

## Capability Statement

**Scale Strategic Solutions** transforms data into meaningful actions. Since 2011, we have helped more than 50 organizations achieve their vision and execute their strategies. Our clients include American Institutes of Research, the Bill & Melinda Gates Foundation, the Institute of Higher Education Policy, Ohio Children's Trust Fund, Ohio Department of Education and Workforce, Ohio Department of Higher Education, National Association of County and City Health Officials, Ohio University, the Park Board of Galveston, Texas, and the Vermont Department of Health.

### Core Competencies

#### Learning, Development, and Training

- Instructional Design and Delivery
- E-Learning Design, Development, and Hosting;
- Mapping and Refinement of Processes;
- Expertise: Management and Leadership Development; Interpersonal Skill Building; Trauma-Informed Approaches; Data Sharing; Organizational Resilience; and Diversity, Equity, & Inclusion/ Success for All Strategies

#### Program Evaluation and Research

- Grant Portfolio Evaluations
- Landscape Analyses
- Data Collection: Surveys, Interviews, Focus Groups, and Observation
- Quantitative and Qualitative Analysis
- Technical Assistance for Data Collection
- Dissemination of Findings for Practice and Public Policy

#### Strategic Planning and Needs Assessment

- Board Facilitation
- Community Engagement and Citizen Visioning
- Community Health Needs Assessment
- Postsecondary Education Student Success

### NAICS Codes

- 541720: Research in Social Sciences and Humanities
- 611430: Professional and Management Development Training
- 611710: Educational Support Services

### UNSPS Codes

- 80101600: Project Management
- 80171500: Situation and stakeholder analysis
- 86132100: Training, planning, facilitation, and delivery services

### Certifications

- *Federal WOSB*
- *WBENC WBE*
- *Ohio MBE/EDGE/WBE*
- *City of Cincinnati SBE/MWBE*

### Differentiators

- ✓ **Trusted Partner:** Repeat business with foundations, non-profits, and state agencies
- ✓ **Sector Experts:** Experience in education, health, social services, and workforce development
- ✓ **Measured Training Impact:** Documented improvements on third-party validated interpersonal assessments
- ✓ **Actionable Next Steps:** Clients implemented changes informed by our evaluations and needs assessments.
- ✓ **Expert Facilitation:** Skills to elicit candid and productive insights from a variety of participant voices
- ✓ **Quality Project Management:** Leadership from a Certified Project Management Professional (PMP)
- ✓ **Flexible Learning Delivery:** Ability to deploy eLearning seamlessly in client learning management systems or Scale's own LMS

### DUNS

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### Contact

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## Past Performance

### Learning, Development, and Training

#### **Briljent, Youth Human Trafficking Prevention eLearning, 2023- 2025**

Sourced content, developed storyboards, and designed asynchronous eLearning modules for facilitators of youth human trafficking prevention programs sponsored by the Ohio Department of Children and Youth. Content included youth trafficking prevention strategies, understanding bias, and trauma-informed instruction. Contract Value: \$296,797

#### **Ohio Department of Health, Implicit Bias Training and Development, 2019-2023**

Designed and delivered training to more than 1,000 maternal health professionals. The training provided knowledge of implicit bias and cultural intelligence (CQ®) skills to mitigate the impact of implicit bias in providing maternal health services and supports. The last cohort of trainees who completed the CQ® assessment before the training and 60-90 days after training showed an increase in average self-rated scores in all domains with 15 percentage point or more increases in CQ® Knowledge and Action. Contract Value: \$234,965

#### **Vermont Department of Health, Health Equity Training for Behavioral Health Workforce, 2023-2024**

Trained more than 100 substance use disorder and mental health workforce professionals to provide an introduction to health equity, to enhance the understanding of cultural intelligence in mental health and substance use disorder treatment, and to elevate community voice by identifying strategies to close gaps in the communities the participants serve. We utilized our eLearning course, in-person training, and live virtual training. Vermont saw a 22% decrease in opioid overdose deaths over the same period when the health engagement and equity training was provided. Contract Value: \$204,924

### Program Evaluation and Research

#### **Ohio Mental Health and Addiction Services, Access to Wellness Evaluation, 2024-2025**

Evaluated the portfolio of sites coordinating recovery supports to meet the needs of Ohio adults with severe and persistent mental illness who are involved in various public agencies focused on aging, criminal justice, homelessness, or developmental disabilities. The mixed-methods study included process mapping, six-month self-report reviews, and case studies. Contract Value: \$271,630

#### **Bill & Melinda Gates Foundation, High Value Education Beyond High School Study, 2022-2024**

Produced a landscape analysis regarding the value and affordability of education and training beyond high school in Ohio. We created briefs, available at <https://www.scalestrategicsolutions.com/reports>, to inform and empower educators and community advocates to discuss policy around postsecondary education. Contract Value: \$400,000

### Strategic Planning and Needs Assessment

#### **bi3, Butler County Health Needs Assessment, 2023**

Examined a county's health needs to direct resources for a regional hospital system and its foundation. [Our assessment](#) reviewed extant data to understand the community's health needs and conducted a qualitative study of interviews, community meetings, and focus groups. The needs assessment guided a request for proposal to direct more than \$1.25 million to organizations in the county. Contract Value: \$69,700

#### **Education Strategy Group (ESG), Noncredit and Credit Alignment Lab, 2022-2023**

Coached North Shore Community College (MA), San Diego Community College District, and Northwest Arkansas Community College to align noncredit and credit programs and services within a national community of practice. The action plans included robust internal data analysis regarding student pathways and student experience, faculty and administration engagement approaches, incorporation of student voice with interviews and focus groups, process improvement reviews, and sustainability planning. Two of the colleges were selected among the cohort of 14 colleges to be featured for their results by the Association of Community College Trustees, as seen here, <https://www.acct.org/center-for-policy-practice/NCAL>. Contract Value: \$44,385