



www.WINintelligence.org

**REQUEST FOR CONSULTING PROPOSALS:
RAPIDSKILLS GENERATOR
TIME-BASED OCCUPATION FRAMEWORKS**

INQUIRIES AND PROPOSALS SHOULD BE DIRECTED TO:
Michele Ureste (michele.ureste@winintelligence.org)
Executive Director
Workforce Intelligence Network Executive Director

SECTION 1: SUBMISSION GUIDELINES & IMPORTANT DATES

Contact:

Michele Ureste, MPA

WIN Executive Director

Michele.Ureste@winintelligence.org

Timetable:

- A. **Request for proposals release date:** November 16, 2020
- B. **Deadline for submitting proposals:** November 30, 2020
 - a. **Method for submitting questions:** E-mail questions to michele.ureste@winintelligence.org.
 - i. Questions will be answered on an individual basis during the entire timeframe that proposals are being accepted.
 - ii. Phone calls related to this RFP will not be accepted or addressed. Questions must be submitted via email as described above.
- C. **Delivery Method for submitting proposals:** E-mail bids to michele.ureste@winintelligence.org. In email subject line, please include: "Proposal: RapidSkills Generator Time-Based Occupation Frameworks."
- D. **Right to reject:** WIN reserve the right to reject any and all proposals received in response to this RFP in the event funding becomes unavailable or other unforeseeable circumstances occur. A contract for the accepted proposal will be based upon the factors described in this RFP and may include any or all parts of the proposal.
- E. **Contract period**

The contract period will not extend beyond March 31, 2021.
- F. **Contract and Payment Schedule**

Upon receipt of competitive quotes, WIN will select a vendor, develop a contract proposal, and set contract terms, including a payment schedule. Any services and deliverables executed under this contract will be paid on a reimbursement basis only. This is not an RFP for a retainer contract. All billing must reflect actual work completed. WIN requires that all services are listed within bidder proposals showing hourly rates for each individual service. (Additional details and requirements listed in Section 4: Proposal Requirements.)
- G. **Notification of Award:** It is expected that a decision selecting the successful bidder will be made within one (1) week of the closing date for the receipt of proposals. Upon conclusion of final negotiations with the successful bidder(s), all applicants submitting proposals in response to this Request for Proposal will be informed, in writing, of the decision. Please do not contact WIN to check the status of proposals.

SECTION 2: STATEMENT OF PURPOSE AND WIN VENDOR ROLES

The **Workforce Intelligence Network for Southeast Michigan (WIN)** is issuing this request for proposal seeking a consultant with workforce system experience to obtain, customize, and add time-based occupation frameworks into a new online-repository, www.rapidskillsgenerator.org, of time-based (TB), competency-based (CB), and hybrid occupation frameworks. The consulting firm that is selected will have experienced workforce professionals which are knowledgeable in interpreting labor market reports and studies on employer demand, wage, and skills information and can develop and implement a strategy for bolstering the www.rapidskillsgenerator.org website database.

About WIN:

The Workforce Intelligence Network for Southeast Michigan (WIN) is a partnership of eight community colleges and six Michigan Works! Agencies in southeast Michigan. WIN's mission is to help cultivate a cohesive talent system by facilitating data-driven workforce solutions to ensure responsiveness to changing labor market demands. WIN specializes in fostering collaboration among talent partners, including workforce development, community colleges, four-year postsecondary institutions, K-12 schools, economic development organizations, government, community-based organizations, employers, and others.

About the RapidSkills Generator:

The www.RapidSkillsGenerator.org had a soft launch in August 2020. The website was developed by the Workforce Intelligence Network (WIN) with funding through the US Department of Labor American Apprenticeship Initiative (AAI) grant. RapidSkills Generator is an on-line repository of occupational frameworks which are updated by industry with current skills needs by occupation and geographic region. Rapid changes in technology is disrupting nearly every industry sector and occupation and the RapidSkills Generator is a database of time-based and competency-based occupation frameworks which include current skills outlines that can: 1) auto generate the Work Process Schedule for developing registered apprenticeship standards; 2) inform the curriculum development of training providers and institutions for higher education; and 3) provide information about current occupational skills needs for human resources professionals to develop updated job descriptions, training requirements, and hiring needs and practices. The RapidSkills Generator and a comprehensive report about the need for the RapidSkills Generator can be accessed at www.rapidskillsgenerator.org.

WIN and Vendor Roles and Responsibilities:

WIN will own the rights to all intellectual property created on www.rapidskillsgenerator.org before and after the award of this RFP.

WIN Responsibilities will Include:

- Serving as the primary owner of infrastructure and providing: 1) access to rapidskillsgenerator.org; 2) training to update and add new occupation frameworks to rapidskillsgenerator.org; 3) labor market data; and 4) direction to consultant on existing resources and locations to access time-based occupation frameworks for editing and uploading into rapidskillsgenerator.org; and 5) review and approval of a consultant strategy to update the occupation frameworks in each H-1B industry sector
- Serving as the project manager of all activities conducted on rapidskillsgenerator.org website – all primary activities performed by the selected vendor will be under the direction of WIN staff

Vendor Responsibilities will Include:

- Fulfilling contract terms for the entire scope of work listed in this RFP or for select project items
- Obtaining extensive training from WIN and WIN website maintenance vendor on posting new occupation frameworks to rapidskillsgenerator.org which requires back-end website working knowledge
- Preparing and obtaining approval for a strategy to determine which in-demand occupations in H-1B industry sectors are necessary to be added to rapidskillsgenerator.org by: 1) identifying and analyzing labor market reports and other resource considerations; 2) providing job posting demand information; 3) providing a list of TB, CB or hybrid occupation frameworks for the website; and 4) establishing a timeline of activities for obtaining, uploading, and adding new occupational skills outlines and frameworks

- Once strategy is developed and approved, the consultant will execute strategy through the end of contract on March 31, 2021 and provide an overview and summary of final deliverables
- The strategy should also include a plan to officially launch the website to targeted industry professionals

SECTION 3: SCOPE OF WORK & DELIVERABLES

All WIN products and deliverables developed with the selected vendor will be owned by WIN.

Under the supervision of WIN staff, the selected contractor will work to accomplish the following deliverables:

Deliverables:

1. Deliverables for www.rapidskillsgenerator.org

- Obtain training to make updates to www.rapidskillsgenerator.org while maintaining the integrity of the system
- Develop a strategy for TB, CB, and hybrid occupation frameworks to be added in all H-1B sectors based on labor market analysis
- Develop, present, and obtain approval of a strategy for adding occupation frameworks thereby building up the RapidSkills Generator into a robust website database for: 1) industry process owners to obtain TB, CB, or hybrid occupation frameworks to generate an apprenticeship Work Process Schedule, 2) education professionals to develop curriculum, and 3) human resource professional to update job descriptions to develop the talent pipeline that they need for current skills needs in the workplace
- Access occupational frameworks from existing database resources, which WIN will provide
- Edit, modify and add occupation frameworks to www.rapidskillsgenerator.org
- Most of the occupation frameworks that will be added to the website will be time-based, since developing competency-based occupation frameworks would require a higher level of consulting expertise
- No specific targets or deliverables will be provided when the contract begins, but the strategy that is developed by the consultant and approved by WIN will include how many TB, CB or hybrid occupation frameworks there are in each industry sector, and how many will be added in each industry sector by the project timeline end date

Proposals should include a statement that all Intellectual Property rights will be owned by WIN and that other work may be added to the contract upon a mutually signed agreement. Proposals should also include a commitment to open communication with WIN about delivery dates, launch dates, and any contingency plans should delivery dates need to be adjusted.

All proposals to this RFP should also include itemized pricing (the hourly rates for each) for the above work as well as bundled pricing options that could provide any cost savings. If the proposal does not include the above noted statements and pricing structure breakdown, the proposal may be disqualified from the bidding process.

SECTION 4: PROPOSAL REQUIREMENTS

Proposal Format:

In order for a proposal to receive funding consideration, the application included in this packet must be answered completely. Proposers should take care in following the format of the application. Use narrative and/or include

attachments where requested. Adherence to this format is essential since evaluation criteria is based on the structure of the RFP. Failure to follow the requested format could result in the disqualification of your proposal.

Proposals should be prepared as simply as possible and provide a concise description of the bidder's capabilities to produce aforementioned deliverables. The proposal should be no longer than fifteen (15) pages total and include the following:

1. Cover page (form included in RFP)
2. Executive summary
3. Past performance & experience
4. Description of deliverables
5. Staffing & working with WIN
6. Total cost
7. Completed bidders signature sheet (form included in RFP)
8. Completed Risk Assessment questionnaire (form included in RFP)

Bid Review Process

The application is a preliminary mechanism used to determine the suitability of a service provider for funding. The review process involves:

A. Preliminary Screening

To be considered for funding you must complete the entire application. Based on your response, an evaluation team will determine whether further consideration of the application is warranted.

B. Follow-up / Fact Finding Documentation

Upon analysis of your completed application and budget, you may be asked by /WIN to submit additional information or details to the evaluation team. You may also be asked to provide a presentation or demonstration of your organization's abilities to successfully fulfill the proposal requirements.

C. Evaluation Process

Proposals will be scored using a pre-determined scoring matrix by a formal evaluation committee. Vendors with the top proposals may be asked to participate in an interview or asked to provide further information/clarification. Recommendations from WIN will be made for final approval.

Proposal Content and Evaluation

Based on information submitted, your suitability to deliver service will be rated in the following manner:

- **Past Performance and Experience: 25 points maximum**
Please provide an organizational overview of experience, links to relevant products (past and present) and otherwise demonstrate the credentials and capacity to perform the desired work and achieve identified goals. Provide 3 references from past contracts of similar work. Please provide the same information for any individuals or businesses outside of your own organization that will be contracted for any portion of this project.
- **Description of Deliverables: 25 points maximum**
Provide a description of how your organization intends to fulfill the scope of work and deliverables associated with this project. Describe how your approach will meet the expectations identified in the previous sections. Indicate if any work will be contracted to other organizations.
- **Staffing and Working with WIN: 25 points maximum**
WIN expects the service provider to have professional staff presently in their employ who have credentials (education and/or experience) and capacity to perform the required services. Clarify what is expected of WIN

staff and what is expected of the vendor for a successful partnership and describe management of the ongoing process for making improvements to these sites. In addition, provide description of the firm, including professional qualifications of the principals involved in administering the project including names, titles, and role in the project plus their specific experience. Do not include the resumes and professional qualifications for individuals who will not be assigned to the project.

○ **Total Cost: 25 points maximum**

Since the basis of the award to service providers is a competitive process, WIN expects to fund the bidder who delivers the best quality of service at the most cost-effective price. Proposers must submit the expenses related to producing each of the items identified in the scope of work/deliverables including the hourly rates.

If you are a private-for-profit organization, you must identify the amount of profit that is being charged.

Funding may be requested to cover costs in two general categories:

- Administrative costs refer to salaries, wages, fringe benefits and related costs of the overall program management, program coordination, and general administrative functions.
- Program costs refer to all costs not attributed to administrative costs. This can include costs such as travel, registration fees, meeting fees, etc.

This is a reimbursement only project, meaning that WIN is not authorized to pay in advance for work that has not been completed. WIN can only pay for completed work.

Evaluation Scoring

Past Performance and Experience	25
Description of Deliverables	25
Staffing and Working with WIN	25
Total Cost	25
Total Points	100

Please do not add any additional attachments.

SECTION 5: REQUIRED DOCUMENTS

The three following forms must be completed and submitted with proposals. These forms will not count towards the total page limit.



Workforce Intelligence Network for Southeast Michigan Cover Page

Response to request for proposals for:

RAPIDSKILLS GENERATOR TIME-BASED OCCUPATION FRAMEWORKS

E-mail this cover page and proposal to Michele Ureste at michele.ureste@winintelligence.org

Identifying Information

- A. _____
Name of Organization
- _____
- Street Address
- _____
- City State/Zip County
- B. _____
- Contact Representative and Title
- C. _____
- Phone Number
- D. Type of Organization:
- ☐ Public School ☐ Private Non-Profit ☐ Private For-Profit
- ☐ Community-Based organization ☐ Community College ☐ Other (specify) _____

The Workforce Intelligence Network for Southeast Michigan is seeking the services of an organization that is qualified and experienced in providing a comprehensive package of services. For maximum flexibility, continuity and efficiency,

WIN may contract with one or with multiple organizations to provide the deliverables as outlined in this Request for Proposal.

Bidder's Signature Sheet

Please complete this form and return as part of the Request for Proposal.

Bidding under the name of: _____

Federal Employer Identification Number: _____

Which is (check one of the following):

☐ Corporation, incorporated under the laws of the State of _____

List all officers and stockholders:

☐ Assumed Name (Register No.): _____

☐ Individual

☐ Partnership

Is any owner, partner, stockholder or employee of the company or institution completing this Request for Proposal associated with or have a family member working with WIN, or an administrative employee of WIN?

☐ Yes

☐ No

If yes, name of company member: _____

I certify that this proposal is a firm offer to begin Program Year 2020 (XXX2020) and that complete and accurate records justifying all expenditures, leaving a clear audit trail to point of origin will be maintained, subject to periodic audit by the Workforce Intelligence Network for Southeast Michigan. I further certify that I have read and understand the specifications preceding this application.

NOTE: This document must be signed by the individual who has signatory authority for the organization under whose sponsorship this proposal has been submitted.

If another individual is authorized to sign contracts as a result of this proposal, indicate:

When payment on such contract is to be directed to the same company at an address different from above, fill in that address:

RISK ASSESSMENT QUESTIONNAIRE

<p>In accordance with Office of Management and Budget (OMB) Title 2 CFR Part 200.331 WIN, is responsible for evaluating its contractors for risk.</p>	<p>Contractor Representative Completing this questionnaire:</p>	<p>(To be completed by WIN)</p>		
<p>Please provide responses to the questions that follow:</p>	<p>Name of Contractor</p>	<p>FEDERAL AWARDING AGENCY</p>		
		<p>GRANT</p>		
		<p>CFDA#</p>		
		<p>RISK ASSESSMENT</p>		
		<p>Comment</p>	<p>Low 1</p>	<p>Medium 2</p>
<p>1. Prior to receiving funding from WIN, had your organization received a federal grant (directly or indirectly) within the past five years? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, when? _____ Description of grant:</p>				
<p>2. Has your organization previously been required to submit to a compliance audit or Single Audit as required by OMB A-133, Title 2 CFR Part 200 or the cognizant agency? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, provide the single audit. This attachment does not apply to maximum page count. Was the award determined to be a major federal program in the audit? <input type="checkbox"/> Yes <input type="checkbox"/> No</p>				
<p>3. Were there any findings resulting from the single audit? <input type="checkbox"/> Yes <input type="checkbox"/> No</p>				

<p>4. Does the individual (or team of individuals) with primary responsibility for grant-related financial activities have prior experience with federal grants?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If yes, describe.</p>				
<p>5. Does your organization have written policies and procedures related to internal controls and oversight?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>				
<p>6. Has your organization had new or substantial changes to its operating structure/systems or has new personnel?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>				

OVERALL RATING BASED ON SCORING (6 TO 8 = "LOW", 9 TO 13 = "MEDIUM", OVER 14 = "HI

SECTION 6: General Terms and Conditions

Selection of Service Provider

WIN will comply with all federal and state mandates governing contractor selection including federal guidelines 2 CFR 200. Due to the potential funding source for WIN, contractors are required to abide by the same standards and regulations (2 CFR 200).

To be considered for funding, contractors must have:

1. Adequate financial resources or the ability to obtain them;
2. The ability to meet program design specifications at a reasonable cost;
3. A satisfactory record of past performance; and
4. A satisfactory record of integrity, business ethics, and fiscal accountability.

Grievance Policy

WIN subscribes to the policy of equal opportunity and as such, maintains a formal grievance procedure to handle complaints of customers and service deliverers. Adherence to the same is acknowledged by acceptance of a contract from WIN.

Protest Procedures

WIN shall follow appropriate protest procedures in the event the awarding of bids is questioned or challenged. These procedures will be advertised as part of the RFP process and will be available at any time upon written request.

An individual, company or organization not in agreement with the awarding of a bid shall submit a written protest to the Executive Director of WIN, within five business days of awarding a bid. If the vendor has not been notified prior to WIN's receipt of protest, the notification will be held pending resolution of the protest.

WIN shall review the protest and respond to the protest in writing within 10 business days of its receipt. If the complainant is not satisfied with the response they may appeal it to WIN. If an agreement is still not reached the complainant shall obtain, at their expense, an arbitrator that is acceptable to all parties. The appointed individual will evaluate all information and make the final decision.

Profit

Public and private nonprofit entities will be required upon the completion of a contract to report their actual operational costs of the contract to WIN by line item. If WIN has paid the public or private nonprofit entity more than the actual operational costs, the entity must return all revenues in excess of costs to WIN.

Further, a private-for-profit entity must identify profit (fees or other revenue in excess of actual costs) in their line item budget, in accordance with federal mandates that require assurances that profit is reasonable and allowable, WIN require profit be based on the net cost of the contract, not to exceed 10%.

WIN reserves the right to allocate profit, fees, or other revenues in excess of actual costs to one or both cost categories in proportion to actual costs incurred attributable to each category.

Right to Refusal and Proposal Preparation Costs

This preliminary application does not commit WIN to award a contract, or to pay any costs incurred in the preparation of a proposal submitted in response to this request or to procure or contract services or supplies. This includes any demonstration and/or interviews that are part of the proposal process. WIN reserves the right to accept or reject any or all proposals in part or in their entirety if it is in the best interest of WIN to do so.

System Awards Management Registration (SAM)

WIN will require the proposer selected to register under the federal government's System Award Management, accessible by visiting SAM.gov. This registration must be complete and the organization must be searchable on the site prior to contract execution.

Right to Negotiate

WIN will require the proposer selected to participate in negotiations and to submit any price, technical, or other revisions of their proposals as may result from negotiation.

Right to Request Additional Information

WIN reserves the right to request any additional information that might be deemed necessary after the completion of this document.

System Design Costs

The successful bidder shall be responsible for all design, information gathering, and required programming to achieve a successful implementation. This cost must be included in the base bid.

Pricing Eligibility Period

All vendor proposal bids are required to be offered for a term not less than **120** calendar days in duration.

Additional Charges

No additional charges, other than those listed in the proposed cost breakdown, shall be made. Prices quoted will include verification/coordination of order, all costs for shipping, delivery to all sites, unpacking, setup, installation, operation, testing, travel, cleanup and training.

Federal or State Sales, Excise, Or Use Taxes

Owner does not pay sales use tax. All other taxes, fees, permits and shipping costs, etc. shall be included.

Contract Requirements

WIN considers this RFP legally binding and will require that this RFP and the resulting awarded vendor Proposal and any amendments be included as addenda to any subsequent contracts between the Vendor(s) and WIN. It should be understood by the Vendor(s) that this means that the Owner expects the Vendor(s) to satisfy substantially all requirements and reports listed herein. Exceptions should be explicitly noted in the Vendor Proposals. Lack of exceptions will be considered acceptance of all of the specifications as presented in this RFP.