



Strengthening Families through Workforce & Community Development



ICF International supports a broad range of projects that have a common goal: to support individual self-sufficiency, community growth, and sustainability. Individual and community asset building identifies and accesses a wide variety of stakeholders and resources in order to develop, engage, and support workers with the broader goal of supporting organizational/industrial, community, and economic prosperity. Workers are typically classified as follows:

- Emerging** New or returning after a long absence to the labor market, usually with few job-ready skills.
- Incumbent** Actively engaged in the labor market but in need of skill upgrades to move to another occupation or industry.
- Displaced** Returning to the labor market after being laid off or losing employment due to a natural or other disaster.

Clients and Partners:

- Employment and Training Administration, U.S. Department of Labor
- Office of Family Assistance, Administration for Children and Families, U.S. Department of Health and Human Services (HHS)
- Office of Community Services, Administration for Children and Families, HHS
- State Workforce Commissions
- State and Local Human Services Agencies
- Workforce Intermediaries
- Workforce Investment Boards
- Non-Profits

Beneficiaries:

- At-Risk and Out-of-School Youth
- Veterans
- Migrant and Foreign Workers
- Workers with Disabilities
- Homeless
- Displaced Workers
- Incumbent Workers
- TANF/Low Income Clients
- Trafficking Victims

Within these categories, there are countless populations and subpopulations that often require a full range of assessment, education, training, placement, and retention services. These populations, including at-risk youth, one-parent households, individuals with substance abuse issues, and persons with disabilities, often intersect with numerous other community entities. This intersection is why workforce development is an integral spoke on the wheel of *community* development. Workforce development broadly cross cuts numerous stakeholders, from social services providers, Temporary Assistance for Needy Families and food stamp offices, housing assistance programs, and regional and local economic development councils, to state and local Workforce Investment Boards and One-Stop Career Centers, private employers, nonprofit training providers, and educational institutions.



ICF has more than three decades of experience as a leading management, technology, and policy consulting firm working across all areas of government as well as the private sector to create sustainable solutions to help workers attain, maintain, or regain self-sufficiency through skilled employment.

Our extensive experience gives us a deep understanding of government agencies at all levels and their operating environments, pressures, and strengths.

ICF International provides a range of services, including:

- Workforce skill assessment
- Occupational profiling
- Program implementation and evaluation
- Budget and performance integration
- Impact and process evaluations
- Cost-benefit analyses
- Regulatory development, support, and economic analyses
- Training and technical assistance
- Customer satisfaction surveys
- Impact and outcome evaluation studies
- Performance measurement and effectiveness studies
- Business process improvement
- Comprehensive program support
- Public-private partnership facilitation

Passion. Expertise. Results.

Featured Projects

Worker Support and Asset Building

Assets for Independence (AFI) Initiative Comprehensive Support. DHHS's AFI Initiative offers training and support services to clients, including case management, financial literacy training, credit counseling, and employment services. In addition to providing general training and technical assistance, ICF is conducting a series of technical assistance engagements to inform the public and field about assets building. In addition, ICF provides customized TA to selected AFI grantees in developing innovative strategies, such as partnering with other Federal initiatives such as HUD Section VIII housing or Head Start or impacting state-wide politics.

Study to Determine Effectiveness of the DOL/VETS Homeless Veterans' Reintegration Program. To support and increase employment among homeless veterans, DOL's Homeless Veterans' Reintegration Program (HVRP) provides competitive grants to increase the workforce participation of homeless veterans by helping them secure and retain employment. ICF is conducting an effectiveness study to assess the program, grantee characteristics and outcomes, and to identify possible program improvements.

Evaluation of the Maine Lifelong Learning Account (LiLA) Demonstration. Under subcontract, ICF provides research and evaluation services to help evaluate Maine's LiLA program, administered by DOL's Employment and Training Administration. ICF has assisted in the development of research methodology and protocols and has participated in site visits and report writing.

Missing Link Workforce Development Project, Texas Workforce Commission (TWC). The Missing Link Project enhances the connections between Texas community college (CC) technical programs and workforce skills by verifying and adjusting a set of preliminary linkages between the activities performed in occupations and CC technical program Classification of Instructional Programs codes. ICF is creating a database of links between the O*NET detailed work activities and the CC's programs of study.

Urban Partnerships Initiative (UPI) Online Toolkit. The UPI Online Toolkit represents the next phase of disseminating information on promising practices in serving the hard-to-employ. ICF developed this toolkit, a collection of resources, templates, examples, and instruments to help cities address some of the unique issues facing low-income populations, including those associated with substance abuse, poor mental health incarceration, recent immigration, disabilities, and others. <http://peerta.acf.hhs.gov/upitoolkit>

Adult Education and Training

YouthBuild Capacity-Building Technical Assistance. As a major subcontractor supporting the Department of Labor's Employment and Training Administration's YouthBuild Technical Assistance Collaborative, ICF provides a full range of services to support grantees in building organizational capacity. The program, aimed at building job skills and self-sufficiency in out-of-school youth ages 16-24, is in its first year of inception. ICF provides on-site support to federal staff, product development assistance and dissemination, web-enabled learning tools, and field training to a wide range of grantees.

Louisiana Recovery Workforce Training Program. ICF was engaged by the Acadiana Regional Development District, a grantee under the Louisiana Workforce Commission, Louisiana Recovery Authority, and the Louisiana Office of Community Development's Recovery Workforce Training Program, to help implement and monitor the grant program, which conducts outreach and recruitment activities, skills assessments and labor market analysis, and performance measurement activities.

Technical Assistance and IT Support to State, Local, and Tribal TANF Programs. DHHS has developed web-based tools to help TANF administrators assess skills and barriers; make work placements; validate and share information across jurisdictions; and assess performance and reporting. ICF is supporting the development of four complementary tools that enhance each State's own data systems and performance management procedures. The tools include an Online Work Readiness Assessment (OWRA), Performance Measurement, Performance Management (PM²) database, National TANF Database, and National Directory of New Hires. With OWRA, TANF professionals can identify barriers to employment adequately and accurately and select for clients appropriate education, training, work core and non-core activities, as specified in the Deficit Reduction Act of 2005.

Individualized Training and Technical Assistance to State, Local, and Tribal TANF Programs. For years the attention of the State, Local, and Tribal TANF program has been re-focused on employment goals, participation standards, and personal responsibility for its clients. To support OFA-identified TANF populations, ICF provides targeted technical assistance to tribal groups, individuals with disabilities, rural populations, integrated services, transportation, child support, and other workers with barriers to employment

About ICF International

ICF International (NASDAQ: ICFI) partners with government and commercial clients to deliver consulting services and technology solutions in the energy, climate change, environment, transportation, social programs, health, defense, and emergency management markets. The firm combines passion for its work with industry expertise and innovative analytics to produce compelling results throughout the entire program life cycle, from analysis and design through implementation and improvement. Since 1969, ICF has been serving government at all levels, major corporations, and multilateral institutions. More than 3,000 employees serve these clients worldwide. ICF's Web site is www.icfi.com.

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