



Social Policy Research Associates Workforce+ Services Catalog 2025

Building workforce opportunities that matter.

Who We Are

Social Policy Research Associates (SPR) is your strategic partner for navigating workforce policy and programs in an era of rapid change. We combine deep expertise in WIOA and community-centered workforce systems with the agility to help you adapt to emerging challenges—from performance to labor market uncertainty to AI and the Future of Work.

As workforce leaders face new and complex challenges, SPR provides the research-backed insights, operational support, and strategic guidance needed to support effective, workforce systems that respond to changing environments.



What Makes Us Different



Workforce Systems Experts

We know WIOA inside and out, and understand how workforce can leverage education and industry to boost economic opportunity.



Co-Learning Partners

We bring expertise, experience, and humility, and work alongside you to solve problems and build capacity.



Navigators

When the path forward isn't clear, we help you navigate uncertainty and adapt to change.



Flexible Scale

From backbone support for major initiatives to extra hands for urgent projects—we right-size our work to your needs and budget.



Responsive & Reliable

Like many of our clients, we're small enough to be responsive and personal, experienced enough to deliver results.

How We Work

We meet you where you are, whether you need **strategic backbone support** for complex, multi-partner initiatives, **extra capacity** when your team is stretched thin, **specialized expertise** for specific challenges or opportunities, or **system-level learning and adaptation** as conditions change.

Our projects range from **\$1,000 consultations to \$1,000,000+ multi-year partnerships**, ensuring we can provide the right level of support for your needs and budget.

Core Service Areas

SPR offers a comprehensive suite of services designed to support workforce and partner agencies, nonprofits and foundations, and industry and government leaders. Our core service areas address the most pressing challenges facing workforce leaders today.

Operations & Backbone Support

When you need someone to help hold it all together

- One-Stop Career Center Operations
- Multi-Partner Initiative Backbone

Data, Performance & Strategic Insights

Making sense of your data to drive better decisions

- Performance Analysis & Improvement
- Strategic Planning & Adaptation

Learning, Development & Capacity Building

Building your team's capacity to thrive in changing conditions

- Professional Development & Training
- Resource Development

Evaluation & Applied Research

Understanding what works and why

- Implementation & Outcome Evaluation
- Applied Research & Analysis

Innovation & Adaptation Support

Helping you pilot new approaches and adapt to change

- Program Pilot Design & Implementation
- Operational Pilot Integration & Workflow
- Measurement & Scale

Operations & Backbone Support

When you need someone to help hold it all together

One-Stop Career Center Operations

- System management and coordination
- Partner engagement and MOU development
- Performance management and continuous improvement
- Staff training and capacity building
- Facilitation and pilot support

Investment range: \$30,000 - \$250,000 annually

Multi-Partner Initiative Backbone

- Strategy development and implementation
- Stakeholder engagement and coordination
- Resource development and sustainability planning
- Performance monitoring and adaptive management
- Prototype and pilot support

Investment range: \$75,000 - \$350,000 annually

Customization Options

Our Operations & Backbone Support services can be tailored to your specific needs. Options include multi-site operations support, specialized populations focus, enhanced employer services, partner coordination, and more. Contact us for custom pricing based on your organization's unique requirements.

SPR brings decades of experience managing complex workforce initiatives, ensuring seamless coordination across partners while maintaining focus on performance outcomes and continuous improvement.

Data, Performance & Strategic Insights

Making sense of your data to drive better decisions



Analyze

Comprehensive analysis of performance data, identifying trends, gaps, and opportunities for improvement.



Interpret

Translate complex workforce data into meaningful insights that inform strategic decision-making.



Optimize

Develop targeted strategies to improve performance and maximize impact.



Adapt

Create adaptive systems that respond to changing conditions and emerging needs.

Performance Analysis & Improvement

- WIOA performance optimization
- Data validation and quality improvement
- Sector and workforce analysis
- Custom dashboard and reporting products

Investment range: \$15,000 - \$75,000

Strategic Planning & Adaptation

- Environmental scanning and trend analysis
- Stakeholder engagement and priority setting
- Strategic plan development and implementation support
- Organizational readiness and change management

Investment range: \$25,000 - \$100,000

Learning, Development & Capacity Building

Building your team's capacity to thrive in changing conditions

Professional Development & Training

- Custom training design and delivery
- Workforce leadership development and support
- Topical training (e.g. career pathways, job quality, students and worker transitions, etc.)
- AI adaptation and organizational learning

Investment range: \$7,500 - \$50,000 per engagement

35+

Years of Experience

Providing workforce development expertise

Resource Development

- Environmental scan, research, and strategy guidance
- Tool, template, and proposal development
- Partner engagement and funding
- Initiative, startup, or business model guidance and consultation

Investment range: \$5,000 - \$40,000

100+

Agencies Served

Supporting workforce organizations nationwide

500+

Training and TA Sessions

Delivered to workforce professionals



Evaluation & Applied Research

Understanding what works and why



SPR's evaluation and research services help workforce organizations understand program effectiveness, identify opportunities for improvement, and translate evidence into actionable recommendations. Our team combines rigorous methodologies with practical insights to ensure research findings drive meaningful change.

SPR doesn't just collect data—they help us understand what it means for our programs and how we can use it to improve services for our communities.

— Workforce Development Board Director

Implementation & Outcome Evaluation

- Program design and evaluation planning
- Data collection and analysis
- Stakeholder engagement and feedback loops
- Continuous improvement recommendations

Investment range: \$20,000 - \$500,000

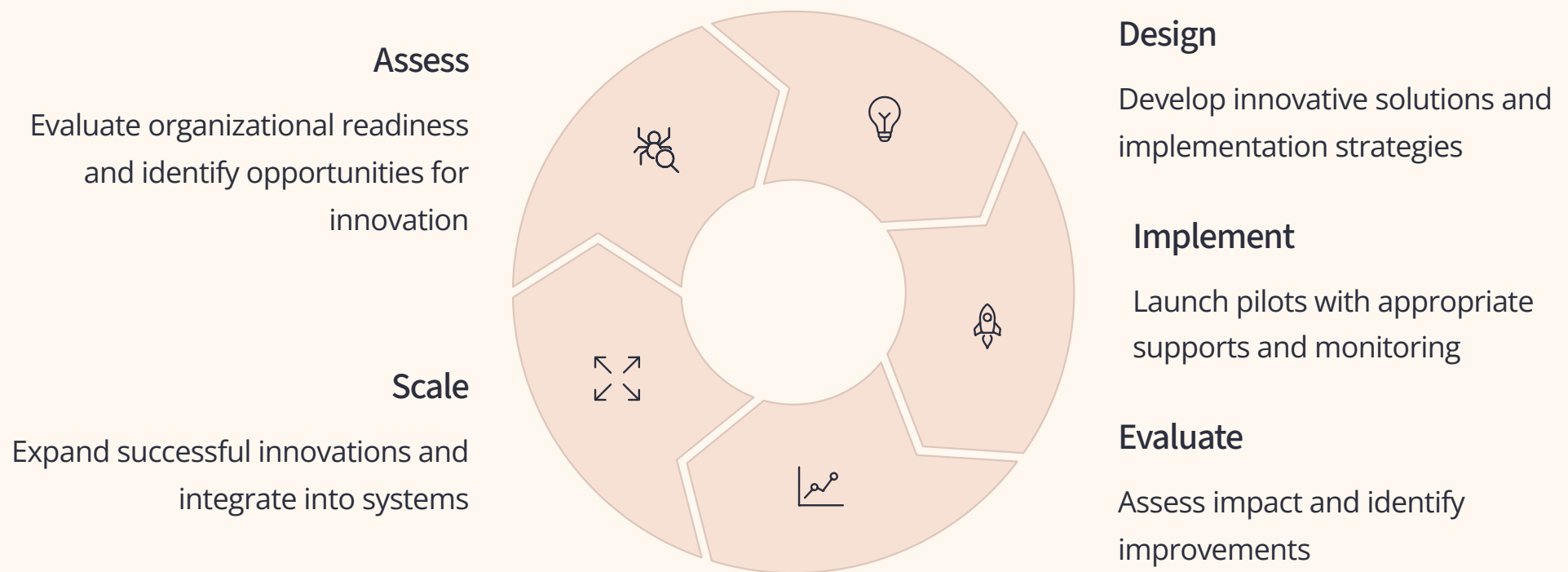
Applied Research & Analysis

- Literature reviews and environmental scans
- Policy analysis and recommendations
- Pilot design and testing
- Innovation documentation and scaling

Investment range: \$15,000 - \$75,000

Innovation & Adaptation Support

Helping you pilot new approaches and adapt to change



Program Pilot Design & Implementation

- Collaborative design process
- Program design and testing
- Stakeholder engagement and buy-in
- Implementation support and troubleshooting
- Scale-up planning and execution

Investment range: \$25,000 - \$100,000

Operational Pilots, Tool Integration & Workflow

- Organizational readiness assessment
- Pilot design and testing
- Implementation planning and support
- Staff training and change management
- Impact evaluation and optimization

Investment range: \$10,000 - \$75,000

The Future of Work is Now

As AI and automation transform the workplace, workforce organizations must adapt quickly. SPR helps you navigate these changes, ensuring your programs and services remain relevant and effective in preparing all workers for emerging opportunities.

Getting Started with SPR

Quick Consultation

Need to talk through a challenge or opportunity? Start with a half-day consultation (\$1,000-\$2,500) to explore options and next steps.

Scoping & Planning

For larger initiatives, we typically begin with 2-3 planning sessions to understand your context, goals, and constraints before proposing a detailed approach.

Flexible Engagement

We can work hourly (\$200-\$400/hour based on expertise level), project-based, or on retainer for ongoing support.

Flexible Support Options

Engagement Type	Investment Range	Best For
Hourly Consultation	\$200-\$400/hour	Specific advice, quick expertise
Project-Based Work	Varies by service	Defined scope, clear deliverables
Monthly Retainer	\$5,000-\$25,000/month	Ongoing support, priority access

Contact Information

Ready to get started? Contact us to discuss your specific needs and how we can help.

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