



# Intermediary Grant Program

 ExcelinEd Pathways Model Policy | 2025

The purpose of this Act is to expand access to high-quality career pathway opportunities for students by providing intermediary funding. Intermediaries connect schools, postsecondary institutions, employers and community partners to create and scale programs aligned with high-demand, high-skill and high-wage occupations.

## Intermediary Grant Program Act

Be It Enacted by the Legislature of (the state):

### SECTION 1. DEFINITIONS

As used in this section, these terms have the following meanings:

- (1) “Career and Technical Education” (CTE) has the same meaning as defined in (ref. law/policy).
- (2) “Industry Certification” means certifications, licenses or other credentials that employers use to validate an individual’s knowledge and skills in a specific field. They are awarded by a third-party, such as an industry association or professional society. Industry credentials can be earned by students (high school and postsecondary) as well as workers currently employed in the field.
- (3) “Intermediary” means an organization (or dedicated person) whose role is to connect state/ regional/local employers, K-12 education leaders and postsecondary.
- (4) “Work-Based Learning (WBL)” means opportunities that help students explore careers and gain real-world experience through job shadowing, industry visits, apprenticeships, or internships. WBL opportunities vary depending on the student’s grade level, as experiences become more hands-on and extended in nature as students move through high school and college.

### SECTION 2. ESTABLISHMENT OF THE INTERMEDIARY SUPPORT GRANT PROGRAM

- (1) The (*state workforce agency or department of education*) shall establish and administer the Intermediary Grant Program to provide funding to eligible Intermediaries for the purpose of coordinating and expanding high-quality career pathway opportunities, such as programs that include industry credentials, CTE and WBL.
  - (a) To be eligible for funding, an intermediary must demonstrate formal partnerships with K-12 schools or districts, postsecondary institutions and employers.
    - (i) The partnership shall be formally documented through a written agreement, memorandum of understanding or other form approved by the (*state workforce agency or department of education*).
  - (b) Funding amounts shall be up to [XXX] and shall be awarded for a period of up to [X] years.
  - (c) Funding may be awarded through one-time grants with the option for annual renewal.
  - (d) Intermediaries receiving funds must reapply every three years to remain eligible for funding.



- (2) The *(state workforce agency or department of education)* shall develop and administer an application process, which may include, but is not limited to:
  - (a) Eligibility criteria
  - (b) Required documentation
  - (c) Program requirements
  - (d) Measurable goals linking program activities to preparation for high-skill, high-wage and high-demand occupations
  - (e) Reporting requirements that include longitudinal outcomes.
- (3) Funding may be used to support, but are not limited to:
  - (a) Personnel costs for intermediary staff;
  - (b) Program coordination and employer recruitment;
  - (c) Data collection, analysis and reporting;
  - (d) Professional development and training for educators and employers;
  - (e) Tools, materials and technology to facilitate work-based learning opportunities.
- (4) Grants shall be prioritized based on:
  - (a) Regions with demonstrated workforce needs or talent shortages;
  - (b) Intermediaries serving rural, low-income or otherwise underserved student populations;
  - (c) Alignment with the state’s high-skill, high-wage and high-demand occupations and workforce strategies, with a focus on engaging employers in priority industries. At minimum, each intermediary shall:
    - (i) Include at least one representative from K-12 education, higher education and the workforce on its governing board;
    - (ii) Maintain at least one dedicated staff role responsible for supporting pathways work.
  - (d) Intermediaries that facilitate connections across multiple schools or districts.

### SECTION 3. REPORTING

- (1) The *(state workforce agency or department of education)* shall adopt rules to implement this act, including application processes, reporting requirements and performance metrics.
  - (a) Performance metrics may include, but are not limited to:
    - (i) The Intermediary’s facilitation of career pathway opportunities that align with high-skill, high-wage and high-demand occupations;
    - (ii) Number and quality of employer and education partnerships facilitated;
    - (iii) Student participation and career pathway completion rates;
    - (iv) Progress toward defined goals in application;
    - (v) Other metrics as defined by the intermediary’s plan.



- (2) Intermediaries receiving funds shall submit an annual report to (*state workforce agency or department of education*) including, but not limited to:
  - (a) Number and type of employer partnerships facilitated;
  - (b) Number of students served and types of career pathway opportunities provided;
  - (c) Update on progress toward goals.

#### **SECTION 4. LOCAL MATCHING REQUIREMENT**

- (1) To ensure shared accountability for career pathway outcomes, intermediaries and their partners (educational institutions and industry leaders) must secure a non-federal/non-state local match.
- (2) The local match requirement may be satisfied through the following:
  - (a) Direct wage contributions;
  - (b) Equipment and infrastructure;

#### **SECTION 6. EFFECTIVE DATE**

This act shall take effect upon becoming a law.

