



CREATIVE WORKFORCE GRANT (CWG)

EVALUATION RUBRIC

CRITERIA	LOW	MODERATE	HIGH
<u>WORKFORCE</u>	<u>0 to 15 points</u>	<u>16 to 39 points</u>	<u>40 to 50 points</u>
<p>-Supports creative worker who demonstrates a level of expertise equivalent to their experience and/or whose role may be vital to the creation, development, and production of creative program/project</p> <p>-Supports creative worker at the beginning of their career who are building marketable skills relevant to a career in the creative industries and whose role is vital to the creation, development, and production of the creative program/project they work directly on</p> <p>-Supports Native Hawaiian creative worker, Native creators, or cultural practitioners who are salaried staff and/or contractual personnel</p> <p>-Supports creative worker who is salaried staff or contractual personnel receiving a living wage based on the regional labor market where the creative work is performed</p> <p>-Supports creative worker that will be salaried staff or contractual personnel who will receive a living wage based on the regional labor market where the creative work is performed</p> <p>Estimate the living wage in your community or region https://livingwage.mit.edu/</p>	<ul style="list-style-type: none"> • The request supports salaried staff or contractual personnel who are not classified as a creative worker • The request supports -creative worker who is salaried staff or contractual personnel, but has little to no active involvement with the creation, development, or production of creative programs/projects • Little to no information on the creative workers' involvement in the creation, development, or production of creative programs/projects • No details are provided to show salaried staff and/or contractual personnel are supported with a living wage • No work evidence provided 	<ul style="list-style-type: none"> • Supports a creative worker with one or more years of experience in the creative workforce • Supports a creative worker at the beginning of their career in acquiring marketable skills and knowledge to further their professional experience in the creative workforce • Some details provided of the creative workers' involvement in the creation, development, or production of creative programs/projects • Creative workers' roles and responsibilities within the organization are somewhat explained • Some details provided that the creative worker, either salaried staff or contractual personnel, receives a living wage • Some work evidence provided 	<ul style="list-style-type: none"> • The creative workers' role is vital to the creation, development, or production of high quality, reputable creative programs/projects regardless of their level of experience and/or time in the creative industry • Extensive detail provided on the creative workers' role and responsibilities • Supports salaried staff and/or contractual personnel who personally represent the same underserved (rural Oahu, neighbor islands) populations served by the organization's programs/projects • Extensive evidence the creative worker receives or will receive a living wage based on the regional labor market • Extensive work evidence provided

CRITERIA	LOW	MODERATE	HIGH
<u>PROJECT/PROGRAM ACCESSIBILITY</u>	<u>0 to 5 points</u>	<u>6 to 19 points</u>	<u>20 to 25 points</u>
<p>-The programs/projects affiliated with the creative worker to be supported by the grant provide services to underserved or disproportionately impacted communities.</p> <p><i>Underserved Communities and Populations: (Rural Oahu, neighbor islands, Native Hawaiian communities, Native Hawaiian populations, Title 1 school districts)</i></p> <p><i>Disproportionately Impacted Communities Examples:</i> rural communities, low income, economically impacted, indigenous communities, limited access to resources</p>	<ul style="list-style-type: none"> • The creative worker works with programs/projects within the organization that do not directly provide services to underserved or disproportionately impacted communities • The organization has an active outreach initiative (in person or virtual) to directly service underserved or disproportionately impacted communities that the creative worker is not part of • Little to no detail of the program/project the creative worker is affiliated with • No work evidence provided 	<ul style="list-style-type: none"> • The creative worker works with programs/projects that provide services to underserved or disproportionately impacted communities • Some details are provided on the program/project activities the creative worker facilitates to ensure accessibility • Some evidence (qualitative/quantitative, impact statements from communities, etc.) identifying the underserved or disproportionately impacted communities benefiting from the program/ project • Some work evidence provided 	<ul style="list-style-type: none"> • Extensive detail of the creative workers work with programs/projects which service underserved or disproportionately impacted communities and population's • Extensive details on the program/ project activities the creative worker performs to ensure accessibility • Extensive support materials (qualitative/quantitative, impact statements, reports, partnership, etc.) identifying the underserved or disproportionately impacted communities benefiting from the program/project • Extensive work evidence
<u>IMPACT</u>	<u>0 to 5 points</u>	<u>6 to 19 points</u>	<u>20 to 25 points</u>
<p>-Supports creative worker who resides and/or works within communities who face barriers in participation and employment in creative work as a result of low levels of public and private investments in the arts, limited exposure to art programming, or other geographical, social, or economic barriers</p> <p>-The creative work performed by the creative worker is essential to the facilitation of programs/ projects</p> <p>-The creative work performed by the creative worker benefits the communities and populations serviced</p> <p>-Supports the living wage of one or more creative worker</p>	<ul style="list-style-type: none"> • The request does not support a creative worker performing creative work • The request will not contribute to the living wage of one or more salaried staff and/or contractual personnel performing creative work • The creative work has little to no impact or benefit on the community • No work evidence provided 	<ul style="list-style-type: none"> • Supports creative worker who faces barriers to opportunities in creative work • Supports creative worker who is salaried staff or contractual personnel performing creative work • Supports the hiring of a creative worker to perform creative work within the creative industry • Supports the living wage of a creative worker who is salaried staff and/or contractual personnel for the duration of the grant implementation period only • Some evidence provided 	<ul style="list-style-type: none"> • Supports creative worker who faces barriers to opportunities in creative work • Supports one or more creative worker who is salaried staff and/or contractual personnel performing creative work • Supports the hiring of salaried staff or contractual personnel for programs/ projects that may otherwise not be financially possible without grant funding • Supports the living wage of a creative worker who is salaried staff and/or contractual personnel that will continue after the grant implementation period • Extensive work evidence provided
<u>TOTAL POINTS:</u>	<u>0-25 points</u>	<u>28-77 points</u>	<u>80-100 points</u>