



KERR-TAR WORKFORCE DEVELOPMENT CONSORTIUM

REQUEST FOR PROPOSAL PROGRAM YEAR 2026-2027

Providing Year Round Youth Services

Through the Kerr-Tar Workforce Development Board
Integrated One-Stop Delivery System

RFP Release Date: 11/5/25

**Proposal Deadline: 12/19/25
12:00 PM**

*Equal Opportunity Employer/Program
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Language assistance services are available free of charge to individuals with
Limited English Proficiency*

**Kerr-Tar Workforce Development Board
Workforce Innovation and Opportunity Act Youth Services
Request for Proposals
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Kerr-Tar Workforce Development Board Workforce Innovation and Opportunity Act Youth Services Request for Proposals

Funding: Workforce Innovation Opportunity Act (WIOA) Youth Funds

Service Area: Kerr-Tar Workforce Development Board
(Franklin, Granville, Person, Vance, and Warren counties)

Services: WIOA Youth Service Elements for Out-of-School and In-School Participants

RFP Release Date: Wednesday, November 5, 2025

RFP Submittal Date: Friday, December 19, 2025 12:00 p.m.

Award Notification Date: On or before Friday, February 20, 2026

Bidder's Conference: Wednesday, November 19, 2025 at 10:00 a.m. at the Kerr-Tar NCWorks Career Center, 826 S. Garnett Street, Henderson, NC 27536. We will make a brief presentation about this request and take questions. Attending the Bidder's Conference is optional.

If you have any questions about this request, please direct them in writing to Kerr-Tar Workforce Development by e-mail at info@kerrtarcog.org.

Part 1- General Information

A. Kerr-Tar Workforce Development Board Vision for WIOA Youth Programs

The Kerr-Tar Workforce Development Board strives to build programs that:

- Engage young adults to become interested in careers through interest inventories, exploration, and relevant labor market information;
- Provide opportunities that combine customer choices, career pathways, and high-demand occupations; and
- Eliminate barriers to employment.

This vision will help young adults prepare for careers with the appropriate mix of training and work-based learning. Productive partnerships are forged with subject matter experts to motivate, counsel, challenge, and strategically guide young adults to be active leaders and unsubsidized wage earners.

B. Purpose of This Solicitation

The purpose of this Request for Proposals (RFP) is to solicit competitive proposals from qualified organizations to independently manage and provide comprehensive youth services and activities under the Workforce Innovation and Opportunity Act (WIOA). Kerr-Tar Workforce Development Board (WDB) Procurement Policy requires that WIOA Youth funds be awarded under a competitive Request for Proposals at least every four years. Funding awards and contracts under this solicitation are expected to begin July 1, 2026.

Kerr-Tar WDB strongly encourages proposals that target one hundred percent (100%) Out-of-School Youth as defined by WIOA Title I. Proposals may be submitted to serve a combination of In-School and Out-of-School Youth or exclusively Out-of-School Youth. Proposals should be based on youth development principles and best practices that support, motivate, and prepare young adults for educational achievements, positive transition into adulthood, and long-term success in the work place. The proposed services design and implementation strategies must be age appropriate, provide a customized mix of services to address individual needs and goals, and lead to attainment of US Department of Labor and NCWorks Commission WIOA Primary Indicators of Performance.

Kerr-Tar WDB is seeking an innovative program design for this proposal that uses best practices in the field of workforce development or evidence-based models of integrated and coordinated services. The contract(s) will be awarded to the service provider(s) who can showcase a creative and groundbreaking approach to serving young adults in the Kerr-Tar service area. Service providers must present distinct program fundamentals that are unique to their delivery of services, as well as a cost effective service delivery plan demonstrating the resourcefulness of community partners.

Proposals must include the Five Components of Service (Education, Career Pathways, Career Experience, Leadership Development, and Mentoring) set forth by the North Carolina Association of Workforce Development Boards, as well as the fourteen (14) WIOA Youth Service Elements that fall into these Five Components. Proposals are to be submitted to demonstrate the full extent of what each provider can individually offer young adults.

C. Scope of Work

Proposals should reflect age appropriate services based on the expectation that young adults may be enrolled in WIOA services for the time period determined by the Goals created in the Individual Service Strategy Plan. Proposals must include plans for addressing the differing needs of the target population(s). The intensity and methods of delivering WIOA Youth services should be flexible to respond to the individual needs of young adults as they age and develop. A variety of workforce development activities should be available to help young adults identify personal and vocational interests, begin to clarify long-term employment goals, and seek and obtain unsubsidized employment. Negotiating the transition from school to the workforce requires more than the acquisition of skills specific to an occupation. It is also necessary for young adults to master the developmental tasks associated with cognitive, emotional, and social maturity that are critical to long-term employment success.

Proposals must include planned services and activities designed to meet the needs of Out-of-School Youth, ages 16-24 with barriers to employment. Respondents are expected to build and strengthen partnerships with community organizations in order to effectively recruit, engage, and sustain out-of-school youth in WIOA activities. Based on an individualized assessment of needs, Out-of-School Youth should participate in services to re-connect them to learning and education, including work-based learning opportunities, as well as a focus on unsubsidized employment as the ultimate goal. To serve In-School Youth, ages 14-21, 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. A

combination of work-based learning opportunities and skill training will prepare WIOA Youth participants to enter unsubsidized employment and be successful in the work place.

D. Program & Elements

Under the Workforce Innovation and Opportunity Act, Youth funds allocated to service providers for eligible young adults shall be used to carry out programs that:

- Provide an objective assessment of the academic levels, skill levels, service needs, and expectations of each participant.
- Provide service strategies for each participant.
- Provide activities leading to the attainment of a secondary school diploma or its recognized equivalent, or a recognized post-secondary credential.
- Prepare young adults for post-secondary educational and training opportunities.
- Provide strong linkages between academic instruction and occupational education that lead to the attainment of recognized post-secondary credentials.
- Provide direct resources or strong linkages to community services that help eliminate barriers to employment through supportive services.
- Prepare young adults for unsubsidized employment opportunities.
- Provide effective connections to employers of in-demand industry sectors and occupations of the local and regional labor markets.
- Provide sufficient assistance towards achieving measurable skill gains each program year (academic, technical, occupational, or other forms of progress).
- Reward successful completion of Youth Goals or Performance Indicators

In order to support the attainment of a secondary school diploma or its recognized equivalent, entry into post-secondary education, and career readiness for participants, the program must provide fourteen (14) WIOA Youth Service Elements, defined within the NC WIOA Youth and Young Adult Framework.

E. Eligible Youth

Young adults eligible for Workforce Innovation and Opportunity Act services must:

1. Be a United States citizen or eligible non-citizen;
2. Be a resident of one of the five counties in the Kerr-Tar region; and
3. Comply with the military Selective Service Act, if applicable.

WIOA-funded services may be provided to Out-of-School and In-School youth and young adults, although Kerr-Tar WDB strongly encourages proposals that target one hundred percent (100%) Out-of-School Youth. A young adult's school status is determined at the time of application, and this designation remains throughout the young adult's WIOA participation. For example, a young adult determined to be out-of-school at the time of WIOA application can continue to be counted as out-of-school for purposes of tracking WIOA Youth expenditures, even if the young adult enrolls in an alternative school as part of the service strategy. A detailed definition of both eligibility categories can be found within the NC WIOA Youth and Young Adult Framework.

F. Service Level and Expenditure Requirements

Careful consideration must be given to the development of a comprehensive program that substantially engages young adults who are not in school at the time of WIOA participation. For any program year, not less than 75% of the funds available for local areas shall be used to provide Workforce Innovation and Opportunity Act Youth activities for out-of-school youth. Under this solicitation, proposals that are designed to serve both Out-of-School and In-School Youth must plan to allocate at least 75% of funds towards services for Out-of-School Youth and may use up to 25% for In-School Youth. Likewise, proposed budgets to serve both Out-of-School and In-School Youth must reflect at least 75% expenditures for Out-of-School Youth and no more than 25% expenditures for In-School Youth. The 75% requirement should be viewed as a minimum expenditure for Out-of-School Youth.

For any program year, not less than 20% of the funds available shall be used to provide Work Experience opportunities to WIOA Youth. Under this solicitation, respondents must plan to allocate at least 20% of funds towards Work Experiences such as summer employment, pre-apprenticeship or apprenticeship training, internships, job shadowing, On-the-Job training, or other transitional employment opportunities. Likewise, proposed budgets must reflect at least 20% expenditures for Work Experiences.

G. Matching Funds Requirement (Optional)

In addition to a WIOA budget, proposals may include a match budget from the proposing organization in the form of cash or in-kind services.

Part 2 – WIOA Youth Performance Indicators

A. United States Department of Labor WIOA Primary Indicators of Performance

Under section 116(b)(2)(A) of the Workforce Innovation and Opportunity Act, there are six primary indicators of performance. The Kerr-Tar WDB fully expects WIOA Youth programs to contribute to the successful achievement of the negotiated levels for each performance indicator. Specific outcomes will be provided at the beginning of the contract period. The first five indicators directly pertain to WIOA Title I Youth services, performance indicator goals are expected to be achieved or exceeded:

- **Employment Rate – 2nd Quarter After Exit:** The percentage of participants who are in education or training activities, or in unsubsidized employment during the second quarter after exit from the program;
- **Employment Rate – 4th Quarter After Exit:** The percentage of participants who are in education or training activities, or in unsubsidized employment during the fourth quarter after exit from the program;
- **Median Earnings – 2nd Quarter After Exit:** The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program;
- **Credential Attainment:** The percentage of those participants enrolled in an education or training program (excluding those in on-the-job training (OJT) and customized training)

who attain a recognized postsecondary credential, or a secondary school diploma or its recognized equivalent, during participation in or within one year after exit from the program. A participant who has attained a secondary school diploma or its recognized equivalent is counted as a successful Credential Attainment only if the participant also is employed or is enrolled in an education or training program leading to a recognized postsecondary credential within one year after exit from the program;

- **Measurable Skill Gains:** The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment. Depending on the type of education or training program, documented progress is defined as one of the following:
 1. Documented achievement of at least one educational functioning level of a participant who is receiving instruction below the postsecondary education level;
 2. Documented attainment of a secondary school diploma or its recognized equivalent;
 3. Secondary or postsecondary transcript or report card for a sufficient number of credit hours that shows a participant is meeting the State's academic standards
 4. Satisfactory or better progress report, towards established milestones, such as completion of OJT or completion of one year of an apprenticeship program or similar milestones, from an employer or training provider who is providing training; or
 5. Successful passage of an exam that is required for a particular occupation or progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams.

Under very limited circumstances, some participants who exit WIOA programs are excluded from the performance calculations. Exclusions apply to WIOA Youth participants in the following circumstances:

- The participant exits the program because he or she has become incarcerated in a correctional institution or has become a resident of an institution or facility providing 24-hour support such as a hospital or treatment center during the course of receiving services as a participant.
- The participant exits the program because of medical treatment and that treatment is expected to last longer than 90 days and precludes entry into unsubsidized employment or continued participation in the program.
- The participant is deceased.
- The participant exits the program because the participant is a member of the National Guard or other reserve military unit of the armed forces and is called to active duty for at least 90 days.
- The participant is in the foster care system, as defined in 45 CFR 1355.20(a), and exits the program because the participant has moved from the local workforce area as part of such a program or system.

Allow US Department of Labor Employment and Training Administration Training and Employment Guidance Letter (TEGL) WIOA No. 10-16 to serve as further guidance on the requirements related to the implementation and operation of the performance accountability system under section 116 of WIOA.

B. NCWorks Commission Workforce Development Board Performance Measures

The NCWorks Commission also defines performance measures for each Workforce Development Board to meet related to Outreach and Engagement, Skills Gaps, Process, and Outcomes. Two NCWorks Commission measures directly pertain to WIOA Title I Youth services, which are defined below:

- Enroll at least 25% of youth served in the WIOA Youth program in a work-based learning activity.

Part 3 – Additional Requirements For Kerr-Tar WIOA Youth Programs

Proposals should address how the following requirements will be met as part of an overall WIOA Youth services design.

A. Eligibility Determination and Verification/WIOA Registration

Prior to enrollment into a WIOA-funded activity, young adults must be certified as eligible under WIOA guidelines. WIOA Youth Providers are responsible for determining, verifying, and certifying WIOA eligibility for each young adult applicant by obtaining acceptable records and documents to verify each required eligibility item. These verification documents must be maintained in a virtual case management system. Files will be reviewed monthly by Kerr-Tar staff and during WIOA monitoring. Only young adults who have been certified as WIOA-eligible and verified with supporting documentation may be enrolled and begin to receive WIOA-funded services.

B. Comprehensive Assessments

WIOA requires that Providers administer or obtain a thorough and in-depth assessment of the academic level, skill levels, and service needs of each young adult at the time of enrollment into WIOA activities. Assessments should be carefully planned and administered to collect specific, relevant information leading to an appropriate mix and sequence of services and interventions. Assessment instruments, especially on-line tools, used to measure learning styles, life skills, etc. must be adequately researched by WIOA staff prior to use to determine that they are objective, conform to widely accepted standards for validity and reliability, and are age-appropriate for the young adults being served. WIOA Youth Providers will use only assessment tools and strategies that are valid for young adults. Initial objective assessments will include: basic skills, work readiness skills, occupational skills, prior work experience, barriers to employment, occupational/career interests and aptitudes, resume builder, and financial resources and needs. This information should be acquired through various means, including but not limited to, standardized tests, structured interviews, behavioral observations, interest inventories, career guidance instruments, performance-based or competency-based assessment tools, and where the information is current and reliable, assessment results from another service provider (school or agency).

Only those tests determined by the Department of Education to be suitable for use in the National Reporting System for Adult Education shall be used. WIOA staff must have adequate training on the administration, scoring, and proper use of test results. Information collected from the assessment process serves as the basis for individualized service strategies in order to achieve the educational and employment outcomes desired for each youth. Assessment should be an ongoing process throughout participation in WIOA in order to track each young adult's progress and to measure and record personal growth, skill gains, and achievement of planned objectives. Documented progress must occur at regular intervals to ensure attainment of measurable skill gains within the time parameters allowable and to determine the need to try other strategies or approaches when skill gains are not occurring as expected.

A career interest inventory, profile, or assessment shall be performed with each new WIOA Youth Participant. Kerr-Tar WDB prefers NCWorks Online Career Services assessment tools for assessing career interests and aptitudes. Other resources are available through O*NET Interest Profiler or Casey Life Skills, among other sources.

An **Objective Assessment Summary (OAS)**, found within NCWorks Online Plan tab, must be performed for each new WIOA Youth participant. This instrument helps determine and document program and employment expectations based on the individual's preferences, aptitudes, and circumstances. It also helps outline work readiness, financial resources, and additional barriers to employment. The OAS is intended to provide in-depth information about a young adult, both history and present circumstances, in order to create a plan of action, or Individual Employment Plan/Service Strategy (ISSP) agreed upon by the young adult and case manager working together.

Each young adult enrolled in WIOA will have an **Individual Employment Plan/Service Strategy (ISSP)**, found within NCWorks Online Plan tab, completed and signed prior to WIOA services being provided. This plan is based on the comprehensive assessments performed at program entry. It includes clear, realistic goals for educational advancement, continued learning and development, or entry into employment in a targeted, in-demand occupation or industry, along with measurable objectives for which to strive during the young adult's tenure in the program. The ISSP should be flexible and responsive to the changing needs of the young adult as they move through WIOA-funded programs and services. Each ISSP outlines the appropriate mix and sequence of services, indicate the rationale for decision-making, and provides a standardized process for achieving goals and objectives with expected timeframes. This plan is developed in partnership with the young adult and case manager. The ISSP must be client-centered and flexible in accommodating changes as young adult's needs and situations change. Each Individual Employment/Service Strategy Plan (ISSP) will identify an educational or training goal, selected learning objectives, and provide preparation for unsubsidized employment. The ISSP will be reviewed and updated by staff, at minimum quarterly, to arrange for needed services, identify and address concerns as they arise, and document progress made during participation.

A resume must be incorporated into each WIOA Youth participant's Employment Plan Profile within NCWorks Online before exiting the WIOA program. The WIOA Youth programs exist to align young adults with employment opportunities and help achieve their career goals. The Kerr-Tar WDB uses NCWorks Online to connect the talents of young adults to the available jobs across North Carolina.

C. Comprehensive Case Management

WIOA Youth Programs will provide comprehensive case management services to young adults as part of the year round strategy to support and assist young adults to attain meaningful outcomes. Staff is expected to work closely with youth to provide support and guidance, address needs and barriers, solve problems, serve as role models, and assist in the attainment of the objectives and goals agreed upon in the ISSP. The ISSP will be reviewed and updated by staff, at minimum quarterly, to arrange for needed services, identify and address concerns as they arise, and document progress made during participation. Regular personal contact between a Case Manager and the young adult is essential. Based on the case management relationship, the young adult should be aware that he/she has support and accountability in working to achieve his/her personal goals. Primary case management functions include, but are not limited to, services coordination, advising and counseling, advocacy, follow-up and accurate and timely record keeping.

All WIOA staff is expected to be informed of, and adhere to, professional standards of client confidentiality. Staff with access to, or control over WIOA Youth records or other confidential information is expected to safeguard such information. No staff member, volunteer, or other person associated with the WIOA Service Provider shall release or disclose information concerning the youth without securing a signed release of information authorization prior to releasing the records. This includes information sharing that is verbal, written, or electronic. Exchange of information is generally to be used for eligibility verification, coordination of services and activities, tracking progress and participation, securing additional services, and for follow-up purposes.

D. Financial Literacy Education

Kerr-Tar WDB requires that financial literacy education activities be offered in conjunction with paid and unpaid work experiences. While work experiences are designed to provide exposure to the working world and its requirements, financial literacy education should help young adults maintain a job and eliminate financial barriers to employment. Examples of financial literacy education activities include, but are not limited to:

- NC Department Commerce Labor and Economic Analysis Division Reality Check (www.nccareers.org)
- EverFi Financial Capability software activities, or similar activities
- State Employees Credit Union Financial Counseling Program
- College Foundation of North Carolina Resources
- NC Department of State Treasury Resources
- Coordinating educational workshops, presentations, courses, or events with subject matter experts that focus on personal budgeting skills (i.e. Reality Store)
- Individualized financial or personal budgeting counseling

E. Youth Summit / Youth Forum

The WIOA Youth Provider(s) is (are) responsible for hosting/participating in a Youth Summit/Forum. The planning of the Youth Summit/Forum may be the sole responsibility of one service provider or multiple service providers working together. The Youth Summit/Forum will be an annual event in which young adults from the community may attend to engage in educational and occupational activities, demonstrations and lectures. A local Summit/Forum may be a one-day event to bring together the community, educational institutes, and businesses to further enhance future career opportunities for young adults. Additionally, a Youth Summit/Forum should focus on:

- Empowering young adults to make a difference in their communities;
- Providing young adults opportunities to engage in, listen to, and share issues as well as develop collaborative solutions;
- Fostering relationships to drive a passionate movement among leaders of tomorrow; and
- Strengthening collaborative efforts among the region's WIOA Youth Programs.

F. Referrals and Record Keeping for Customers

WIOA Youth participants will be provided information on services and opportunities that are available from WIOA Service Providers, through the NCWorks Career Center System, and other appropriate education and training opportunities in the community as necessary based on the individual's eligibility, ISSP, OAS, and circumstances. WIOA Service Providers will refer eligible young adults to other educational, employment, training, community agencies, and/or human service organizations that have the capacity to serve them in order to efficiently and effectively spend public funds. This requirement applies to young adults who may benefit from services other than, or in addition to, WIOA-funded activities. Records of these referrals and the outcome of the referral should be recorded within the Referrals Tab of the individual's Objective Assessment Summary and in Case Notes.

Young adults who are not eligible for WIOA or those who can be better served by another agency or program should also be advised of and be referred to appropriate agencies and/or organizations in the community. Additionally, WIOA staff is responsible for maintaining applicant records, WIOA Intake forms or applications, copies of eligibility documentation, referral documentation, etc. of WIOA-eligible young adults who do not become enrolled (for whatever reason) and of young adults who are determined to be ineligible for WIOA services.

G. NCWorks Online Record Keeping and Data Validation

The WIOA Youth Provider is required to use the state's Virtual One Stop system to track all clients from initial contact through intake/application, eligibility certification, WIOA enrollment, ISSP and OAS development, creation of appropriate activities, comprehensive case management, case notes, activity status and ISSP updates, resume builder, outcomes reporting, soft exit preparation, and post-exit follow-up.

User access to NCWorks Online is allowed only upon completion of system training that is conducted by designated Kerr-Tar and Division of Workforce Solutions "Super Users." User names and passwords will be assigned to users after the training is satisfactorily completed.

The US Department of Labor has issued a data validation policy that establishes record keeping requirements to ensure the accuracy and integrity of information collected and reported on WIOA activities and program outcomes. The federal policy mandates that states “demonstrate the validity of reported data,” and conduct data validation annually. North Carolina has set statewide policy for data validation, and Kerr-Tar has developed guidelines and instructions for participant records/files that include file content and structure, data validation labeling requirements, and file maintenance. Kerr-Tar staff will provide staff training and ongoing technical assistance for record keeping and data validation.

H. WIOA Youth Program Reports and Public Information

Funders often request data or reports related to program outcomes, processes, or performance. WIOA Service Providers shall work in cooperation with Kerr-Tar WDB staff to provide accurate information and complete reports in a timely manner. The WIOA Youth Provider is required to submit items not less than monthly for publication of a regional newsletter, social media publications, or reports tailored to young adult programming. Items should include articles, success stories, photographs, calendars/events, service statistics and data, and other newsworthy information related to customers (i.e. young adults, employers, subrecipients) and extraordinary partnerships and services. Additional items may be requested and distributed periodically to fulfill US Department of Labor, NC Division of Workforce Solutions, or Kerr-Tar WDB requirements.

I. Location

WIOA Youth Service Providers must take into consideration the location of the site providing services to young adults. The site must be accessible to the youth population that Kerr-Tar serves, as well as a safe location. The location should be set in a community environment that has outreach to other community partners, accessible transportation and must suit the needs of young adults throughout the region. Each site should provide young adults with additional amenities that will aid in their successful achievement of goals.

Part 4 - Fiscal and Administrative Requirements for WIOA Subrecipients

A. Uniform Administrative Requirements

State and local government organizations that receive WIOA Youth funds must comply with the Uniform Administrative Requirements for Grants and Cooperative Agreements to State and Local Governments (29 CFR Part 97), Office of Management and Budget (OMB) Circulars A-87 and A-133, and the Single Audit Act Amendments of 1996. Institutions of higher education and non-profit organizations must comply with the Uniform Administrative Requirements codified at 29 CFR Part 95 and OMB Circulars A-110, A-122 and A-133 as appropriate.

B. Cost Reimbursements

All contracts between the Kerr-Tar Workforce Development Board and subrecipients will be conducted on a cost reimbursement basis only.

C. Internal Financial Management

All WIOA service providers/subrecipients are required to conduct internal financial management reviews. The purpose is to provide adequate internal controls and ensure compliance with the following areas related to WIOA funds and services:

- Provisions of the Workforce Innovation and Opportunity Act and its regulations;
- Provisions of the WIOA Contract;
- Applicable State and Workforce Development Board Policies;
- Accepted financial management and accounting practices; and
- Compliance with OMB Circulars A-133 (revised), A-110, A-87 and others as appropriate.

Internal financial management procedures shall be sufficient to prevent fraud and abuse. All reports of, information creating suspicion of, or instances of criminal misconduct, fraud or willful and gross misconduct, in connection with any WIOA-funded activity shall be reported immediately to Kerr-Tar Workforce Development Board, to the North Carolina Division of Workforce Solutions and to the U.S. Department of Labor. Internal financial management procedures must also ensure that auditable and otherwise adequate records are maintained which support all expenditures of WIOA funds and confirm adherence to policies regarding allowable costs and allocations of cost to proper cost categories. The WIOA Subrecipient shall document all internal financial compliance reviews.

D. Internal Program Management

All WIOA Providers are required to establish internal program management procedures to assure compliance with contract requirements, delivery of high quality services to eligible youth, and achievement of planned outcomes. Internal program management procedures must also ensure that auditable and otherwise adequate records are maintained to support the eligibility of all WIOA participants and confirm adherence to specific requirements and time limitations.

E. Submission of Most Recent Audit

As a recipient of WIOA funds, service providers must have an annual financial and compliance audit performed. The audits must be conducted in accordance with auditing standards set forth under the Single Audit Act Amendment of 1996 and revised OMB (Office of Management and Budget) Circular A-133 at 29 CFR 95.26 for institutions of higher education, hospitals and other non-profit organizations and at 29 CFR 97.26 for units of state and local government. This requirement will be met by providing Kerr-Tar a copy of the annual audit according to OMB Circular A-133. For-profit, WIOA subrecipients must have an annual financial and compliance audit performed under Generally Accepted Accounting Standards by an independent auditor. This requirement will be met by providing Kerr-Tar a copy of the audit within 30 days after the completion of the audit, but not later than six months after the end of the audit period.

F. Cooperation with WIOA Contract Monitoring and Audit Procedures

In Accordance with WIOA and the WIOA regulations (20 CFR, Part 652, et al), all WIOA service

providers/subrecipients must cooperate with any monitoring, inspection, audit, or investigation of activities related to WIOA contracts. These activities may be conducted by the North Carolina Division of Workforce Solutions, the U.S. Department of Labor, Kerr-Tar Workforce Development Board, or their designated representatives. This cooperation includes access to, examination of, and/or photocopying of books, records, files, documents, property or equipment related to all aspects of WIOA funded activities under this contractual agreement.

G. Records Retention

The following records and documents must be maintained for WIOA-funded participants and employees. They must be available for monitoring and review by Kerr-Tar and must be retained, subject to audit, for three years following the final audit of the contract. If any aspect of the program is under investigation or in the process of audit resolution and/or debt collection, the service provider is required to retain records after the three (3) year period and until the final audit resolution of all disallowed and/or questioned costs are paid or accepted as allowable.

1. General ledger or equivalent;
2. Cash receipts and cash disbursements journals/reports or equivalent;
3. Bank statement, reconciliation, deposit slips and canceled checks for each bank account through which WIOA funds were received or disbursed;
4. All contracts with Kerr-Tar including all amendments;
5. All financial reports and documentation supporting requests for reimbursement;
6. Payroll records including Individual Earnings Record, Employee Withholding Authorization (W-4), FICA reporting forms, Federal and State withholding, Unemployment taxes, Employee Personnel Files, Time Records and Employee Time/Salary Allocation plans;
7. Invoices and/or supporting data for non-payroll disbursements; and
8. Participants' records including participant data forms, applications, verification/documentation items, assessments tests and results, the Individualized Service Strategy Plan and documentation of credentials or outcomes.

H. Insurance Requirements

Proof of insurance is not a requirement for the submission of a proposal. However, successful respondents will be required to obtain all insurances specified/required by Kerr-Tar Regional Council of Governments (administrative entity for the Kerr-Tar Workforce Development Board) and provide same with proper Certificates of Insurance prior to commencing work under a contract resulting from this RFP.

I. Program Income Requirements

The U.S. Department of Labor requires that all income generated under any WIOA contracts shall be reported and used to further program objectives.

J. Property Management Requirements

All non-expendable property with a life expectancy of one year or more or a unit cost of \$500.00

or more, which is purchased or leased with WIOA funds, must be approved in writing by Kerr-Tar prior to purchase or lease. The Service Provider agrees to comply with CFR 20 Part 627.465, Property Management Standards, and all applicable Kerr-Tar property policies.

The Service Provider agrees not to dispose of or transfer property purchased with WIOA funds that have a value of \$500.00 or more and a life expectancy of one year or more until written authorization is received from Kerr-Tar. The Service Provider will be responsible for maintaining an accurate inventory of all WIOA property in their possession.

K. Equal Opportunity and Nondiscrimination

The respondent assures, with respect to operation of the WIOA-funded services or activity and all agreements or arrangements to carry out the WIOA funded project or activity, that it will comply fully with the nondiscrimination and equal opportunity provisions of the Workforce Innovation and Opportunity Act, Section 188, and its implementing regulations. From WIOA Section 188, “No individual shall be excluded from participating in, denied the benefits of, subjected to discrimination under, or denied employment in the administration of or in connection with, any such program or activity because of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, sex stereotyping, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, or political affiliation or belief, or Against any beneficiary of, applicant to, or participant in programs financially assisted under Title I of the Workforce Innovation and Opportunity Act, on the basis of the individual's citizenship status or participation in any WIOA Title I-financially assisted program or activity.” The United States has the right to seek judicial enforcement of this assurance.

Programs and activities funded in whole or in part under WIOA must comply with provisions under the Age Discrimination Act of 1975, Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964 and the Americans with Disabilities Act of 1990.

The Kerr-Tar WDB has additional policies in place to ensure equal opportunity and nondiscrimination with respect to the operation of WIOA-funded services and activities. Individuals who are enrolled into WIOA programs shall be informed of their rights and protections under federal law using the *Equal Opportunity is the Law* participant notice. The respondent assures that it will provide any necessary auxiliary aids or accommodations to comply fully with the nondiscrimination and equal opportunity provisions of the Workforce Innovation and Opportunity Act, Section 188 and the Kerr-Tar WDB.

L. Wage and Labor and Health and Safety Standards

Youth employed in work-related activities under WIOA must be compensated in accordance with applicable law, but not less than the higher of the rate specified in the Fair Labor Standards Act of 1938 or the applicable State minimum wage law.

Health and safety standards under Federal and State law otherwise applicable to working conditions of employees are equally applicable to working conditions of WIOA youth participants

engaged in work experience activities under WIOA. Workers' compensation insurance coverage must be secured for youth participants in work experience.

M. Authority to Re-Capture and Re-Distribute Funds

Kerr-Tar Workforce Development Board has the authority to re-capture and re-distribute youth funds based on the following criteria not being met.

- Staffing levels
- Enrollments
- Caseloads
- Spending levels

Part 5 - Instructions and Guidelines for Submission of Proposals

To be considered, proposals submitted in response to this RFP must be received at

**Kerr-Tar Workforce Development Board Office
1724 Graham Avenue
Henderson, N.C. 27536**

on or before 12:00 p.m., Friday, December 19, 2025. Late proposals, regardless of delivery means, will not be considered. Proposals should be sealed and clearly marked on the outside.

Respondents to this RFP should submit Youth Services costs up to, but not greater than the anticipated funding for each county for the contract period beginning July 1, 2026 and ending June 30, 2027. For planning purposes, there is approximately \$400,000 in the program to be allocated for services throughout the region. This amount is intended as a guideline for respondents and is subject to revision based upon final notification of WIOA funding availability from the NC Department of Commerce-Division of Workforce Solutions in 2026.

An Information Session for potential bidders is scheduled for Wednesday, November 19, 2025 from 10:00 AM to 12:00 PM at Kerr-Tar NCWorks Career Center, 826 S. Garnett Street, Henderson, NC 27536. Attendance at the Information Session is strongly recommended prior to completing a proposal in response to this RFP. Reading through the entire RFP before attending the Information Session is also recommended. Kerr-Tar Workforce Board members, RFP Review Panel, staff and authorized representatives of Kerr-Tar Workforce Development Board are precluded from answering questions concerning a proposal or the procurement process outside the confines of the Information Session or the process indicated in the RFP for submitting questions via Kerr-Tar e-mail. Potential respondents are asked to respect these conditions by not making direct or personal requests for assistance. Violations may result in the disqualification of a proposal.

Questions concerning the RFP must be submitted in writing by e-mail:

Kerr-Tar Workforce Development Board
E-mail: info@kerrtarcog.org

Responses to questions submitted in writing and to questions raised at the Information Session will be issued as a Q&A document and added to the RFP Appendices. The Q&A document will be sent by e-mail to all attendees at the Information Session, those who submitted questions in writing, and the RFP notification list. The Q&A document will also be placed on the Kerr-Tar Regional Council of Governments website with other RFP materials. Questions must be received by Thursday, December 4, 2025 in order to be answered in the Q&A document. Questions received after December 4, 2025 will not be answered. No phone inquiries will be accepted at any time.

A. Eligible Service Provider

Any governmental, educational or not-for-profit organization or agency engaged in a public service may apply. Private for-profit organizations engaged in providing employment and training and educational opportunities for eligible young adults may apply. An organization, agency, or company submitting a proposal must do so as an individual organization and must be prepared to either deliver the planned WIOA services directly or to enter into an agreement with an appropriate provider(s) of the services.

Entities that are presently debarred, suspended, proposed for debarment, declared ineligible or voluntarily excluded from participation in this transaction by any Federal department or agency are not eligible to respond to this RFP or to receive a contract.

Outstanding Monitoring, Audit or Legal Concerns – Respondents must disclose and rectify any and all outstanding monitoring and/or audit concerns from any of the respondent's other contracts prior to receiving a contract resulting from this RFP. Additionally, respondents must disclose any legal judgments, claims, arbitration proceedings, lawsuits or other legal proceedings pending or outstanding (unresolved) against the organizations, its owners, officers, or principals.

Competency – Respondents are expected to have the technical competence, knowledge and expertise in management and administration, the professional staff, and the administrative and fiscal management systems to accomplish the scope of work and the goals and objectives stated in this RFP, and must meet high standards of public service and fiduciary responsibility. Respondents are responsible for being knowledgeable of all laws, regulations, rules, and policies of the specific funding sources involved and applying them in developing the RFP response.

B. Amendments

If it becomes necessary to revise any part of the Request for Proposals, all amendments will be provided in writing to RFP notification list and posted on the Kerr-Tar Regional Council of Governments website.

VERBAL COMMENTS OR DISCUSSION RELATIVE TO THIS SOLICITATION CANNOT ADD, DELETE OR MODIFY ANY WRITTEN PROVISION. ANY ALTERATION MUST BE IN THE FORM OF A WRITTEN AMENDMENT.

C. Submission of Proposals

To accomplish fair and uniform review, respondents are to submit one (1) original (*clearly marked*) with original signatures, one (1) electronic copy in a PDF format, and three (3) additional copies of the proposal under seal. All proposals must be signed and dated by a representative authorized to commit to proposal provisions. Unsigned proposals will be deemed nonresponsive and rejected. Electronic proposals should be sent to info@kerrtarcog.org or submitted on a USB flash drive.

The original and each copy are to be submitted in a three-ring binder with tab dividers by section. Use at least a 1” binder, but no larger than 2” in size. Font size should be Times New Roman, no less than 12 point font with 1” margins. All pages are to be numbered sequentially. Faxed proposals will not be accepted. Proposals will be received by Kerr-Tar until 12:00 PM, Friday, December 19, 2025.

D. Right of Non-Commitment or Rejection

This solicitation does not commit the Kerr-Tar Workforce Development Board to award a grant, to pay any cost incurred in the preparation of a proposal, or to procure or contract for services. The WDB reserves the right to select proposals it deems most responsive and appropriate and is not bound to accept any proposal based on price alone. The WDB also reserves the right to request additional information, documentation, or oral discussion in support of written proposals. The Kerr-Tar Board reserves the right to accept or reject any or all proposals received as a result of this request, or to cancel in part or in its entirety this RFP, if it is in the best interest of Kerr-Tar to do so.

E. Appeal Process

The appeal process will consist of two levels – a debriefing and an appeal.

1. A debriefing may be requested in writing to the Kerr-Tar Workforce Development Director within ten (10) working days of notification of non-award. Send to Kerr-Tar’s mailing address included within this section or email (info@kerrtarcog.org). In a debriefing, the discussion will be limited to a critique of the RFP response (i.e. specific information as to factors where the proposal manifested weaknesses and strengths). Comparisons between proposals or evaluations of the other proposals will not be considered.
2. An appeal must be submitted in writing to the Kerr-Tar Workforce Development Director within five (5) working days following a debriefing. An appeal must identify an issue of fact concerning a matter of bias, discrimination, conflict of interest, or non-compliance with procedures described in the RFP document. Appeals not based on those conditions will not be considered. Appeals will be rejected as without merit if they address such issues as professional judgment on the quality of a proposal or the Board’s assessment of Local Area needs, priorities, or requirements. The Kerr-Tar WDB will issue a decision within five working days of receipt of a written appeal. The decision will be final.

F. Confidential Information

No documents relating to this procurement will be presented or made otherwise available to any other person, agency or organization until after the funding awards. Commercial or financial information obtained in response to this RFP that is privileged and confidential and is clearly

worded as such will not be disclosed at any time so long as all requirements of North Carolina General Statutes 132-1.2 have been met. Respondents must visibly mark as “Confidential” each part of their funding application that is considered proprietary information; otherwise it will be considered public information.

G. Contract Negotiation and Administration

The Kerr-Tar Workforce Development Board will administer contracts awarded through this RFP. The WDB may require successful respondents to participate in cost negotiations, technical revision, or other revisions to their proposal prior to final contract award. Successful contract negotiation is viewed as a step in the overall selection process. In addition, contract amounts may be adjusted by the Kerr-Tar Workforce Development Board based on final WIOA allocations and/or subsequent contract negotiations.

H. Administrative and Fiscal Capabilities

As part of the proposal review process under this solicitation, Kerr-Tar staff will conduct a pre-award review of the respondent organization’s administrative and fiscal capabilities. Any concerns or discrepancies will be brought to the attention of the Kerr-Tar Workforce Development Board prior to final contract approval. Respondents who have outstanding audit or monitoring exceptions may not receive a contract unless the WDB is satisfied with the current or proposed resolution of the findings, and the corrected measures are immediately forthcoming.

I. Time Frame

The initial contract term will be for the period beginning July 1, 2026 and ending June 30, 2027. All budgets submitted for activities under this Request for Proposal are to be for costs incurred between July 1, 2026 and June 30, 2027. Activities are to begin on or after July 1, 2026 and end on or before June 30, 2027. At the end of June 30, 2027, the contract may be renewed each year for up to two additional years (through June 30, 2029) depending upon an annual review of performance, availability of funds, and annual approval by the Kerr-Tar Workforce Development Board.

J. Subcontracts

Subcontracting is permissible. If any part of the work covered by this RFP is to be subcontracted, the respondent shall identify the subcontracting organization(s) in the proposal indicating the WIOA services to be subcontracted and the rationale for using a subrecipient rather than providing the services directly. All subcontracts are subject to applicable federal, state and local laws, rules, regulations, and policies governing procurement. No more than 25% of funds awarded under any contract may be subcontracted. The respondent must also describe how subrecipients were (or will be) procured and selected, their qualifications, and the basis for payments. subrecipients shall be subject to the same requirements as the respondent under this RFP and any resulting contract. The Kerr-Tar WDB must approve all subcontracts prior to the final execution of a contract. Subcontract agreements shall include the minimum provisions required in Kerr-Tar WDB contracts. A copy of subcontract agreements must be submitted to the WDB prior to entering into any agreement.

Part 6 – Proposal Format and Specifications

Proposals submitted for WIOA Youth services are to include all of the items listed below assembled in the order indicated with tab dividers to separate each labeled section. Any information requested must be addressed. Failure to respond to specific requirements and/or information will result in a proposal being deemed non responsive and rejected.

Proposal will include the following sections:

I. Proposal Cover – Attachment A

Instructions: Complete information in Attachment A, sign certification, and return as the first section of the proposal.

II. Executive Summary (Not to exceed 2 pages)

Instructions: Provide a concise summary highlighting the Statement of Work and other sections of the proposal. Highlight how the proposal will fulfill the specifications and emphasis for an innovative and creative youth program requested by the Kerr-Tar Workforce Development Board. Share your organization's vision for serving WIOA Title I eligible young adults to include high level goals, outreach strategies, planned interactions, service delivery, concepts, and expected outcomes. Explain how this vision will improve the workforce preparedness and employment outcomes for the young adult population. Showcase the originality in the Executive Summary.

III. Organization Qualifications and Performance Data (Not to exceed 5 pages)

Instructions: Provide a brief history (type of organization, date established, major line or lines of work and general background) of the proposing entity and how entity's mission relates to the provision of youth workforce development services. Describe the proposing entity's knowledge and experience of WIOA Youth programs, youth development programs and services, etc.

Provide the organization's experience in providing services that are similar to the services required under this RFP. Describe past performance in the start-up, implementation, and completion of similar programs of this magnitude, including the following: type of services, funding source(s)/dates of funding/amount of funding, length of the project, characteristics of target groups served, number of youth served per project or year, completion rate(s), and other measurable outcomes. Indicate clearly and specifically how performance outcomes were defined and measured. Indicate reasons for non-attainment of performance outcomes, if applicable. If the project is currently operating, state the measurable outcomes achieved for most recent performance period, e.g. past 2 years.

Provide proposing entity's current sources of funding and the percent of the total each source represents. Briefly describe the organization's financial management system, cash management system, financial capacity and knowledge in accordance with General Accepted Accounting Principles. Indicate the type of accounting system/software used. Indicate the recent performance of the organization as it relates to administrative

requirements, such as contract schedule, deliverables, compliance, and performance, including the respondent's:

1. Fiscal/Administrative experience of key staff;
2. Experience working with federal and state regulations and/or procedures;
3. Experience in internal controls, monitoring and oversight of systems;
4. Record of conforming to specifications and to standards of high quality;
5. Adherence to contract schedule and expectations; and
6. A record of integrity, business ethics, and fiscal accountability.

Describe the organization's self-monitoring systems that will be utilized to ensure that this project is operated efficiently and effectively while complying with applicable federal, state and local laws, rules, regulations, and policies.

Provide three (3) references with Organization, Contact Person, Telephone Number, and E-mail who can be contacted by Kerr-Tar WDB related to the above respondent qualifications and performance data.

IV. Statement of Work (Not to exceed 25 pages)

Instructions: Proposals shall include a Statement of Work narrative detailing all aspects of the proposed project design. The Statement of Work will effectively respond to details identified in the previous Parts of this RFP, Items A through M below, RFP attachments, and other information deemed relevant by the respondent. The purpose of the Statement of Work is to provide an in depth narrative of the design of services, demonstrate how WIOA and Kerr-Tar WDB requirements will be met, and describe the process for achieving the Primary Indicators of Performance. Respondents must include the following, at minimum, in the Statement of Work:

- A.** Provide an analysis of WIOA Title I eligible young adults within the county or counties to be served. Include the following information:
 - Out-of-School Youth Analysis
 - a) Number of Youth ages 16-24
 - b) Youth ages 16-24 represent what percentage of the service area's population?
 - c) What are the general educational levels of this age group?
 - d) What is the general employment status of this age group?
 - In-School Youth Analysis
 - a) Number of Youth ages 14-21
 - b) Youth ages 14-21 represent what percentage of the service area's population?
 - c) What percentage of these young adults is considered low-income (eligible for WIOA In-School program)?
 - d) Current school(s) dropout statistics
- B.** Check below all of the groups targeted by your organization's WIOA Youth services

- | | |
|--|--|
| ☐ Females | ☐ Persons with Disabilities |
| ☐ Males | ☐ Pregnant/Parenting youth |
| ☐ Ages 14-15 | ☐ Basic Skills Deficient |
| ☐ Ages 16-21 | ☐ In/aged out of foster care |
| ☐ Ages 16-24 | ☐ Low-income |
| ☐ School dropouts | ☐ English language learners |
| ☐ Post Secondary Students | ☐ Require additional assistance,
defined by WIOA Section |
| ☐ Homeless/Runaway | 129(a)(1)(C)(iv)(VII) |
| ☐ Court-involved youth | |

C. Describe the approach to serving young adults with various barriers to employment (i.e. persons with disabilities, court involvement, pregnant/parenting, school dropout, homeless/runaway, English language learners, basic skills deficient, low-income, substance abuse, mental health concerns, etc.). Explain how barriers are overcome to guide young adults along a pathway that results in unsubsidized employment. Highlight how staff is, or will be, qualified, with specific credentials or otherwise, to respond to the needs of young adults with barriers. Include any credentials of program staff who specialize in serving specific populations. Identify best practices or evidence-based models to be used to ensure successful outcomes during workforce development activities with young adults with barriers.

D. Listed below are the Five Components that are required through the Kerr-Tar Workforce Development Board to be incorporated into the WIOA Youth Program. Proposals must describe how each Component will effectively be carried out from beginning to completion. Be specific with the explanation of each Component and include the 14 WIOA Youth Service Elements that will fall into these Five Components.

1. Education – Describe the education aspect of the program. Highlight the opportunities that are readily available to young adults; how provider will help young adults achieve educational goals; and what resources, tools, and/or partnerships will be used.

2. Career Pathways – The Kerr-Tar WDB has acquired Career Pathway certifications from the NCWorks Commission in Advanced Manufacturing Career Pathway. Describe the service provider's approach to career pathways while carrying out the goals of the local strategies. Highlight the diverse types of training and career readiness that will be offered to young adults. Describe the necessary steps from education into the workforce and how the program will address these needs. List the specific integrated services, partnerships, and other unique features of the program.

3. Career Experience – Career planning must be at the forefront of any WIOA Youth program. Four of the six federal Primary Indicators of Performance focus on connections to employment. Twenty percent (20%) of WIOA Youth funds must be spent on work-based learning directed towards WIOA Youth participants. At least twenty-five percent (25%) of young adults served in WIOA Youth programs

must be enrolled in a work-based learning activity. Describe the career experience aspect of the program. Highlight specific career opportunities and work-based learning opportunities made available to each young adult and how they reinforce academic and occupational education. Explain how entrepreneurial skills training may be incorporated into the program. List businesses that may have a role in the program. Be specific about employability, timeframes, industry clusters, and the on-going support offered through these experiences.

4. Leadership Development – Describe the leadership development aspect of the program. Highlight the opportunities for young adults to participate in community service, peer-centered activities, classroom development, and soft skills training. State specific steps used to recruit youth and support their participation in various youth advisory committees in the Kerr-Tar service area (i.e. WDB Youth Committee, Juvenile Crime Prevention Council, Cooperative Extension) that influence human services. Describe how young adults will learn responsibility, positive social skills, and civic behavior that can strengthen resumes and help sustain employment. Explain specific methods used to engage young adults who might not be comfortable participating in leadership activities.

5. Mentoring – Each provider should have a designated mentoring program as a strong component to support young adults' success. Describe the mentoring aspect of the program, including evidence-based model(s). List the specific roles of a mentor, planned activities throughout the program, and how the program can be expanded and marketed to future mentors. Describe the process of recruiting local mentors to the program.

- E. Describe strategies to be used for outreach and recruitment of out-of-school and/or in-school youth. Describe the eligibility verification process and how provider will conduct orientation for participants. Describe the referral procedure to other community partners for services for both eligible and ineligible young adults. Identify specific partnerships and collaborations involved. Use the table below to project by county the number of Out-of-School Youth (OSY) and In-School Youth (ISY) to be served each six months period between July 1, 2026 and June 30, 2027:

COUNTY	OSY ENROLL July-December 2026	OSY ENROLL January-June 2027	ISY ENROLL July-December 2026	ISY ENROLL January-June 2027
Franklin				
Granville				
Person				
Vance				
Warren				

Use the table below to project the number of Out-of-School Youth (OSY) and In-School Youth (ISY) to be served within each WIOA Youth Service Element:

Program Elements	Number of OSY	Number of ISY
tutoring, study skills training, instruction, and evidence-based dropout prevention and recovery strategies that lead to completion of the requirements for a secondary school diploma or its recognized equivalent (including a recognized certificate of attendance or similar document for individuals with disabilities) or for a recognized postsecondary credential		
alternative secondary school services, or dropout recovery services, as appropriate		
paid and unpaid work experiences that have as a component academic and occupational education, which may include (i) summer employment opportunities and other employment opportunities available throughout the school year; (ii) pre-apprenticeship programs; (iii) internships and job shadowing; and (iv) on-the-job training opportunities	(i) _____ (ii) _____ (iii) _____ (iv) _____	(i) _____ (ii) _____ (iii) _____ (iv) _____
occupational skill training, which shall include priority consideration for training programs that lead to recognized postsecondary credentials that are aligned with in-demand industry sectors or occupations in the local area involved		
education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster		
leadership development opportunities, which may include community service and peer-centered activities encouraging responsibility and other positive social and civic behaviors, as appropriate		
supportive services		
adult mentoring for the period of participation and a subsequent period, for a total of not less than 12 months		
follow-up services for not less than 12 months after the completion of participation, as appropriate		
comprehensive guidance and counseling, which may include drug and alcohol abuse counseling and referral, as appropriate		
financial literacy education		
entrepreneurial skills training		
services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area, such as career awareness, career counseling, and career exploration services		
activities that help youth prepare for and transition to postsecondary education and training		

F. Describe how provider will deliver comprehensive case management and guidance for WIOA Youth participants. Describe methodology for developing the **Individual Employment Plan/Service Strategy (ISSP)**, providing objective assessments, and ensuring that service plans are unique and that they address the specific needs of the individual. Define the policies and procedures for accurate record keeping. Describe comprehensive youth assessments including types of instruments to be used and how assessment results will be used to determine appropriate services and identify needs. Explain the distribution of caseloads

between staff, including the minimum and maximum number of WIOA Youth. Explain on-going procedures in place for periodic review and/or measurement of staff and participant progress.

- G.** Describe plans for exposing and connecting young adults to services offered through the local NCWorks Career Centers in the Kerr-Tar service area. Indicate how provider will work to partner with NCWorks Career Centers to support and contribute to expanding youth services through the Kerr-Tar service area, which may include physical staffing at NCWorks Career Centers and access points, cost sharing, or virtual linkages.
- H.** Describe retention strategies, incentives, and performance expectations for young adults that will be implemented to increase the likelihood that they will actively participate in and successfully complete necessary activities. Describe how the personal goals of young adults will be achieved. Explain the strategies to keep young adults actively engaged and participating during enrollment and through follow-up activities.
- I.** A brief description of new WIOA Primary Indicators of Performance and WDB Performance Measures is included in Part 2 of this RFP. US Department of Labor Employment and Training Administration Training and Employment Guidance Letter WIOA No. 10-16 provides detailed *Performance Accountability Guidance for Workforce Innovation and Opportunity Act Title I, Title II, Title III and Title IV Core Programs*. Describe approaches used to meet all federal and state WIOA Youth performance measures, except *F. Effectiveness in Serving Employers*. Include in your description how provider will internally assess progress towards achieving prescribed outcomes. Please specify for each performance indicator.
- J.** Follow-up Services is a crucial component of WIOA Youth programming. Four of the six federal Primary Indicators of Performance are measured after participants exit the WIOA program. Follow-up services are required for at least one year after participants exit the WIOA Youth program, including those who do not attain performance outcomes at the time of exit. Describe the follow-up process, including, but not limited to, items such as frequency of contacts, methods of contact, supportive services to be provided during follow up, etc. Describe strategies to be used to obtain feedback from youth, parents, community partners, employers, and schools to further improve the effectiveness of the WIOA services being offered
- K.** Describe the strategy for involving young adults in an annual Youth Summit. Highlight how the event will be planned, what community partners will be part of the organization of the event, and resources that will be used. State specific goals of the Youth Summit and what educational and occupational goals will be achieved.

L. The first ninety (90) days following contract award (beginning July 1, 2026) are very important to successfully implementing a WIOA Youth services project. Provide a schedule for addressing start-up priorities including, but not limited to, staffing, staff training, and purchasing. If necessary, explain how the transition of current WIOA youth from previous subrecipients will smoothly shift to the new youth subrecipient, including meetings, changes in delivery of services, and timeframe.

M. Highlight any unique key features and attributes that have not already been discussed.

V. Proposed WIOA Staffing – Attachment B and Organizational Chart

Instructions: Complete information in Attachment C for **each position** to be funded in whole or in part by WIOA Youth funds. Attach additional sheets as needed. In addition, provide resumes and specific job descriptions for all of current staff who will work on the WIOA Youth project. Job descriptions must detail job duties and specific qualifications required (i.e. minimum education, experience, skills) for each position. In addition to the information provided within Attachment C, include an organizational chart for the responding agency.

VI. Proposed Budget and Costs Breakout – Attachment C

Instructions: Complete the budget forms in Attachment C (Excel document pages 1-4) to identify all WIOA costs. Complete separate sets of Attachment C (Excel document pages 1-4) to identify all matching costs, if any.

A signature is required on page 1 of each budget set. Provide a budget narrative to explain any aspects of the proposed costs entered in Attachment C. All budgets submitted for activities under this Request for Proposal will be for proposed costs during the 12-month period beginning July 1, 2026 and ending June 30, 2027.

VII. Attachments D and E

Instructions: Complete both questionnaires, sign, and return.

VIII. Additional Required Documents/Information

Instructions: Submit the information and documents listed below:

- A. Federal ID Number
- B. Copy of most recent IRS form 990 (not-for-profits only)
- C. List of Current Board Members (if applicable)
- D. Audited Financial Statement*
- E. Operational organizational chart with all key staff and lines of authority

** If the responding organization is not required to have an annual audit and has not had an annual audit, copies of the most recent financial statements including balance sheets, income statements, summary of reports for payables and receivables, and statements of cash flow must be submitted.*

Part 7 - Proposal Review and Evaluation

A. Proposal Evaluation Process

The intent of the evaluation process is to certify that each proposal received meets the basic requirements and to determine the quality of each proposal. A Proposal Review Panel consisting of Kerr-Tar Workforce Development Board Members, WDB staff, and subject matter experts shall review and evaluate competitive proposals using an Evaluation Criteria with point values. A proposal must achieve a minimum score of 75 points in order to be considered for WIOA Youth funding. Kerr-Tar staff shall provide guidance, and/or technical assistance on an as needed basis to the Panel members. This shall include a comprehensive review of all proposals received by Kerr-Tar.

B. Proposal Question and Answer Session

As a part of the proposal review and selection process, the top 3-5 respondents may be requested to meet with the Proposal Review Panel to briefly discuss their proposal, to answer questions about their proposal (including budget details), and/or to provide additional information about the responding organization. Kerr-Tar staff will contact respondents to schedule the time and location for these Q & A sessions.

C. Evaluation Factors and Proposal Rating Criteria

A primary consideration in selecting an organization(s) to deliver WIOA Youth services shall be the effectiveness of the organization in delivering comparable services based on demonstrated performance, in terms of the likelihood of meeting or exceeding federal Primary Indicators of Performance, NCWorks Commission WDB Performance Measures, cost, and overall quality of services. Consideration shall be given to:

- A strong record of integrity, business ethics, and fiscal management and accountability;
- The staff qualifications and professional and technical skills to perform the work;
- The ability of the organization to meet service delivery requirements at a reasonable cost; and
- Demonstrated collaboration and leveraging of resources.