

Midlands WIOA Work-Based Learning Pilot RFP

Questions and Answers

December 14, 2018

- 1. Should we include the insurance cost i.e. Workers Comp, GL, and other need to be included in the budget for the work-based learning activities? Or will that cost be covered outside of the funds being awarded?**

All WIOA participants are covered by the statewide accident insurance program while they are engaged in a WIOA-sponsored activity. Funds for any other insurance needs should be included in the grant funds requested.

- 2. We provide WIOA training approved programs in other counties, would we able to charge a fee for our training program even if we are awarded the grant?**

The award of this grant has no bearing on the eligibility of the provider in other local workforce areas.

- 3. How many youths and young adults are you looking to serve in this pilot?**

The MWDB understands that operating a stand-alone, intensive services design within our budget does not allow for a large number of participants to be served. We are not dictating how many participants will be served by the pilot project grant as this grant is a supplement to our service matrix for the 3 county area. We expect the number to be served to be fewer than 50.

- 4. Who is the current WIOA youth service provider?**

This grant solicitation is for a stand-alone pilot project to focus only on work-based learning. The grant awarded will be independent of the service providers for the three county area offering all of the WIOA youth elements. The provider for Fairfield County Youth is Fairfield County and provider for Lexington and Richland Counties is Arbor E&T d/b/a ResCare Workforce Services.

- 5. Who is the current youth work-based learning provider?**

This grant solicitation is for a stand-alone pilot project focused only on work-based learning. Our traditional WIOA Youth services providers both offer a variety of work-based learning opportunity within the menu of WIOA services. This pilot is intended to focus on advanced work based learning in conjunction with another employment or training activity. The MWDB is seeking an opportunity provide youth with an activity to tie occupational skills training (completed or in process) to hands-on experience in the workplace in an Apprenticeship or Internship model. That being said, the MWDB issued a pilot project RFP last spring and made an award to Celebrate Freedom Foundation as a result. That pilot is the final reporting stage now.

- 6. Who was selected to be the provider for the youth work-based learning RFP issued last program year?**

Celebrate Freedom Foundation was awarded a grant in the summer of 2018.

- 7. Can you provide a recent performance report (rolling 4 quarters) for the current youth services/work-based learning provider?**

Program Year 2017 Annual Report is the most recent report available and is only available at the local area level. The Midlands area performance was as follows:

Employment, Education or Training Placement Rate (2nd Q) – 78%

Employment, Education or Training Placement Rate (4thQ) – 78.4%

Credential Rate – 57.5%

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8. Does MWDB expect worksite agreements/letters of support from employers to be included with the application?

The MWDB expects the bidders to have thought through where appropriate placements made or available based on the background training of the targeted participants. Executed worksite agreements and/or letters of support are not necessary. A listing of potential sites and more specifically the type of hands-on activities are of greater interest. The listing is called for on the Participant Planning Worksheet but a description of the position titles may be attached if the bidder wishes.

9. Definition of pre-apprenticeship and examples of activities?

At this time, the MWDB is using the USDOL definition of pre-apprenticeship. USDOL defines pre-apprenticeship services and programs as those designed to prepare individuals to enter and succeed in Registered Apprenticeship program. They have a documented partnership with at least one Registered Apprenticeship program sponsor and together, they expand the participant's career pathway opportunities with industry-based training coupled with classroom instruction. Elements of a pre-apprenticeship include: approved training & curriculum, strategies for long-term success (educational & pre-vocational services needed to enter Registered Apprenticeship programs – ESOL, Adult Basic Education, tutoring, etc.), access to appropriate support services, and meaningful hands-on training.

10. Definition of apprenticeship, aside from a registered apprenticeship?

In June 2017, President Trump signed Executive Order 13801 that laid out an expanded vision for apprenticeship in America. In July 2018, The US Department of Labor issued Training and Employment Notice (TEN) 3-18 regarding industry-recognized apprenticeships. The third-party certifiers process from DOL has not been completed yet but the criteria to be used to identify a high quality apprenticeship program can be found on pages 5-8 of the TEN. The components are: paid work component, work-based learning, mentorship, educational and instructional component, industry credentials earned, safety & supervision and equal employment opportunity. If the successful bidder(s) wishes to include apprenticeship as part of the project, it is expected that these criteria be used for non-DOL registered apprenticeships.

11. Does the MWDB have existing partnerships with employers for WBL that could be leveraged for WBL services under this grant?

The MWDB expects the bidder to secure appropriate worksites and does not intend to be the convener of the placements.

12. What are the MWDB's priority industry clusters and occupations?

The MWDB priority clusters are identified on the Participant Planning Worksheet. They are Advanced Manufacturing, Business, Healthcare, Information Technology, and Transportation/Logistics.

13. What is the staffing structure for the current youth services/WBL provider/s?

The Midlands traditional Youth services staff consists of case managers dedicated to Youth services from eligibility determination to follow-up services as well as staff for supervision and business services that is shared with the Adult staff. This pilot project will be working

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separately/independently from the existing Midlands contractors. Staff for the pilot project will need to plan to handle all aspects of the project independently.

- 14. What is the pool of participants for WBL under this RFP? Would the selected WBL provider be responsible for servicing participants already enrolled in WIOA youth services or would the selected WBL provider be responsible for enrolling new participants?**

The pool of participants for this pilot is open to selection of the bidder within the confines of WIOA Youth eligibility. The successful bidder(s) will identify a target population, recruit, conduct eligibility determination, enroll and deliver services. All participants will be newly enrolled.

- 15. How many youth are actively enrolled in WIOA services at this time? Can you provide a breakdown by provider? (1. County of Fairfield and 2. Current youth provider for Lexington and Richland Counties)**

The pilot project being procured is independent of the existing providers. As of 11/26/18, there are currently 310 Youth participants being served in the Midlands area. Fairfield County is currently serving 53 and ResCare Workforce Services is currently serving 245.

- 16. How many youth are actively enrolled in Work-Based Learning at this time?**

The current programs encompass all of the WIOA Youth services as opposed to the pilot project being targeted for work-based learning activities. That being said, as of 11/26/18 there are 36 Youth participant currently in a work-based learning activity.

- 17. How many NEW youth participants didn't the current provider enroll in WIOA services in the most recently completed program year?**

We believe the question you are asking is of the WIOA Youth eligible applications taken in Program Year 2017 how many were not enrolled in WIOA services. If that is the question, the answer is that all WIOA Youth eligible participants who applied during Program Year 2017 were enrolled into the WIOA program.

- 18. How many TOTAL youth participants received WIOA services in the most recently completed program year?**

The Midlands area served 346 Youth participants in Program Year 2017.

- 19. How many youth received Work-Based Learning services in the most recently completed program year?**

89 Midlands participants received work-based learning services during Program Year 2017.

- 20. What was the total amount of WIOA funding spent on Work-Based Learning in the most recently completed program year? Of this, how much was spent on participant wages? How much was spent on staffing and administrative expenses?**

\$197,883 was the total spent on work-based learning activities in Program Year 2017. Wages paid to the participants was \$122,023. The balance of the expenditures within work-based learning was for staff time spent developing and monitoring the work-based learning activities.

- 21. Does the six-month performance period under this RFP account for time required for participant recruitment, screening, and enrollment?**

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Yes, the bidder should include time for participant recruitment, screening and enrollment into the scope of the proposal as well as delivery of the work-based learning activities and placement into employment, education or training.

22. Please clarify the Expected Outcome that “75 percent of the participants placed in employment or training in follow-up be in training related fields”

It is the intention of this pilot project that the work-based learning be an enhancement to a training program either completed or in progress at the time of WIOA enrollment. 75% of the participants should enter employment or additional training in the field they received work-based learning. The intention of this pilot project is to identify strategies for the traditional WIOA Youth services program design to tie education and work-based learning activities together within the Midlands priority clusters. The pilot allows for both in-school and out-of-school enrollments in order to identify strategies that can be scalable to the traditional out-of-school programs.

23. Please clarify the scope of services for the WBL provider. Would the WBL provider be responsible for participant credentialing and placement into employment following the Work-Based Learning?

The successful bidder(s) will be responsible for documenting credential and measureable skills for participants who are enrolled in classroom training setting that enters them into the denominator for the measures. It is not required that the participant earn a credential if he/she is not entered into an activity that includes them in the measure. All participants will need a placement at the end of the work-based learning activity as they are enrolled into WIOA Youth program and are thus a part of the Midlands performance. The placement may be in employment, education or training.