



ICWDB BOARD MEETING

Wednesday, October 26, 2022

2799 S. 4th Street

El Centro, CA 92243

12:00 p.m. via Zoom

Conflict of Interest Advisement

WDB members please be advised: If an item on the meeting agenda relates to the provision of services by you, your immediate family, the entity you represent, or any person who has made \$250 in campaign contributions to you during the last 12 months, or if approval or disapproval of an agenda item would have a foreseeable material affect on an economic interest of you, your immediate family, or the entity you represent, then please follow these procedures: When the agenda item is first introduced, please immediately announce that you are recusing yourself from participating in the agenda item, and then refrain from discussing, voting on, or otherwise influencing the **WDB's** consideration of the agenda item.

Supporting documentation is available for public review at the Imperial County Workforce Development Board Office.

1. Call to Order
 - a. Pledge of Allegiance
 - b. Conflict of Interest
2. Discussion of Agenda
 - a. Items to be pulled from Agenda
 - b. Approval of Meeting Agenda
3. Approval of Minutes for August 24, 2022p. 3-4

DISCUSSION/ACTION AGENDA

4. Discussion/Action to approve release of PY 2023-2024 WIOA Youth Program Services Request for Proposal (RFP)p. 5-31
5. Discussion/Action to approve contract renewal of the One Stop Operator Agreement for services with ProPath Inc. in an amount not to exceed \$75,000.p. 32-33
6. Discussion/Action to approve agreement renewal with IdeaMax/Creative Solutions for \$9,760 to provide professional services in developing and writing the State mandated modifications to the Imperial County Workforce Development Local Plan PY2021-2024.p. 34-36
7. Discussion/Action to approve up to six (6) individuals to attend the National Association of Workforce Boards Forum, March 25-28, 2023.p. 37

INFORMATIONAL AGENDA

Public Comment: *This is an opportunity for members of the public to address the **Board** on any subject matter within the **Board's** jurisdiction, but not an item on the agenda. Each speaker should complete and submit a "Public Comment Request to Speak" form to the **WDB** Chair. When addressing the **Board**, state your name for the record prior to providing your comments. Individuals will be given three (3) minutes to address the board.*

8. Committee Member' Reports:
 - a. Board of Supervisors
 - b. ICWDB Chair Report
 - c. Director's Report
 - d. Business Services Unit Report
 - e. Budget and Finance Committee

I. 2022 August Financial Statement	p. 38
II. 2022 September Financial Statement	p. 39
f. Business and Planning Committee	
g. One Stop Policy Oversight Committee	
h. Youth Committee	

9. Meeting Adjournment



Next ICWDB Board Meeting to be determined



MINUTES
REGULAR MEETING OF THE
WORKFORCE DEVELOPMENT BOARD

August 24, 2022
12:00 P.M.
2799 South 4th Street
El Centro, CA 92243

MEMBERS PRESENT: Elvira Anaya, Erik Freeman, Mark Gran, Jason Jackson, Nicolas Jimenez, Timothy Kelley, Edwin Obergfell, Annie Taamilo and Efrain Silva.

ABSENT: Ruth Duarte, Daniel Machain, Darrell Pechtl, Cesar Rodriguez and Robert Rubio.

GUESTS: Dania Luna, Angie Santos, Ann Brito, David Baquerizo, Adrian Gonzalez and Gabriel Aguirre.

STAFF: Sabrina Rubin, Jeff Burquist, Lilliana Sandoval, Camilo Garcia, Allison Duran, Martin Robledo, Carlos Lopez and Veronica Curiel.

AGENDA ITEMS

1. **Call to order:** ICWDB Chair, Jason Jackson, called the meeting to order at 12:03 p.m. with a quorum present.
 - a. **Pledge of Allegiance:** Elvira Anaya led the board into the Pledge of Allegiance.
 - b. **Conflict of Interest Forms:** None
2. **Discussion of Agenda:**
 - a. **Items to be pulled from Agenda:** None
 - b. **Approval of Meeting Agenda: MOTION** by Erik Freeman and second by Elvira Anaya to approve the meeting agenda. Motion carried.
3. **Approval of Minutes for June 22, 2022: MOTION** by Edwin Obergfell and second by Elvira Anaya to approve the meeting minutes of June 22, 2022. Motion carried.

This WIOA Title I financially assisted program or activity is an equal opportunity employer/program.
Auxiliary aids and services are available upon request to individuals with disabilities.

ACTION AGENDA

4. **Discussion/Action to approve up to six individuals to attend the California Workforce Association Meeting of the Minds Conference in Monterey, CA on September 6-8, 2022.**

Jason Jackson encouraged board members to attend future conferences.

Priscilla Lopez reported on the Meeting of Minds Conference is a yearly gathering of workforce leaders and staff. Six staff members to attend the conference; the total fiscal impact is \$17,000.

MOTION by Erik Freeman, second by Elvira Anaya to approve six staff members to attend the California Workforce Association Meeting of the Minds Conference in Monterey, CA on September 6-8, 2022 and the fiscal impact of \$17,000. Opposed: None. Abstained: None. Motion Carried.

INFORMATIONAL AGENDA

5. **Public comments:**

Timothy Kelley invited board members to attend the ACP Enrollment Events in Heber or in Calipatria on August 27, 2022.

Erik Freeman encouraged board members and staff to promote the Request for Qualifications - Professional Consulting Training Services.

6. **Reports**

b. ICWDB Chair report: Jason Jackson announced Workforce Board Director Position openings. Mr. Jackson encouraged Board Members to announce the position openings.

c. Budget and Finance Committee: Allison Duran provided an overview of the ICWEDO financial statement as of July 31, 2022.

d. Director Report: Priscilla Lopez reported she is working with Joab Gonzalez from San Diego/Imperial County Regional Center to arrange a presentation. Ms. Lopez reported on collaboration efforts with Yuma County and provided an update on the Lithium Valley training.

e. Business Services Unit Report: Carlos Lopez provided an update on the business center renovation and Employment Developer job openings.

f. Business and Planning Committee: Jeffery Burquist provided an update on the program launch for Blutot Technologies, Inc. and Sierra HR hotline.

ADJOURNMENT

7. The meeting adjourned at 12:27 p.m. The next regularly scheduled meeting date on September 28, 2022 at 12:00 p.m.

**Imperial County Workforce Development Board
Action Agenda Item 4**

MEETING DATE: October 26, 2022

ITEM: 4

SUBJECT: Discussion/Action to approve release of PY 2023-2024 WIOA Youth Program Services Request for Proposal (RFP)

FROM: Priscilla Lopez, ICWED Director

RECOMMENDATION:

ICWED Director recommends to approve and authorize the release of the Request for Proposal for Workforce Innovation and Opportunity Act (WIOA) Youth Program Services for Program Year 2023-2024, which will begin on March 1, 2023, and end on June 30, 2024.

BACKGROUND:

Under WIOA, local Workforce Development Boards are required to award contracts on a competitive basis to provide WIOA services to eligible youth ages 14-24. Under Title I of WIOA, formula funds are provided to states and outlying areas for the provision of the mandated 14 WIOA Youth Elements that focus on assisting out-of-school youth and in-school youth to prepare for post-secondary education and employment opportunities, attain educational and/or skills training credentials, and secure employment with career/promotional opportunities.

This request is being made to fulfill ICWDB's mandate to provide eligible youth with comprehensive activities and ongoing guidance intended to improve long-term employability and enhance educational, occupational, and leadership skills.

FISCAL IMPACT:

Not to exceed \$2,000,000

REQUEST FOR PROPOSALS WORKFORCE INNOVATION & OPPORTUNITY ACT YOUTH SERVICES

March 01, 2023 – June 30, 2024

DATE RFP ISSUED:

November 22, 2022

CONTACT:

timothydruihet@co.imperial.ca.us

BIDDERS' CONFERENCE:

JeffereyBurquist@co.imperial.ca.us

<http://us06web.zoom.us/j/87551495081>

PROPOSALS DUE:

December 21, 2022 by: 5:00 PM PST

SUBMIT in-person or by mail to:

Imperial County Workforce Development Board - Attention: Timothy Druihet

2799 S. 4th Street, El Centro, CA 92243 (one original and five copies of
completed RFP and all attachments)

Please Note: Request for proposals delivered after the proposal due date will be returned.

This Request for Proposals (RFP) and supporting documents are posted on Imperial County's Workforce Development Board's website at: <http://www.ivworkforce.com>

I. INTRODUCTION

The Imperial County Workforce Development Board (ICWDB) issues this Request for Proposal (RFP) to solicit innovative youth workforce development programs to operate one or more Department of Labor (DOL) [Workforce Innovation and Opportunity Act](#) (WIOA) Title I Youth programs. Programs must serve WIOA-eligible at-risk youth ages 14–24 residing or attending school in Imperial County. Programs must primarily focus on out-of-school youth. Through this RFP, the Imperial County Workforce Development Board intends to identify a proposer(s) that can successfully deliver these specified services.

The Workforce Innovation and Opportunity Act (WIOA) affirms the U.S. Department of Labor’s commitment to providing high quality services for youth and young adults beginning with career exploration and guidance, continued support for educational attainment, opportunities for skills training in in-demand industries and occupations, and culminating with a good job along a career pathway or enrollment in post-secondary education.

Per WIOA, the design framework services of local youth programs must provide an objective assessment of the academic and occupational skill levels and service needs of each participant, including a review of basic skills, occupational skills, prior work experience, employability, interests, aptitudes (including interests and aptitudes for nontraditional jobs), supportive service needs, and developmental needs, for the purpose of identifying appropriate services and career pathways for participants and informing the individual service strategy.

Youth programs must provide activities leading to the attainment of a secondary school diploma or its recognized equivalent, or a recognized postsecondary credential; preparation for postsecondary educational and training opportunities; strong linkages between academic instruction and occupational education that lead to the attainment of recognized postsecondary credentials; preparation for unsubsidized employment opportunities, in appropriate cases; and effective connections to employers, including small employers, in in-demand industry sectors and occupations of the local and regional labor markets.

The Imperial County Workforce Area, located in the most southern part of California, includes low-income communities. Our economy suffers when talented individuals from marginalized communities lack clear pathways to careers that fuel the economy. Providing disenfranchised youth with access to education and employment will benefit youth, families, communities, and the regional economy. The importance of combining career exploration with career navigation advice and occupational focus with networking for social capital will bridge the gap between hidden talent and opportunity and will go a long way to “building back better” after the pandemic.

Responses to this Request for Proposals (RFP) must include program designs that meet the employment and training needs of our community’s at-risk youth, the mandated WIOA performance outcomes, and the priorities of the Imperial County Workforce Development Board (ICWDB).

The Imperial County Workforce Development Board's goal for youth workforce development is to ensure that opportunities exist for youth to build the knowledge, skills and attitudes necessary for employment and future economic independence. (ICWDB) priorities include:

- real-time labor market information about in-demand skills;
- skill-building and enhancements to match market demand;
- navigation tools for the ever-changing and entrepreneurial new labor market; and
- interconnected support system for multiple career pathways for youth.

Eligible Applicants

This RFP is made available to proposers from for-profit organizations, non-profit organizations, educational institutions, and public agencies with experience in operating a youth workforce development program and who are familiar with WIOA and its regulations, as well as other federal and state laws regarding job training, job placement assistance, and supportive services to youth. See I. Technical Qualifications for detailed criteria relative to qualifications.

Funds Available

Funding for these programs is made available from ICWDB's allocation of WIOA Title I formula funds. We anticipate that **up to \$2,000,000** of funds will be available for total contracted youth services for an 18-month contract period. All figures are planning estimates only. ICWDB average cost per youth served currently is \$5,000. This figure is provided as a guideline only; however, cost per person will be considered as part of budget evaluation. Indirect cost are capped at 10% maximum

This Workforce Innovation and Opportunity Act Youth program bid solicitation is 100% federally funded in the amount up to \$2,000,000 by the Employment and Training Administration of the U.S. Department of Labor.

It is required that a minimum of 75 percent of contract costs be related to serving out-of-school youth; therefore, it is expected that proposals will focus on out-of-school youth. Proposals will not be considered that propose to provide services solely to in-school youth.

ICWDB reserves the right to adjust award amounts on the basis of its final allocation and on the responses to this RFP, and to award contracts to one, multiple, or no providers based on the quality of proposals, current needs, and funding. Interested parties may submit responses for all or a portion of the funds identified.

The contract period is anticipated to begin on **March 01, 2023** and end on **June 30, 2024**. The contract may be extended for up to thirty two additional months, dependent upon successful performance results and available funding.

II. SCOPE OF SERVICES

This RFP is to operate a WIOA Title I Youth program to serve WIOA-eligible in-and-out-of-school youth ages 14–24 residing or attending school in Imperial County. The primary focus is on services to out-of-school youth. All proposals must be comprehensive and address the full scope of services detailed in this RFP or demonstrate a partnership with other entities that together will deliver the full scope of services. Further details are provided under B. Program Design Features.

A. Eligibility

Proposers are responsible for outreach and recruitment of sufficient numbers of eligible youth to meet their enrollment obligations. ICWDB will approve eligibility verification documents submitted prior to enrollment. WIOA eligibility requirements govern who may be served with WIOA Title I youth funds. Individuals must be authorized to work in the United States and, if applicable, be registered for the Selective Service. In addition, for purposes of this RFP, youth must meet the following criteria:

Out-of-School Youth

An out-of-school youth (OSY) is an individual who is: (a) Not attending any secondary or post-secondary school (not including adult education, YouthBuild, or JobCorps); (b) Not younger than 16 or older than age 24 at time of enrollment; and (c) One or more of the following:

- (1) A school dropout
- (2) A youth who is within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter.
- (3) A recipient of a secondary school diploma or its recognized equivalent who is a low-income individual and is either basic skills deficient or an English language learner.
- (4) An individual who is subject to the juvenile or adult justice system.
- (5) A homeless individual, a runaway, in foster care or has aged out of the foster care system.
- (6) An individual who is pregnant or parenting.
- (7) An individual with a disability.
- (8) A low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment. ICWDB *WIOA Youth Eligibility and Services Policy*, (See attachment A)

Note that a minimum of 75% of contracted youth funds must be expended on activities related to serving out-of-school youth; therefore, it is expected that proposals will focus on out-of-school youth. Proposers will reflect a breakout between in and out-of-school youth on their budget plan.

In-School Youth

An in-school youth (ISY) is an individual who is: (a) Attending school (as defined by State law), including secondary and post-secondary school; (b) Not younger than age 14 or older

than age 21 at time of enrollment; (c) A low-income individual; and (d) One or more of the following:

- (1) Basic skills deficient.
- (2) An English language learner.
- (3) An offender.
- (4) A homeless individual, a runaway, in foster care or has aged out of the foster care system.
- (5) An individual who is pregnant or parenting.
- (6) An individual with a disability.
- (7) An individual who requires additional assistance to enter or complete an educational program or to secure or hold employment.

B. Program Design Features

ICWDB seeks proposals demonstrating collaborations with other agencies in order to access an appropriate range of services for participating youth. Proposals are expected to demonstrate capacity to fulfill all service requirements but may do so with partnerships.

In accordance with WIOA regulations, services and activities must include but are not limited to the following:

- Youth outreach/recruitment.
- Objective assessment of the academic and occupational skill levels and service needs of each participant.
- One-on-one case management, including development and ongoing implementation of an individualized service strategy directly linked to one or more of the performance indicators.
- Activities leading to the attainment of a secondary school diploma or its recognized equivalent, or a recognized postsecondary credential.
- Preparation for postsecondary educational and training opportunities.
- Strong linkages between academic instruction and occupational education that lead to the attainment of recognized postsecondary credentials.
- Preparation for unsubsidized employment opportunities, in appropriate cases.
- Effective connections to employers, including small employers, in in-demand industry sectors and occupations of the local and regional labor markets.
- Follow-up services – Follow-up services must be provided for a minimum of 12 months following a youth's exit from the program to help ensure the youth is successful in employment and/or post-secondary education and training. The types of services provided and the duration of services must be determined based on the needs of the individual and therefore, the type and intensity of follow-up services may differ for each participant. However, follow-up services must include more than only a contact attempted or made for securing documentation in order to report a performance outcome.

- Maintenance of records, data entry and report preparation as required in the approved WIOA automated case management system.

Additionally, the following is a list of 14 required services local programs must, at a minimum, make available to youth who are assessed as in need of such services (WIOA section 129(c)(2)).

If a service provider does not directly provide the services listed, it must demonstrate the ability to make the services available through seamless referrals to appropriate providers of such services. The proposer will have primary responsibility for coordinating the full continuum of services for each participant.

1. 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;
2. Alternative secondary school services, or dropout recovery services, as appropriate;
3. Paid and unpaid work experiences that have as a component academic and occupational education, which may include:
 - a) summer employment opportunities and other employment opportunities available throughout the school year;
 - b) pre-apprenticeship programs;
 - c) internships and job shadowing; and
 - d) on-the-job training opportunities
4. Occupational skill training, which may 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;
5. Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;
6. Leadership development opportunities, which may include community service and peer-centered activities encouraging responsibility and other positive social and civic behaviors, as appropriate;
7. Supportive services see :ICWDB *Supportive Services Policy & Procedures* Policy, (see attachment A)
8. Adult mentoring for the period of participation and a subsequent period, for a total of not less than 12 months;
9. Follow-up services for not less than 12 months after the completion of participation, as appropriate;
10. Comprehensive guidance and counseling, which may include drug and alcohol abuse counseling and referral, as appropriate;

11. Financial literacy education;
12. Entrepreneurial skills training;
13. 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; and
14. Activities that help youth prepare for and transition to postsecondary education and training.

It is required that a minimum of 75 percent of proposal expenditures be for costs related to serving out-of-school youth. Note that it is expected that expenditures reported for serving out-of-school youth are reasonable given the proportion of out-of-school youth served.

It is required that a minimum of 25 percent of proposal expenditures be for costs to support paid and unpaid work experience. See D. Work-Based Learning for details.

A proposer is expected to provide a mechanism for the provision of direct monetary payments for youth, such as hourly wages. Whether handled directly by the proposer or through another entity, the employer of record must cover workers compensation insurance and adhere to all applicable laws and regulations, i.e. those regulating hours of employment, minimum wage, working conditions, right to work, work permits, etc. If the proposer is unable to provide such a mechanism, ICWDB may be able to provide a referral to a provider of payroll-processing services (at proposer's own cost).

Youth Incentives

Incentives to youth who achieve established goals as a result of WIOA program participation are allowable. Incentives must be tied to program goals on the youth's Individual Service Strategy and provided in accordance with the requirements in 2 CFR Part 200. Awarding of incentives is a means to encourage participation and reward achievement and attainment of individual goals that lead to successful outcomes and/or successful completion from the WIOA Youth program.

Incentives are not an entitlement and are contingent upon available grant funding. Youth incentives may **not** include entertainment costs such as movie or sporting event tickets or gift cards to movie theaters or other venues whose sole purpose is entertainment (2 CFR Part 200). Incentives must be documented in the participant's Individual Service Strategy. Proposer will adhere to ICWDB *WIOA Youth Incentives Policy* for criteria for award of incentives(see attachment A).

C. Career Pathways

WIOA places a strong emphasis on career pathways as defined as a combination of rigorous and high quality education, training and other services that:

- Aligns with the skill needs of industries in the economy of the State or regional economy involved;
- Prepares an individual to be successful in any of a full range of secondary or postsecondary education options;
- Includes counseling to support an individual in achieving the individual's education and career goals;
- Includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;
- Organizes education, training and other services to meet particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;
- Enables an individual to attain secondary school diploma or its recognized equivalent, and at least one recognized postsecondary credential; and
- Helps an individual enter or advance within a specific occupation or occupational cluster.

All career pathways must include work-based learning opportunities for all participants.

D. Work-Based Learning

This RFP requires that **not less than 25 percent of contracted funds be spent on activities supporting paid and unpaid work experience** that have as a component academic and occupational education. This may include summer employment and other employment opportunities available throughout the year such as pre-apprenticeship programs, internships, job shadowing and on the job training opportunities. According to Training Employment and Guidance Letter 23-14, [*WIOA Youth Program Transition*](#), "Program expenditures on the work experience program element include wages as well as staffing costs for the development and management of work experience." These work-based learning strategies must serve as a next step in career development, whether the desired outcome is employment or enrollment in post-secondary education or advanced training.

E. Core Indicators of Performance

Proposers will be held responsible for meeting or exceeding all mandated Department of Labor (DOL) Common Measures applicable to the population served.

Annual performance goals will be established by the ICWDB prior to the start of the program year and will be monitored on a quarterly, or as needed, basis. Goals will be set in each of the following categories:

- **Credential Attainment:** The percentage of youth who obtain a recognized credential or secondary diploma during participation or within 1 year after exit.
- **Placement in education or training activities, or unsubsidized employment:** The percentage of youth who are in education/training activities or in unsubsidized employment in the 2nd quarter after exit.

- Placement in education or training activities, or unsubsidized employment: The percentage of youth who are in education/training activities or in unsubsidized employment in the 4th quarter after exit.
- Median earning in unsubsidized employment: The median average earnings of youth who are in unsubsidized employment during the 2nd quarter after exit.
- Measurable skills gains: The percentage of youth who are in an education training program that leads to a recognized post-secondary credential or employment and who are achieving measurable skills gains.

As a point of reference, the goals established by the State for ICWDB in Program Year 2021-2022 are as follows:

Program	Credential Attainment	Placement in education or training activities, or unsubsidized employment 2 nd Qtr after Exit	Placement in education or training activities, or unsubsidized employment 4 th Qtr after Exit	Median earning in unsubsidized employment	Measurable Skills Gain
Youth	60%	58%	59.5%	\$3,200%	55%

These goals are provided as a reference only. New goals will be established at the start of each program year.

The State of California and/or ICWDB may develop additional performance indicators and establish goals for the Service Provider beyond those listed above. ICWDB may set goals for the number of individuals enrolled, served, trained, and/or placed (in addition to percentage goals) to ensure a strong return on investment and adequate levels of service and outcomes for the community.

Further details relative to performance measures may be found in DOL's [TEGL 10-16, Change 1](#) Performance Reporting

F. Record Keeping

Proposers will be expected to maintain complete up-to-date and accurate records and management controls. Individual case files shall be maintained on each WIOA-funded youth which will include, but are not limited to, comprehensive assessment documentation and case notes; progress and participation in activities, goals and achievements; referrals made and services received from other providers; outcomes; and follow-up documentation. Records must be kept confidential in compliance with state and federal requirements. See H. Confidentiality for more information.

Service providers will be expected to maintain complete fiscal and accounting records including, but not limited to, backup documentation of all contract expenditures and demonstration of acceptable accounting methods to allocate costs.

All records relating to this program are subject to review and monitoring by ICWDB, the State of California, and the U.S. and shall be made available upon request.

Financial records, supporting documents, statistical records, and all other records pertinent to an award shall be retained for a period of four years from the date of submission of the final expenditure report or, for awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, as authorized by DOL.

G. Site and Accessibility Requirements

Proposers must identify a minimum of one physical location within Imperial County at which participant services will be provided and indicate how the location is centrally located and easily accessible to the youth targeted in the proposal. The location must be compliant with the Americans with Disabilities Act (ADA) and accessible by public transportation. Proposers should also include strategies that incorporate best practices in serving youth remotely, and describe staff approaches and competencies in providing remote/on-line workforce development services. ICWDB reserves the right to consider geographic distribution of service sites in its selection process. If an agency has not yet identified a location, they must provide assurances that they will provide a location within Imperial County, identify the community that is being targeted, and the time-frame for securing location should it be awarded the contract.

Per guidance from the State [*Workforce Services Directive 17-01*](#), service providers must adhere to the following accessibility requirements:

No qualified individual with a disability may be excluded from participation in, or be denied the benefits of a recipient's service, program, or activity or be subjected to discrimination by any recipient because a recipient's facilities are inaccessible or unusable by individuals with disabilities. Recipients that are subject to Title II of ADA of 1990 must also ensure that new facilities or alterations of facilities that began construction after January 26, 1992, comply with the applicable federal accessible design standards, such as the ADA Standards for Accessible Design (1991 or 2010) or the Uniform Federal Accessibility Standards. In addition, recipients that receive federal financial assistance must meet their accessibility obligations under Section 504 of the Rehab Act and the implementing regulations at 29 CFR Part 32. Some recipients may be subject to additional accessibility requirements under other statutory authority, including Title III of the ADA that is not enforced by the CRC. As indicated in Section 38.3(d)(10), compliance with this part does not affect a recipient's obligation to comply with the applicable ADA Standards for Accessible Design.

All WIOA Title I-financially assisted programs and activities must be programmatically accessible. This includes providing reasonable accommodations for individuals with disabilities, making reasonable modifications to policies, practices, and procedures, administering programs in the most integrated setting appropriate, communicating with persons with disabilities as effectively as with others, and providing appropriate auxiliary aids or services, including

assistive technology devices and services, where necessary to afford individuals with disabilities an equal opportunity to participate in, and enjoy the benefits of, the program or activity.

H. Confidentiality

Successful proposers acknowledge that they will exchange various kinds of information pursuant to this program. That information will include data, applications, program files, and databases. These data and information are confidential when they define an individual or an employer. Confidential information requires special precautions to protect it from unauthorized use, access, disclosure, modification, and destruction. Each party shall keep all information that is exchanged between them in the strictest confidence and make such information available to their own employees only on a "need-to-know" basis. Refer to ICWDB *Protection of Personally Identifiable Information & Other Confidential and/or Sensitive Customer Information* policy and procedures for guidance (see attachment A).

I. Technical Qualifications

To be eligible for consideration, respondents submitting proposals may not have a financial or policy interest in ICWDB or Imperial County and must demonstrate but not be limited to:

- Experienced staff, subcontractors, and/or partners to provide the services described herein or must show the ability to acquire such staff
- Demonstrated experience in effectively performing similar types of services in the public or private sector
- Capacity to deliver services remotely
- Legal capability to enter into a contract for the delivery of these services, and ability to contract in a timely manner
- Ability to fulfill contract requirements, including the indemnification and insurance requirements
- If applicable, satisfactory performance under a current or past contract with ICWDB for similar services
- Capacity to maintain adequate files and records, comply with confidentiality mandates, and meet reporting requirements.
- Capability to fiscally and administratively provide and manage the proposed services on a reimbursement basis (no advance funding), to ensure adequate audit trail, to maintain audit-ready files, and to monitor its own organization files (internal audit function)
- Knowledge and understanding of Federal Fair Labor Standards Act and rules; and regulations and policy directives regarding the Workforce Innovation and Opportunity Act programs issued by the State of California Employment Development Department
- Does not provide for the advancement or aid to any religious sect, church or creed, or sectarian purpose
- Knowledge and understanding of OMB's uniform administrative requirements ("Uniform Guidance") at [2 CFR 200](#), et al; and [2 CFR Part 2900](#), et al

- That it is an Affirmative/Equal Opportunity Employer. If selected for funding, the lead agency and the collaborative partner agencies will be required to meet nondiscrimination and EEO requirements
- Compliance with requirements for lobbying, debarment, energy efficiency and other environmental regulations, the Stevens Amendment, and drug-free workplace certification

III. RFP Process Information

Contact Information

The primary method of contact for information on this RFP is through:

E-mail: timothydruihet@co.imperial.ca.us

A Bidders' Conference will be held on Tuesday December 6, 2022 from 1:00 pm to 2:00 pm. PST. The meeting will be held virtually via Zoom:

Join Zoom Meeting:

Link: <http://us06web.zoom.us/j/87551495081>

Attendance at the Bidders' is not mandatory. ICWDB will provide general guidance such as clarifying information, but not guidance actually preparing a proposal. No questions may be posed verbally to staff outside of the Bidders' Conference.

Any questions concerning this RFP, the application process, or programmatic issues must be submitted via email to: timothydruihet@co.imperial.ca.us or jeffreyburquist@co.imperial.ca.us by **5:00 pm on December 21, 2022 PST.**

Answers to certain questions arising from the process, significant interpretations, direction, or revisions to the RFP will be posted on the ICWDB website at: www.ivworkforce.com.

Proposers are encouraged to check the website for any updated information.

Submission of Proposals

Proposal must be submitted in-person or mail to:

Imperial County Workforce Development Board - Attention: Timothy Druihet

2799 S. 4th El Centro, CA 92243

by the deadline of December 21, 2022, 5:00 pm PST.

All proposals shall be deemed public documents at the time of contract award to the successful Proposer. The RFP is intended to be worded in a manner so as not to elicit proprietary information. If proprietary information is submitted as part of the proposal, such information

shall be clearly labeled "Proprietary" and accompanied by a request that the information be returned by the ICWDB to the Proposer upon completion of this RFP process. If proposals contain proprietary information, then proprietary paragraphs and/or other data should be clearly marked as noted above.

The information on the pages of the proposal identified as proprietary will be used only for the evaluation of the proposal, but proposer understands that disclosure may be required under the California Public Records Act or other Federal, State, and Local law, as determined by the ICWDB.

Note that wholesale use of headers/footers bearing designations such as "confidential", "proprietary", or "trade secret" on all or nearly all of a proposal is not acceptable, and may be deemed by the ICWDB as a waiver of any exemption claim. Any Proposal that includes a blanket statement or limitation, which would prohibit or limit public inspection may be considered nonresponsive and may be rejected. Pricing information is generally not considered proprietary information.

The identification of exempt information must be more specific. The ICWDB assumes no responsibility for disclosure or use of unmarked data for any purposes.

Review and Rating of Proposals

ICWDB staff will screen all proposals received by the submission deadline for compliance with the proposal instructions and format specifications. Proposals not in compliance with these requirements will not be forwarded to the RFP Review Committee.

All efforts will be made to keep the Review Committee free of any conflict of interest. The panel may include a wide range of workforce experts representing different aspects of workforce development.

The RFP Review Committee will evaluate all proposals passing the above threshold based on the information included in the proposal narrative and budget and participant plans. The panel will consider all of the program design factors described in the proposal, and will evaluate how well the proposal meets the needs outlined herein. The Committee may conduct oral interviews and/or site visits with proposers to further clarify and evaluate proposal details. Each proposal will be given a score between 0 and 100 and will be rated in the following categories:

1. Overall Program Design / Responsiveness to RFP (25 points)

Proposals will be rated in terms of the creativity, practicality, and potential effectiveness of the overall design. A review will be made of the appropriateness of the proposed methods, the reasonableness of the proposed outcomes, the comprehensiveness of proposed services, and the extent to which excellent customer service and continuous quality improvement are built into the program design. Proposals will also be rated for their ability to offer both in-person and remote/online services that work best for the participants being served.

2. Demonstrated Effectiveness and Past Performance (15 points)

The proposals will be reviewed to ensure that the proposer has demonstrated a history of successfully addressing the short and long-term needs of economically disadvantaged,

disenfranchised, and at-risk youth to achieve a successful transition to productive adulthood, as demonstrated by measurable outcomes.

3. Program Management (20 points)

Proposals will be evaluated to ensure that the proposed program model demonstrates the ability to effectively manage all aspects of youth program services and achieve the WIOA-mandated performance goals (Common Measures). The review will seek to ensure that the staffing plan is adequate and that the organization chart and resumes submitted demonstrate that the staff has adequate and appropriate background and experience, that the agency has the required record keeping capability, and that the agency has an adequate fiscal management system.

4. Linkages with Other Agencies (10 points)

The proposal will be evaluated in terms of the degree to which the proposer can demonstrate linkages/collaboration with other agencies providing youth services in the area, as well as local employers. The proposal will also be rated on its ability to link resources to the required 14 elements of WIOA.

5. Budget / Budget Narrative (20 points)

This category will evaluate the cost of the proposed program and the degree to which expenditure of funds relates to program outcomes. Budgets will be reviewed for accuracy and completeness and to ensure all costs are necessary, reasonable, allowable, and allocable. Proposals will be reviewed for competitiveness as measured by the review of the line-item budget, the program design, the cost per participant and per positive outcome, and comparison to all other proposals.

6. Location of Services (10 points)

An evaluation will be made of the proposed geographic location of services in terms of accessibility to the target population and ability to help facilitate a strong connection with the local youth community. The review will include an evaluation of how the proposed location(s) meets site accessibility requirements.

All reviewer scores will be averaged to determine the final score for each proposal. Each bidder with an average score of 70 points or higher can be "considered" for funding and can be added to a slate of possible providers until the next RFP cycle.. The Review Committee, with ICWDB staff assistance, will prepare a recommendation to the Imperial County Workforce Development Board (ICWDB) for approval, followed by a recommendation to the Imperial County Board of Supervisors, which has final authority over issuance of contracts. The Review Committee will recommend funding and service levels based on available funds, demographic goals, mix of providers, quality of linkages and partnerships, and ICWDB needs, and may attach conditions for funding to its recommendation. The ICWDB and County Board of Supervisors will make their decisions at open public meetings. Agencies should visit the IC County Board of Supervisors websites to confirm times, dates, and locations for these meetings.

If selected as a finalist for funding, the respondent may be subject to an on-site review, including but not limited to: inspection of facilities and/or equipment; a review of the qualifications of staff, proposed curriculum, and administrative systems; and verification of audit and insurance requirements. ICWDB reserves the right to contact any individuals, agencies, or employers listed in the proposal and/or others with experience or knowledge of the proposer's relevant performance and qualifications, and to verify references and the accuracy of all statements contained in the proposal. If this review reveals significant problems, contract negotiations will

not be possible until such time that deficiencies are resolved. If such resolution exceeds 30 days, the ICWDB reserves the right to terminate the contract negotiation process. Any outstanding review findings must be resolved prior to final execution of a contract.

Agencies that have previously received funding from the ICWDB may be reviewed for past program compliance including financial management, timeliness and completeness of reporting, evaluation results, and any other relevant documentation or information.

ICWDB members or proposal reviewers will not evaluate nor participate in a vote to fund any proposal from an organization with which they have any financial and/or organizational relationship.

This RFP does not commit ICWDB to award a contract, to pay any costs incurred in the preparation of a proposal to this request, or to procure or contract for services or supplies. ICWDB reserves the right to accept or reject any or all proposals received as a result of this request, to negotiate with all qualified sources, or to cancel in part or in its entirety, with or without cause, this Request for Proposal if it is in the best interest of ICWDB to do so. Should a failed competition (only one responsive proposal is received) result from this RFP, ICWDB has the option to re-compete the procurement or enter into a sole source procurement, whichever is deemed appropriate. ICWDB may require the proposers selected to participate in negotiations, and to submit such price, technical, or other revisions of their proposals as may result from negotiations.

Type of Contract

ICWDB reserves the right to utilize the most appropriate contract methodology. This will be a cost reimbursement contract. As the ICWDB fiscal agent is Imperial County, the contract will be issued in the name of Imperial County.

Insurance Requirements

If awarded the contract, the service provider must comply with Imperial County insurance requirements, as follows:

The service provider shall procure and maintain during the term of this Agreement insurance, in compliance with the sections below unless expressly waived, in writing, by the County. On or before commencement of the contract, the service provider shall furnish County with certificates showing the type, amount, class of operations covered, effective dates and dates of expiration of insurance coverage. Endorsements naming Imperial County and the ICWDB as Additional Insured shall be submitted with the insurance certificates.

1. **Commercial General Liability**: \$1,000,000 per occurrence for bodily injury, personal injury and property damage and \$2,000,000 aggregate. ISO Occurrence Form CG 0001 is required.
2. **Automobile Liability**: \$1,000,000 per accident for bodily injury and property damage. ISO Form CA 0001 is required.
3. **Workers' Compensation** Statutory Limits and **Employer's Liability**: \$1,000,000 per accident for bodily injury or disease. This policy must be endorsed with a waiver of subrogation in favor of Imperial County.

The general liability policy shall name Imperial County and the ICWDB as an additional insured only to the extent of the indemnification contained herein and shall provide at least thirty (30) days prior written notice to County of cancellation of the policy or reduction in the coverage.

The aforementioned insurance requirements can be met through any combination of primary and excess/umbrella policies that fulfill the stipulated coverage as cited above.

Contract Award

ICWDB may award a contract(s) based upon offers received without discussion of such offers with the proposer. Each offer should be submitted in the most favorable terms from a price and technical standpoint. However, ICWDB reserves the right to request additional data or oral discussion/presentation in support of written proposals.

Prior to any contract negotiations, the applicant/agency must be prepared to submit the following:

- Form W-9 with Federal ID number
- Proof of insurance
- Signatory authorization
- SAM.GOV UI number

Award Notification and Debriefing Process

The contact person listed on the Proposal Summary Form will be informed of the results of this RFP by email. When multiple agencies are applying as a collaborative, the ICWDB reserves the right to address all correspondence and communications to the contact person listed on the Proposal Summary Form. It is the responsibility of the collaborating agencies to ensure that all partners are informed of this communication.

Applicants whose proposals are not recommended for funding by the ICWDB (under 70 point score or incomplete/non-compliant) may request a debriefing within seven (7) days of the date of the ICWDB Executive Committee meeting. Requests must be submitted to:

timothydruihet@co.imperial.ca.us If a bidder believes that any local, State, or federal regulations have been violated in the procurement process, it may pursue the matter through access to ICWDB grievance policy and procedures. *WIOA Grievance & Complaint Resolution* (

Request for Proposals Timeline

RFP Release Date	November 22, 2022
Bidders' Conference	December 06 1:00pm– 2:00pm PST Virtually via Zoom: Zoom link:

Deadline to Submit Questions	December 12, 2022 by 5:00 pm PST Email: timothydruihet@co.imperial.ca.us
Deadline to Submit Proposal	December 21, 2022 by 5:00 pm PST in-person or mail Imperial County Workforce Development Board <u>Attn: Timothy Druihet</u> 2799 S. 4th Street, El Centro, CA 92243
Proposal Review and Scoring	By January 05, 2023
Proposer Finalist Interviews if needed	By January 09, 2023
Written Notification of Review Committee Recommendations (sent to proposers)	By January 11, 2023
IC Workforce Development Board Approval and Recommendation to Imperial County Board of Supervisor	By January 25, 2023
Deadline to Request Debriefing	Within 7 days after IC Workforce Development Board and/or Executive Committee approval - Request must be submitted to the email address : timothydruihet@co.imperial.ca.us
Imperial County BOS Approval of Awards	By February 28, 2023
Contract Negotiations/Contract Signatures	By February 08, 2023
Services Begin	March 01, 2023

With the exception of the proposal submission deadline, all dates are subject to change.

Proposal Instructions and Format

1. **Proposal is due by 5:00 p.m. PST on December 21, 2022**
2. All proposals must be submitted as requested. Late or incomplete proposals will not be considered.
3. Do not include literature or attachments beyond that necessary to present a complete and effective proposal. Failure to submit a concise, complete proposal shall be evidence of the proposer's inability to undertake program objectives.
4. All narratives will be typed in Arial (regular) or Times New Roman font, 12-point size or larger, on 8 ½" x 11" pages, with 1" for all margins. All narratives will be single-spaced with pages numbered sequentially. **There is a page limit of 15 pages for the narrative section (including Executive Summary).**
5. Complete the following and include in the proposal. Note that Word and Excel versions, as applicable, of Enclosures I, II, III and IV are on ICWDB website.
 - a. RFP Proposal Summary Form (Enclosure I)
 - b. RFP Narrative Section (Enclosure II)
 - c. WIOA 14 Elements Service Delivery Plan (Enclosure III)
 - d. Budget and Budget Narrative (Enclosure IV)
6. Organize the proposal in a manner consistent with the instructions.
7. Submit one original and 5 copies of the RFP and all additional documents.

NOTE: It is the responsibility of the proposer to ensure that the proposal is received by the time and date specified above.

Imperial County Workforce
Development Board
YOUTH SERVICES RFP
Proposal Summary Form

Proposing Entity Information:

Legal Name: _____

Fiscal Agent, if applicable: _____

Address: _____

Contact Person: _____

Telephone: _____ Fax: _____

Email: _____

Number of Youth to be Served: **Out-of-School** _____ **In-School** _____ **Total** _____

Amount Requested: **Out-of-School \$** _____ **In-School \$** _____ **Total \$** _____

Proposed Service Area (county, cities or portions _____

thereof): _____

Certification:

The applicant hereby proposes to provide and deliver services as stated in this proposal.

The applicant certifies that the signatory below is a duly authorized representative of the applicant organization and is fully authorized to submit and sign proposals; that the cost data contained herein are accurate, complete and current; and that the applicant organization is fully capable of fulfilling its obligation under this proposal as stated herein.

Name and Title of Authorized Representative (typed)

Signature of Authorized Representative

Date

Proposal Narrative

The proposal narrative is limited to fifteen (15) pages. It should contain the following elements, in the order specified. All proposals will be reviewed for demonstrated capacity to provide the services/activities sought through this solicitation and the creativity, practicality, and potential effectiveness of the overall design. Applicants should provide a concise narrative that will help demonstrate their ability to comply with program requirements. Supporting documents, agreements, forms, or other evidence may be included separately as attachments to the narrative section.

Executive Summary:

- Your type of agency (public, for profit, or non-profit). If you are a non-profit agency, please attach a copy of your current Board of Directors list that shows affiliations of each board member.
- Your track record, including years of operation and clients served to date (by program or service, if appropriate).
- A brief summary highlighting the number and population to be served through this proposal, planned outcomes, and basic program approach.

Main Purpose of Program:

- Detail what the program intends to accomplish.
- Describe the approaches or elements that demonstrate the creativity and uniqueness of the program.

Goals/Objectives and Performance Level:

- Report the number of in-school and out-of-school participants to be served. (provide a description of completed enrollment and exit plan per quarter for the 18 month contract for each).
- Describe your program strategy to achieve a successful outcome for each of the applicable Common Measures prior to participant exit and during the follow-up reporting period.

Target Groups:

- Identify the group(s) that this proposal intends to target.
- Provide examples that demonstrate the proposer's connection to and understanding of the identified target population.
- Describe your ability to offer culturally appropriate or specific services to diverse clients, including languages spoken by staff.

Program Description:

- Detail your program model and the specific programs and services you will offer, including type of services, current capacity/enrollment in each service/program, and potential for expansion.
- Describe your strategies to identify, recruit and enroll the individuals that you will be serving and identify the specific strategies and resources you will use to ensure sufficient numbers of eligible clients are recruited to meet your enrollment goals and that outcomes are accomplished.
- Describe how you will assess youths' goals and needs. How will assessment be conducted, what are the goals of the assessments, and what tools will be used?
- Discuss how your service delivery model will provide and/or make accessible the 14 mandated WIOA youth program elements. (Also, complete Enclosure III, WIOA 14 Elements Service Delivery Plan).
- Identify and discuss collaborative relationships, both for the required elements as well as any other partnerships, and how they augment your expertise and capacity.
- Explain participant flow through the program including outreach/recruitment, assessment, case management, program services, outcomes, and follow-up. How long will a youth typically participate in the program?
- Describe your case management strategies, level of resources, and frequency of contact with youth during the program.
- Describe how you will collaborate with businesses and how this will affect your outcomes.
- Discuss how you will provide a work experience component and who the "employer of record" will be for paid work experience.

Demonstrated Effectiveness:

- Describe your agency's previous experience in providing employment and training services to disadvantaged youth, including any other federal grant funds your agency may have received in the past. Your response should be directly related to the ability of the proposed program to meet DOL Common Measures for youth in the program activities as described herein.
- Describe your Workforce Investment Act (WIA) and/or WIOA programmatic and administrative experience, if any.

Staffing Plan:

- Indicate the number and job descriptions of staff positions that will be dedicated to the program. For example, include the anticipated ratio of participants to case managers, instructors, and/or counselors and related fiscal and administrative support staff that will be providing program and expenditure reports.
- Provide information on the qualifications and experience of each individual associated with the service delivery and management of this proposal, other than clerical or other

administrative support staff. Of particular importance are the expertise, certifications, and skills of the staff that will be working directly with your participants. Resumes of existing staff or job descriptions including the qualifications and minimum requirements for program staff should be included (not included in page limit) and should describe the minimum education and work experience requirements for all critical staff positions.

- Attach an organization chart (not included in page limit) showing a clear and detailed depiction of the structure of the proposer organization and the specific unit within the organization that will be responsible for this project. Job titles on the organization chart should match those in the budget narrative. Positions to be hired should be clearly identified.

Facilities/Location:

- Indicate the primary location(s) where services will be provided and how you will accommodate those youth lacking transportation to distant sites. Identify a minimum of one physical location within Imperial County at which services will be provided. Several physical locations throughout Imperial County are preferred.
- Discuss your ability to comply with the site accessibility requirements of this RFP.

Administrative Capacity:

- Describe the process your program will use to capture and report information on program participants.
- Describe the current monitoring and evaluation programs currently used by proposer.
- Describe your internal control and oversight procedures and timelines relative to administration, reporting and documentation, program operations, and program quality control.
- Identify staffing resources and/or partner roles to ensure effective collaboration and oversight between the proposer and any partner(s) or subcontractors.

Budget and Budget Narrative:

- Provide a proposal budget using Enclosure IV. All costs proposed to be charged to the contract must be necessary, reasonable, and allowable under the Workforce Innovation and Opportunity Act.
- Briefly describe your accounting system and ability to track and report costs monthly on an accrual basis.
- Briefly describe your methodology for allocating costs that are not directly charged, such as overhead costs.
- Do you have a minimum number of youth to be served by your organization in order to make this contract viable? Please explain.
- **On a separate page (not included in page limit)**, provide a brief justification for each line item of cost (e.g. hours and rate for salaries, mileage and rate for travel, description of tuition costs, etc.). If you have an approved indirect cost rate for federal grants, include the rate and name of your cognizant agency.

WIOA 14 Elements Service Delivery Plan

ORGANIZATION: _____

If a service provider does not directly provide the services listed, it must demonstrate the ability to make the services available through seamless referrals to appropriate providers of such services. The proposer will have primary responsibility for coordinating the full continuum of services for each participant.

ELEMENT	Indicate YES or NO if your agency directly provides this element	Briefly describe your plans for this service. <i>What will be included and how will it be provided? If your agency is NOT directly providing this element, identify with whom you will partner to provide this required element (i.e., name of organization, address, and contact person to confirm).</i>
1. 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 post-secondary credential		
2. Alternative secondary school services, or dropout recovery services, as appropriate		
3. Paid and unpaid work experiences that have academic and occupational education as a component of the work experience, which may include the following types of work experiences: summer employment opportunities and other employment opportunities available through the school year; pre-apprenticeship programs; internships and job shadowing; and on-the-job training opportunities		

ELEMENT	Indicate YES or NO if your agency directly provides this element	Briefly describe your plans for this service. <i>What will be included and how will it be provided? If your agency is NOT directly providing this element, identify with whom you will partner to provide this required element (i.e., name of organization, address, and contact person to confirm).</i>
4. Occupational skill training, which includes priority consideration for training programs that lead to recognized post-secondary credentials that align with in-demand industry sectors or occupations in the local area involved		
5. Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster		
6. Leadership development opportunities, including community service and peer-centered activities encouraging responsibility and other positive social and civic behaviors		
7. Supportive services	..	
8. Adult mentoring for a duration of at least 12 months, that may occur both during and after program participation		
9. Follow-up services for not less than 12 months after the completion of participation	..	

ELEMENT	<i>Indicate YES or NO if your agency directly provides this element</i>	Briefly describe your plans for this service. <i>What will be included and how will it be provided? If your agency is NOT directly providing this element, identify with whom you will partner to provide this required element (i.e., name of organization, address, and contact person to confirm).</i>
10. Comprehensive guidance and counseling, which may include drug and alcohol abuse counseling, as well as referrals to counseling, as appropriate to the needs of the individual youth		
11. Financial literacy education		
12. Entrepreneurial skills training		
13. 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		
14. Activities that help youth prepare for and transition to post-secondary education and training		

Attachment A

ICWDB WIOA Youth Eligibility and Service Policy and Youth Incentives
<https://www.ivworkforce.com/assets/policies/youth-policy.pdf>

ICWDB Supportive Services Policy & Procedures Policy
<https://www.ivworkforce.com/assets/policies/Supportive%20Services%20Policy.pdf>

ICWDB Protection of Personally Identifiable Information & Other Confidential and/or Sensitive Customer Information
[https://www.ivworkforce.com/assets/policies/Personally%20Identifiable%20Information%20\(PII\)%20Policy.pdf](https://www.ivworkforce.com/assets/policies/Personally%20Identifiable%20Information%20(PII)%20Policy.pdf)

<p style="text-align: center;">Imperial County Workforce Development Board Action Agenda Item 5</p>

MEETING DATE: October 26, 2022

ITEM: 5

SUBJECT: Discussion/Action to approve contract renewal of the One Stop Operator Agreement for services with ProPath Inc. in an amount not to exceed \$75,000.

FROM: Priscilla Lopez, ICWED Director

RECOMMENDATION:

ICWED Director recommends to approve agreement renewal with ProPath Inc. Solutions in an amount not to exceed \$75,000 to provide One Stop Operator services.

BACKGROUND:

It is recommended to renew the contract with ProPath, Inc. as the AJCC One Stop Operator for the period of January 1, 2023 to December 31, 2023. The contract is not to exceed \$75,000. The scope of work and contract will include, but is not limited to, continuous quality improvement, One Stop manager mentor service, monthly and quarterly staff and partner operations meetings facilitation, operations and policy development, complete business services review and enhancements, pre-employment Workshop development, Incumbent Worker Training, On-the-Job Training, and serving individuals with disabilities AJCC compliance.

Local Boards must select their AJCC Operator through a competitive process at least once every four years and approval of this item would be the second modification to agreement for services after the initial contract was served.

FISCAL IMPACT:

\$75,000



To: Priscilla Lopez

Imperial County Workforce Development Board

From: David Baquerizo

ProPath, Inc.

Subject: 2023 Contract Extension

Hello Priscilla

As you know, my current one-stop operator contract will expire on December 31, 2022. I would like to request another one-year extension starting January 01, 2023 and ending December 31, 2023.

In addition to the one-stop operator services identified in the scope of work within my current contract.

I would also like to continue the additional work that we have identified through a needs-analysis.

Which includes: Continuous Quality Improvement, One-Stop Manager Mentor Services, Monthly One-Stop Operations meetings, Operations and Policy Development, Business Services review and program enhancement. New Business Center Development, Incumbent Worker Program Contract and Implementation, ITA Training Vendor Recruitment, On-the-Job Training, Mobile Coach Procurement and as-need services.

My hourly rate charge will stay the same for next year. If you could allocate a total contract amount of \$75,000. Same amount that you provided for my current contract year.

Thank you for your consideration.

<p style="text-align: center;">Imperial County Workforce Development Board Action Agenda Item 6</p>

MEETING DATE: October 26, 2022

ITEM: 6

SUBJECT: Discussion/Action to approve agreement renewal with IdeaMax/Creative Solutions in the amount of \$9,760 to provide professional services in developing and writing the State mandated modifications to the Imperial County Workforce Development Local Plan PY2021-2024

FROM: Priscilla Lopez, ICWED Director

RECOMMENDATION:

ICWED Director recommends to approve agreement renewal with IdeaMax/Creative Solutions in the amount of \$9,760 to provide professional services in developing and writing the State mandated modifications to the Imperial County Workforce Development Local Plan PY2021-2024.

BACKGROUND:

On September 15, 2020, the Imperial County Board of Supervisors (ICBOS) released the ICWDB approved Request for Proposals for WIOA Local Plan Writer services. In response to the RFP, ICWDB received one proposal from Mr. David Shinder of IdeaMax/Creative Solutions that was subsequently approved by the ICBOS after the proposal was determined to have met the requirements in Workforce Services Directive (WSD) 20-05 issued by the Employment Development Department.

Following stakeholder and community engagement guidance within WSD20-05, ICWDB staff, in collaboration with Idea Max/Creative Solutions (Consultant), coordinated two community forums to allow for feedback, discussion, and planning recommendations from ICWDB members and local system stakeholders and others present at each forum. Conversations and discussions that occurred at these forums further assisted in the development of the Imperial County Workforce Development Local Plan.

Imperial County Community and Stakeholder Meetings:

- February 3, 2021: Vision for the Local Workforce System
- February 17, 2021: Improving Workforce System Services

Imperial County's Workforce Development Local Plan PY2021-2024 was submitted to the state on April 29, 2021 and was later approved by the ICBOS on May 11, 2021.

On June 22, 2022, EDD released draft WSDD-235, Local and Regional Plans PY21-24 Two-Year Modifications, which provides guidance and establishes the procedures regarding the two-year modification of the Regional and Local Plans for Program Year (PY) 2021-2024 as required by WIOA. During the two-year modification of PY15-20 Local Plans, Local Boards were asked to establish new partnerships with strategic

partners included in the State Plan modification. Final guidance regarding the focus of Local Plan modifications are expected to be released in the coming months. Plan modifications must be submitted by USB flash drive to the CWDB no later than Friday, March 31, 2023

Approval of this item would allow Consultant to lead the development of the Local Plan Modification in accordance with requirements published by EDD and the California Workforce Development Board. Project activities will include, but not be limited to: communications with management and staff on the workforce plan and processes required to develop the Local Plan Modification; convening system stakeholders regarding their respective roles and responsibilities pursuant to State guidance and local priorities; engaging staff and key stakeholders in discussions regarding progress in meeting existing local planning goals; preparing of a draft version of the Local Plan Modification; facilitating a public forum on the Local Plan Modification; revising the document to incorporate stakeholder and partner input; and finalizing the Modification document based on State review and comments.

FISCAL IMPACT:

Not to exceed \$9,760

IMPERIAL COUNTY WDB LOCAL PLAN MODIFICATION

Workplan and Project Hours

		Hours	Cost
1.	Review of State Directive, associated reference documents, and local board's current four-year local plan.	6	\$690
2.	Initial in-person meeting to review current four-year plan, requirements for biennial plan modifications, and content of the current plan that is subject to modification requirements. Hours include time to prepare for in-person meeting.	12	1,380
3.	Follow-up content discussions with local board representatives via videoconference, phone, and/or email.	5	690
4.	Design and conduct three community and stakeholder engagement sessions: 1 in-person and 2 via videoconference.	9	1,035
5.	Draft narrative for biennial local plan modification.	28	2,875
6.	Final narrative for biennial local plan modification, following review by local board representatives and conclusion of public comment period.	2	460
7.	Presentation to WDB, management and staff, and/or local partners and stakeholders.	2	230
	Sub-Total Services (costs in based on a rate of \$115/hr.)	64	7,360
	Sub-Total Estimated Travel (2 -3 trips)		2,400
	TOTAL		\$9,760

<p style="text-align: center;">Imperial County Workforce Development Board Action Agenda Item 7</p>

MEETING DATE: **October 26, 2022**

ITEM: **7**

SUBJECT: **Discussion/Action to approve up to six (6) individuals to attend the National Association of Workforce Boards Forum, March 25-28, 2023**

FROM: Priscilla Lopez, ICWED Director

RECOMMENDATION:

ICWEDO Director recommends to approve up to six (6) individuals, four (4) staff and two (2) WDB members, to attend the annual National Association of Workforce Boards (NAWB) Forum in Washington D.C. from March 25-28, 2023.

BACKGROUND:

NAWB holds The Forum to keep workforce development and workforce boards at the center of conversations about community health and economic prosperity. We bring together partners from DOL and the federal agencies, private industry, and the education sector to offer unparalleled professional development and create a unique environment for peer to peer learning.

This remains a moment of flux and potential for our system, with so much change emerging and taking root. Weaknesses in workforce and supply chains have not gone away. WIOA Reauthorization remains on the docket. Our system-wide conversation about our work, our challenges, and our customers' needs continues.

Registration of early bird rates are expected to open later this month.

FISCAL IMPACT:

Approximately \$23,000

Imperial County Workforce and Economic Development Office
Financial Statement
As of August 31, 2022

FY 2022-2023 WIOA Allocation		\$	8,603,457					
FY 2021-2022 WIOA Carryover		\$	8,146,992					
Total Budget FY 2022-2023		\$	16,750,449					
			Contract End Dates	Budget 2022-2023	YTD Expenditures	Unexpended		Percentage of Expenditures
1	Workforce Development Office Salaries (10 Staff)			30-Jun-23	684,542	76,653	607,889	11%
2	Workforce Development Office Benefits (10 Staff)			30-Jun-23	395,125	39,489	355,636	10%
3	Workforce Development Office Cost			30-Jun-23	444,745	39,152	405,593	9%
4	Workforce Development Board Salaries (5 Staff)			30-Jun-23	323,090	38,346	284,745	12%
5	Workforce Development Board Benefits (5 Staff)			30-Jun-23	197,648	16,718	180,930	8%
6	Workforce Development Board Cost			30-Jun-23	247,022	18,442	228,580	7%
7	One Stop Operational Salaries (20 Staff)			30-Jun-23	1,031,276	116,369	914,907	11%
8	One Stop Operational Benefits (20 Staff)			30-Jun-23	686,004	63,231	622,773	9%
9	One Stop Operational Cost			30-Jun-23	1,038,085	179,287	858,798	17%
10	CWA Membership Dues			30-Jun-23	12,760	12,760	-	100%
11	National Association of Workforce Boards (NAWB)			30-Jun-23	2,300	2,300	-	100%
12	SIERRA HR Hotline			30-Jun-23	10,008	-	10,008	0%
13	EMSI Analyst Software			30-Jun-23	8,000	-	8,000	0%
14	Career EDGE - Annual License			30-Jun-23	30,000	-	30,000	0%
15	TalentSpace - Software License Agreement			30-Jun-23	18,000	-	18,000	0%
16	Bludot Technologies Inc. - Annual License			30-Jun-23	6,696	6,696	-	100%
17	WDB Members, Meals, Travel, Conferences			30-Jun-23	55,000	172	54,828	0%
18	WDB/WDO Marketing & Other Services			30-Jun-23	60,000	15,272	44,728	25%
	Year Round Youth 22-23							
19	IVROP Operational Cost			30-Jun-23	992,010	141,148	850,862	14%
20	IVROP Work Experience/Stipends			30-Jun-23	1,200,940	82,897	1,118,043	7%
21	IVROP Supportive Services			30-Jun-23	7,050	679	6,371	10%
	Workers Compensation & ADP WIOA Participant Fees							
22	Workers Compensation WIOA Participant Fees			30-Jun-23	70,000	7,563	62,437	11%
23	ADP Participant WIOA Processing Fees			30-Jun-23	30,000	3,138	26,862	10%
24	Adult WIOA Supportive Services			30-Jun-23	50,000	3,635	46,365	7%
	201/501 30% Training Expenditure FY 2022-2023							
25	Adult Vocational ITA 22-23			30-Jun-23	1,126,819	-	1,126,819	0%
26	OJT One Stop Centers 22-23			30-Jun-23	600,000	1,505	598,495	0%
27	IVROP Registered Nurse Mentorship Program XI 22-23			30-Jun-23	353,423	39,733	313,690	11%
28	IVROP Licensed Vocational Nurse Mentorship Program 22-23			30-Jun-23	298,683	41,845	256,838	14%
29	Incumbent Worker Training (IWT) 22-23			30-Jun-23	100,000	-	100,000	0%
	Adult Work Experience(WEX) 22-23							
30	WEX-Adult Work Experience 22-23			30-Jun-23	1,200,000	22,981	1,177,019	2%
31	Propath Inc, - AJCC Operator			31-Dec-22	35,100	6,900	28,200	20%
	Carry over Obligated Training Expenditure FY 2021-2022							
32	Adult Vocational ITA 21-22			30-Jun-23	321,000	39,212	281,788	12%
33	OJT One Stop Centers 21-22			30-Jun-23	27,500	14,876	12,624	54%
	Adult Work Experience(WEX) 21-22							
34	WEX-Adult Work Experience 21-22			30-Jun-23	577,436	150,204	427,232	26%
	Carry over Obligated Training Expenditure FY 2020-2021							
35	IVROP Registered Nurse Mentorship Program X 20-21			30-Sep-23	117,525	20,770	96,755	18%
36	Small Business COVID-19 Layoff Aversion Grant			30-Jun-23	40,053	-	40,053	
	National Dislocated Worker Grant							
37	COVID-19 Disaster Recovery NDWG-Temporary Jobs			30-Jun-23	240,277	-	240,277	0%
Total Funds Allocated					12,638,117	1,201,972	11,436,145	
Funds available to be allocated					4,112,332		4,112,332	
Grand Total					16,750,449	1,201,972	15,548,477	
Percentage of Expenditures								7%

Imperial County Workforce and Economic Development Office
Financial Statement
As of September 30, 2022

FY 2022-2023 WIOA Allocation		\$	8,603,457					
FY 2021-2022 WIOA Carryover		\$	8,146,992					
Total Budget FY 2022-2023		\$	16,750,449					
				Contract End Dates	Budget 2022-2023	YTD Expenditures	Unexpended	Percentage of Expenditures
1	Workforce Development Office Salaries (10 Staff)			30-Jun-23	684,542	156,315	528,227	23%
2	Workforce Development Office Benefits (10 Staff)			30-Jun-23	395,125	78,332	316,793	20%
3	Workforce Development Office Cost			30-Jun-23	444,745	57,129	387,616	13%
4	Workforce Development Board Salaries (5 Staff)			30-Jun-23	323,090	70,518	252,572	22%
5	Workforce Development Board Benefits (5 Staff)			30-Jun-23	197,648	31,421	166,227	16%
6	Workforce Development Board Cost			30-Jun-23	247,022	28,005	219,017	11%
7	One Stop Operational Salaries (20 Staff)			30-Jun-23	1,031,276	226,529	804,747	22%
8	One Stop Operational Benefits (20 Staff)			30-Jun-23	686,004	123,520	562,484	18%
9	One Stop Operational Cost			30-Jun-23	1,038,085	276,704	761,381	27%
10	CWA Membership Dues			30-Jun-23	12,760	12,760	-	100%
11	National Association of Workforce Boards (NAWB)			30-Jun-23	2,300	2,300	-	100%
12	SIERRA HR Hotline			30-Jun-23	10,008	834	9,174	8%
13	EMSI Analyst Software			30-Jun-23	8,000	-	8,000	0%
14	Career EDGE - Annual License			30-Jun-23	30,000	-	30,000	0%
15	TalentSpace - Software License Agreement			30-Jun-23	18,000	-	18,000	0%
16	Bludot Technologies Inc. - Annual License			30-Jun-23	6,696	6,696	-	100%
17	WDB Members, Meals, Travel, Conferences			30-Jun-23	55,000	592	54,408	1%
18	WDB/WDO Marketing & Other Services			30-Jun-23	60,000	16,056	43,944	27%
Year Round Youth 22-23								
19	IVROP Operational Cost			30-Jun-23	992,010	141,148	850,862	14%
20	IVROP Work Experience/Stipends			30-Jun-23	1,200,940	134,157	1,066,783	11%
21	IVROP Supportive Services			30-Jun-23	7,050	1,269	5,781	18%
Workers Compensation & ADP WIOA Participant Fees								
22	Workers Compensation WIOA Participant Fees			30-Jun-23	70,000	10,352	59,648	15%
23	ADP Participant WIOA Processing Fees			30-Jun-23	30,000	5,532	24,468	18%
24	Adult WIOA Supportive Services			30-Jun-23	50,000	6,138	43,862	12%
201/501 30% Training Expenditure FY 2022-2023								
25	Adult Vocational ITA 22-23			30-Jun-23	1,126,819	-	1,126,819	0%
26	OJT One Stop Centers 22-23			30-Jun-23	600,000	3,487	596,513	1%
27	IVROP Registered Nurse Mentorship Program XI 22-23			30-Jun-23	353,423	39,733	313,690	11%
28	IVROP Licensed Vocational Nurse Mentorship Program 22-23			30-Jun-23	298,683	41,845	256,838	14%
29	Incumbent Worker Training (IWT) 22-23			30-Jun-23	100,000	-	100,000	0%
Adult Work Experience(WEX) 22-23								
30	WEX-Adult Work Experience 22-23			30-Jun-23	1,200,000	56,263	1,143,737	5%
31	Propath Inc, - AJCC Operator			31-Dec-22	35,100	13,100	22,000	37%
Carry over Obligated Training Expenditure FY 2021-2022								
32	Adult Vocational ITA 21-22			30-Jun-23	321,000	51,961	269,039	16%
33	OJT One Stop Centers 21-22			30-Jun-23	27,500	17,170	10,330	62%
Adult Work Experience(WEX) 21-22								
34	WEX-Adult Work Experience 21-22			30-Jun-23	577,436	205,385	372,051	36%
Carry over Obligated Training Expenditure FY 2020-2021								
35	IVROP Registered Nurse Mentorship Program X 20-21			30-Sep-23	117,525	20,770	96,755	18%
36	Small Business COVID-19 Layoff Aversion Grant			30-Jun-23	40,053	-	40,053	
National Dislocated Worker Grant								
37	COVID-19 Disaster Recovery NDWG-Temporary Jobs			30-Jun-23	240,277	-	240,277	0%
Total Funds Allocated					12,638,117	1,836,020	10,802,097	
Funds available to be allocated					4,112,332		4,112,332	
Grand Total					16,750,449	1,836,020	14,914,429	
Percentage of Expenditures								11%