

CLEAN WATER PARTNERS CAPACITY BUILDING

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WATERSHEDS UNITED VERMONT



1. Why Capacity Funding
2. Clean Water Workforce Capacity Development Block Grant
3. The Great Lakes Fisheries Commission Capacity Grant
4. Q&A and Feedback



We Need Our Clean Water Partners!

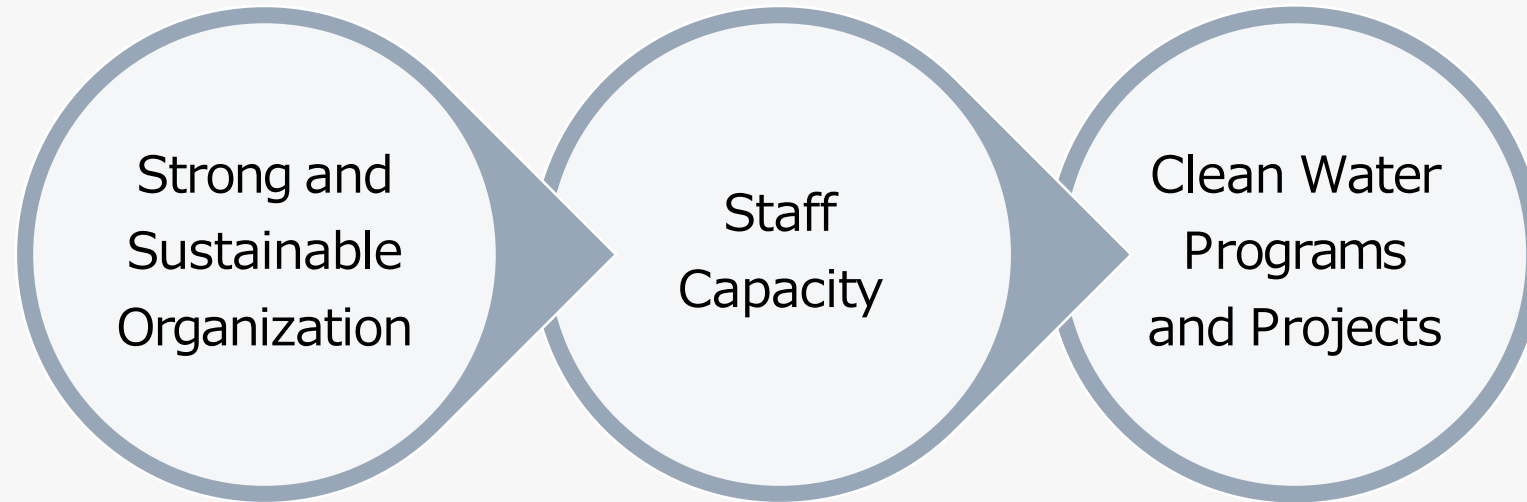
- Groups have years/decades of expertise working towards clean water and healthy and resilient watersheds.
- Community-based groups have built relationships with landowners and communities.
- There are many partners with different expertise. Collaboration is key!
- Gaps in locations and project work where new and expanded partnerships are needed.
- Groups are not obligated to do clean water projects – stepping up to be partners with the State to collectively work towards shared goals.
- Funders (CWSPs, FPAs) must treat subgrantees as partners, collaborators and fundamentally necessary to doing this work.

What Do we Mean By Capacity?

An entity's capability to meet their organizational goals as well as the collective clean water goals that the entity chooses to engage in.

This includes sufficient staffing, training, financial and organizational systems needed to achieve those goals both for today and to meet future needs.

Why Organizational Capacity is Key for Clean Water Programs and Projects



Program & Project Work

Doesn't Take
Place in a
Bubble

- Building relationships in communities
- Developing and running clean water programs
- Developing voluntary clean water projects
- Managing the design and implementation of clean water projects
- Monitoring and maintaining clean water projects
- Engaging in education and outreach

Financial, technical
and organizational
Systems

Time / Staff

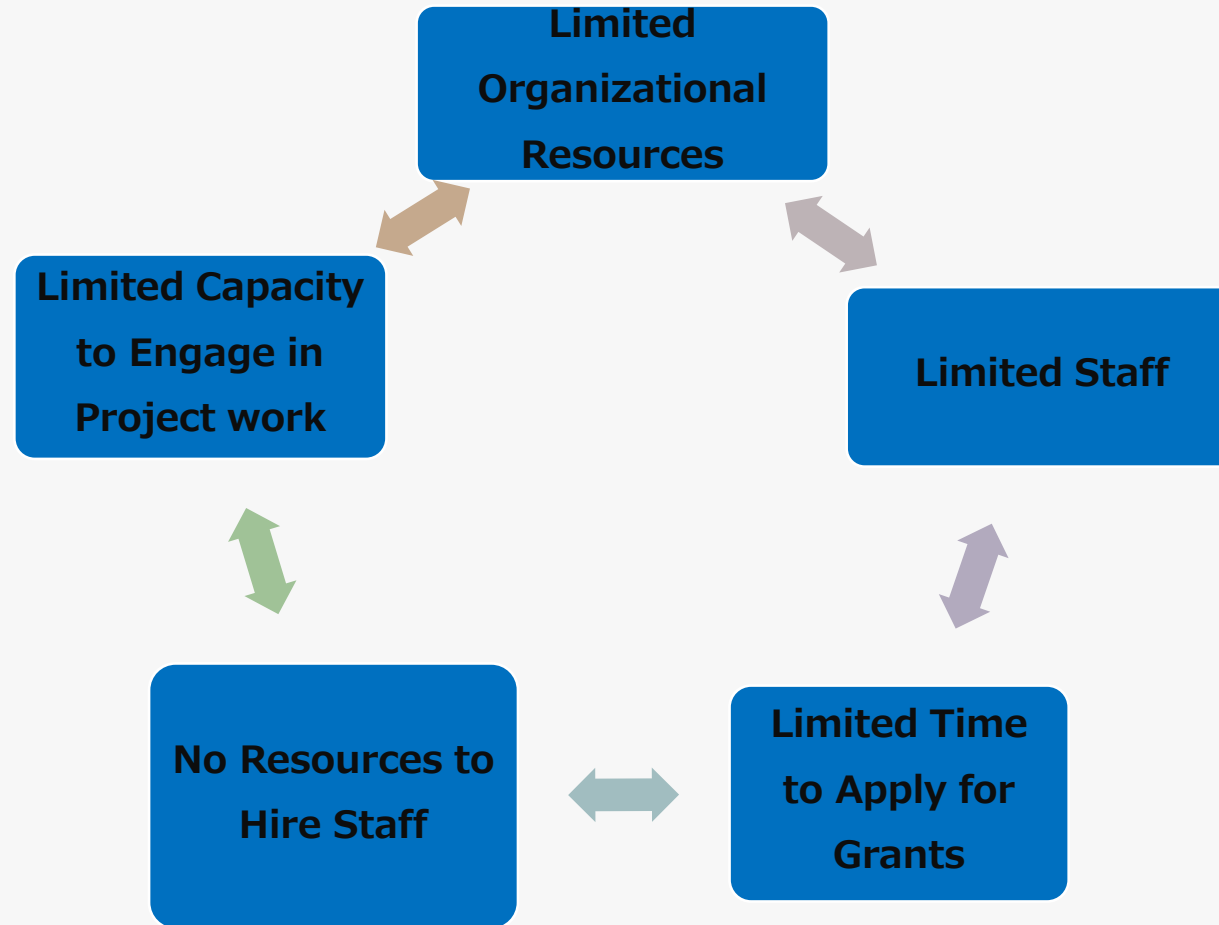
Expertise

Stable Funding

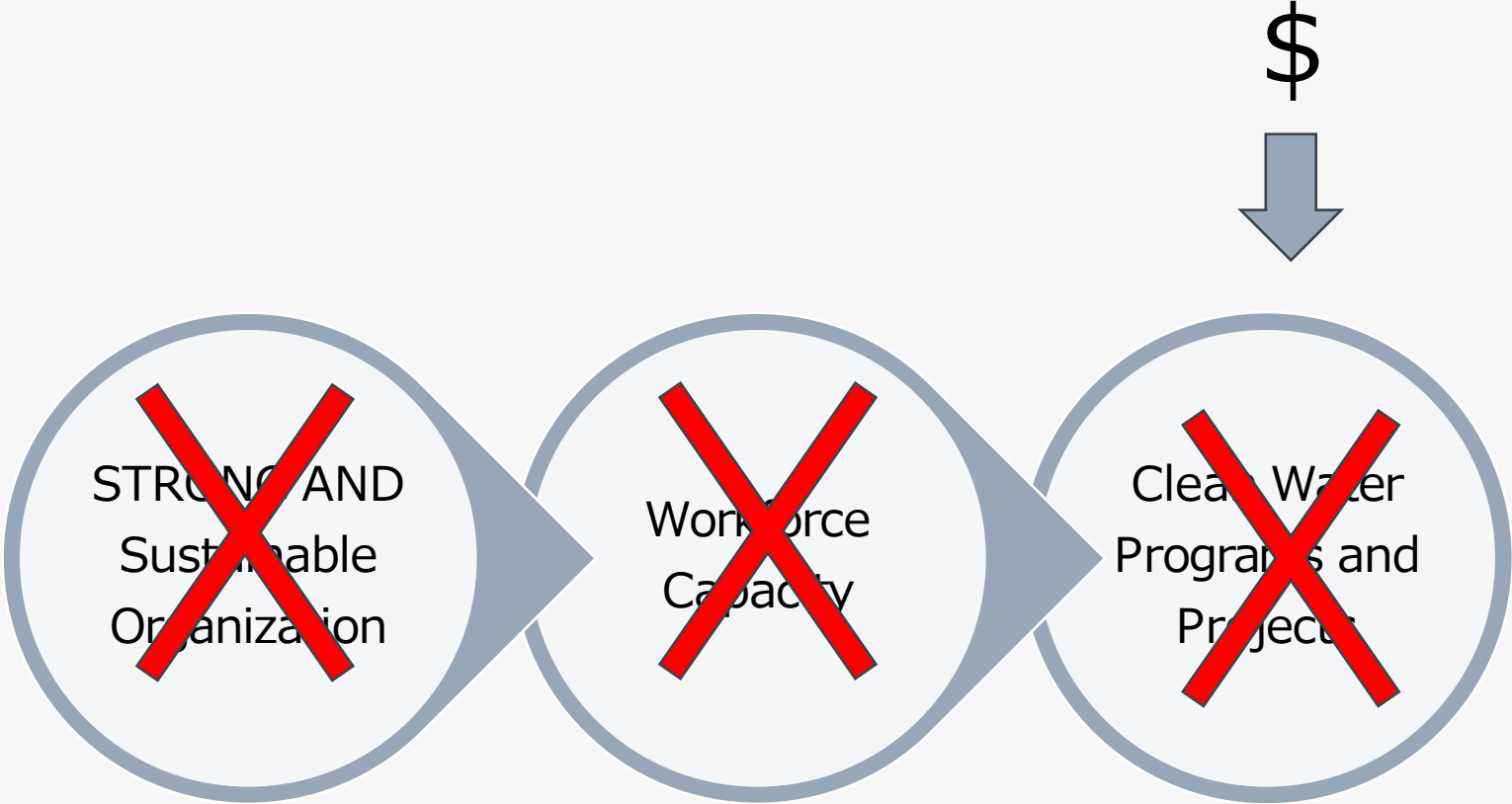
Project Funds Do Not Equal Project Staff

- Must have sufficient resources to hire staff
- All staff time and expenses cannot be billed to project grants
- DEC and other project grants are cost reimbursable
- Projects are unpredictable in terms of timing and even funding amounts
- Must have cash flow to maintain staff and organization
- Groups pursue private dollars and donations; these often pay for specific programs
- Unrestricted dollars are limited
- Fundraising takes Time

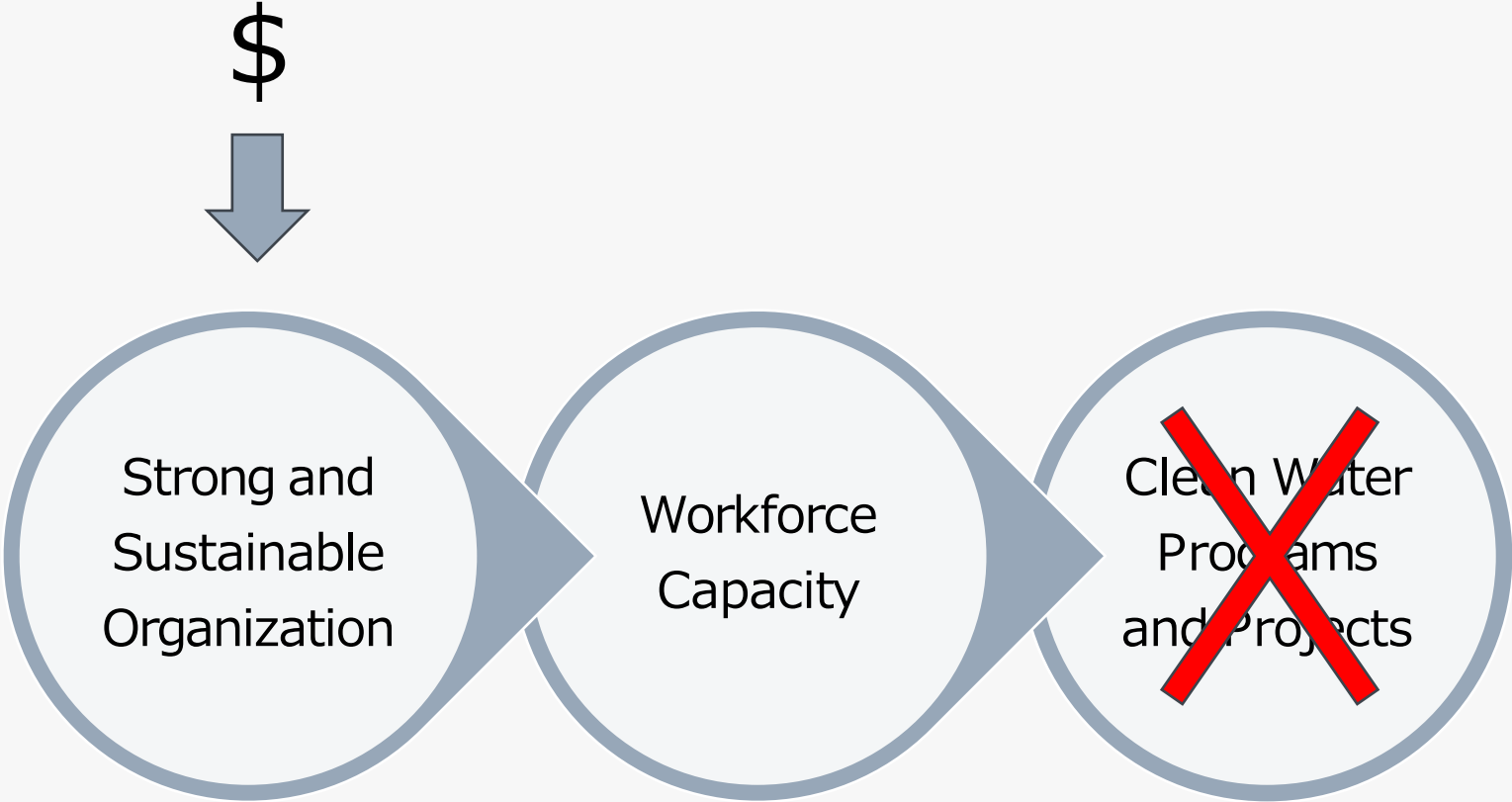
Feedback Loop of Organizational Capacity



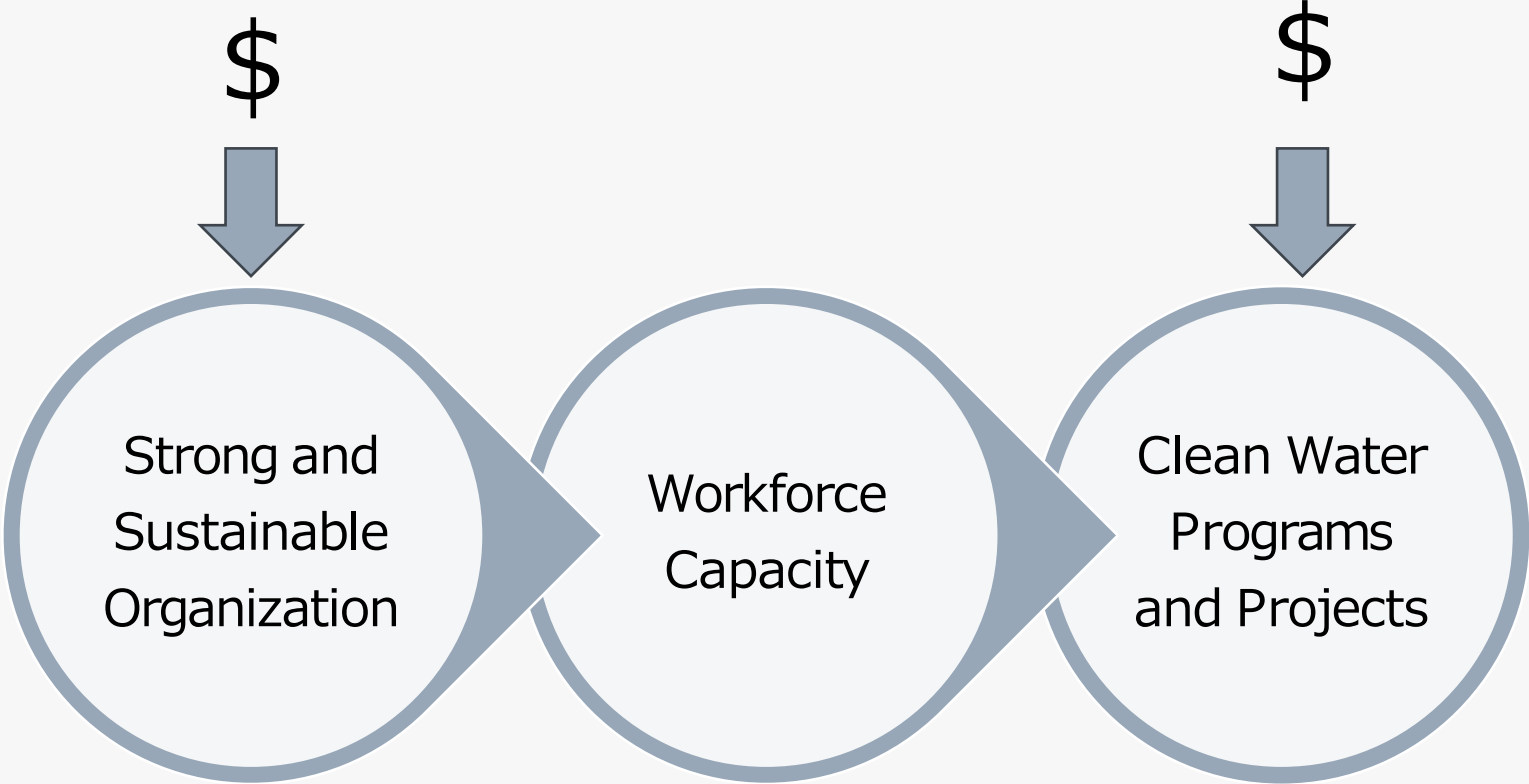
Need to Infuse \$ in the Right Places



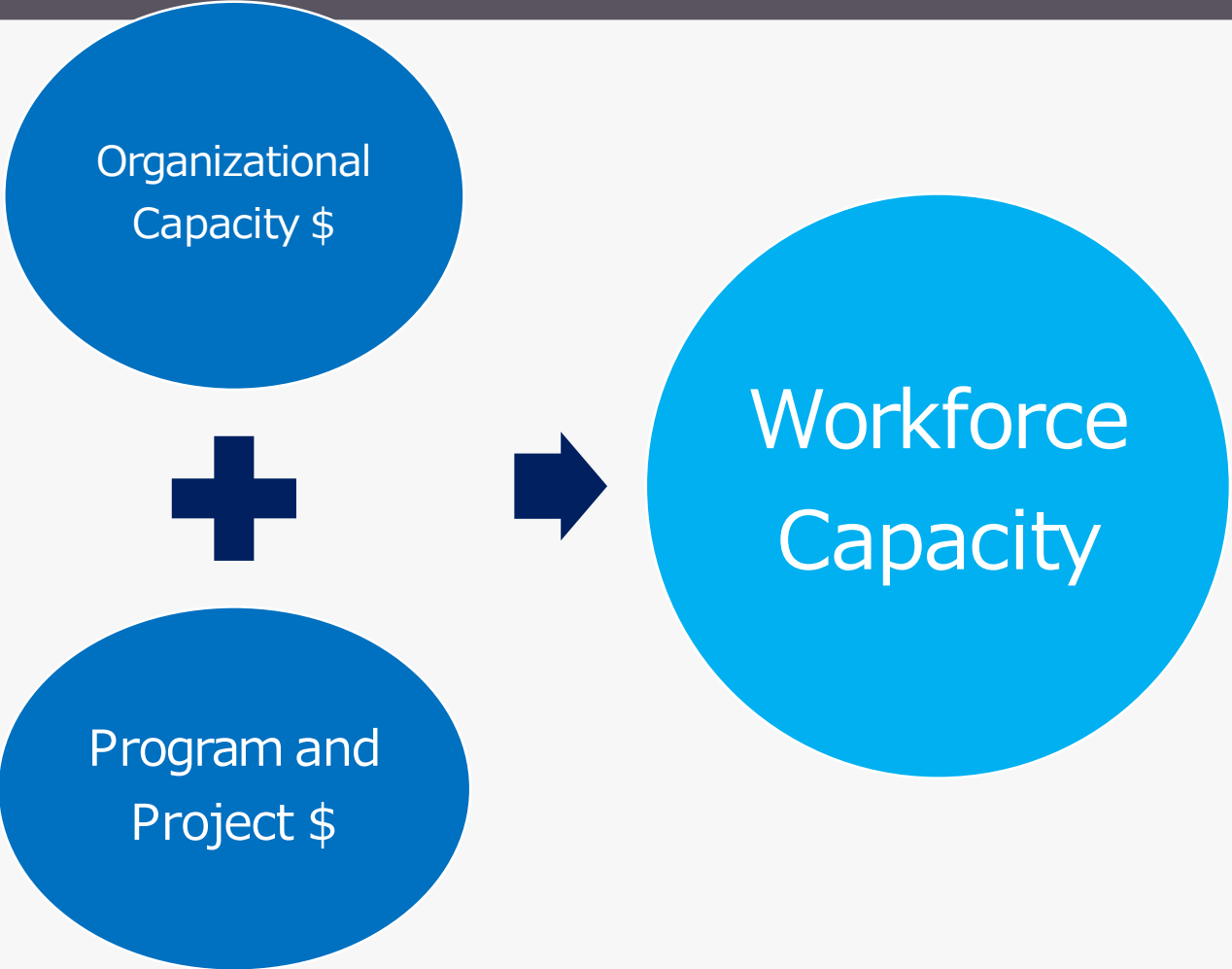
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Need to Infuse \$ in the Right Places

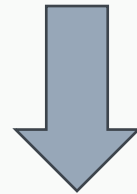


Funding Needs to Build Workforce Capacity



DEC Clean Water Workforce Capacity Development Initiative

Key Finding from Phase 1: In order to build the State's Workforce Capacity, organizations need funding to build and maintain staff and provide the framework of a healthy stable organization.



Thank you to DEC for Establishing the Clean Water Workforce Capacity Development (CWWCD) Block Grant!

DEC Clean Water Workforce Capacity Development Block Grant

The intent of CWWCD Block Grant is to support and invest in the capacity of our clean water partners in Vermont, both current and potential, in an equitable and inclusive way to address unmet capacity needs and ensure a strong partnership network that continues to efficiently deliver high quality and high priority clean water projects.

WUV CWWCD Grant Funding

Pilot Grant: **\$850,000** to Subgrant

For at least:

15 entities that work in the Lake Champlain Basin to access a capacity building intervention.

10 entities that work outside the Lake Champlain Basin to access a capacity building intervention.

Maximum of \$30,000 per entity (should be scaled to need and other available state and federal capacity grants and appropriations)

Will hold at least \$100,00 for fall Grant Round

WUV CWWCD Block Grant Dates

Round 1 Grant **OPEN NOW**

Webinar: **April 10, 2024** 10:00am – 11:30am

Grant Due Date: **May 9, 2024**

Grant Announcement Date: **Early June 2024**

Grant Period: **June 2024 – December 2025** (1.5 years)

Round 2 Grant: (for newer or nontraditional groups who need more time for application development)

Grant Release Date: **September 6, 2024**

Grant Due Date: **October 11, 2024**

WUV's CWWCD Block Grant Webpage



<https://www.watershedsunitedvt.org/resources/block-grants>

WUV Clean Water Workforce Capacity Development Grant Application

Capacity Workplan Spreadsheet

Capacity Workplan Guidance Document

Other Resources: CWWCDI Summary Document

2023 CWIP Program Funding Policy

CWWCD Block Grant

Design Principles

Sound
Impactful



Responsive
Inclusive
Equitable

Responsive

Impactful

Sound

Equitable

Inclusive

Key Impacts of the CWWCD Block Grant

All work under CWWCD Grant must work towards at least one of the following 3 Impact Types:

1. Organization is able to perform more clean water work
2. Organization is able to perform more complex clean water work
3. Organization is more effective at propelling the clean water efforts of others

We Know this Will Take Time.....

How do we Build Workforce Capacity to get to these Impacts?

Address Gaps through the following Objectives:

- Help clean water workforce organizations catalyze community engagement, relationship building, and enhanced representation.
- Help clean water workforce organizations transition administrative, financial, and fundraising roles and processes towards sustainable and streamlined solutions.
- Support professional development and a workforce pipeline for careers in clean water project management.

Building the Linkages to Impact

- Allow flexibility (and yet provide guidance) on the types of Activities that can help meet these objectives
- Develop Performance Measures for these Outputs from the Activities
- Develop Performance Values for these Outputs from the Activities
- Develop the Goals to Build Organizational Workforce Capacity

Number of improved systems, processes, or plans
Number of pieces of equipment or technology acquired
Number of materials developed and dispersed
Number of partner full time equivalent (FTE) employee increase
Number of full time equivalent (FTE) recently hired staff maintained
Number of new services/qualifications accessible to organization
Number of hours of trainings/workshops attended by staff
Number of staff with new qualifications
Number of community members directly assisted
Number of community events, workshops, or meetings organized/attended by staff
Number of new audiences reached



What do we mean by Outputs?

Quantifiable Outcome of Capacity Activity

What are the Goals of these Outputs?

Network/Leadership:

Ex. Organization has strong relationships in communities

Technical:

Ex. Organization has access to technology, tools, equipment and facilities

Strategic / Adaptive:

Ex. Organization has a strong Strategic Plan

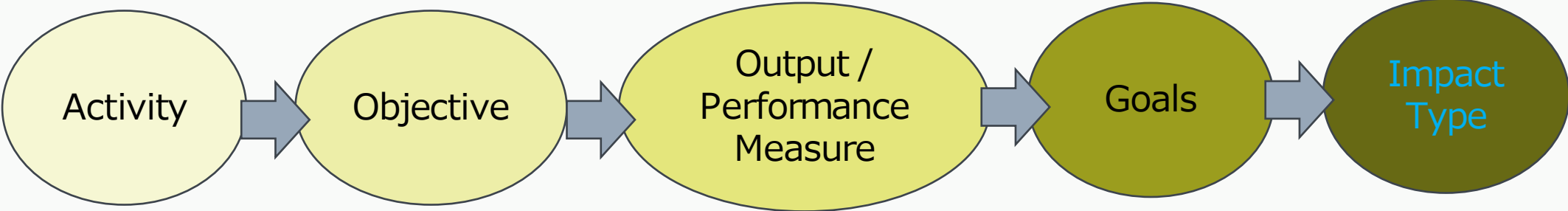
Process/Management:

Ex. Organization has compensation/benefits to hire and retain Staff

Financial:

Ex. Staff are sufficiently trained to perform key financial and fundraising functions

Linkages between Activity, Objectives, Outputs, Goals and Impact!



Wide range of Capacity building Activities

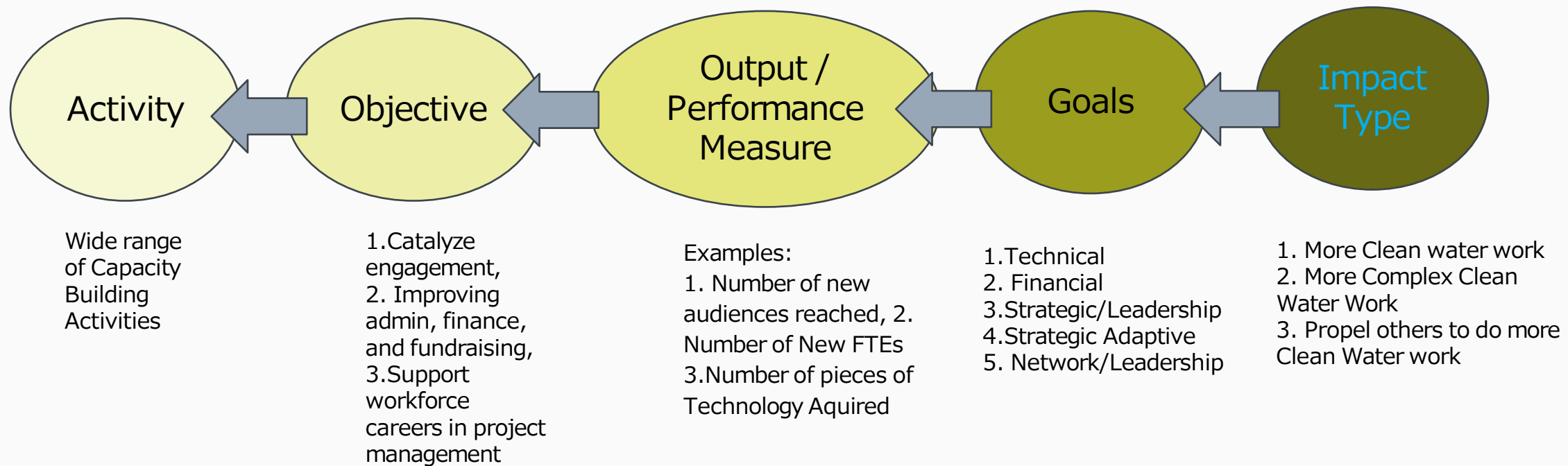
- 1. Catalyze engagement
- 2. Improving admin, finance, and fundraising
- 3. Support workforce careers in project management

- Examples:
- 1. Number of new audiences reached
 - 2. Number of New FTEs
 - 3. Number of pieces of technology acquired

- 1. Technical
- 2. Financial
- 3. Strategic/Leadership
- 4. Strategic Adaptive
- 5. Network/Leadership

- 1. More Clean water work
- 2. More Complex Clean Water Work
- 3. Propel others to do more Clean Water work

May Help to Plan Backwards!



WUV is Here to Help!

- Broader outreach to reach groups interested in building capacity to develop clean water projects. Help us spread the word.
- Webinar: **April 10, 10:00 – 11:30am.** Please Register! Recording will be available.
- Individual signup times for application guidance.
- Possibility of shared services.
- Communication and assistance throughout the grant period.
- Pilot Program: WUV and DEC want Feedback!

Prioritization for Funding

1. Funding should be directed or prioritized towards areas of the state and organizations that don't otherwise have access to other state or federal capacity funds.
2. Funding should be directed or prioritized towards new or non-traditional clean water partners.
3. Funding should be directed or prioritized towards the strongest proposals.
4. FPA should fund a large number of strong proposals.

Capacity Funding is Key, but not a Guarantee!

- Lag time between Capacity Funding and meeting Impact Goals
- Great step, but still limited funds
- Other factors beyond project management capacity
- Need sustained funding over time
- Must make the grants process for project funding workable for partners
- Changing priorities at the State can lead to a disconnect in Workforce Capacity

Existing Federal and State Funding for Workforce Capacity

Lake Champlain Basin Program Organizational Support Grants and Program Grants (LCBP)

AgCWIP Capacity Grants (AAFM)

New Great Lakes Fisheries Commission Capacity Grants (VHCB)

Core Funding: Appropriations for quasi-governmental organizations / Taxpayer funding for government organizations

**GREAT LAKES FISHERIES
COMMISSION CAPACITY
GRANTS (VHCB)
NATHANAEL
JOHNS**

THANK YOU

Q&A

FEEDBACK