

# ESSER/ Federal Funds for Onboarding



This document outlines how an investment in onboarding solutions, such as PowerSchool’s Employee Records, may be achieved through leveraging federal funds, including COVID emergency relief funding.

## Funding Onboarding Solutions: At-a-glance

Funding Source	Purpose	Solution Alignment with Allowable Uses
<b>ESSER II (CRSSA)</b>  <b>ESSER III (ARP)</b>	ESSER funds are purposed to meet student, staff, school, and district needs arising from the COVID-19 pandemic.	Onboarding solutions provide remote access and digital document management across the employee lifecycle, streamlining hiring, onboarding, and training, and providing students with timely access to high-quality staff to support recovery, even during interruptions to in-person operations
<b>Title II Part A</b>  <b>Title IV Part A</b>	<p>The purpose of Title II Part A is to improve the quality and effectiveness of educators in improving academic achievement, and to provide low-income and minority students greater access to effective educators.</p> <p>In addition to promoting well-rounded educational opportunities and providing safe and healthy schools, Title IV Part A may be leveraged to upgrade technology infrastructure under the Effective Use of Technology intent.</p>	<p>Onboarding solutions streamline the processes of recruiting, hiring, onboarding, and training, and supports retention of skilled staff, to improve student outcomes.</p> <p>Title IV may be leveraged towards improving district technology infrastructure, including through software subscriptions.</p>

# ESSER Funds for Onboarding

## Unpacking the Onboarding Funding Details

### ESSER

If a digital solution for records management addresses local impacts of COVID-19, then an investment in onboarding solutions using ESSER funds is likely allowable. Allowable uses of ESSER include:

- Addressing learning loss among all students, in all subgroups
- Funding all activities authorized under The Elementary and Secondary Education Act, including Title I, Title II, and Title IV
- Developing and implementing procedures and systems that improve the preparedness and response efforts of LEAs
- Other activities necessary to maintain operations and continuity of services

Consider using ESSER for an investment in onboarding solutions if your school or district experienced any of the following:

- Increased demand for timely recruitment, hiring, and onboarding of staff due to Covid-related attrition, turnover, and heightened student learning needs
- Delays in HR operations due to outdated, labor-intensive, or siloed human resource management and finance systems exacerbated by closures or staffing limitations
- Limitations in accessing and managing staff records and the employee lifecycle remotely

### Elementary and Secondary Education Act (ESEA) Funds

#### Title II Part A

To the extent that the onboarding solution streamlines and improves processes of recruitment, hiring, onboarding, and training, and supports retention of skilled staff, Title II Part A funds can be applied. Title II's core purposes include improving student access to effective teachers, and the Employee Records solution can help LEAs achieve that goal.

#### Title IV Part A

Title IV funds may be leveraged, with limits, towards improving technology infrastructure, including purchasing software applications and platforms.