact health status.
- This funding can also be positioned to provide support for critical work of an organization in strong alignment with our funding priorities.
- Expansion or spread of already impactful and successful approaches you are doing to other populations or geography.
- This funding could also support meaningful capacity building of an organization to better deliver its work or mission that strongly aligns with TCI funding priorities.

We want to meet you where your work is currently positioned and contribute to the successful advancement of your mission.

CHANGES FOR 2024

In 2024, our funding emphasis will encompass the following approaches:

- 1. All states are eligible for each of our two (2) funding cycles. The first cycle is for health workforce development-based projects (due March 5, 2024) and the second is for our social determinants of health-based projects (due July 2, 2024).**
- 2. We are maintaining our Social Determinants of Health funding focus around the intersection of childhood and family strengthening support. Work within that intersection will be the only projects considered. The opportunity is discussed in a separate RFP. This RFP outlines our Health Workforce Development finding interests.**
- 3. We are pleased with funding at a slightly more impactful level and will maintain the elevated the per grant maximum award size of \$75,000.**

We hope the combination of the above will help both focus our work further and intentionally decrease the applicant pool to only those whose work more directly aligns with the project types that the RFP solicits. The following discusses our Health Workforce Development priority area. This encompasses a brief description about the funding areas and a list of ways that projects could be positioned for funding consideration – themes about the types of grants TCI will fund in 2024. You will hopefully find significant room to align your work to these strategic areas. We have tried to highlight the response within each sub-category discussion from the 2023 applicant pool.

We obviously want to foster innovation and creativity. However, we are expecting grantees to follow these strategies, and customize them more around localized need and spread potential, as opposed to other project types. TCI will prioritize its philanthropic support within the sub-priorities offered and discussed within this RFP.



HEALTH WORKFORCE DEVELOPMENT

PRIORITY OVERVIEW AND INTRODUCTION: TCI believes the challenges of health workforce shortages and an aging population (health workforce and general public) will require progressive and a fundamental reshaping of the way in which patient care is delivered, especially for primary care. These challenges have been compounded by the global pandemic. TCI envisions change in the point of care and the roles of the interdisciplinary direct care team being factored into the needs of our future health workforce. This is a multi-faceted issue. As such, TCI is interested in supporting a myriad of solutions and approaches with our philanthropy. The following represent methods we could envision supporting with our philanthropic resources:

- **Skilled and inclusive healthcare workforce.** *Economic stability – enough monthly earnings to meet current needs and set some aside for the future – is linked to a respectable job, one that offers steady, safe, living-wage work and the possibility of advancement. Good jobs are scarce, educational attainment is low, and economic stability is elusive. We believe that growth in our healthcare sector presents TCI with a real opportunity to change the trajectory of these communities while improving health. If we work with nonprofits, educators, and employers to meet their needs for high-quality, work-ready health professionals, we can encourage local hiring while improving health care overall. And, if we increase the diversity and cultural competence of our health workforce, we can improve patient satisfaction, healthcare utilization, and even health outcomes in our increasingly diverse society.*
- **Career Laddering:** *A health career ladder is a promotion to the next position up. At the beginning of our employment history, we typically start at entry level and move into management or even further in some cases. These new levels tend to have higher levels of pay, more authority, and in many cases, improved benefits from the organization in which you are employed. Career ladders in the healthcare sector tend to provide a wide range of assorted pathways to achieve a rewarding and exciting career. TCI can help resource the creation, supports around the establishment, or efforts to assist health professionals to be better prepared and positioned to make these advances.*
- **Practice and Policy Development:** *Efforts to create supportive policies and environments that educate and train individuals to meet the needs of current and future health business and industry environments. TCI funding could become part of the effort to develop, research, or advance policy and practice efforts to grow effective health workforce approaches.*
- **Interdisciplinary Education:** *Interdisciplinary education of health professionals is part of a larger movement in health to scrutinize costs and maximize efficiency of care delivery by moving from an environment of competition to one of collaboration between and among different health disciplines and roles (that historically might have been more siloed in both training and health delivery methodology). TCI funding could be deployed to advance this way of thinking, education, and actualizing the tenants of interdisciplinary health development efforts.*
- **Para-Professional Development:** *Para-professionals are defined as workers who assist those in a particular profession without possessing the same credentials as the professional employees in that profession. Health para-professionals in school settings provide many services to students and assist other health professionals in completing various job duties. TCI funding could be utilized to advance para-professional career pathway development or readiness.*
- **First Generation Learners / Student Assistant Programming:** *A first generation college student means that neither of the college students' parents attended college. It can also mean that no one else in their immediate family has a college degree. For both families and individuals, being a first generation college student is a major accomplishment. TCI funding could be part of creating the supportive educational and life structures to help these students and their families successfully navigate health education programming or efforts to try to offer targeted educational supports at particularly vulnerable times during that program pursuit (where students might fall or fail out).*

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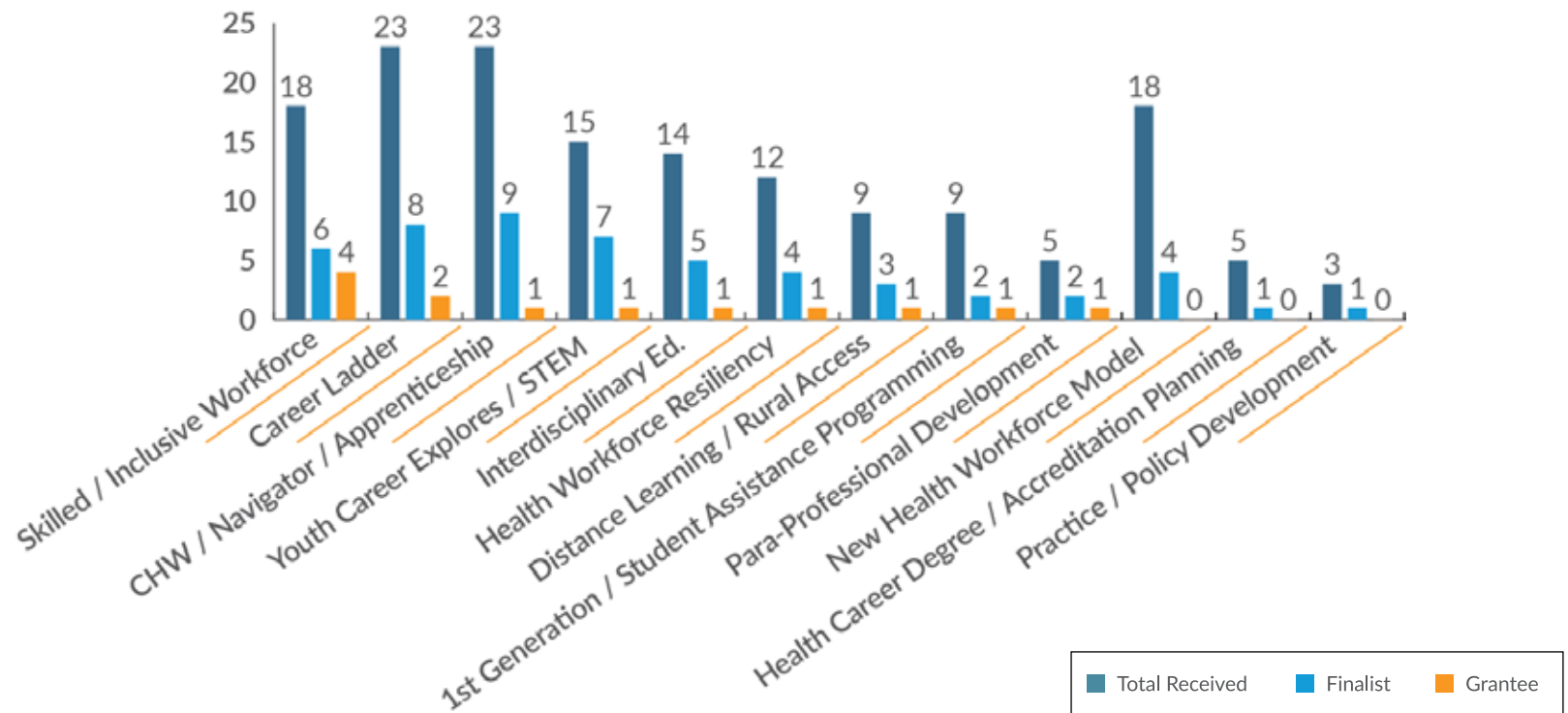
- **Youth Career Exploration / STEM:** *The academic disciplines of science, technology, engineering, and math (STEM) form a foundation for health. TCI funding could be utilized to foster educational excellence, establish a pathway to basic STEM literacy for all students, and inspire the next generation of STEM learners to successfully plan for and pursue health careers. TCI support could also be deployed to expose young people to the myriad of allied health career options and opportunities (beyond the known fields of nursing or physician pursuits). Students cannot pursue what they are not even aware of as future health career options. TCI funding can help make the unknown more visible to young people.*
- **Community Health Workers, Health Navigators or Apprenticeships:** *Community health workers and patient navigators (also called care coordinators or health navigators) play a vital role on the healthcare team. Community health workers, or outreach workers, work in community settings. They link patients to primary care providers, health information, health screening, financial assistance, or transportation. Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, mentorship, and a portable credential. TCI funding could be utilized to advance these emerging and important health careers, as well as advance the creation of health apprenticeships.*
- **Telehealth / Distance Learning / Rural Access:** *Distance learning and telemedicine programming can help rural communities use the unique capabilities of telecommunications to connect to each other and to the world, overcoming the effects of remoteness and low population density. For example, TCI funding could be part of a braided resource solution to link teachers and medical service providers in one area to student learning opportunities and patients in another.*
- **Health Career Degree and Accreditation Planning:** *Accreditation means that a program or institution has gone through a rigorous review and evaluation process by experts in the field. It is a stamp of approval by an organization that reviews and evaluates the quality of an institution or health program. TCI support could be positioned to plan for accreditation of a program or determine the feasibility of pursuing a new health program launch. Consider that TCI funding could also be used to scale up a recently accredited program or position it for accreditation review. Creatively consider if or how philanthropic resources (of TCI or other) could be deployed to assist in new health career pathway creation.*
- **New Healthcare Workforce Model:** *As hospitals and ambulatory sites grapple with the challenges of quality improvement, value-based care, cybersecurity, and more, the size and shape of the workforce is changing as technology and imperatives evolve. Health workforce planning is a process of forecasting the staff your organization will need in the future to be able to provide the highest quality of care and operate with maximum effectiveness. The results of such planning may cause the need for new training, recruitment, or supported health employment models to successfully staff health delivery. TCI funds could be part of advancing this critical work.*
- **Health Workforce Resiliency:** *Incorporate mental wellness and professional resiliency skills and support into residency and training programs to equip individuals with awareness, resources, and empowerment to prevent and mitigate burnout at career start. Address mental health stigma and burnout culture, fostering access and encouraging utilization of mental wellness supports and working to design environments and practices that empower wellness and self-care to preserve the existing health workforce.*

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WORKFORCE DEVELOPMENT - FOCUS

Below please find a visual graphic that depicts the applicant pool response to this funding opportunity versus these health workforce development sub-priority areas during the 2023 TCI funding year. The first bar depicts the number of proposals received during 2023 in that sub-priority area. The second bar depicts the number of finalist proposals (proposals meeting a high threshold score in that funding cycle – typically above 90% versus our scoring rubric). The third bar depicts the number of grantees awarded in each funding area.



TECHNICAL ASSISTANCE

Not only is contact with TCI staff acceptable, but it is also strongly encouraged. Approximately two-thirds of our applicant pool contacted TCI staff to discuss some facet of their proposal prior to submission. This could take the form of a face-to-face (virtual) meeting, phone meeting, email conversation, review of a draft proposal, or other desired assistance in helping you or your coalition consider an application. Making contact is not a requirement and your proposal will not be advantaged or hurt in the scoring process for having a pre-submission discussion (or not). That said, staff is in place to help you create as competitive a proposal as possible to compete for limited funding support. Consider how you want to use them.



GEOGRAPHIC PROJECT REACH

As an applicant, TCI firmly believes in your ability to define what community means to you. For most of our applicants, this takes on some form of geography. An applicant could also decide to focus that definition or discussion around a group or type of person(s) or special populations.

From a geographic standpoint, you are free to define community in the way you deem best fits your application and proposed grant work. This could be a neighborhood, zip code, or census track, city, county, multi-county area or even statewide reach. All approaches will be welcomed.

This could also be positioned from a targeted population standpoint (and not geographic). All this to convey, we want to meet you where you are. We also desire to support rural projects more intentionally whenever possible. Regardless of geographic focus, we want to fund projects that show clear connection to localized community need and can demonstrate clear and demonstratable community or stakeholder involvement and impact.

ELIGIBILITY

To request a grant, your organization must be a recognized as a federally tax-exempt section 501(c)(3) charitable organization, an accredited school, or a public/ governmental agency located in the states of Colorado, Illinois, Iowa, or Oklahoma.

Note: a public agency is an organization established and primarily funded by a unit of government. Examples could include a public school, public library, local public health department, or state governmental agency. Note that TCI does not fund organizations with a pending 501(c)(3) status.

HOW TO APPLY

ONLINE GRANT APPLICATION PORTAL: TCI will continue the use of an online application portal. All materials will be available and linked from our website (www.telligenci.org).

The portal has a full user guide with instructions. There are character limits, but they correspond well to the past length of our one-step application processes. There are character counters that count down as you develop your responses. There are save-and-return features that allow you to not have to complete your application in a single session. It is designed to be both intuitive and user-friendly.

Upon successful completion, your proposal contact will receive confirmation of receipt from TCI staff.

TCI asks that your narrative be brief, but more importantly, provide a succinct and thorough presentation of the need or problem you have identified, the proposed solution, and your organization's qualifications for implementing that solution. The application portal has the following sections/elements:

TCI APPLICANT INFORMATION:

Applicant Information: This will include primary contact information, address, website, and tax status. This will also encompass a brief equity survey of your organization which is to establish a baseline of our applicant field and not as a decision-making criteria for your proposal.

Program/Project Information: This will include project title, TCI funding priority alignment, funding request amount, a brief summary of project, and county of applicant/geographic reach of the project (by county). This will also ask for a total number of persons served by your project and a short narrative rationale and context for that number.

GRANT NARRATIVE:

Summary of your organization: Please give a brief description of your organization, including your current capacity (knowledge, resources, and/or services to successfully implement your strategy). (1,500-character limit).

Synopsis of need: Describe the problem and/or need that you are developing an innovative strategy to address. Please include your target population, how many people and/or organizations you estimate serving during the project period, and any localized data. (3,000-character limit).

Project design: Describe the strategy you have created to address this problem (including methodology and implementation plan). (3,000-character limit).

The why: Explain how this project relates to your organization's overall mission. Why is your organization passionate about this? (3,000-character limit).

Uniqueness: Explain the innovation or uniqueness your plan brings to this work to try to help ensure successful implementation. (1,500-character limit).

Evaluation template: You will be asked to develop three (minimum) to five (maximum) SMARTIE objectives in the framework of an evaluation template as it relates to your project's evaluation method and measurement.

Budget template: Please complete the budget template as it relates to your proposed grant request for TCI consideration. This template is available within our application portal. You will only be expected to complete the portion related to your TCI funding request. There is a way to demonstrate matching funds within the budget template, but that is not a funding requirement. Upon completion of the budget template, you can then upload your completed document within the portal. There is then the chance to offer a brief budget narrative and justification of the budget you submit. (1,500-character limit).

Organizational capacity: Describe your organizational capacity to manage grant funding and a discussion of potential sustaining funding (sources/methodology) regarding the overall funding needs of this program/project. (2,000-character limit).

CONTACT INFORMATION

If you are considering a grant request or have questions about the grant process, please feel free to contact TCI staff for further assistance.

Upon release of the RFP, please feel comfortable and encouraged to reach out to TCI staff to discuss your proposal idea further and determine if you'll proceed in developing an application for one of our deadlines and/or how to make your concept as competitive as possible.



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2024 GRANT CYCLES:

This TCI funding opportunity encompasses support for projects within Iowa, Illinois, Oklahoma, and Colorado. These four (4) states represent our primary states of focus. Applications from all four (4) states will function with a per grant request maximum of \$75,000. We see this level of funding being more necessary to achieve most scopes of work coming to us for consideration, yet still be an amount that can hopefully be absorbed, or additional funding secured to meaningfully sustain beyond the life of our initial TCI grant period. All current TCI grants are for periods of one year. Please see the below funding calendar for 2024 with all four states able to apply in each deadline grouping – based on funding priority alignment begin pursued.

	Health Workforce Development-based applications (\$75,000 per grant request ceiling)	Strengthening Families and Community Health-based applications (\$75,000 per grant request ceiling)
Proposal due date to TCI (portal completion)	March 5, 2024	July 2, 2024
Grant period begins / funding received	July 1, 2024	December 1, 2024