

organizational and community development activities along with experience and flexibility in being able to respond to such particular characteristics and needs of ethnic organizations and other service areas as may be determined by ORR. These needs may be manifested as functions of the organizational development processes or occur due to major internal and/or external changes that are recognized as critical to the proper functioning of community organizations.

Through this cooperative agreement, the grantee will submit a technical assistance plan for refugee-based MAAs, Voluntary Agencies assisting refugee community organizations and other program areas that the Director of ORR may consider as appropriate response to emerging refugee resettlement needs that includes at least the following: (1) Proposed site visits and corresponding technical assistance activities; (2) written materials developed and proposed for dissemination to the field; (3) proposed workshop locations, topics, presentation formats, and agendas; and (4) methods and approaches of identifying, documenting, presenting and addressing emerging refugee needs. ORR intends to review and approve the grantee's technical assistance plan in these areas and other activities proposed by the grantee in relation to the allowable activities listed below. ORR will also provide direction concerning any emerging refugee needs that should be addressed under this technical assistance.

#### Allowable Activities

Applicants may propose all or some combination of the following, as well as other innovative strategies justifying their usefulness for technical assistance in the designated technical assistance area:

- Assessing technical assistance and training needs in community organizations and other ORR grantees;
- Disseminating information, materials, and technical advice related to employment, community orientation, effective case management, program and financial management, and leadership development, and roles of boards, agency executives, and agency staff and organization members;
- Collecting and summarizing data and information on program performance;
- Facilitating the electronic exchange of information through a network website and listserve; and through the collection and reporting of program performance, performance measurement, and impact information;

- Providing on-site training or technical assistance group meetings and workshops;
- Developing training curricula, a resource handbook, and other resource materials as needed;
- Conducting on-site program reviews of MAA grantees and training workshops as needed and appropriate;
- Preparing and disseminating reports on the program characteristics and achievements;
- Maintaining a database of characteristics and achievements of the programs; and
- Identifying and disseminating potential resources, partnership opportunities, and community initiatives.
- Preparing adequate and appropriate responses to emerging refugee resettlement needs.

#### Review Criteria—MAAs and Emerging Refugee Resettlement Needs

**1. Organizational Profiles.** The capacity of the applicant to achieve the project's objectives is clearly demonstrated. Organizational expertise, and experience in the provision of technical assistance and information sharing to assist small and emerging organizations, as well as relatively developed community organizations, is appropriate for the proposed project. (30 points)

**2. Approach.** The technical assistance plan is clearly described and appropriate, and the proposed activities and time frames are reasonable. The technical assistance plan describes clearly and in detail the manner in which the applicant will assess the need for technical assistance, the proposed activities, and how the proposed activities are expected to address known technical assistance needs of refugee community-based organizations. (20 points)

**3. Staff and Position Data.** Staff qualifications are clearly presented and are appropriate to achieving the project's objectives. The description of staff qualifications demonstrates experience in providing technical assistance to ethnic and other organizations involved in refugee self-help organizing and support. (20 points)

**4. Results or Benefits Expected.** The results or benefits expected are clearly explained and are appropriate to the technical assistance activities proposed. (15 points)

**5. Budget and Budget Justification.** The budget is clearly presented and is detailed, reasonable, and cost effective. (15 points).

#### Program Area 2—Technical Assistance for Employment Services

##### Purpose and Scope

The primary goal of refugee resettlement is to assist refugees in becoming self-sufficient. Two factors critical to achieving this goal are gainful attachment to the labor force and the opportunity to earn a living wage. ORR proposes to award one cooperative agreement to assist an agency in developing a project to provide technical assistance services to ORR employment service providers to increase the rate and improve the quality of employment outcomes and to address the special needs of emerging populations.

This announcement continues ORR's longstanding recognition that assistance should be provided to improve the technical assistance services that must be provided to refugee employment service providers. The technical assistance in this category aims to identify best models and practices, and broadly disseminate this information to assist local programs in implementing performance measures under the Government Performance and Results Act (GPRA). This objective can be achieved by developing and conducting training and on-site reviews and performing on-site analysis of employment services in such areas as staff training, multi-agency collaboration, employer and/or refugee involvement in the design of services, and in the organization and administration of job development and placement projects.

Approximately \$300,000 has been allocated for this program area. One cooperative agreement may be awarded for one national project. Through this cooperative agreement, the grantee will submit a plan the following: (1) Proposed site visits and technical assistance activities and schedules; (2) plan for written materials developed prior to the release of such documents; and (3) proposed workshop schedules, locations, topics, presentation formats, and agendas. ORR intends to review and approve the grantee's plan for technical assistance in these areas and other activities proposed by the grantee in relation to the allowable activities listed below. ORR will also provide direction and feedback in critical refugee employment needs and corresponding technical assistance services.

#### Allowable Activities

Applicants may propose all or a combination of the activities described below, or new or innovative approaches justifying their usefulness to providing