



BACKGROUND

The Workforce Development Corporation (“WDC”) is an independent not-for-profit created by the City of New York (“City”) specifically for the purpose of assisting the City in developing and funding workforce initiatives and works closely with the City’s Department of Small Business Services (“SBS”) to contribute to the economic vitality of the City by promoting workforce development and job creation through public and private partnerships.

The New York Alliance for Careers in Healthcare (“NYACH”) is an industry partnership housed at the WDC. NYACH’s mission is to build an effective healthcare workforce development system in the City by identifying healthcare employers’ needs; helping education and training organizations adapt their approach to better meet those needs; and ensuring low income and unemployed New Yorkers have access to viable career opportunities in healthcare. NYACH is a public-private partnership between SBS, the Workforce Funders, and JPMorgan Chase Foundation.

GOAL OF THE RFI

WDC seeks to support a greater diversity of New Yorkers having access to employment in healthcare, ensuring that the healthcare workforce reflects the diversity of the patient population of the City. Given a particularly tight labor market, employers are indicating openness to experimenting with alternative demonstrations of skill and knowledge, outside of traditional certificate or degree programs. This could open up opportunities, especially for individuals with limited access to traditional higher-educational offerings. In addition, as opposed to occupational trainings targeting discreet jobs, alternative demonstrations of skill-mastery could assess a foundational level of competency important across many occupations, particularly for emerging occupations in population health, thereby creating a portable signifier to employers.

To this end, WDC is interested in supporting efforts to assess and value forms of knowledge and competency outside of traditional credentialing mechanisms and formal educational or degree (“Competency-based Assessments”) for NYACH’s Core Competencies (see Appendix A). Competency-based Assessments for key healthcare skills will help individuals seeking employment in competitive healthcare environments to demonstrate mastery and will signal to employers which candidates are prepared with relevant skills, either as a result of education or experience, or both.

Through this Request for Information (RFI), WDC seeks information and comments for review and consideration related to the development, administration, and implementation of Competency-based Assessments.

WDC will review and consider the responses to this RFI for the purposes of potentially developing a future solicitation. The issuance of this RFI, however, does not guarantee that the WDC will initiate a solicitation or contract for the suggested services.

WDC reserves the right to cancel or postpone this RFI in whole or in part at any time and will not reimburse respondents for any costs in connection with their responses to this RFI.

CONTENT OF THE RESPONSE

Instructions: Responses to this RFI may include, but are not limited to, specific details and solutions regarding any or all of the following issues related to the design, implementation, and administration of in-depth Competency-based Assessments:

- The development of assessment tools for evaluating individual mastery of the nine core competencies and associated learning objectives included in Appendix A.
- The validation of the assessment tools through development of protocol and modifications to assessments based on feedback from a pilot phase.

Please submit a response to this RFI that answers the following three questions:

- 1) Can you provide one or more examples of a project-based competency assessment, either for a learning objective in Appendix A or something similar?
- 2) What is an approximate timeframe for creating competency-based assessments for the learning objectives associated with each of the nine core competencies in Appendix A, including incorporation of feedback from healthcare employers and recruitment professionals?
- 3) What are the projected costs associated with a project of this scope?

SUBMISSIONS

Please send submissions in response to this RFI as an attachment to:

Shawna Trager, Executive Director, NYACH

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SUBMISSION DEADLINE: Friday, June 1, 2018

APPENDIX A:

NYACH Core Competencies for Today's Healthcare Workforce