

WIOA RFP Information Session
Tuesday, October 1, 2019
Kerr-Tar Regional Council of Governments
Henderson, NC
10:30 AM

Attendance:

Susan Oney - EDSI
Ray - EDSI
Blondelle Edgerton – Vance-Granville Community College
Angela Webb – Piedmont Community College
Jody Blackwell – Piedmont Community College
Alexis Franks – Eckerd Connects
Monica Satterwhite – NC Works

Kerr-Tar Staff:

Vincent Gilreath
Lou Grillo
Kelly Hundley
Deborah Cozart
Sharon Thomas

All attendees were welcomed to the Information Session and informed that this process is an early start but is necessary in order to gain the most conducive selection for the new program year.

At this moment, we are unsure of the allocations for Adult, Dislocated Worker, and Youth programs. Budget revisions will be adjusted dependent upon the funding amounts.

Sharon Thomas, WIOA Youth Coordinator will review the Youth RFP and Lou Grillo will review the Business services/Employment Solutions portion of the RFP for Adult and DW. Vincent and Kelly are available for any assistance needed throughout the meeting.

We plan to answer questions today if possible but attendees will be able to receive answers to questions within twenty-four to forty-eight hours.

One- Stop Operator Proposal:

Vincent pointed out highlights of the One-Stop Operator RFP: Of the mandatory partners for one- stop operators,

- three partners must be included in the centers, AND
- must be Title 1 and Wagner Peyser, AND
- must be in the one stop center physically
- one-stop centers must operate on the one- stop Integrated Services Delivery system AND utilize it for the intake process
- Ensure meaningful access and accommodations for people with disabilities and those with limited English proficiency
- Scheduling and sharing of infrastructure costs (MOU). Infrastructure costs include rent, computers, and personnel costs. Non- personnel costs will be more competitive.

The last procurement for One-Stop operator, the threshold was \$100,000.

Adult & Dislocated Worker Proposal:

- On page 3, under section C, there is more detail of the Service Delivery and the role of the functional manager
- Assigned functional manager will work with the designated center manager and if an organization decides to apply for both, there needs to be sufficient firewalls where the Service Delivery and the functional manager will be separated.

Functional managers in the center do scheduling, are responsible for the five- county region connecting with partners, and employed staff.

Successful applicants for the Adult and DW must In the Statement of Work, successful applicants for the Adult and DW must be able to address what they can contribute to Rapid Response.

On page 8, Integrated Service Delivery (ISD) is mentioned again and the structure we are using has been approved by the NC Association of Workforce Development Boards and is a three-team approach to WIOA Adult and DW service delivery, Talent Engagement, Talent Development, and Talent Employment Solutions teams.

Talent Engagement is staff- assisted services to assist those customers not registered in NC Works and needs staff assistance and need assessments. For talent development, if they are not ready for employment, the talent development team comes up with services, workshops, and create a plan with the customers to get them ready for the Talent Employment Solutions Team.

Lou Grillo is the Business Services Manager and stated that Talent Employment Solutions Team is part of the ISD model. Multiple staff are on the Employment Solutions team. The expectation is the marketing of the career centers and engaging with the Chambers and other organizations in the area and meeting with employers. Employers are our top priority and needs a team in place to market the centers and procure opportunities to share what we have to illustrate our success. Employers want to hear stories. Engagement with partners, economic development

presentations, interaction with social media and continue to reach out to our community and businesses to see the opportunity that is there.

Rapid Response meetings are held for laid off workers. The transition of businesses is shown through the growth and expansion process and keeping those activities and tracking what is going on to assist those that may be affected by the changes.

Page 10 of the RFP shows the functions of the Talent Engagement team through a diagram and page 11 shows training services and work- based training, which has proven to be very successful in our area. From page 11 – page 13, are business services. Our business services manager works collaboratively with the Talent Solutions team. Short- term training has proven successful for entering employment.

Staff Development, page 19, and in the proposal, attending monthly and additional staff opportunities will be proposed.

Page 28 and page 29 explains the customer flow that was adopted from the NC Association of Workforce Development Boards.

Sharon Thomas, WIOA Youth Coordinator spoke about the youth RFP. For the Scope of Work, the proposals should reflect age appropriate services based on the expectation that young adults may be enrolled in and anyone that is going to be receiving WIOA services. Youth also have to be enrolled completely in Wagner Peyser as well. The goals are created in the Individual Service Strategy Plan. Proposals must include planned services and activities designed to meet the needs of Out-of-school Youth, ages 16-24 years old and meet those barriers to employment. In-school youth, ages 14-21 must also meet those barriers. For those providers that wish to serve in-school youth, those proposals should demonstrate linkages with secondary education, alternative schools, post secondary education, and various training providers to extend and enhance learning opportunities as part of a year-round strategy that improves academic achievement and builds connections between work and learning. Under WIOA, youth program elements are required for youth. If the provider cannot provide all 14 elements, provider must refer youth to those services that provide the needed elements.

For this year's allocation, Vincent said that he feels comfortable stating that for a five -county area, (based on this years' budget) \$350,000 for youth, \$450,000 for Adult and DW, and \$100,000 for One-Stop Operator for allocations.

Sharon stated that the youth follow-up is a big part of the youth program. When establishing your program, make sure that follow- up services are in place. Supportive services and financial literacy are a couple of examples of follow –up services Follow -up services can be any service outside of training. Seventy-five percent of funding for out –of- school youth and 20 percent of funding for work experience is utilized. Angela added that if providers go beyond serving the twenty percent, on the evaluation providers receive 5 extra points.

This will be the first year that Measurable Skills Gains will be a part of performance. Only one per program year will be counted, but they can do as many as they want. It was advised to do more than one Measurable Skills Gain for youth. Sharon said that for example, if you have a

participant that exits several times that program year, it would count each time for that program year even if they exit and come back in the program.

For Adult, DW and Youth performance measures, it is advised that in the proposal to really state how you will address credential attainment.

It was said that for stackable credentials – you do not get more credit at exit and it still only counts as one Measurable Skills Gain. It is imperative that credentials are uploaded in NC Works for performance measures. .

Questions and answers will be accepted through Friday, October 4 and the questions for youth RFPs are sent to Sharon. For Adult and DW, questions need to be sent to info@kerrtarcog.org

All that are present, get excel and word versions of proposals. Everyone on the bidder's list will get the Q & A's.

Q & As'

- 1) On Page 13, current projected carryover for Adult and Dislocated Worker who enroll in WIOA intensive and training service will be made available at the October 1 Bidder's conference. Do we have those numbers?
Yes, we do have that. The Adult and DW carryovers from PY 18 were 51 and 93 for Youth carryovers.
- 2) For youth providers, if providers want to serve 100% out-of-school youth, will that be at a disadvantage for those in-school youth that are in follow up?
No, youth providers will not be penalized for in school youth that are in follow-up if doing 100% out-of-school youth.
- 3) Which OSHA trainings are counted as credentials for WIOA?
- 4) In Person county, we are still expected to follow the ISD approach even though there is no center in our area?
The DW and Adult programs (only) are to follow the ISD approach.
- 5) For youth, should the electronic copy be emailed?
Prefer it to be emailed and emailed to info@kerrtarcog.org
- 6) Do youth questions go to Sharon and youth proposals go to info@kerrtarcog.org?
One original of the youth proposal and 1 copy is mailed or hand delivered. There will be a check-in sheet up front to sign in for those that are sent FedEx or hand delivered. For the ones sent electronically, they will need to be in PDF format, for electronic versions the time received will be on the email. .
- 7) When electronic copies of proposals are sent, what can be done to ensure they are received?
Send a confirmation for return receipt request for all electronic copies, and emails will be sent to confirm receipt.
- 8) For On-the-Job Training reimbursement, is it based on the 75% sliding scale or is it based on the 50% that is the Kerr-Tar policy and in the RFP document?
This was noted as a correction, for budget preparation the sliding scale model that was required for JDI and Career Pathway will remain in effect which will be dependent on the number of employees that employed.
- 9) What audit is needed for proposal?
The last current audit completed. .
- 10) How often is the Global Career Development Training held for staff?
Two times per year. More information on the training is on the Workforce Training website. In addition to this training, the local area will hold trainings for providers.

Corrections for Proposals

- 1) For the youth proposal page 17 and page 22, the dates are for 2017 they have been corrected.
- 2) One hard copy, one original copy, and one electronic copy of the proposal is needed for Adult, DW, and Youth programs.