

2023



WORKFORCE INCLUSION
SENIOR COMMUNITY
SERVICE EMPLOYMENT
PROGRAM (SCSEP) GRANT

Request for Proposal —

**Workforce Inclusion Grant for Older Job Seekers
In Bradley, Hamilton, McMinn, Meigs, Polk, and Rhea
Counties, Tennessee**

Request for Proposal (RFP)

Overview and Timeline

Overview	
Program	Workforce Inclusion Senior Community Service Employment Program (SCSEP)
Awarding organization	Center for Workforce Inclusion (Center)
Contact person	Chris Garland, Vice President of Workforce Development
Available estimated funding	\$637,851 (12 months)
Grant period	July 1, 2023 – June 30, 2024
Counties and expected authorized positions	Bradley County 13 authorized positions Hamilton County 43 authorized positions McMinn County 10 authorized positions Meigs County 2 authorized positions Polk County 3 authorized positions Rhea County 5 authorized positions TOTAL 76 authorized positions
Proposal submission address and instructions	Proposals must be submitted via email to scseprfp@workforceinclusion.org by 4:00 p.m. ET on Friday, April 14, 2023 Electronically transmitted cover letters should be addressed to: Center for Workforce Inclusion, Inc. 8403 Colesville Road, Suite 200 Silver Spring, MD 20910 ATTN: Chris Garland
Required copies to be submitted	1 electronic copy of complete application package Zipped files not accepted
Timeline	
RFP date of issuance	Wednesday, March 15, 2023
Last day to ask questions	Monday, April 10, 2023
Proposal submission deadline	Friday, April 14, 2023 4:00 p.m. ET
Grant award announcement	No later than Friday, May 5, 2023
Transition activities as delineated by the Center	May and June 2023
Initiation of services	July 1, 2023

I. INTRODUCTION/Overview

Center for Workforce Inclusion (Center) is issuing a Request for Proposal (RFP) to partner with a qualifying public or non-profit organization(s) to apply for a Workforce Inclusion Senior Community Service Employment Program (SCSEP) grant with the Center. Through this RFP, the qualifying service provider will be identified and selected to assist low-income older job seekers in Bradley, Hamilton, McMinn, Meigs, Polk, and Rhea Counties in Tennessee to upskill and reskill older job seekers to become job ready for local employment opportunities through training, coaching, and part-time subsidized employment opportunities in community service assignments and on the job experiences.

The Workforce Inclusion Grant for July 1, 2023 – June 30, 2024 (12 months) is estimated to be approximately \$637,851. These funds will cover the costs of program management and the subsidized fees for 76 low-income older job seekers to be trained, coached, upskilled and reskilled while engaged for 20 hours a week in a community service project and/or on the job experiences. There will be opportunities to renew this grant on an annual basis as Department of Labor funding permits.

We believe that we can best achieve our mission by collaborating with local subgrantees through genuine, lasting partnerships. Through this RFP, we hope to make ongoing long-term investments in a local organization with a proven track record and extensive networks in their communities. We believe our sub-grantees are experts within their communities and seek to enhance the work and impact they are currently making in these counties. Seventy-five percent (75%) our sub-grantees have received funding from the Center for 10 years or more with average subgrantee tenure being 29 years.

A. About the Center for Workforce Inclusion, Inc.

For the last 58 years, the Center has trained nearly half-a-million low-income, older job seekers through its national SCSEP grant from the Department of Labor. Our vision for the future is an inclusive multigenerational workforce where every older job seeker can hone their skills and experience to meet local employment demands and take full advantage of opportunities to achieve and sustain economic security.

We specialize in designing and delivering workforce development programs to upskill and reskill 4,800 job seekers on an annual basis who are over 50 years old from traditionally underserved groups: people of color, women, veterans, and those who were formerly incarcerated. Currently, 58% of our job seekers are BIPOC, 60% are female, with an average age of 67.

“We are committed to innovative, systemic change that creates pathways to economic opportunity for all older job seekers. This is the vision we share with our partners and the mission we pursue every day.” -Gary A. Officer, President & CEO

After five decades of working with over 300 local organizations as sub-grantees, the Center has built and sustained commitment to serve hundreds of thousands of low-income older job seekers through Workforce Inclusion Grants.

Today, 60 nonprofit and government partners help us go beyond traditional programmatic job-search services by providing a full range of supportive services to address barriers to employment, including digital literacy, transportation, and childcare. Eligible job seekers for a Workforce Inclusion SCSEP grant are currently unemployed, low-income persons who are 55 years of age or older.

In September 2022, the Center launched the “30 in 3 Campaign.” Older workers with more digital skills have significantly higher earnings than those with less and are better positioned to compete for the jobs of the future. More than 40% of older Americans are looking for a job, two thirds of older adults seeking employment cite age discrimination as a challenge to finding work (Urban Institute).

Over the next three years, the Center for Workforce Inclusion, and its family of brands, will empower 30,000 older workers of color with the digital and remote work skills they need to attain and retain sustainable employment, creating \$3B in positive economic impact. We believe that accomplishing this training, participation with our coaches, and interview preparation will help our job seekers fight the stigma of agism, disproving the bias, and demonstrating that older workers can learn new skills, are digitally literate and want to participate in today’s workforce.

Headquartered in Silver Spring, Md., near Washington, D.C., the Center for Workforce Inclusion is a 501(c)(3) non-profit organization celebrating its 60th year. For more information on the Center, please see our website at <https://www.centerforworkforceinclusion.org/>.

B. Our Network of Local Subgrantees

Since the U.S. Department of Labor (DOL) awarded the Center its first Workforce Inclusion SCSEP grant, we have operated the program primarily through local subgrantees. This national network of providers provides services in 443 counties spread over 12 states on an annually basis.

We work with a diverse network of subgrantees, including:

- 20 area agencies on aging
- 11 workforce organizations
- 11 regional councils of government
- Three community action agencies
- Three faith-based organizations
- Two community colleges

II. REQUEST FOR PROPOSAL

The Center is seeking a qualifying public agency or 501 (c)(3) nonprofit organization (referred to as “Subgrantee”) to administer a Workforce Inclusion Grant following the Center’s and DOL’s expectations of the grant agreement, related to SCSEP, Title V of the Older Americans Act. SCSEP is the only federally sponsored employment and training program targeted

specifically to low-income older individuals who want to enter or re-enter the workforce. SCSEP jobseekers receive work experience at local public or non-profit agencies and are paid the higher of the Federal, State, or local minimum wage, or the prevailing wage for similar employment, for approximately 20 hours per week while in community service and other job training. The goals of the program are to promote useful opportunities in community service job training and to move SCSEP jobseekers into unsubsidized employment.

III. ROLES AND RESPONSIBILITIES

The Center and its subgrantees work in partnership to ensure the best outcomes for each older jobseeker and the overall program. The following provides a brief overview of roles and responsibilities of the subgrantee and the Center.

The Center. The Center supports every subgrantee by:

- Providing support, guidance, training, and coaching on program policies, planning and performance, program expenditures, and data collection.
- Providing technical assistance on the Center’s person-centered approach to IEPs, community service assignments, on the job experiences, and unsubsidized placements;
- Monitoring program performance and operations;
- Ensuring quality data, training, and supporting subgrantees’ data entry staff, and using Webtools and reports; and
- Assisting on cost reporting and other fiscal matters.

Subgrantee. Key among their responsibilities, subgrantees recruit SCSEP-eligible individuals, assist them in gaining the skills and confidence necessary to secure unsubsidized employment, provide training, especially community service assignments for the number of SCSEP jobseekers specified in the sponsor agreement, facilitate their unsubsidized employment and promote their retention in those jobs. To accomplish this, subgrantees take the following steps:

- Meet all performance goals outlined in their Sponsor Agreement;
- For 76 authorized positions, employ one full-time project staff (a project director or project coordinator) and provide other personnel necessary for the direction, programmatic and financial administration, and supervision of the SCSEP program; this RFP has 76 authorized positions so the Center would be expecting minimally one 100% FTE in staffing for direct program services.
- Recruit and select eligible older jobseekers for enrollment in SCSEP;
- Select host agencies to serve as training hosts for 76 job seekers;
- Promote linkages and partnerships with local employers and public workforce providers; and

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- Comply with SCSEP policies, procedures, and related requirements, such as using the DOL database for SCSEP (GPMS), as well as the Center’s Webtools and forms to inform the Center about performance measure data and other information necessary for the program; and
 - Use our case management method, specifically the assessment and Individual Employment Plan (IEPs) to guide all program services, including appropriate community service assignments, on the job experiences additional training, job development and placement assistance and supportive services.

IV. FUNDING

Subgrantees’ SCSEP budgets are formula-funded based on the number of authorized positions. Each budget has four (4) line items:

- 1. Participant Wages and Fringe Benefits (PWFB)**, which are dedicated funds for the wages and fringe benefits for the time that jobseekers spend in approved program activities (e.g., orientation, community service assignment, on the job experiences, other permissible training). Wages paid to program jobseekers are based on the higher of the Federal, State, or local minimum wage or the comparable wage for similar employment. Subgrantees must spend 100% of the PWFB funds provided in the subgrant. Generally, subgrantees pay program jobseekers’ wages every two weeks.

SCSEP regulations list required fringe benefit that subgrantees must provide: the offer of an annual physical examination; workers’ compensation coverage; compensation for scheduled work on Federal holidays; and necessary sick leave. Unemployment compensation is not required by Tennessee state law. Fringe benefits prohibited by SCSEP regulations include contributions to retirement plans, annual leave, bonuses, or any carryover of benefits from one program year to the next.

- 2. Administrative Costs (ADM)**, which are the costs associated with:
 - Performing overall general administrative and coordination functions, including:
 - Accounting, budgeting, financial and cash management functions;
 - Procurement and purchasing functions;
 - Property management functions;
 - Personnel management functions;
 - Payroll functions;
 - Coordinating the resolution of findings arising from audits, reviews, investigations, and incident reports;
 - Audit functions;
 - General legal services functions; and
 - Developing systems and procedures, including information system, required for these administrative functions.
 - Oversight and monitoring responsibilities related to administrative functions.
 - Costs of goods and services.

3. **Other Program Costs (OPC) are flexible funds** which include, but are not limited to, the costs of the following functions:

- PWFB, consisting of wages paid and fringe benefits provided to SCSEP jobseekers for hours of community service assignments;
- Items listed above not covered by the cost limitations of administrative funds
- Outreach, recruitment, and selection, intake, orientation, assessment, and preparation of IEPs;
- Older jobseeker training provided on the job, in a classroom setting or utilizing other appropriate arrangements, consisting of reasonable costs of classroom space, training supplies, materials, equipment and tuition;
- Job placement assistance, including job development and job search assistance, job fairs, job clubs, and job referrals; and
- Jobseeker supportive services.

4. **Non-Federal Share of Costs (Non-Federal).** Subgrantees provide at least a 14.7 percent non-Federal contribution to SCSEP. As part of submitting this application, the subgrantee agrees to this voluntary commitment, which must be from non-Federal sources.

Non-federal costs can be broken down into three categories:

- Cash component is monies from non-federal sources that sponsor expends in support of the program. For example, this might include, but is not limited to, the project directors' salary and fringe benefits, phone, electric, printing, copying, travel, the cost of general liability insurance rent paid for either the premises or meeting rooms, or any other programmatic cost incurred and paid by nonfederal sources and not donated as in-kind or part of a federally approved indirect cost allocation plan.
- Indirect is the amount of overhead paid by the sponsor and distributed based on an approved distribution plan.
- In-kind costs are the value of non-cash goods and services that directly benefit the program. In-kind costs can come from host agencies, the subgrantee and the local community. In-kind costs can include, for example, the value of supervisory time that the host agency provides for SCSEP jobseekers. Other examples of in-kinds costs are donated or discounted professional services, space charges, meeting space, telephone and transportation.

The total *estimated* amount of funds for this twelve-month subgrant is below.

	July 1, 2023 – June 30, 2024
	<u>76 authorized positions/76 modified</u>
PWFB	\$ 545,359
OPC	\$ 28,590
ADM	\$ 63,902
Total Federal	<u>\$ 637,851</u>
Non-Federal	<u>\$ 93,871</u>
Total	<u><u>\$ 731,722</u></u>

V. TARGET POPULATION

The following information describes key aspects of the program. For more in-depth understanding, please view the recorded Bidders' Webinar (see Section XII of this RFP for more information) and refer to the resources listed in Section XIV of this RFP.

Eligible SCSEP Jobseeker. An individual is eligible for SCSEP if he or she is not employed at the time of enrollment, is age 55 or older, has not previously participated in SCSEP for 48 months, and has includable family income totaling no more than 125 percent of the Federal poverty guidelines.

Priority of Service for Individuals with Multiple Barriers to Employment. SCSEP provides priority of service to those most-in-need as provided at 20 CFR 641.520. These individuals:

- Are veterans (or eligible spouses of veterans) for purposes of §2a of the Jobs for Veterans Act, 39 U.S.C. 4215(a)
- Are age 65 or older;
- Have a disability;
- Have limited English proficiency;
- Have low literacy skills;
- Reside in a rural area;
- Have low employment prospects;
- Have failed to find employment after using services provided through the American Job Center delivery system;
- Formerly incarcerated within the last 5 years or are under supervision following release from incarceration with the last 5 years; or
- Are homeless or at risk of homelessness.

Individual Employment Plans (IEP). Subgrantees assess each jobseeker to determine his or her skills and employment-related needs and develop a plan to improve the older jobseeker's employability. The initial IEP includes an appropriate unsubsidized employment goal for each jobseeker. The subgrantee must then provide or arrange for training and other supportive services identified in older jobseekers' IEPs that are consistent with SCSEP's goal of unsubsidized employment. (Other employment and training programs sometimes refer to this type of plan as an Individual Development Plan or Individual Training Plan). The subgrantee monitors the jobseeker's IEP progress regularly and completes a reassessment for each older jobseeker at least twice during a 12-month period and updates the IEP as necessary but at least twice a year. If the subgrantee determines that the initial goal of unsubsidized employment is not feasible, the subgrantee reviews the IEP to reflect other approaches, including transitioning to other services or programs, to help the older jobseeker achieve maximum self-sufficiency and an enhanced quality of life after SCSEP participation has ended.

Unsubsidized Employment. An important goal of the program is to help jobseekers achieve self-sufficiency when they exit the program. For those whose IEP includes a goal of unsubsidized employment, subgrantees provide training opportunities, including reskilling and upskilling opportunities, that enable older jobseekers to obtain such employment. In addition, subgrantees provide regular follow-up communication, for up to 18 months after exit, with

former older jobseekers and employers to ensure that the person retains the job. Quality training efforts, appropriate placements, and good relationships between the subgrantee and the local employer community increase the likelihood of successful unsubsidized employment and job retention for SCSEP exiters.

Community Service Assignments. Providing subsidized work through paid community service is the core feature of the SCSEP service delivery model. The training must be provided by a public agency or 501(c)(3) non-profit organization that meets the requirements of a host agency. SCSEP jobseekers earn wages and develop the confidence and skills needed for successful employment; the organizations that host the older jobseekers benefit from their work. Community service may include but is not limited to activities such as social, health, welfare and educational services; weatherization efforts; and economic development. The training provided at these host agencies must be consistent with the jobseeker's assessment and IEP.

Host Agencies. Host agencies provide supervision, training, and work sites for SCSEP the older jobseekers and may be either public agencies or 501 (c)(3) non-profit organizations only. Host agencies provide training and work experience for older SCSEP jobseekers. Subgrantees also work with host agencies to identify appropriate training that does not lead to maintenance of effort violations.

Maintenance of Effort. A community service assignment for a SCSEP jobseeker is permissible only when specific maintenance of effort requirements are met. Each subgrantee must not reduce the number of employment opportunities; displace currently employed workers; impair existing contracts or result in the substitution of Federal funds for other funds in connection with work that would otherwise be performed; or employ an older jobseeker to perform the same work or substantially the same work as that performed by any other individual who is on layoff.

Other Permissible Training. Subgrantees can provide other types of training in addition to work-based community service training. This additional upskilling or reskilling is tailored to each older jobseeker and may include classroom training or general skills training. With prior approval from the Center, training can also include *specialized training* and *on-the-job experience* training.

Coordination with American Job Centers, State and Local Workforce Investment Boards, Area Agencies on Aging, Other SCSEP Providers. As a required partner, all SCSEP subgrantees must coordinate activities with local American Job Centers (Job Centers) administered by Local Workforce Investment Boards under the Workforce Innovation and Opportunity Act through a Memorandum of Understanding (MOU). Subgrantees also coordinate with other SCSEP providers and area agencies on aging to ensure seamless support to help SCSEP jobseekers achieve self-sufficiency.

VI. The Center SCSEP Performance Measures

The subgrantee must achieve the performance goals outlined in their Sponsor Agreement with the Center. As stated earlier, the Center will provide training, guidance, and technical support to assist the selected subgrantee. The recorded Bidder's Webinar (see Section XII of the RFP for more information), provides additional information on the performance measures and other aspects of SCSEP. Listed below are the PY2022 goals for the Center's subgrantee network.

1. **Service Level/Number of eligible individuals served**
140% x your number of modified authorized positions

PY2022 Goal = 140%
 $16 * 1.4 = 22$ served by 6/30/2023
2. **Community Service Hours (in the aggregate of community service assignments)**
Hours in the aggregate worked at community service assignments compared the number of community service hours funded by the grant subgrant.

PY2022 Goal = 74%
3. **Most-in-Need**
Counts the total number of the most-in-need characteristics for all SCSEP jobseekers enrolled from July 1 and divides by the total number of SCSEP jobseekers served by June 30th to come up with the average MIN characteristics per older jobseeker.

PY2022 Goal = 3.0
4. **PY22 Center for Workforce Inclusion Unsubsidized Placement Goal**
35% x your number of authorized positions
5. **Exiters Employed in Q2 after their exit**
The percentage of project SCSEP jobseekers who are in unsubsidized employment during the second quarter after exit from the program.

PY2022 Goal = 32%
6. **Exiters Employed in Q4 after their exit**
The percentage of project SCSEP jobseekers who are in unsubsidized employment during the fourth quarter after exit from the program.

PY2022 Goal = 27%
7. **Median Earnings**
The median earnings of project SCSEP jobseekers who are in unsubsidized employment during the second quarter after exit from the project

PY2022 Goal = \$3,500

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8. **Spend 100% of Budgeted Participant Wages and Fringe Benefits (PWFB) by June 30, 2023**
 9. **Achieve 90 ACSI score on Participant Satisfaction via annual Participant Satisfaction Surveys**
 10. **Achieve 87 ACSI score on Host Agency Supervisor Satisfaction via annual Host Agency Supervisor Satisfaction Surveys**
 11. **Achieve 86 ACSI score on Employer Satisfaction via the Employer Satisfaction Survey**

In addition, the Secretary of Labor may set additional performance indicators, which if done, the Center will require of all its subgrantees. There are currently no additional performance indicators for SCSEP.

VII. ELIGIBILITY & MINIMUM QUALIFICATIONS FOR RESPONDING ORGANIZATIONS

Any 501(c)(3) non-profit organization or government agency that can meet the goals, standards, and policies of the Center for providing SCSEP services to eligible persons 55 years of age and over, as described in this RFP, is eligible to apply. The Center discourages any 501(c)(3) non-profit organization or government agency from applying that intends to subcontract this SCSEP subgrant to another organization to provide services. Successful applicants must serve the six (6) counties listed in this RFP.

VIII. CONTENT OF THE RESPONSE PACKAGE

A complete Request for Proposal application package must include all requested documents, transmitted electronically. Do not send any zipped files. The application package must contain all of the following items and must be presented in the order listed below:

A. Application Face Sheet (Attachment A)

Complete the Application Face Sheet provided in this RFP. Include the completed Face Sheet with each copy of a complete application packet. The Face Sheet includes an Application Checklist. Subgrantees must complete the checklist and ensure that all required documents are included in the response packet for each service proposed.

B. Complete Narrative Responses (Attachment B)

Using the Narrative Response Form provided in this RFP, respond to the question and information requested in order to describe your capacity to successfully develop and deliver SCSEP. Narrative responses should be provided on this form and must not exceed 12 pages total, including the form itself.

C. Letters of Support

Include a minimum of two letters of support from partner organizations. The letter of support should highlight the partnership of the recommender with the Applicant, citing specific examples of projects and efforts to coordinate services and improve client's access to local resources.

IX. SUBMISSION OF PROPOSAL IN RESPONSE TO THE RFP

For each bid, a complete Request for Proposal application package must include all requested documents, transmitted electronically. Do not send any zipped files.

The application package must be submitted electronically to scseprfp@workforceinclusion.org **no later than 4:00 p.m. ET, Friday, April 14, 2023**. The cover letter should be addressed to:

The Center for Workforce Inclusion
8403 Colesville Road, Suite 200
Silver Spring, MD 20910
ATTN: Chris Garland, Vice President of Workforce Development

A statement of receipt will be issued by email to all Applicants for applications received by the deadline.

X. EVALUATION CRITERIA AND SELECTION PROCESS

Proposals will be evaluated based on the following criteria:

- a. Organizational Capacity: history, experience, and capacity of the organization providing similar services to the target population (25 points)
- b. Program Design and Approach (40 points)
- c. Administrative and Fiscal Qualifications (35 points)

The Applicant must score a minimum of 70 points to be considered for funding. A committee comprised of the Center staff will evaluate the proposals. The Center reserves the right to seek clarifying or additional information from Applicants, potentially including site visits or organization interviews.

XI. NOTICE OF AWARD

The Center will announce the grant award **no later than Friday, May 5, 2022**. All Applicants will be notified of the award decision by email.

XII. RECORDED BIDDERS' WEBINAR & QUESTIONS, COMMENTS & TECHNICAL ASSISTANCE

The Center has recorded a Bidders' Webinar that reviews the RFP requirements and answers common questions received. The two (2) links to the recording are below. Be sure to enter the passcode provided, if prompted for a passcode.

Tennessee Recorded Bidders' Webinar Part I

<https://workforceinclusion-org.zoom.us/rec/share/HwV3lo0yYlmk4IYT6-AYaZZbIOGJWGKG37WfmgGr-JKZaQnEQSSeATqMgJUFr3sE.2i0oMHeeEFAsUV83?startTime=1679060274000>
Passcode: C1xc1zJ^

Tennessee Recorded Bidders' Webinar Part II

https://workforceinclusion-org.zoom.us/rec/share/uSexxP5PJkWuXY6mBFKjih9Vl4EGswBWuiau0bG3viPyYyEzuHLrrFsWP_sZNY2q.JXImwQ2WBx9cS54B?startTime=1679061815000
Passcode: yJ2+\$@X&

To maintain a fair and open bidding process, the Center will only accept inquiries regarding this RFP received in writing to Chris Garland, Vice President of Workforce Development, at cgarland@workforceinclusion.org. Applicants can send questions, comments, and requests for technical assistance. The last day that applicants can submit questions for this RFP is Monday, April 10, 2023.

XIII. LIST OF ATTACHMENTS

1. Attachment A: Application Face Sheet and Checklist – pp. 14
2. Attachment B: Narrative Response – pp. 15-18

XIV. ADDITIONAL DOCUMENTS TO REVIEW

The following links outline the program requirements and regulations governing Title V of the Older Americans Act, the Senior Community Service Employment Program. Copy and paste the link to your web browser to access the document. Applicants may wish to review these documents in order to understand the program requirements before submitting an application.

1. SCSEP Final Regulations
<https://www.federalregister.gov/documents/2010/09/01/2010-21139/senior-community-service-employment-program-final-rule>
2. Older Americans Act (OAA) 1965 (2020 Amendments)
<https://www.congress.gov/bill/116th-congress/house-bill/4334/text?format=txt&q=%7B%22search%22%3A%5B%22%5B2019-01-17+TO+2019-01-17%5D%22%5D%7D&r=1&s=1>
3. 2023 SCSEP Federal Poverty Guidelines
<https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines>
4. Revised Income Inclusions and Exclusions and Procedures for Determining SCSEP Eligibility, TEGL 12-06 http://www.doleta.gov/seniors/other_docs/TEGL12-06.pdf
5. US DOL Guidance and Resources page: <https://www.dol.gov/agencies/eta/seniors/technical-assistance>
6. Additional US DOL Resources for SCSEP: <https://www.dol.gov/agencies/eta/seniors/laws>

Attachment A (Application Face Sheet & Checklist)

Organization Name: _____

Address: _____
City State Zip

Phone Number: _____ Website (if applicable): _____

Person to contact regarding this application:

Name: _____ Title: _____

Phone Number: _____ Email: _____

Executive Director: _____

Phone Number: _____ Email: _____

Funding Request:

July 1, 2023 – June 30, 2024	Estimated Budget \$637,851
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Service Proposed: Workforce Inclusion Senior Community Service Employment Program (SCSEP) in Bradley, Hamilton, McMinn, Meigs, Polk, and Rhea Counties, TN. Applicants must be able to serve all six (6) counties.

A complete application package must be submitted and must include **ALL** of the following documents. Check below all items include in the response package. An incomplete application could result in automatic disqualification without further review.

- Cover letter
- Completed Application Face Sheet (Attachment A)
- Narrative Response (Attachment B)
- At least two (2) letters of support
- Documents listed in #7 on page 18 of RFP
- Email electronic copy of entire application package to: scseprfp@workforceinclusion.org by 4:00 p.m. ET on Friday, April 14, 2023 - zipped files not accepted

I, the undersigned, am an official authorized to bind the Subgrantee to this Request for Proposal. I understand that the Center for Workforce Inclusion (the Center) reserves the right to modify the specifics of this application at the time of funding; that no officer, employee or agent of the Center, exercising any function or responsibility in connection with the RFP or with planning or carrying out any agreement relative to this RFP has any personal financial interest, direct or indirect, in the operation of the Subgrantee; and that there is no contract until a written Subgrant Agreement has been signed by both parties.

Signature of authorized representative(s):

Name: _____ Title: _____

Signature: _____

Name: _____ Title: _____

Signature: _____

Attachment B (Narrative Response)

Instructions: Please provide complete and concise responses to the following questions directly on this form. Limit your responses to no more than 12 pages total including this form and excluding the attachments requested.

Organization Name: _____

Funding Request: Workforce Inclusion grant for services in Bradley, Hamilton, McMinn, Meigs, Polk, and Rhea Counties, TN. Applicants must be able to serve all six (6) counties.

July 1, 2023 – June 30, 2024	Estimated Budget: \$637,851
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ORGANIZATIONAL CAPACITY (25 POINTS)

1. Which best describes your organization? (Check only one)

- Private, 501(c)3 not-for-profit
- Governmental

2a. Which of these further describes your organization? (Check all that apply)

- Area Agency on Aging
- American Job Center or Workforce Investment Board
- Community-based organization
- Community action agency
- Faith-based organization
- Community or Technical College
- Other aging services provider
- United Way member/grant recipient
- Unit of government:
 - State
 - Local
 - Regional government or council
 - Other, Specify _____
- Rehabilitation services provider
- Veteran services provider

2b. Do you currently administer SCSEP? Yes No

If yes, please describe: -

3. List all the counties your organization currently serves through any of your organization's programs and whether you have an office in the county(ies). All six (6) counties in this RFP must be served by your organization.

4. Describe your organization's history, purpose, and mission statement. What is your organization's experience and perspective on workforce development and helping jobseekers get living wage jobs?

5. Provide a summary of your organization's skills, resources, and experience relevant to the services described in this Request for Proposal (RFP).

6. Describe your organization's experience in coordinating with local and regional community services to integrate the service delivery system in the counties for which you are applying. Provide specific examples of how these efforts have led to increased opportunities for older adults to access services. Please include a minimum of two letters of support (excluded from the narrative page limit) from partner organizations describing the nature of the collaboration.

7. Are your program staff working in the office, hybrid (some office/some remote) or remote? Please note which:

Describe your staff's access to Internet service (check all that apply):

T1 or faster ___ at office ___ at home/remote

Cable, Satellite or DSL ___ at office ___ at home/remote

Other (please specify) _____

SERVICE DESIGN AND APPROACH (40 Points)

1. Describe how your organization is going to reach the targeted characteristics considered priority among SCSEP eligible older jobseekers (refer to *Priority of Service for Individuals with Multiple Barriers to Employment* on page 7). Include in your response outreach/marketing methods the organization intends to employ to generate participation in the program. Also, identify strategies to reach older jobseekers who have not previously been served by the program.
2. Describe your history, relationships, and capacity to work with area employers including how you determine the needs of area employers and in-demand skills required for jobs in your labor market area.
3. Describe your approach and relevant experience and tactics, if applicable, in helping older adults secure jobs.
4. Does your organization have an existing computer lab? If yes, please describe. If not, how would you arrange to offer computer literacy training to program jobseekers?
5. Describe your approach to meet the program goals describe in *Section VI, the Center SCSEP Performance Measures*. If you answered “yes” to question 2b on page 15, please include information regarding your performance achievement from PY2020 and PY2021, if applicable. If you are not a current SCSEP provider, please include performance achievement information from your existing programs from 2020 and 2021.

ADMINISTRATIVE AND FISCAL QUALIFICATIONS (35 Points)

1. Describe your organizational structure and proposed job descriptions and duties of paid staff and volunteers that will be involved in the program in detail. Will an existing staff member serve as Project Director, or will your organization be recruiting for the position? Do you anticipate assigning a SCSEP jobseekers to assist with program operations as this is permissible?
2. Describe the organization’s client intake process and data management for SCSEP, if awarded, including ensuring the completeness and accuracy of gathering the required data elements from client data, maintaining privacy/confidentiality of client records, and procedures for handling and reporting data/client information breach.
3. Describe the office space you would make available for your Workforce Inclusion SCSEP, including secure storage for personnel files and privacy for interviewing.
4. Describe the organization’s current accounting system, including the following: staffing, what accounting software used, areas and frequency of accounting for receivables and payables; payroll processing; financial statement preparation, and internal/external auditing. Describe the agency’s policies and procedures for ensuring timely submission of invoices and other fiscal reports as requested by the Center.
5. Briefly describe for us your organization’s key funding sources and how familiar your staff is with operating federal grants as well as their familiarity with operating multiple grants. Using the Budget found on page 6 of this RFP, describe what specific source(s) you expect to use for your non-Federal match (cash, in-kind and/or indirect). Also, if you answered “yes” to question 2b on page 15, please include in your response whether you returned any grant funding at closeout. If yes, please also include the total amount returned for PY2020 and PY2021, if applicable, and, also, identify the subtotal of funds by category: PWFB, Admin or OPC.

6. Under the federal Transparency Act, the Center must report subgrantee activity to the Federal Government and requires each subgrantee to have the following: (please provide your organization's information below)

- Federal ID: _____
- Do you have a current System for Award Management (SAM) number: YES _____ NO _____
- If yes, please provide: _____
- Unique Entity Identifier (UEI) Number*: _____ (12 digits)

The UEI is a 12-character assigned to all entities who must register to do business with the federal government in SAM. SAM phased out the nine (9) character DUNS number on 4/4/2022.

- 9 digit zip for Headquarters: _____ - _____ (for Congressional District)
- 9 digit zip for Primary Place of Performance: _____ - _____ (project director's office if different from headquarters)

7. **Please attach the following documents with this RFP.** (The documents are excluded from the 12 page narrative limit but must be included as part of your application packet).

- A minimum of two letters of support (*see Section VIII-C above for more information*)
- Most recent audited financial statements and any Federal compliance reports (*if applicable*)
- Mission Statement
- Current Organizational Chart that includes location of SCSEP if awarded
- For 501(c)(3) organizations – provide a copy of your IRS determination letter or some other form of verification.
- Organization Brochure (*If your organization uses its Annual Report as its brochure, please make a note as part of your submission materials*)
- Strategic Plan (*if available*)
- Most recent annual report (*if applicable*)