

Funding Opportunity

OPEN CALL

Pathways to Economic Stability for Healthcare Workforce

Background

Advancing health equity in Central Texas requires a thriving, diverse, and locally rooted healthcare workforce capable of addressing both individual and systemic barriers to health in the region. A strong healthcare workforce pipeline not only supports better health outcomes but also creates pathways to stable employment and economic stability for Central Texans seeking careers in the state's largest industry.

Despite being one of the fastest-growing regions in the country, persistent shortages across all areas of the healthcare workforce continue to contribute to poor health outcomes and inequitable conditions in Central Texas. With an increasing number of health professional shortage areas (HPSAs) and a rapidly growing population, the current and projected demand outpaces our region's ability to meet current or projected healthcare needs. Currently, the nursing shortage is the largest gap in employment in the region.

Many healthcare professions offer pathways to economic stability through jobs that pay self-sustaining wages and allow families to earn enough to make ends meet in Central Texas. However, many other healthcare opportunities, particularly entry-level positions, pay lower wages causing workers to be [Asset Limited, Income Constrained, Employed, or ALICE](#), meaning they earn above the Federal Poverty Level but do not earn enough to make ends meet in our community. Further, workers looking to advance to higher-wage positions often face challenges that impact their financial security, access to necessary education and training, and overall well-being.

The pathways to economically stable healthcare careers for Central Texans require training, education, and connections to opportunities for employment and clinical placements generated by and aligned with the healthcare training and workforce solution ecosystem. Wraparound supports (e.g. childcare, transportation, housing, case management) are crucial and necessary at various stages to sustain individuals on their pathway toward economic stability. Healthcare students face complex and interconnected challenges that limit their ability to reach a healthcare career offering true economic stability. Addressing these challenges requires multi-sector collaboration to develop scalable and sustainable solutions.

We are committed to investing in healthcare workforce solutions that generate effective pathways for Central Texans – particularly those from historically marginalized communities – to successfully navigate to financially stable careers in the healthcare sector.

Funding Opportunity

The *Pathways to Economic Stability for the Healthcare Workforce* open call is focused on increasing opportunities for Central Texans – particularly those from historically marginalized communities – to enter financially sustainable healthcare careers by building the capacity of collaborative, region-wide pathways to securing employment that lead to self-sufficient wages. Our goal is to help Central Texans struggling to make ends meet find meaningful work in high-demand healthcare careers, enabling them to earn a wage that supports both themselves and their families.

Building pathways to financially sustainable careers in the healthcare workforce for people from historically marginalized communities calls for collaborative, region-wide, and innovative solutions bringing together a range of stakeholders that could include high schools, community colleges, universities, career training schools, employers, non-profit organizations, economic development groups, workforce groups, local governments, think tanks, professional associations, community members from marginalized communities, and others.

We invite innovative and effective organizations and collaboratives dedicated to improving the economic stability of the healthcare workforce to apply for this funding opportunity. We are especially interested in initiatives that foster region-wide and ongoing collaboration and create career mobility that leads to economic stability for healthcare workers in Central Texas. Organizations with a compelling, feasible, and sustainable approach, backed by relevant experience, are encouraged to submit proposals. We welcome bold, impactful solutions, whether the initiative already exists, or if it is a new vision designed to improve economic stability for the healthcare workforce.

An organization can apply individually or on behalf of a collaborative. Organizations will be asked to submit requested grant amounts to support the work included in the application, which will be considered relative to the effort, potential for long-term impact, and the organization's annual operating budget.

Eligibility Criteria

- Located and operating in one or more of the following Central Texas counties: Bastrop, Caldwell, Hays, Travis, or Williamson.
- A tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code, a public or government entity (county, municipality, health department, university, school), or using a fiscal sponsor that is a tax-exempt 501(c)(3) organization.
- Serve historically marginalized high school youth and/or adults in Central Texas
- Create collaborative and/or region-wide pathways for the above communities to enter high demand, financially sustainable healthcare careers.

Note: Organizations with existing St. David's Foundation grant funding may apply.

How to Apply

The Pathways to Economic Stability for the Healthcare Workforce open call will open on March 26, 2025, using a rolling Letter of Intent (LOI) process. The LOI is a short eligibility screening based on the criteria above and requests a high-level summary of the applicant’s project, which will be reviewed by Foundation staff on a rolling basis. LOIs will not be accepted after May 1, 2025, at 5:00 pm Central Time. Proposals that strongly align with the intent of the funding opportunity will be invited to submit a full application after receipt of the LOI. The invited applications will be due by May 13, 2025, at 5:00 pm Central Time.

Organizations are encouraged to submit their LOI as early as possible to allow more time if invited to submit a full application. All letters of intent must be submitted through the online Grants Portal. Paper copies and emailed submissions will not be accepted.

Funding Opportunity Milestones	
March 26, 2025	Funding opportunity opens, LOI submission form will be available
May 1, 2025	No additional LOI’s will be accepted
May 13, 2025	Deadline to submit a full application (invited LOI proposals only)
June 2025	Funding decisions will be announced
July 1, 2025 – June 30, 2027	Grant Term

Contact Information For programmatic questions, please email questions@stdavidsfoundation.org

For technical questions, please email grantsinfo@stdavidsfoundation.org

Grant Details

The Foundation expects to award up to a total of \$10M for this open call. Grant announcements will be made in June 2025.

Each awardee will receive a flexible, one-time, 24-month grant. Grant recipients will have discretion on how the funds are spent as they carry out the grant purpose. Award size will be based on the scale and sustainability of the proposed work, the organization’s potential for long-term impact, and the organization’s annual budget.

Rubric for Decision Making

Categories	Possible Points
<p>1. Equity-focused: Work has clear and direct impact on Central Texans – particularly those from historically marginalized communities – to enter financially stable healthcare careers</p>	<p>5</p>
<p>2. Potential for Impact: Proposed idea offers a compelling and feasible improvement to a pathway for Central Texans – particularly those from marginalized communities – to enter financially sustainable healthcare careers</p>	<p>15</p>
<p>3. Of and By Community: Includes broad representation of the range of diverse stakeholders (which may include high schools, community colleges, universities, career training schools, employers, non-profit organizations, economic development groups, workforce groups, local governments, think tanks, professional associations, community members from marginalized communities, and others) in the development of solutions and strategies.</p>	<p>5</p>
<p>4. Team Capacity: Lead organization has the organizational capacity including adequate staffing with the relevant skillset and supportive infrastructure necessary to implement what is proposed.</p>	<p>5</p>
<p>5. Health Equity Innovation: Incorporates new, creative ideas, unlikely partnerships, and/or innovative solutions that address misalignment in the system and promote demonstrated participant success in advancing historically marginalized Central Texans onto the pathways of economically sustainable careers.</p>	<p>10</p>
<p>6. Collaboration: Project has or develops capacity of collaborative, region-wide efforts that result in equitable participation of stakeholders and shared vision and decision-making. Clear articulation of how the collaborative effort will lead to impact/desired goals.</p>	<p>10</p>
	<p>50 TOTAL</p>

Rubric Details

#1 EQUITY-FOCUSED

Rate the extent to which the work has clear and direct impact on Central Texans – particularly those from historically marginalized communities – to enter financially stable healthcare careers.

EQUITY UNADDRESSED	
0	No impact on Central Texans from historically marginalized communities to enter financially stable healthcare careers
3	It is unclear if the work would impact Central Texans from historically marginalized communities to enter financially stable healthcare careers.
5	Work has a clear and direct impact on Central Texans from historically marginalized communities to enter financially stable healthcare careers.
EQUITY CENTERED	

#2 POTENTIAL FOR IMPACT

Rate the extent to which the proposed idea offers a compelling and feasible pathway for Central Texans – particularly those from historically marginalized communities – to enter financially sustainable healthcare careers.

- **Compelling** (for example, connects the work to expected impact, describes clear plan for future sustainability, articulates understanding of the identified community, etc.)
- **Feasible** (for example, provides timeline, goals, outcomes, etc. for a two-year grant)

LOW POTENTIAL FOR IMPACT	
0	Proposal is neither compelling nor feasible
7	Proposal is somewhat compelling and feasible, lacking details about how it can improve pathways for Central Texans from historically marginalized communities to enter financially sustainable healthcare careers
15	Proposal is compelling and feasible, with clear details on how it can make lasting improvements to pathways for Central Texans from historically marginalized communities to enter financially sustainable healthcare careers
HIGH POTENTIAL FOR IMPACT	

#3 OF AND BY COMMUNITY

Rate the extent to which the overall structure is designed to include a broad representation of the range of diverse stakeholders (which may include high schools, community colleges, universities, career training schools, employers, non-profit organizations, economic development groups, workforce groups, local governments, think tanks, professional associations, community members from marginalized communities, and others) in the development of solutions and strategies.

ABSENCE OF COMMUNITY LEADERSHIP & PARTNERSHIP	
0	Solutions and strategies are not developed by a broad range of diverse stakeholders and perspectives.
3	Solutions and strategies are developed by a limited set of stakeholders and perspectives.
5	Solutions and strategies are developed by a broad range of diverse stakeholders and perspectives.
MEANINGFUL COMMUNITY LEADERSHIP & PARTNERSHIP	

#4: TEAM CAPACITY

Rate the extent to which the lead organization has the organizational capacity including adequate staffing with relevant skillset and supportive infrastructure necessary to implement what they propose.

LIMITED CAPACITY	
0	Lead organization lacks required skills, staffing, and infrastructure to implement proposal.
3	Lead organization has required skills, staffing, and infrastructure to implement proposal.
5	Lead organization has required skills, staffing, and infrastructure to implement proposal and provides capacity to build/sustain collaborative efforts such as providing technical assistance, mobilizing funding, network building, advancing policy, etc.
ROBUST CAPACITY	

#5: HEALTH EQUITY INNOVATION

Rate the extent to which the proposal incorporates new, creative ideas, unlikely partnerships, and/or innovative solutions that address misalignment in the system and promote demonstrated participant success in advancing historically marginalized Central Texans onto the pathways of economically sustainable careers.

LIMITED INNOVATION	
0	Proposal does not describe new, creative ideas, unlikely partnerships, and/or innovative solutions that address misalignment in the system and promote demonstrated participant success in advancing historically marginalized Central Texans onto the pathways of economically sustainable careers.
5	Proposal provides limited evidence of new, creative ideas, unlikely partnerships, and/or innovative solutions that address misaligned incentives and promote demonstrated participant success in advancing historically marginalized Central Texans onto the pathways of economically sustainable careers.
10	Proposal provides clear and compelling evidence of new, creative ideas, unlikely partnerships, and/or innovative solutions that address misalignment in the system and promote demonstrated participant success in advancing historically marginalized Central Texans onto the pathways of economically sustainable careers.
ROBUST INNOVATION	

#6: COLLABORATION

Rate the extent to which the proposal has or develops capacity of collaborative, region-wide efforts that result in equitable participation of stakeholders and shared vision and decision-making. Clear articulation of how the collaborative effort will lead to impact/desired goals.

ABSENCE OF COLLABORATION	
0	There is no plan to foster equitable participation of stakeholders and shared vision and decision-making. No articulation of how the collaborative effort will lead to impact/desired goals.
	There is a limited plan to foster participation and vision of stakeholders, however the processes may not embrace co-ownership. There is limited articulation of how the collaborative effort will lead to impact/desired goals.
10	There is a clear plan to foster equitable participation of stakeholders and shared vision and decision-making. There is clear articulation of how the collaborative effort will lead to impact/desired goals.
MEANINGFUL COMMUNITY COLLABORATION	