

Advancing AI-Resilient Early-Career Pathways Request for Proposals

Informational Webinar

PRESENTED BY

Jobs for the Future

Welcome + Agenda

- Overview of the Opportunity
- Areas of Interest
- Eligibility
- Grant Structure
- How We'll Evaluate Proposals
- Key Dates
- Q&A

The Opportunity

The Request for Proposals Opportunity

We are seeking early-stage pilots that:

- Strengthen early-career pathways
- Improve job quality and access
- Reimagine skill development in AI-integrated work
- Generate actionable learning for the field

This is a design- and learning-oriented opportunity to test out new innovative models that support early-career workers.

Areas of Interest

Intervention Area 1

Reimagining Work-Based Learning

How might we design new or adapted work-based learning models for AI integrated workplaces?



Intervention Area 2

Employer Incentives & Business Value

How can employers invest in early-career talent in an AI-driven economy?



Intervention Area 3

Durable Skills & AI-Era Competency

How do we define and signal durable skills in AI-integrated work?



Cross-Cutting & Emergent Ideas

Some ideas may not fit neatly into one category

We welcome:

- Cross-cutting approaches
- Unconventional or exploratory models
- Ideas that advance early-career opportunity in new ways

Applicants should identify the primary challenge they address

Eligibility and Grant Structure

Who can Apply?

We encourage a wide range of organizations, including:

- Workforce development organizations
- Postsecondary institutions
- Training providers
- Intermediaries and nonprofits
- Employer-led or cross-sector partnerships
- Corporate HR or learning functions (as part of a partnership)

Partnerships across sectors are strongly encouraged

Grant Structure

- **Award size:** \$50,000–\$100,000
- **Number of awards:** 3–6
- **Duration:** 6–8 months
- **Focus:** Planning, design, or early-stage testing
- **Approach:** Community of Practice model to support a cohort of grantees

Participation in learning community and convening required

How We'll Evaluate Proposals & Key Dates

Evaluation Pillars

- 1. Innovation** – Is the idea compelling and well-defined?
- 2. Operational Readiness** – Is the scope realistic and feasible?
- 3. Early-Career Impact** – Does it meaningfully benefit early-career workers?
- 4. Learning & Engagement** – Will it generate useful insights and involve stakeholders?

Key Dates

- **RFP released:** February 6, 2026
- **Proposals due:** February 25, 2026 (11:59 p.m. PST)
- **Awardee notifications:** March 11, 2026
- **Required in-person convening:** March 25, 2026 (Stanford University)
- **Grant period:** April 1, 2026–November 30, 2026

Travel costs for the in-person convening will be funded

Q&A

Common Questions

1. Can independent consultants apply?

Independent consultants are not eligible to apply as standalone applicants. However, consultants may participate as partners or subcontractors within an eligible organization or cross-sector partnership.

2. Are international organizations eligible to apply?

This is a U.S.-based initiative focused on early-career workforce pathways within the United States. International organizations may participate as collaborators, but proposed pilots should primarily focus on U.S.-based early-career workers and employer contexts.

3. Can someone serve as a lead or be involved in more than one submission?

Yes. Individuals may serve as a lead or participate in more than one submission, provided each proposal is distinct in focus and scope.

Common Questions

4. Are indirect costs allowable?

Indirect costs are allowable at up to 15% of total direct costs. Applicants should clearly outline indirect costs in the budget narrative.

5. Is participation in the March 25 in-person convening required?

Yes. Selected awardees are expected to participate in the March 25 in-person convening. Travel costs for the convening will be covered. Additional logistics details will be shared with selected applicants.

6. Do we need to have everything fully built before applying?

No. This opportunity supports planning, design, and early-stage testing. Strong proposals will be clearly scoped and realistic for the funding level and timeline.

Thank You