



WORKFORCE DEVELOPMENT BOARD

OF SOLANO COUNTY

Request for Proposals

For a

**Workforce Innovation &
Opportunity Act (WIOA)**

One Stop Operator

In Support of the Solano County

“America’s Job Center of California” (AJCC) System

ISSUE DATE: March 29, 2024

DUE DATE: April 12, 2024

The WDB is an equal opportunity employer and provider of employment and training programs. Auxiliary aides and services are available upon request to persons with disabilities.

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SECTION ONE: INTRODUCTION

The Workforce Development Board (WDB) of Solano County is issuing this Request for Proposal (RFP) to interested and qualified applicants that can deliver professional Workforce Innovation & Opportunity Act (WIOA) One-Stop Operator (OSO) services to assist in managing and coordinating Solano County's One-Stop delivery system which will offer a full range of employment services at the Workforce Development Board of Solano County's Fairfield, CA and Vallejo, CA America's Job Center of California (AJCC) locations.

This solicitation is conducted pursuant to the requirements and conditions of WIOA and the applicable policies and regulations of the U.S. Department of Labor, the California Employment Development Department (EDD), and the WDB.

This RFP provides potential Respondents with background information and describes the desired services, guidelines for proposals, and the selection process. The RFP and related documents can be found on the WDB website at: www.solanoemployment.org/opportunities.

I. BACKGROUND

The WDB is a 501(c)(3) nonprofit organization that works to build and sustain a skilled workforce, support a vibrant economy, and create a shared prosperity for the community of Solano County. The WDB oversees federally-funded workforce services through WIOA on behalf of the County of Solano, as well as implements other special projects. Staff members provide tailored job search services, job preparation, training, and placement services to job seekers, as well as work with local businesses to support both business-specific talent development efforts and industry-wide initiatives.

This RFP was developed on the basis of the WIOA of 2014 and the Joint Final Rule for implementing WIOA legislation published in the Federal Register on August 19, 2016. Funded agencies will be required to comply with all applicable rules, regulations, and policies realign to this governing law and accompanying regulations.

Funds for this RFP are provided to the WDB by the U.S. Department of Labor (DOL) via the State of California, under the auspices of the California Workforce Development Board, pursuant to the WIOA under Title I. Respondents should be aware that services funded under contracts awarded through this RFP are subject to any modifications required by the WIOA and its Federal and State legislation and their regulations, the Governor and/or the California Workforce Development Board, and Solano WDB policies and procedures. The WDB is the grant recipient and administrator of the WIOA, Title I funds in Solano and is responsible for the oversight of WIOA, Title I services and the America's Job Center of California (AJCC) network for Solano County.

The AJCC delivery system consists of a network of centers that provide One Stop Career Center services, including career services (basic and individualized) and training services that are customer-driven, easily accessible, and customized to meet the specific needs of business in the region. In addition, services are comprehensive and performance-based.

The AJCC system unites business, education, community and public agencies to meet the needs of employers and job seekers through a comprehensive range of workforce development activities, and strategic partnerships. Through the AJCC system, job seekers

have access to a variety of tools and services including assessments, career coaching, labor market information, job search assistance, education and skills training, including on-the-job training, customized training, and vocational training. AJCC system staff provides services and outreach to job seekers, including special populations with barriers to employment, such as public assistance recipients, dislocated workers, veterans, individuals involved with the justice system, immigrants, refugees, high-risk youth, low-income individuals and those with disabilities.

II. RFP TIMELINE

The following calendar is presented to advise all prospective Respondents of the anticipated timelines for the bid, review, and selection process for the WIOA OSO RFP. The WDB reserves the right to adjust this schedule as it deems necessary. Notification of any adjustments will be posted on the WDB's website at www.solanoemployment.org/opportunities. Respondents are responsible for periodically viewing the WDB's website for any revisions.

| Event | Dates |
|---|---|
| Request for Proposal issued | Friday, March 29, 2024 |
| Deadline to submit questions for Q &A | Friday, April 5, 2024 |
| Responses for Email Q &A posted | Tuesday, April 9, 2024 |
| Proposals Due | Friday, April 12, 2024 by 5:00pm PDT |
| Award Announcement | Friday, April 26, 2024 |
| Board of Directors Approval | Friday, May 17, 2024 |
| Final Funding Approval from County Administrator's Office | Friday, June 14, 2024 |
| Program Service Commencement | Monday, July, 1 2024 |

III. ESTIMATED FUNDING

The WDB intends to enter into an initial twelve (12) month contract beginning July 1, 2024, through June 30, 2025 for a maximum up to \$23,500 to provide WIOA One-Stop Operator Services at the WDB's Fairfield and Vallejo locations. Based on the performance of the selected provider, the WDB may renew the contract for up to two (2) years at an anticipated \$23,500 annually. Contract extensions and funding levels will be subject to availability of funding and successful negotiation of contract terms and conditions. The WDB reserves the right to reallocate funds within this budget based on program needs. Funding is based on a cost-reimbursable model.

IV. WRITTEN QUESTIONS

To ensure a fair and open competition, questions related to the RFP must be submitted via email to: tgallentine@solanowdb.org. Written questions will be accepted through Friday, April 5, 2024. Responses will be posted on WDB's website no later than Tuesday, April 9, 2024, by 5:00 p.m. PT. Questions received after the deadline will not be answered.

V. PROPOSAL DEADLINE

Proposals must be submitted by 5:00 p.m., Friday, April 12, 2024, via email to tgallentine@solanowdb.org. Late proposals will not be submitted. Proposal documents must be in a .pdf, .xls, or .doc format.

VI. ELIGIBLE RESPONDENTS

Parties qualified to submit an application and possibly serve as the OSO contractor include the following:

- An institution of higher education
- An employment service (ES) state agency established under the federal Wagner-Peyser Act
- An established community-based organizations, nonprofit organization, or workforce intermediary
- A private-for-profit entity or consultant
- A government agency
- Another interested organization or entity, which may include a local chamber of commerce or other business organization, or a labor organization
- A consortium of AJCC partner entities, including a minimum of three (3) such entities

Service provider must provide a flexible, mobile staffing arrangement to be intermittently present in both AJCC locations (for Vallejo and Fairfield). Provider staff will be required to attend meetings which are outside of the AJCC locations; these meetings may be within or outside of Solano County.

This funding is not intended to support the development and start-up costs of a completely new organization, with no prior service delivery experience.

SECTION TWO: PROGRAM DESCRIPTION & SERVICE EXPECTATIONS

I. SCOPE OF WORK

It is the applicant's responsibility to propose a complete Scope of Work that fully accounts for delivery of services as called for here-in. This proposed Scope of Work will be used as the basis for negotiating the final Scope of Work (i.e. deliverables) for inclusion in Exhibit A of the Standard Contract. The Standard Contract also includes the terms and conditions required by the WDB.

The WDB is seeking a service provider that can deliver professional OSO services in the following contracted activities:

A. COMPLIANCE

OSO Staff will do the following:

- Understand, remain fully knowledgeable about and comply with WIOA Federal, State and local policies, guidance and regulations applicable to the administration and operation of the AJCC system.
- Assist in implementing updates to policies and procedures in response to regulations and / or guidance changes applicable to the administration and operation of the AJCC system.
- Assist in supporting the implementation of the local workforce plan.
- Conduct required certification of Comprehensive and Affiliate locations (Fall 2024).

B. ONE-STOP SYSTEM PARTNER MEMORANDA OF UNDERSTANDING (MOU)

OSO Staff will do the following:

- Assist the WDB staff with establishing new mandated partner MOUs (June 2005).
- Assist the WDB staff with ensuring the implementation of partner services and contributions agreed upon in the AJCC Partner Agency MOUs.
- Coordinate the ongoing provision of services as articulated in the MOUs.
- Encourage increased Partner participation.
- Assist in identifying and implementing updates to MOUs as needed.

C. MEETINGS

OSO Staff will do the following:

- Convene and facilitate AJCC One-Stop Operator meetings, to include scheduling of meetings, development of agendas, facilitating the meeting, and disseminating notes and / or information after meetings.
- Meet with WDB staff for planning of AJCC system activities and reviewing progress towards benchmarks.
- Assist the AJCC by representing partners at community meetings, Partner forums and other convenings related to the workforce development system in Solano County.

D. COMMUNITY PRESENCE

OSO Staff will do the following:

- Assist the AJCC with expanding visibility in the community by establishing a presence in Dixon and Rio Vista and promoting the mission and goals of the AJCC.
- Assist the AJCC by introducing new methods and concepts for informing the public about the AJCC / workforce development system.

E. REPORTING

OSO Staff will do the following:

- Fulfill state-required support to the WDB, including reporting orally and in writing to the Board of Directors on operations, performance and continuous improvement recommendations to system services at least bi-annually, or as requested.
- Provide feedback to AJCC Partners to enable continuous improvement of services.

NOTE: Service activities can be in person at the comprehensive, affiliate, satellite location or virtual.

There are certain restrictions Local Boards must adhere to when defining the AJCC Operator role (OSO). The OSO may not perform any of the following:

- Convene system stakeholders to assist in the development of the local plan.
- Prepare and submit local plans.
- Be responsible for oversight of itself.

- Manage or significantly participate in the competitive selection process for AJCC Operators.
- Select or terminate AJCC Operators, Adult and Dislocated Worker Career Services Providers, and Youth Service Providers.
- Negotiate local performance accountability measures.
- Develop and submit budget for activities of the Local Board in the Local Area.

II. EXPERIENCE

The service provider must have direct experience in the area of: a) building and supporting collaboration among multiple partner entities; and b) administering complex publicly-funded workforce development programs. The application must provide a description of the service provider's recent history in providing such services as called for in this RFP, as well as provide a testament to comply with all Federal/State and Public Policy Compliance requirements.

III. AVAILABILITY

The service provider must demonstrate an availability of resources and staffing to fulfill the Scope of Work required in Part Two, Section I., "Scope of Work."

SECTION THREE: SUBMITTAL REQUIREMENTS

To receive consideration, proposals shall be made in accordance with the following general instructions.

I. PROPOSAL FORMAT

Entities seeking funding must submit a complete proposal package. All requirements must be complete in order for the proposal to be considered for funding. Review all RFP specifications before you begin. The narrative shall not exceed 12 pages. General letters of support should not be submitted at this time.

All proposals must be submitted as follows:

- 12 point font size
- 1" margins on sides, bottom and top
- Single spaced
- Pages numbered sequentially
- Include all required forms

II. PROPOSAL SUBMISSION REQUIREMENTS

For ease of review and to facilitate the evaluation, the proposal shall be organized and presented in the order requested.

Proposal Package:

- Cover Sheet
Complete Form A
- Narrative
Meeting guidelines below

C. Certifications and Assurances

- i. Debarment Certification – Form B
- ii. Drug-Free Workplace Certification – Form C
- iii. Certification of Compliance Form – Form D
- iv. Acknowledgment Form – Form E
- v. Disallowed Activities Certification – Form F
- vi. Reservations Form – Form G
- vii. General Terms & Conditions Acknowledgment Form – Form H

III. NARRATIVE

The narrative should provide a clear understanding of the Respondent’s program design and capacity to deliver the services outlined in the RFP. Responses should be specific, complete, and concise.

A. Business Profile

Name you do business under, location, authorized representatives, and length of time doing business in Solano County.

B. Contact Information

Provide business telephone number(s), fax number, pager or cellphone number(s) and all appropriate email address(es) for appropriate contact staff.

C. Related Qualifications and Experience

Provide an overview of your organization, including status as a private-for-profit, private non-profit, or other type agency. Include whether you are authorized to do business in California and the number of years in existence.

Provide a detailed description of your organization’s experience and demonstrated competency in: a) providing OSO-related services; and b) administering complex, publicly-funded workforce development programs.

D. General Method for Delivering OSO Services

Provide a general description on how your agency intends to provide the proposed OSO services, as outlined in Part Two, Section I., “Scope of Work.”

Include a description of your general method for providing services, in terms of staffing, location(s) for service delivery, timelines, ongoing coordination with WDB and OS partner agency staff, etc.

E. Proposed Scope of Work

Provide a detailed description on your proposed delivery approach(es) for the following.

- a. Specific service delivery approach(es) - for each activity in Part Two, Sec 1;
- b. Specific staffing plan, including staff availability and schedules for project support;
- c. Approaches to build/sustain collaboration and foster day-to-day coordination across agencies and staff; and
- d. Approaches to build/sustain a customer-centered service delivery capacity for job seekers and businesses.

IV. PROPOSAL SUBMISSION RULES AND REGULATIONS

Proposals submitted in response to this solicitation are not legally binding documents. However, the contracts, which are based on the proposals and resulting contract negotiations, become legally binding after being signed by both parties.

The WDB has the right to reject proposals that do not conform to agency goals and objectives, and may request a redesign after submission. All costs associated with the development of a proposal must be borne by the Respondent.

A. Final Contract Award Determination

Notwithstanding a recommendation of the WDB President/Executive Director and approval by the Board, the Solano County Board of Supervisors, acting as the fiscal agent, retains the right to exercise its judgment concerning the selection of any proposal or agency and the terms of any resulting contract. The Board of Supervisors makes the final determinations necessary to arrive at a decision to award, or not to award a contract.

B. Lobbyist Ordinance Compliance Certification

Each Respondent submitting a response to this RFP certifies that no lobbying activities will be carried out using funds provided by this contract award.

C. EEO Certification

The selected Respondent will be required to certify and agree that all persons employed by them, their affiliates, subsidiaries, or holding companies are and will be treated equally by the firm without regard to or because of race, religion, ancestry, national origin, or sex, in compliance with all federal, State and local anti-discrimination laws.

D. ADA

The selected Respondent will be required to comply with all applicable provisions of the Americans with Disabilities Act of 1990 (ADA) & AB 925.

E. Compliance with RFP

The response to this RFP shall be made according to the specifications contained herein. Failure to adhere to RFP instructions may be cause for rejection of the proposal. A proposal containing conditions or limitations set by the proposer shall be deemed irregular and rejected by the WDB.

F. Truth and Accuracy of Representation

False, incomplete, or unresponsive statements in connection with a proposal may be cause for its rejection. The evaluation and determination of the fulfillment of this requirement shall be in the WDB's sole judgment, and its judgment shall be final and conclusive.

G. Changes to RFP

A Respondent submitting a proposal shall not change the wording of the RFP and no words or comments shall be added to the general conditions and detailed

specifications. Proposals submitted with unauthorized changes to the RFP shall be deemed irregular and rejected.

H. Compliance with All Past, Present, and Future Requirements

All firms awarded contracts will be subject to all actions (past, present, and future) by the U.S. Department of Labor (DOL), State of California – Employment Development Department (EDD), the WDB and the County of Solano regarding matters affecting the contract. This includes but is not limited to periodically-issued State WIOA bulletins and directives.

I. Financial Solvency

The successful service provider must be economically viable and have other funding sources so that it will survive with or without a contract resulting from this solicitation.

J. Funding Restrictions

- Budget must reflect 100% of funds toward actual planned activities;
- Funds may not be used to support activities other than those described in this RFP, and resulting contract;
- Costs may not cover activities not appropriate and reasonable for the operation of this contract;
- Costs may not cover acquisition of equipment not necessary for the operation of the contract; and,
- Costs for activities and expenses incurred prior to the effective date of the contract are prohibited and will not be reimbursed.

K. Past Performance

A Respondent may not be recommended for funding, regardless of the merits of the proposal submitted, if the respondent has a history of contract non-compliance with the WDB or other funding source and/or poor past or current contract performance with the WDB or other funding source. The Respondent may be given a provisional award with the stipulation that special terms and conditions regarding the areas of concern will be a part of the contract.

L. Public Records Act

All proposals in response to this RFP become the exclusive property of the Workforce Development Board of Solano County. At such time as the WDB recommends a proposal to the Board or a contract to the Solano County Board of Supervisors and that recommendation appears on their agendas, all proposals and related documents become a matter of public record and shall be regarded as public records, with the exception of those proposal parts which are clearly defined by the proposer as business or trade secrets and so marked as “confidential” or “proprietary.”

Neither the WDB nor the County shall be in any way be liable or responsible for the disclosure of any such records or any part thereof if disclosure is required under the Public Records Act or other applicable law.

M. Cost of Proposal

Neither the WDB nor the County shall be in any way liable or responsible for any costs incurred in connection with preparation of or delivery of any proposal submitted in response to this RFP.

N. Gratuities

It is improper for any WDB or Solano County officer, employee or agent to solicit consideration in any form from a proposer with the implication, suggestion or statement that the proposer's provision of the consideration may secure more favorable treatment for the proposer in the award of the contract or that the proposer's failure to provide such consideration may negatively affect consideration of the proposer's proposal.

A proposer shall not offer or give, either directly or through an intermediary, consideration in any form to a WDB or County officer, employee or agent for the purpose of securing favorable treatment with respect to the award of a contract. Among other items, such improper consideration may take the form of cash, discounts, and service, the provision of travel/entertainment, or tangible gifts.

SECTION FOUR: SELECTION PROCESS
I. PROPOSAL EVALUATION

All proposals received by the specified deadline will be reviewed by the WDB for content, including but not limited to cost, program design, related experience and professional qualifications of the Respondent.

Proposals will be reviewed by staff to ensure Respondents meet the minimum threshold of receiving WIOA funding. An applicant's RFP shall be rejected prior to scoring if it:

- a. Is received at any time after the exact deadline time and date set for receipt of proposals;
- b. Is incomplete or fails to meet all of the RFP specifications: i.e., does not clearly document ability to meet specifications on the attached forms;
- c. Does not include a Proposal Cover Sheet signed by the authorized representative;
- d. Is not prepared in the format described; or,
- e. Contains misrepresentation or lack of accurate and specific information by a Respondent.

Should a proposal be disqualified for not meeting the minimum criteria, the proposal will not be reviewed or rated. Final funding decisions cannot be appealed on the basis of disqualification.

The proposals will then be reviewed and rated by a committee of the WDB. Committee members will evaluate each proposal based on the evaluation numbering system.

Each proposal submitted for consideration will be evaluated and rated on its own merits. The proposal rating criteria and weighting are as follows:

| <u>Proposal Rating Criteria</u> | <u>Points</u> |
|--|----------------------|
| Related Qualifications and Experience | 30 |
| General Method of Delivering OSO Services | 20 |
| Proposed Scope of Work | 30 |
| Budget | 20 |
| Total Points Available | 100 |

The Committee reserves the right to request additional data, oral discussion, or presentation in support of written proposals. After the results have been validated, the selected proposal will be recommended to the WDB Board of Directors for review and approval. The successful proposer will be notified of this recommendation and invited to attend the Board meeting where a funding hearing and action will take place.

The recommended service provider shall be prepared to enter into a contract with the WDB that shall incorporate elements within the proposal. The WDB reserves the right to add stipulations and terms and conditions, deemed to be in the best interest of the WDB during final contract negotiations. Final award of a contract will be contingent upon successful negotiation of an agreement; acceptance by the Respondent of the contract agreement terms and conditions; acceptance by the Respondent of responsibility for achievement of contract goals and objectives; and availability of funding.

If a responding firm fails to sign and return the contract drawn pursuant to this RFP process and contract negotiations within 14 days of its delivery to the proposed service provider, the WDB may determine at its sole discretion that the proposed service provider is non-responsive to the terms of this RFP and withdraw the proposed contract. The WDB reserves the right to consider beginning negotiations with another proposer.

Once the final contract is competed, signed and returned, WDB staff will prepare a recommendation to the Solano County Board of Supervisors to approve the final contract.

The RFP files shall be made available for public inspection immediately following contract approval.

II. APPEALS PROCESS

Proposers may appeal the preliminary funding recommendations by submitting a written letter within three (3) working days prior to the Workforce Board meeting to:

***WDB Executive Committee
c/o WDB President/Executive Director
500 Chadbourne Road, Suite A
Fairfield, CA 94534
Attn: "Appeals RFP# FY-23-004
WIOA One-Stop Operator Services"***

Appeals may also be emailed to Tammy Gallentine, Executive and Board Support Specialist, at tgallentine@solanowdb.org.

Appeals will be limited to the following two (2) issues:

1. The requirements, policies and procedures were not followed; or,
2. The rating criterion was incorrectly applied to an applicant's proposal.

Appeals will be heard only if the written request is received by 5:00 p.m. on May 3, 2024. The WDB will make all funding decisions based on recommendations forwarded to the Board with staff input and, on any appeals, if applicable.

SECTION FIVE: FORMS

I. REQUIRED PROPOSAL FORMS

- a. Proposal Application/Cover Page – Form A
- b. Business Profile
- c. Debarment Certification – Form B
- d. Drug-Free Workplace Certification – Form C
- e. Certification of Compliance Form – Form D
- f. Acknowledgment Form – Form E
- g. Disallowed Activities Certification – Form F
- h. Reservations Form – Form G
- i. General Terms & Conditions Acknowledgment Form – Form H

II. ATTACHMENT

- j. Proposal Checklist – Attachment A