Thomas P. Miller and Associates
Serving as Independent Procurement Entity
For Region VII

Workforce Innovation and Opportunity Act
Request for Proposals for:
WIOA Title I Youth Service Provider

Release Date: 12/11/2020

Proposals Due: 01/11/2021

Contract Period: 07/01/2021 – 06/30/2022

All proposals must be submitted electronically to
ksubler@tpma-inc.com
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Section I: Introduction

1. Workforce Innovation & Opportunity Act (WIOA)

The Workforce Innovation and Opportunity Act (WIOA) was signed into law by President Obama in 2014 and went into effect July 1, 2015. WIOA supersedes the Workforce Investment Act of 1998 (WIA) and amends the Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973. The general description of the One-Stop Delivery System by the federal regulations is a “seamless customer-focused service delivery network.”

WIOA funds are awarded to the Chief Elected Officials (CEO) of a Local Workforce Development Area (LWDA) to serve two primary customers—job seekers and businesses through a One-Stop system branded as the American Job Center (AJC) system. The intent of WIOA is to strengthen the workforce system through innovation and alignment of services to promote individual and economic growth, meeting the business and industry needs in the area. One of the main purposes is to assist individuals with barriers to employment in increasing their access to employment, education, training, and support so they may succeed in the labor market.

At the State level, WIOA establishes a unified strategic planning process across core programs such as Wagner-Peyser Employment Service and Title I of the Rehabilitation Act programs. WIOA also streamlines the membership of business-led state and local workforce development boards and emphasizes the role of boards in coordinating and aligning workforce programs to meet the needs of both jobseekers and employers. At the local level, WIOA provides flexibility in providing incumbent worker training and transitional jobs as allowable activities and promotes work-based training such as apprenticeships and on-the-job training with reimbursement. The idea is that by promoting work-based training activities, jobseekers will earn industry recognized credentials and be aligned onto a career pathway.

Proposers are strongly encouraged to read the Department of Labor’s WIOA resource page for WIOA information and the latest updates: [https://www.doleta.gov/wioa/](https://www.doleta.gov/wioa/).

2. Region VII Workforce Development Board, Inc.

The Region VII Workforce Development Board, Inc. (WDB) is the grant recipient of United States Department of Labor (USDOL) Workforce Innovation and Opportunity Act (WIOA) funds in the eight-county area of Berkeley, Grant, Hampshire, Hardy, Jefferson, Mineral, Morgan, and Pendleton.

The overall mission of the WDB is to provide a framework in which the workforce of West Virginia can attain necessary skills required for the 21st century, serving both individuals and business/industry needs within Region VII. The primary objective of the WDB is to integrate all elements of the public sector through the One-Stop system to contribute to the mission. The action is delivered through a coordinated system of case management, management information systems, and a business service team.

For more information of the WDB, please visit: [https://wvregion7workforce.org/](https://wvregion7workforce.org/)

For more information of guidance from WorkForce West Virginia, please visit: [http://workforcewv.org/public-information/guidance-notices-and-policies.html](http://workforcewv.org/public-information/guidance-notices-and-policies.html)
3. Thomas P. Miller & Associates

Thomas P. Miller and Associates (TPMA) has been contracted by the Region VII Workforce Development Board to lead the procurement process for selecting a WIOA Title I Youth Service Provider. TPMA is a full-service consulting firm based in Indianapolis, Indiana with over 30 years of experience in workforce development activities, including aiding workforce boards in strategic planning exercises. Through analysis, alignment, and action, TPMA applies our mission statement of empowering organizations and communities to reach their goals through strategic planning and partnerships that create positive, sustainable change. For more information of TPMA’s experience and expertise, please visit us at http://www.tpma-inc.com/.

As the contracted entity to lead this procurement process, TPMA serves as a separate and independent outside entity to conduct the competition for WIOA Title I Youth Service Provider. TPMA will review all submitted proposals and evaluate them on a scale coordinated and agreed upon by the Region VII Workforce Development Board, Inc., with guidance from the West Virginia Department of Commerce. Based on its evaluation, TPMA will submit its selection, along with description of the selection process and scoring justification, to the WDB for approval.

4. RFP Purpose

The purpose of this RFP is to procure one (1) contractor to serve as the WIOA Title I Youth Provider (In-School and Out-of-School) in the eight-county region. The Provider will:

- Assist eligible out-of-school youth (OSY) and eligible in-school youth (ISY), who are seeking assistance in achieving academic and employment success, with effective and comprehensive services and activities that include a variety of options for improving educational and skill competencies and provide an effective connection to educational institutions and employers, including small employers in in-demand industry sectors and occupations in the local and regional markets.
- Implement integrated strategies for career pathway approaches that support post-secondary education, training, and employment.
- Implement work-based training strategies and employment approaches to help participants develop essential skills that are best learned on the job.
- Implement progressive levels of education and training approaches that will help individuals with higher skill levels and experience earn marketable credentials.
- Provide continued support services to individuals who need them to participate and succeed in work investment and training activities.

For a full list of roles and responsibilities of the WIOA Title I Youth Service Provider, please refer to Attachment H.

The proposed services under this RFP will be funded initially under WIOA. The contractor selected through this RFP is expected to be familiar or become familiar with the WIOA Act (P.L. 113-128), WIOA Regulations, Issuances and Memos issued by the USDOL Employment and Training Administration (ETA), and WorkForce West Virginia. After the award of the contract, the Region VII WDB will provide additional technical assistance to the contractor.
5. Eligible Respondents
Proposals may be submitted by qualified individuals, organizations, or entities (public, nonprofit, or private) or a consortium of entities (including a consortium of entities that, at a minimum, includes 3 or more of the one-stop system partners with demonstrated effectiveness), located in the local area, which may include:

- An institution of higher education
- An employment service State agency established under the Wagner-Peyser Act (29 U.S.C. 49 et seq.) on behalf of the local office of the agency
- A community-based organization, nonprofit organization or intermediary
- A private for-profit entity
- A government agency
- Another interested organization or entity, which may include a local chamber of commerce or other business organization, or a labor organization.

To be eligible, respondents must be authorized to do business in West Virginia. Workforce development-minded organizations or individuals with or without previous experience as a contractor are encouraged to submit proposals; however, only proposals from organizations or individuals that can thoroughly demonstrate they have the ability to provide the required services will be considered. Minority and women-owned and operated businesses are encouraged to submit a proposal.

No provider or entity may compete for funds if:

- The individual or entity has been debarred or suspended or otherwise determined to ineligible to receive federal funds by an action of any governmental individual/organization
- The individual or entity’s previous contract(s) with the Region VII WDB or any one of the eight counties had been terminated for cause
- The individual or entity has not compiled with an official order to repay disallowed costs incurred during its conduct of services under any contract
- The individual or entity or its parent organization have filed for bankruptcy during the past 7 years
- The individual or entity has been convicted of a public entity crime pursuant to West Virginia or other state statutes
- The individual or entity developed or drafted work requirements, or statements of work for this RFP

6. Contract Term and Amount
It is the intent of the WDB to award a single contract for the services identified herein. The expected contract term under this solicitation will be from July 1, 2021 to June 30, 2022, provided measurable outcomes are successfully achieved and that sufficient funds for the contract term remain available. The WDB will have the option to renew the contract for up to three (3) additional one-year periods contingent upon successful performance and with Board approval as follows:

- Optional Renewal One: July 1, 2022 to June 30, 2023
- Optional Renewal Two: July 1, 2023 to June 30, 2024
- Optional Renewal Three: July 1, 2024 to June 30, 2025
**Note:** The option to renew is not guaranteed and the initial award of the contract does not imply an exercise of the option to renew.

An estimated total of up to **$150,000.00** for the period of July 1, 2021 to June 30, 2022 will be available for WIOA Title I Youth Services.

**Note:** This amount is provided as a planning figure only and does not commit the WDB to award a contract for this amount. The Respondent is responsible for proposing a reasonable total cost for delivering the services described in this RFP. Funding during the contract period may be adjusted due to changes in WIOA funding received.

7. **Contract Type**

The WDB contemplated payment under a cost-reimbursement basis, including performance-based provisions that will be based upon actual costs and performance delivery outcomes. A Cost Reimbursement Contract is one that establishes an estimate total of costs for the purpose of obligating funds and a ceiling that the contractor may not exceed (except at a contractor’s risk) unless the awarding party agrees to amend the contract and provide additional funds.

The WDB is responsible for ensuring that contracted costs are both necessary and reasonable. Provisions are made for limited movement of funding among line items. The contractor is required to maintain records sufficient to account for all expenditures. Costs will be reported monthly. No part of the work covered by this request is to be subcontracted. The expected performance delivery outcomes will be linked to Duties and Specific Tasks as detailed in the Scope of Work, and as determined and negotiated between the Board and the contractor.

Respondents should develop a line-item budget showing all expected costs associated with delivering the proposed services. Due to the nature of the WDB’s funding sources, potential changes in legislation and policies, and performance achieved, respondents are advised that any contract awarded under this RFP may be modified to incorporate such changes, adjustments in the delivery system, or any activities proposed.

8. **Center Location and Hours of Operation**

The comprehensive One-Stop Centers are open Monday through Friday 8:00 a.m. – 4:00 p.m. and closed each day from 12:00 p.m. – 1:00 p.m. The WDB has an established internal holiday policy. The current center locations include:

<table>
<thead>
<tr>
<th>Martinsburg One-Stop Career Center</th>
<th>Region VII Workforce Development Board and South Branch One-Stop Career Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>202 Viking Way</td>
<td>151 Robert C. Byrd Industrial Park Rd., Suite 2</td>
</tr>
<tr>
<td>Martinsburg, WV 25401</td>
<td>Moorefield, WV 26836</td>
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</tbody>
</table>
The respondent to this RFP will be responsible to meet performance as part of their contracted goals based on negotiated rates with the State. PY20 (the most recent negotiated with the State/Federal) are included for your information.

<table>
<thead>
<tr>
<th>Youth Measures</th>
<th>PY20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment Rate 2nd Quarter After Exit</td>
<td>63.3%</td>
</tr>
<tr>
<td>Employment Rate 4th Quarter After Exit</td>
<td>69.7%</td>
</tr>
<tr>
<td>Median Earnings 2nd Quarter After Exit</td>
<td>$2,534.00</td>
</tr>
<tr>
<td>Credential Attainment</td>
<td>73.3%</td>
</tr>
<tr>
<td>Measurable Skills Gain</td>
<td>25.0%</td>
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</table>

Section II: Procurement Process

<table>
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<tr>
<th>Procurement Action</th>
<th>Date</th>
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<tbody>
<tr>
<td>RFP Issued</td>
<td>12/11/2020</td>
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<tr>
<td>Deadline for RFP Inquiries for Clarification</td>
<td>12/28/2020</td>
</tr>
<tr>
<td>Posting of Answers to Inquiries</td>
<td>12/30/2020</td>
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<tr>
<td>Proposals Due</td>
<td>01/11/2021</td>
</tr>
<tr>
<td>Proposal Interviews</td>
<td>Week of 01/25/2021</td>
</tr>
<tr>
<td>WIOA Title I Youth Service Provider Selected by TPMA</td>
<td>02/05/2021</td>
</tr>
<tr>
<td>Region VII WDB Approves Selection</td>
<td>03/18/2021</td>
</tr>
<tr>
<td>Selected Contractor Begins Service Delivery</td>
<td>07/01/2021</td>
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1. Questions and Answers
All questions regarding this RFP must be submitted in writing via email to Kristopher Subler at ksubler@tpma-inc.com by 12/28/2020. No questions will be accepted after this date. Responses to all questions will be located at https://www.tpma-inc.com/procurement-region-vii/ by 12/30/2020.

2. Right to Cancel
TPMA reserves the right to delay, amend, reissue, or cancel, all or any part of this RFP at any time without prior notice. TPMA also reserves the right to modify the RFP process and timeline as deemed necessary. Subject to guidance being issued by US Department of Labor and/or WorkForce West Virginia, this RFP and/or any subsequent sub-awards will be modified to ensure compliance.

This RFP does not commit TPMA to accept any proposal, nor is TPMA responsible for any costs incurred by the respondent in the preparation of responses to this RFP. TPMA reserves the right to reject any or all proposals, as it is deemed to be in the best interest of the WDB. The WDB reserves the right to negotiate with any respondent after proposals are reviewed, if such action is deemed to be in the best interest of the WDB.

3. Other Procurement Requirements
All proposals will be reviewed for a perceived conflict of interest. Respondents will not offer or provide any gratuities, favors, or anything of monetary value to any officer, member, employee, or agent of the
WDB (including standing committees), Local Chief Elected Official(s), Fiscal Agent, or other individual/organization for the purpose of having an influencing effect toward their own proposal or any other proposal submitted.

No employee, officer, or agent of the WDB (including standing committees), Local Chief Elected Official(s), Fiscal Agent, or other individual/organization shall participate in the selection, award, or administration of a contract supported by WIOA funds if a conflict of interest or potential conflict would be involved. Respondents shall not engage in any activity that will restrict or eliminate competition. Violation of this provision may cause a respondent’s proposal to be rejected. Pre-contract costs and costs of preparing the proposal are not allowable costs and cannot be included in the proposal budget nor in any resulting contract budget.
Section III: Scope of Work

Proposals should be developed and organized as outlined below. Interested bidder should respond to each section’s requirement in its entirety. For example:

Experience & Qualifications including Organizational Capacity

1) Describe your organization’s previous experience providing programs and services for Youth, particularly OSY and at-risk Youth.
   a. [Insert organization’s response]

2) What administrative capacity does your organization currently possess?
   a. [Insert organization’s response]

1. Abstract/Executive Summary (1-page limit)
   □ Provide a description of your organization.
   □ Demonstrate an understanding of the workforce development system in West Virginia.
   □ Outline key organizational achievement within the past three (3) years.
   □ Briefly describe why your organization is seeking award of this RFP and any unique or innovative aspects that may set your response apart from others.

2. Narrative (15-page limit)
   A. Experience and Qualifications including Organizational Capacity
      □ Describe your organization’s previous experience providing programs and services for Youth, particularly OSY and at-risk Youth.
      □ What administrative capacity does your organization currently possess?
         • Describe the staffing plan to provide youth services. Include a staffing chart.
         • Describe the related experience or training of the proposed staff. Include resumes of existing staff or job descriptions for staff to be hired (this can be included as an attachment and will not count against the page limit).
         • List the participant to counselor ratio.
      □ Briefly describe your organization’s track record of providing services to Youth, whether JTPA/WIA/WIOA or other grant programs.
      □ Describe the facilities you will be using for youth activities and/or services.
      □ Identify any transportation modes you will be using to provide youth services.
         • What steps will be taken to ensure licensed and bonded carriers will be utilized?
         • Describe your transportation schedule/frequency.
         • What provisions will be made for transportation of special needs youth?
   B. Performance & Accountability
      □ Describe your strategy to meet or exceed the WDB’s performance goals for this RFP. How will your organization manage measurement, achievement, and documentation of performance standards?
         • Include specific performance targets related to State and Federal performance measures.
         • Identify your proposed quarterly and annual goals for each state-mandated performance measure, and list objectives under these areas with specific measurables and deliverables.
         • Identify the number of both ISY and OSY to be served during program
Describe how Region VII’s goals and objectives for youth will be achieved. Goals and objectives must be measurable, reportable, and attainable and entered in the MACC system.

- These goals include:
  1. Placement in Employment or Education – Eligible WIOA youth will enter post-secondary education or employment at the rate of 63.3% by the end of the 2nd quarter after exit
  2. Retention in Employment or Education – Eligible WIOA youth will retain post-secondary education or employment at the rate of 69.7% by the end of the 4th quarter after exit
  3. Attainment of Degree or Certification – Of those youth that enter WIOA services without a diploma, equivalent, or a nationally recognized certification, at least 73.3% will receive one by the end of the 1st quarter after exit
  4. Median Earnings – Measured median earnings the 2nd quarter after exit will be $2,534.00
  5. Measurable Skills Gain – 25.0%

C. Partnerships & Community Engagement

- Describe how you will recruit employers for Youth career exploration, work experience, and/or internships.
- Describe how you will connect linkages with education and training for post-secondary educational opportunities (e.g., academic & occupational learning, preparation for employment, etc.)

D. Program Service Delivery Model

- Identify the special youth population you will target in your service delivery plan.
  - How will these youth be identified and on what basis will they be determined to possess barriers to employment?
  - How will barriers of target youth population be addressed?
  - What provisions will be made to accommodate special populations (e.g., supportive services)?
  - Your organization’s plan for serving the targeted youth population should include experience and best practices.
- Describe the activities and/or services you intend to provide and how they will be provided by age and activity for ISY and OSY.
  - How will you market and recruit WIOA customers, including those from targeted populations which may require specialized marketing.
  - Describe workshops you plan to offer and the best practices, or other information, utilized in their design.
  - What purpose will the proposed activities and/or services serve?
  - How will case management services be handled?

1 The WDB may withhold funding should a contractor not meet enrollment numbers or neglect reporting responsibilities, particularly with regards to the MACC system and required monthly/quarterly reports.
• How do the services link to business needs and regional demand occupations?

☐ Describe how your will ensure each the 14 WIOA Youth Elements are available to youth participants.² Bidders should respond to each element in their proposal.

☐ Describe how your organization will arrange for and/or provide services for youth based on the results of individualized objective assessments and individual service strategies.

• **Note:** the lead agency’s Youth Case Managers must provide this information to the designated Region VII staff. This information must be entered into the Mid-Atlantic Career Consortium (MACC) system as services occur to be used for reporting and performance purposes. Case Managers must maintain a hard copy case management log on each client served, which includes linkages, referrals to other services, services offered, and plan for further activity or follow up.

E. **Technology, Data, & Reporting**

☐ Describe your organization’s procedures for recordkeeping.

• **Note:** USDOL, WorkForce West Virginia, and Region VII WDB staff will have mandatory access to all records at any time without prior notice.

☐ Describe past success with tracking program performance and/or outcomes. Include a description of previous outcomes from other successful initiatives and describe experience with capturing and reporting performance information.

☐ Describe how you will determine WIOA eligibility and enter eligibility and other customer information into the MACC system.

3. **Fiscal Capabilities & Budget (no page limits)**

☐ Describe your organization’s experience managing Federal funds.

• Describe the internal controls of your organization to handle finances

☐ Describe how you will help ensure an efficient use of the WIOA funds while maximizing services provided for both ISY and OSY.

☐ The budget narrative must be typed and placed in the proposal following the Budget Form (Attachment C).

• Identify all costs that are necessary to directly operate the proposed program.

• Describe and list any unusual equipment that is essential to the program and indicate whether it belongs to the WDB, the State, or will be purchased if the proposal is funded. If any additional equipment is to be purchased or leased, please indicate this in the proposal. Include a detailed justification of the intended purchase, and why its purchase is essential to the program’s operation. The budget narrative should fully describe the cost allocation methods used.

• The budget narrative must describe how funds are allocated to minimize administrative costs and support direct services to participants. The narrative should also describe the indirect costs that are proposed, indicate what costs are included, and explain how these indirect program costs were determined. Any indirect costs budgeted must be supported by an indirect cost rate agreement with a Federal or State cognizant agency, a copy of which must be attached to the budget request.

• Describe past success with leveraging additional resources. Describe both leveraged

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² A list of the 14 WIOA Youth Elements are available for reference in Attachment I.
resources whose purpose has been to ensure and maximize the delivery of services and leveraged resources whose purpose was to maximize the organization’s financial resources. Also, specify additional resources to be leveraged and any in-kind contributions the organization will provide to assist in the participant’s program’s success.

☐ Describe how you will financially support the costs of doing business until an invoice can be submitted and paid by the WDB
  o No advance payment will be made
  o Indirect costs can only be charged to the contract if an approved indirect cost plan is included with the budget
  o Respondents should note the WDB will pay on a cost-reimbursable basis for all Youth Services costs, which includes: staff salary/benefits/travel, rent, utilities, telephone, internet, janitorial services, supplies, equipment, maintenance, and direct WIOA participant costs such as training and supportive service costs. Therefore, respondents should not include costs for such expenses in the budget submitted with the proposal.
  o The contractor will be required to submit an invoice accompanied by the appropriate documentation to receive reimbursement for costs. Cash advances will not be available to the contractor. Reimbursements shall be made based on allowable costs incurred. This may include copies of paid invoices, check registers, payroll and benefit records, and similar documents. Additionally, monthly narratives of the accomplishments, challenges, and next month’s objective must accompany the invoice.

☐ Provide a brief description of the internal controls of the agency
Section IV: Proposal Instructions
To be considered, bidders must submit one (1) proposal by 01/11/2021 via email to:

Kristopher Subler, Senior Project Consultant
Thomas P. Miller & Associates
ksubler@tpma-inc.com

No proposal submitted after the deadline will be accepted for consideration.

The proposal must be signed by an official authorized to represent and bind the bidding organization. The person signing the proposal should certify that:

☐ He/she is the person in the bidder’s organization legally responsible for the decision as to the costs being offered in the proposal and that he/she has not participated in any illegal, non-compliant, etc. action(s), or
☐ He/she has been duly authorized to act as an agent for the persons legally responsible for such decision, and certified that such persons have not participated, and will not participate in any illegal, non-compliant action(s), etc.

The proposal must contain the following elements:

☐ Attachment A: Cover Sheet
☐ Attachment B: Conflict of Interest Form
☐ Attachment C: Budget Form
☐ Attachment D: References
☐ Attachment E: Assurances & Certification
☐ Attachment F: Certification Regarding Debarment/Suspension
☐ Attachment G: Certification Regarding Lobbying
☐ Abstract/Executive Summary (1 page maximum)
☐ Narrative Sections (15 pages maximum)
☐ Fiscal Capabilities & Budget (no page limits)
☐ All pages must be numbered
☐ Use 12-point font, single spaced

1. Proposal Evaluation
All proposals will be evaluated individually and as a group by TPMA’s proposal review committee. The Committee will rate proposals and may require interviews with applicants prior to TPMA presenting its selection to the Region VII WDB. TPMA’s recommendation for the Title I Youth Service Provider will then be forwarded to the Board for approval.

Submitted proposals must meet the following minimum procurement requirements:

A. The proposal was submitted on or before the closing date and time.
B. The proposing organization is not on a federal or state Debarment List.
C. The proposing organization has been a legal business entity for a minimum of one year prior to the start of the contract.
D. The proposing organization is fiscally solvent.
E. The person signing the proposal as the submitting organization has the legal authority to do so.
F. The proposing organization agrees to meet all federal, state, and local compliance requirements.
G. The proposing organization has developed a reporting process for participant and fiscal activity.
H. The proposing organization has a satisfactory performance record for previous WIOA-related contracts, if applicable.
I. The proposing organization has accounting and auditing procedures adequate to control property, funds, and assets.
J. The proposing organization has a satisfactory record of integrity, business ethics, and fiscal accountability (a copy of these policies is required).

All proposals received in accordance with the time and content requirements identified in this request for proposals will be evaluated and scored based on the criteria outlined below. The maximum number of points for any proposal can receive is 100. All proposals will be evaluated based on cost-effectiveness in relation to high quality service delivery. Respondents are therefore encouraged to thoroughly describe and justify the proposed costs. An analysis will be conducted to ensure the proposed costs are necessary, fair, and reasonable to determine if the proposed costs are allowable and allocable.

<table>
<thead>
<tr>
<th>Proposal Component</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Formatting</td>
<td>5</td>
</tr>
<tr>
<td>Experience and Qualifications including Organizational Capacity</td>
<td>15</td>
</tr>
<tr>
<td>Performance &amp; Accountability</td>
<td>15</td>
</tr>
<tr>
<td>Partnerships &amp; Community Engagement</td>
<td>15</td>
</tr>
<tr>
<td>Program Service Delivery Model</td>
<td>20</td>
</tr>
<tr>
<td>Technology, Data, &amp; Reporting</td>
<td>10</td>
</tr>
<tr>
<td>Fiscal Capabilities &amp; Budget</td>
<td>20</td>
</tr>
<tr>
<td><strong>Total Points</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

2. **Provisions**
   A. Upon making its recommendation for the Title I Youth Service Provider, TPMA will have completed its role in this process and the Region VII WDB will engage in contract negotiations with the selected Applicant.
   B. All proposals submitted will be subject to competitive review.
   C. TPMA has the right to reject any and all proposals that do not follow the format instructions set forth by this Request for Proposals.
   D. TPMA retains the right to accept or reject any or all proposals received or to cancel in part, or in entirety, this Request for Proposals if TPMA so determines that it is in the best interest of the Region VII WDB to do so.
   E. TPMA may modify any portion or terms of this Request for Proposals and may solicit additional proposals, as necessary. TPMA reserves the right to modify or change this RFP based on rules, regulations, requirements put forth by the U.S. Department of Labor, the West Virginia Department of Commerce, or other regulatory entities.
   F. All proposals will be subject to negotiation of terms, conditions, and amount.
   G. The release of this Request for Proposals does not commit the Region VII WDB to award a contract.
   H. Contracts will be awarded to successful applicant(s) for the period from July 1, 2021 to June 30,
2022.

3. Right to Appeal

Any respondent who has submitted a response to this RFP may appeal the decision of the contract award. All appeals must be made in accordance with the Board’s Grievance and Complaint Policy, available at:


4. Contract Provision

The following are examples of the contract provisions that will be included in the contract that will be developed because of this RFP. The exact text of the contract provisions may differ slightly from the examples shown.

**Contract Costs** – All costs that are approved in a contract must be reasonable and necessary to carry out the planned functions. The costs must be allowable and allocable to the proper grants and costs categories. If the contractor is a public entity or non-profit entity, the contract will not include a provision for profit. Profit margins with individuals and for-profit organizations may be negotiated. Profit margins must be reasonable and cannot be based on a percentage of actual costs. The contract awarded under this RFP is subject to available funding. The WDB does not guarantee any minimum or maximum amount of work and/or dollar value associated with this procurement. The specific method of payment for services to be rendered will be set forth in the negotiated contract and will be contingent upon demonstration that the negotiated performance deliverables have been successfully accomplished.

**Contract Renewal and Extension** – The contract that results from this RFP may have a provision for extension. The terms and lengths of any extension will be established by the WDB and will be included in the contract provisions. All extensions must be documented in a modification to the contract. Each extension must be for not more than one year and a maximum of three extensions are permitted. The contract will initially be written for a period of 12 months. Prior to the end of that 12-month period, an evaluation will be made of the performance of the Contractor to determine whether a contract extension may be granted. The performance of the initial contract will be measured from July 1, 2021 through June 30, 2022 and then annually according to the Program Year basis. Based upon that evaluation, an extension may be granted contingent upon established contract performance.

**Early Termination** – The contract that results from this RFP will have provisions for termination of the contract for failure to satisfactorily perform the tasks that are required. The contract that results from this RFP may also have provisions, which allow the contract parties to cancel the contract at any time by providing advanced notice to other contract parties. The contract will also provide for termination of the contract for lack of funds.

**Modifications** – The contract will have a provision for modifying the contract. Modifications may be necessary to incorporate changes required by Federal or State laws and policies. Modifications may be necessary to increase funds to the Contractor if funds become available through other sources.

**Assignment and Subcontracting** – A part of the proposal evaluation is based upon the previous experience of the proposer and its staff. The contract will contain a provision that prohibits subcontracting or assigning the work to be performed to another entity.
Indemnification – The contract will include an indemnification clause which will state the Contractor shall indemnify and hold harmless the State of West Virginia, WIOA Administrative Entity/Fiscal Agency, Local Elected Officials, Region VII Workforce Development Board, its officers, agents and employees from liability of any nature and kind, including costs, expenses, and attorney fees, for or on account of any actions, claims, suits, and damages of any character whatsoever arising out of any negligent act or omission of the Contractor or any of its employees, agents, volunteers, subcontractors, or representatives.

Dispute Resolution – The contract will have a provision for dispute resolution. This provision will require the Contractor to use administrative processes and negotiation in attempting to resolve disputes arising from this contract. The contract will require the contractor to continue to provide services while the dispute process is ongoing.

Audit Rights – The contract will have a provision which will allow the Fiscal Agent, the State of West Virginia, the U.S. Department of Labor, the United States Comptroller General, and any of their duly authorized representatives, or other with statutory audit rights to perform audits after reasonable advanced notice to the Contractor at any time during the contract period or within three (3) years from the date of the final payment of the contract. At any time during normal business hours and as often as the Fiscal Agent or any of the above parties may deem necessary, the Contractor shall make available to their duly authorized representatives for examination, all its records with respect to all matters covered by the contract. The Fiscal Agent, the State of West Virginia, the U.S. Department of Labor, the United States Comptroller General, any of their duly authorized representatives, shall have the authority to audit, examine, and make excerpts or transcripts from, any books, documents, papers, and records of the Contractor which are directly pertinent to the contract, including all contracts, invoices, materials, payrolls, personnel records, conditions of employment, and other data relating to all matters covered by the contract.

Access to Records and Records Retention – The contract will have a provision relating to Records Retention. That provision will require the Contractor to maintain all records pertinent to the contract, including financial, statistical, property, participant records, and supporting documentation. These records shall be preserved and made available to the Fiscal Agent and its agents for a period of three (3) years after the date of the final closeout of the contract. However, in the event of an audit, records shall be kept by the Contractor until the audit is completely resolved, even if it requires a retention period longer than 3 years. If the Contractor is unable to retain the necessary records for the required period, the Contractor will transfer such records to the Fiscal Agent. Such records shall be transmitted to the Fiscal Agent for acceptance in an orderly fashion with documents properly labeled and filed, and in an acceptable condition for storage.

Performance – The Contractor will be measured for performance of the contract. An evaluation will be conducted by the WDB to determine whether the contract measures have been met. The contract will be evaluated not less than on a semi-annual basis prior to the end of the contract period. This evaluation will determine whether the contract may be extended.

Copyrights and Rights to Data – The contract will have a provision relating to Copyrights and Data. That provision requires Contractor to agree that the Fiscal Agent, State of West Virginia, and the U.S.
Department of Labor shall have unlimited rights to any data first produced or delivered under the contract.

**De-obligations** – The contract that results from this RFP will contain clauses regarding availability of funds. Those clauses will allow the WDB to decrease or eliminate funding to the contractor if funding made available to the WDB is not sufficient to allow for full payment of the contract. At the time the contract is written, the actual funding amounts provided to the workforce area may not be available. The contract may be modified prior to or subsequent to the July 1st start date of each contracted period to reflect changes that are necessary due to actual funding amounts received.

**Insurance** – There is not requirement that proof of insurance be submitted with the proposal, but evidence of insurance must be provided prior to beginning the performance of work under the contract. The Fiscal Agent requirements may include proof of the following as applicable: general liability coverage, insurance for motor vehicles used by employees of the contractor, workers’ compensation, and blanket bond coverage. The WDB will not be responsible for providing any type of insurance for the Contractor.

**EEO Requirements** – The Contractor will be required to comply with certain EEO requirements. No person in the United States shall be, on the grounds of race, color, religion, sex, sexual orientation, national origin, age, handicap, political affiliation, belief, or marital status be excluded from participation in, be denied benefits of, be subject to discrimination under, or be denied employment in the administration or in the connection with any program or activity funded in whole or part with funds made available under the agreement.

**Duplicate Funding** – The contract will have a provision requiring the Contractor to agree that any Contractor’s cost, which is already allocated to other sources, may not be included in the cost of the contract. The Contractor must inform the WDB if the Contractor applies for or receives funds, which affect the cost or performance of work under this contract, and how the Contractor plans to allocate duplicated funds. The WDB must have the right to renegotiate the contract relative to the changed costs.

**Compliance with Law** – In rendering the performance hereunder, the Contractor shall comply with the requirements of the Workforce Innovation and Opportunity Act (WIOA), Public Law 113-128, with the regulations promulgated thereunder, and with the following:

- Applicable Federal Laws and appropriate OMB Circulars
- Laws of the State of West Virginia
- WIOA policies as adopted by the WorkForce West Virginia
- Local Laws
- WDB policies and procedures
- U.S. Department of Labor statement 29 CFR 37.20 regarding the non-discrimination and Equal Opportunity provisions of the WIA 1998 as reauthorized in the event of a conflict between such laws and regulations and the terms of this agreement, precedence shall be given to the laws and regulations.
**Reporting** – A monthly Youth Services Provider Report must accompany any requests for funds to demonstrate justification for payment of request. The items to be reported monthly may include:

- Accomplishments toward current objectives
- Challenges encountered or anticipated
- Objectives for the next month

The contract that results from this RFP may have additional requirements that the contractor make regular presentations to the WDB, Local Elected Officials, or similar groups. These reports may include information on customers, identified customer needs, services being provided for customers, employer needs, reports on progress that have been made on meeting the real-time performance metrics, and similar types of information.

The Contractor will also be required to provide the WDB any narrative, statistical, and financial reports related to the elements of the contract in a format and timeframe determined by the WDB.

**Corrective Action** – This provision will describe notices to the Contractor, corrective action steps, corrective action plans, timeframes, and similar provisions.

**Patent Rights** – This provision will state that if products are produced under this contract to which a patent is granted, the patent rights shall belong to the WIOA Fiscal Agent, the State of West Virginia, and to the U.S. Department of Labor. This provision shall not apply to products produced by the Contractor other than this contract and which are used in the performance of the work required by this contract.

**Disallowed Costs** – The contract will have provisions that require the contractor to repay any expenditure that is found to be unallowable. The contract will have provisions requiring the contractor to remedy any deficiencies found in audits or monitoring reports prior to incurring additional expenditures or receiving additional funds.

**Other Contract Provisions** – The contract may have provisions, which are not described in this RFP. Those provisions may be necessary due to applicable laws or regulations, provisions added or changed to reflect negotiations made subsequent to the issuance of this RFP, requirements not known at the time of the issuance of this RFP, or for other reasons.
Attachment A: Cover Sheet

Please complete this mandatory cover sheet accordingly.

<table>
<thead>
<tr>
<th>Organization Name</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Address</td>
<td></td>
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<tr>
<td>Phone Number</td>
<td></td>
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<tr>
<td>Number of Years in Business</td>
<td></td>
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<tr>
<td>FEIN #</td>
<td></td>
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<tr>
<td>DUNS #</td>
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</tr>
</tbody>
</table>

Acknowledgement that Proposing Entity is up to date on taxes and not currently debarred or suspended. [YES] [NO]

Type of Organization (check all that apply)
- Higher Education
- Community-Based Org.
- Government Agency
- Labor Organization
- Non-Profit
- Employment Service State Agency (Wagner-Peyser)

Contact Person

Contact Person’s Email Address

Signatory Authority Signature

Proposed Budget Amount:

$_________________________ Youth Service Provider
(must be for In-School and Out-of-School Youth for all 8 counties)

$_________________________ Cost Per Youth
Attachment B: Conflict of Interest Form

By submitting a proposal, the authorized signatory authority of the bidding entity certifies to his/her knowledge and belief that there is no conflict of interest (real or apparent) inherent in the bid or in delivering the scope of work if the WDB awards a contract. A conflict of interest would arise if any individual involved in the preparation of this proposal and delivery of services has a financial or other interest or would be likely to gain financially or personally from the award of a contract. The same would hold true for any member of the individual’s family, partner, or an organization employing or about to employ any of the above as a direct result of the successful award of a contract under the RFP. The WDB reserves the right to disqualify a bidding entity should a conflict of interest be discovered during the solicitation process.

_____________________________________________________________________________________
Signatory Authority Name   Signature     Date
_____________________________________________________________________________________

Note: This form is a mandatory required document to be considered for the contract.
attachment C: Budget Form

Please complete the mandatory budget form and narrative explanation below for Title I Youth Service Provider.

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Salaries</td>
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<tr>
<td>Benefits</td>
<td></td>
</tr>
<tr>
<td>Travel</td>
<td></td>
</tr>
<tr>
<td>Operational (supplies, communication, etc.)</td>
<td></td>
</tr>
<tr>
<td>Any Program Indirect Expenses</td>
<td></td>
</tr>
<tr>
<td><strong>Subtotal Budget Request</strong></td>
<td></td>
</tr>
<tr>
<td>Direct Participant (pass-through award for payment to vendors, training providers, and participants)</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL BUDGET REQUEST (max. $150,000.00)</strong></td>
<td></td>
</tr>
</tbody>
</table>

**Budget Narrative**: Please provide a detailed explanation for each budget line item to justify the cost. Examples of explanations include job titles, wage rate, hours worked/charged, types of benefits and rates, estimated mileage/visits to locations, office and other supplies, and agency program operation or program costs. No travel expenses may be claimed for commute to/from “official station.” Travel expenses may be claimed from the official station. West Virginia State Mileage Rate is $0.575 per mile.

**Note**: A minimum of 75% of the youth funding must be spent on Out-of-School Youth. Work Experience must account for at least 25% of the total youth funding, including in-school and out-of-school. For more information, see Attachment H: Roles & Responsibilities of Title I Youth Service Provider.
Attachment D: References

Bidders are required to provide three (3) letters of reference who can verify their experience, along with a contact phone number or email. References should be for experience in the past 5 years.

Reference #1 ________________________________
Phone # or Email __________________________

Reference #2 ________________________________
Phone # or Email __________________________

Reference #3 ________________________________
Phone # or Email __________________________
Attachment E: Assurances & Certifications

The following assurances and certifications will be made a part of any resulting contract from this solicitation and Respondents must agree to each item below.

1. The individual signing this proposal is authorized to submit the proposal on behalf of the agency/organization.
2. The Contractor assures and certifies that services funded through a contract with WDB shall be administered in full compliance with applicable federal, state, and local laws, regulations, and policies. These include, but are not limited to:
   - maintaining records that accurately reflect actual performance
   - maintaining record confidentiality, as required
   - reporting financial, participant, and performance data, as required
   - complying with Federal and State non-discrimination provisions
   - meeting requirements of Section 504 of the Rehabilitation Act of 1973
   - meeting all applicable labor laws, including the Child Labor Law standard
3. The Contractor shall establish and maintain an auditable financial system, in accordance with recognized accounting practices, with the Act and Regulations, and with State and local requirements on fiscal and programmatic reports.
4. The Contractor must be able to demonstrate that they are fiscally solvent.
5. The Contractor certifies that it will provide a drug-free workplace, as required by Federal law.
6. Any representative/agent of the WDB who participates in the expenditure of WIOA funds shall perform his/her duties in a manner consistent with their obligations to the WDB and in accordance with sound business practices. In complying with these requirements, representatives/agents shall refrain from:
   - Solicitation or acceptance of gratuities favors, or anything of monetary value, from contractors, potential contractors, or parties to sub-agreements.
   - Participation in awards or administration of contracts to firms in which the member, officer, staff or representatives/agent or his/her immediate family has a financial or other interest.
   - Any representative/agent, who is a paid consultant, or who has a relative who is a paid consultant (as defined in A.R.S. 38-502) for any provider which currently transacts business with the WDB is prohibited from participating in a decision process which may lead to the award of a contract involving such firm.

___________________________________________________________________
Name of Applicant Organization

___________________________________________________________________
Signature of Certifying Official      Date

___________________________________________________________________
Name and Title of Authorized Representative
Attachment F: Certification Regarding Debarment/Suspension

This certification is required by the regulation implementing Executive Order 12549, Debarment and Suspension 29 CFR Part 98, Section 98.510, Participants’ responsibilities. The regulations were published as Part VII of the May 26, 1988 Federal Register (pages 19160-19211).

1. The prospective primary participant certifies to the best of its knowledge and belief, that it and its principals:
   a. Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency
   b. Have not within a three-year period preceding this proposal been convicted of or had a civil judgement rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property
   c. Are not presently indicated for or otherwise criminally or civilly charged by a government entity (Federal, State, or Local) with commission of any of the offenses enumerated in paragraph 1(b) of this certification
   d. Have not within a three-year period preceding this application/proposal had one or more public transactions (Federal, State, or local) terminated for cause of default

2. Where the prospective recipient of Federal assistance funds is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

___________________________________________________________________
Name of Applicant Organization
___________________________________________________________________
Signature of Certifying Official      Date
___________________________________________________________________
Name and Title of Authorized Representative
Attachment G: Certification Regarding Lobbying

The undersigned certifies, to the best of his or her knowledge and believe that:

1. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

2. If any funds other than Federal appropriated funds have been paid or will be paid to any person influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employer of a Member of Congress in connection with this Federal contract, grant loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, “Disclosure Form to Report Lobbying”, in accordance with its instructions.

3. The undersigned shall require that the language of this certification be included in the award documents for all sub-awards at all tiers (including subcontracts, sub-grants and contracts under grants, loan, and cooperative agreements) and that all sub-recipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than $10,000 and not more than $100,000 for each such failure.

___________________________________________________________________
Name of Applicant Organization

___________________________________________________________________
Signature of Certifying Official      Date

___________________________________________________________________
Name and Title of Authorized Representative
The Youth Program and service provision under Title I of the Workforce Innovation and Opportunity Act (WIOA) is designed to:

- Assist eligible out-of-school youth (OSY) and eligible in-school youth (ISY), who are seeking assistance in achieving academic and employment success, with effective and comprehensive services and activities that include a variety of options for improving educational and skill competencies and provide an effective connection to educational institutions and employers, including small employers in in-demand industry sectors and occupations in the local and regional markets.
- Implement integrated strategies for career pathway approaches that support post-secondary education, training, and employment.
- Implement work-based training strategies and employment approaches to help participants develop essential skills that are best learned on the job.
- Implement progressive levels of education and training approaches that will help individuals with higher skill levels and experience earn marketable credentials.
- Provide continued support services to individuals who need them to participate and succeed in work investment and training activities.
- Youth Services - The WDB has determined at the issuance of this RFP that all current youth funds will be utilized for WIOA eligible Out-of-School Youth (age 16-24). The contractor will be notified and provided guidance to implement in-school youth programming, if applicable.

Contractor staff will be responsible for recruitment, WIOA eligibility, enrollment and applicable Out-of-School Youth elements listed below, with emphasis on elements C-E below to encourage work-based learning and post-secondary education leading to credentials.

Youth Service Elements:

Local programs must make each of the following 14 services available to youth participants (WIOA sec. 129(c)(2)):

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:
   1) Summer employment opportunities and other employment opportunities available throughout the school year
   2) Pre-apprenticeship programs
   3) Internships and job shadowing
   4) On-the-job training opportunities
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, if the Local Board determines that the programs meet the quality criteria described in WIOA sec. 123
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, including the services listed in § 681.570
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, as provided in § 681.580
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.

In addition to the 14 Program Elements, the successful contractor’s role will be to provide the following youth program framework

A. **Intake**: An Orientation process must be provided to each potential eligible youth participant. Orientation must include information on the services that are available within the WIOA Title I youth program and the One-Stop Service Delivery system within Region VII. These services may include, but are not limited to:
   a. Orientation/Introduction of the program purpose
   b. All program services and resources available
   c. Responsibilities of other service providers
   d. Program participant’s responsibility
   e. Information on follow-up services
   f. Information on support services
   g. Referral to other appropriate services

The Intake involves registration, eligibility determination, and collection of documentation to support verification of eligibility for services. Other services also include referral for basic skills development and referral to other services as appropriate.

B. **Assessments**: Assessment is a process that identifies service needs. An objective assessment must be administered to all eligible youth. The WIOA youth program design requires an objective assessment of academic levels, goals, interests, skills levels, abilities, aptitudes, and supportive service needs; it also measures barriers and strengths. Assessment results are used to develop the Individual Service Strategy (ISS).

C. **Individual Service Strategy (ISS)**: The Individual Service Strategy is the plan that identifies the employment goals, educational objectives, and appropriate services for the participants. Development and update as necessary of an ISS is required for each participant. An ISS must be directly linked to one or more of the indicators of performance and identifies a career pathway
that includes education and employment goals. Goals and objectives must be specific, measurable, achievable, relevant, and timely and align to the interest and career pathway identified in the objective assessment.

D. Career Coaching: Case management should be a process that typically includes non-instructional activities such as navigation to and arrangements for academic, career or personal counseling, financial aid, childcare, housing, and other financial assistance that can be critical to the success and continued engagement of the individual in pursuing their career pathway component. Youth programs must provide case management services to assist a youth participant in making informed choices and completing the program. Support may be provided on an individual or group basis. Career Coaching principles and methods must be incorporated throughout the program design. A case manager must be assigned to follow the process of each youth participant from enrollment to program exit, including follow-up services.

E. Supportive Services: Youth programs must provide supportive services to eligible youth participants that are necessary to enable an individual to participate in youth activities authorized under Title I of WIOA.

F. Follow-Up Services: Follow-up services are critical services provided, for no less than 12 months, following a youth participant’s exit from the program. Those services help ensure the youth is successful in employment and/or post-secondary education and training beyond their program completion. The youth service provider must establish and implement procedures to ensure that follow-up services are conducted and documented. Follow-up services include regular meaningful contact and may include allowable follow-up activities:

   a. Supportive Services
   b. Adult Mentoring
   c. Financial Literacy Education
   d. Services that provide Labor Market Information
   e. Activities that help youth prepare for and transition to postsecondary education and training.

Performance Requirements

1. Performance Measures:
In accordance with State Workforce Development Board (SWDB) guidance, and the Workforce Innovation and Opportunity Act (WIOA), Title I local area formula funds of the WDB must meet a minimum participant cost rate for allowable WIOA funded services. The minimum participant cost rate (MPCR) is a State identified performance accountability measure pursuant to WIOA, Section 116(b)(2)(B). The MPCR serves as a benchmark for participant expenditures to focus Federal resources more effectively on serving individuals, ultimately impacting performance and outcomes while emphasizing financial integrity of taxpayer dollars in partnership with our workforce system stakeholders. The WDB shall ensure that the state minimum of their WIOA Title I formula allocations are allowable participant costs under WIOA funded services per WIOA Section 129(c)(2), WIOA Sec3on 134, TEGL 19-16 and TEGL 21-16, and may set their local MPCR requirement above the state minimum. WDB is responsible for meeting State negotiated MPCR and performance goals and will hold the entity
awarded the contract for this RFP responsible as well. A minimum of 75% of the youth funding must be spent on Out-of-School Youth. Work Experience must account for at least 25% of the total youth funding, including in-school and out-of-school.

2. Primary Indicators of Performance:
Section 116(b)(2)(A) of the Workforce Innovation and Opportunity Act (WIOA) establishes performance accountability indicators and performance reporting requirements to assess the effectiveness of States and local areas in achieving positive outcomes for individuals served by each of the six core WIOA programs as follows:

   - Employment Rate – Second Quarter After Exit
   - Employment Rate – Fourth Quarter After Exit
   - Median Earnings – Second Quarter After Exit
   - Credential Attainment
   - Measurable Skills Gains
   - Effectiveness in Serving Employers

The local, board, the chief elected official, and the Governor shall negotiate and reach agreement on local levels of performance based on the State adjusted levels of performance established under WIOA subsection (b)(3)(A). The contract that results from this RFP will require the contractor to follow and remain in good standing with the WDB and WorkForce West Virginia policies. Failure to remain in good standing may result in termination of the contract. All renewal(s) or extension(s) of the resulting contract will be subject to this standing as well as overall performance measures.

3. Key Indicators of Performance:
Key Performance Indicators (KPIs) provide a way of measuring the effectiveness of an organization in achieving its goals. KPIs are set by the State and may address, Federal, State or Local priorities. KPIs were developed to increase the impact of the public workforce system, primarily through increased enrollment.