Submitted via (Bidders Conference, Procurement email, etc)	Date Received	Name	Organization	Question:	Response:	Funding Area	Response Date
Bidders Conference	12/14/2016	unknown	unknown	1) What is meant by "competitive occupations?" 2) Is there a minimum subsidy? 3) How long are youth expected to be in subsidized employment?	1) Competitive occupation - jobs that lead to advancement, career path, living wage. 2) Minimum subsidy - minimum wage up to $15 an hour. 3) 480 hours of 6 months @ 20 hours a week.	D3 Subsidized Employment	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Are placements within the coordinator function assumed to include the placement of the OST with that sector?	The Sector Coordinator may be required to provide placement services for OST providers that have contracts with OEWD solely for training (i.e. post-secondary education), in which participants will be dually enrolled. It is important to note that OEWD encourages collaboration in proposals so client service models offer a full array of services to participants and services are provided in a seamless manner. While some services described in the RFP are noted as optional, proposals that address how to access optional components (i.e. placement services in the case of OST providers) will be facilitated for participants (either through onsite delivery or established partnerships with service providers) will be stronger proposals.	Health Care	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Are the award amounts maximum totals for each grant and is that the yearly amount? (summarized from multiple similar questions)	The anticipated award amounts for each grant in the RFP are an expected annual amount.	Financial	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Are there other paths to ETPL approval other than BBPE?	Please refer to EDD Workforce Services Directive: http://www.edd.ca.gov/jobs_and_training/pubs/wsd15-07.pdf and download WIOA ETPL Policy and Procedures > Chapter V (B), page 10	OST (ETPL)	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Are there word count/character limits on narrative sections in TGS and can they be determined prior to entering content into each section?	There are no word or character counts on the narrative sections of TGS. We encourage proposers be thorough but also succinct as reviewers will be reading many proposals.	TGS	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Both of our organizations admins are gone. How do we create a new org admin?	Please submit this specific request through oewd.procurement@sfgov.org and we'll help you retrieve/set up credentials. Note that most users can retrieve their own credentials through their agency's org admin(s) or through the instructions posted to the RFP 121 website. In the case where all org admins have left the organization, however, we will generally need to trouble shoot those directly with the portal's vendor.	TGS	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	CAP and One-Stop operator - can the same organization apply for both?	Yes, as separate proposals.	General	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Can a core partner be a NAP?	Yes	NAP	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Can a Neighborhood Access Point serve clients who don't live in the neighborhood?	Yes	NAP	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Can a portion of funds be used for outreach to internal and external potential participants?	Yes, for employers who are also contracted to provide workforce services and with internal candidates defined as existing workforce, funding can be used to conduct outreach and recruitment for skills advancement training.	General (program)	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Can an organization apply just for OJT funds distribution if the organization serves/works with businesses?	No	Business Services	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Can clients be co-enrolled in other programs i.e. AAG?	We encourage proposals to leverage grant funds administered by OEWD or other funds in order to offer unique or complementary service elements to enhance the success of job seekers you are serving.	Sector - ICT	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Can funds be used to pay for student tuition (like an OEWD scholarship) or must the proposal be for a brand new educational training program?	OST Proposals may include trainings that are new or currently offered and budget accordingly to pay for training costs including tuition. Please note that for the ICT sector, OST is envisioned as a cohort based training.	OST/ETPL/ICT	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Can job readiness training happen concurrently with occupational skill training?	All occupational skills training providers should have a sector job readiness training component integrated into curriculum.	OST	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Can JRS monies be used towards stipends?	No.	JRS	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Can organizations/companies bid the approved indirect rate?	OEWD expects that organizations will account for all costs, including indirect or shared costs, in their program narrative and in their direct budget ask to the extend necessary. How indirect costs are recognized may be negotiated differently with providers post-award as some funding sources require different types of support documentation and may have different caps. Proposers should be familiar with how indirect rates are treated in the CDBG Operations Manual as well as the OEWD Directives. These resources are linked in the RFP and on the RFP 121 website.	Funding/Budgeting	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Can other sections (other than health care) become a bridge program?	OEWD is only looking for Bridge proposals for Health Care and Tech at this time. This decision comes from stakeholder meetings from employer partners across sectors to identify immedaite workforce needs and how to best address them.	Sector - bridge	22-Dec

Submitted via (Bidders Conference, Procurement email, etc)	Date Received	Name	Organization	Question:	Response:	Funding Area	Response Date
Bidders Conference	12/14/2016	unknown	unknown	Can we apply to this area for the TAY population (who have multiple barriers)?	*Yes, TAY can be included in a JRS proposal, however, the Young Adult Workforce Services Proposal areas are exclusively focused on the TAY population and offers several program models focused on intensive barrier removal services. Proposals for TAY JRS should describe how they will provide services that are different from Young Adult Program Areas and add additional value to the workforce system.*	JRS & General	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Can we submit more than 1 application per 501c3 or is it categorized per vendor?	*You may submit as many proposals as you wish to. There is no cap per provider, vendor, or fiscal lead.*	General	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Do proposals need to be proposal area specific or could one proposal cover different areas? For example, could one SAP incorporate a Job Readiness Services component target youth under Interrupt, Predict and Organize submit three separate proposals or one integrated proposal?	*Proposals must identify which program area they are responding to -- and may only identify one of the 33 program areas in the chart on page 19 of the RFP. Agencies can feel free to address synergies, efficiencies, etc to funding multiple proposals but each proposal submitted should be a fully developed stand-alone submission.*	General	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Do you have a sense of what funding streams will fund which program area?	*Not at this time. OEWD often blends funding within programs and grants to enable providers to offer wholistic services to a variety of residents.*	General Funding	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Does approval to operate under the California Bureau for Private Post Secondary Education (BPPE) fulfill accreditation requirement for Program Area E2 (OST) if not on the ETPL?	*No, an organization being listed on the ETPL and being approved by BPPE to operate are not the same. Please refer to EDD Workforce Services Directive: http://www.edd.ca.gov/jobs_and_training/pubs/wsd15-07.pdf and download WIOA ETPL Policy and Procedures > Chapter IV (B), page 8 & Chapter V. While we encourage OST providers to be on the ETPL, it is not required for the proposal stage.*	OST (ETPL)	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Does OEWD "advertise" the various job skill providers to all CBOs?	*OEWD has quarterly meetings and other opportunities for CBOs to showcase and highlight programs with Workforce CBO network. The OEWD website provides information on the various programs available, including the various OST trainings available through sectors.*	General (system coordination)	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Does retained employment need to be continuous with same employer?	No.	Performance Measures	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Explain capacity.	*Google's definition is: the maximum amount that something can contain; the ability or power to do, experience, or understand something; a specified role or position. Without context, this is the extent to which we can answer this broad question.*	General	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	For educational contracts - how is job placement being tracked? Within 6 months of completing a program? After they have retained a job for 6 months?	*This measure is tracked at 2 quarters after "exit" from program services in OEWD data tracking system(s).*	Educational Contractors	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	For NAP, do you have to have both WIA and CDBG funding? Or can you just apply for CDBG funds?	*Funding determinations are made during contract period and determined by OEWD.*	NAP	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	For the pilots, are you looking for a design or program model?	*It will depend on the specific pilot being proposed. Applicants are encouraged to propose the model they think is the most responsive to the Program Area description and funding amount given.*	Pilots	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	For the sector and incumbent training, will enrollment in post-secondary education constitute as positive outcomes?	*Yes - targets are included in program areas.*	General/Program	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	How does a new training provider get recognized by the CBOs?	*Training providers through the sector workforce programs will be highlighted in the sector orientation sessions that are facilitated Citywide by the Sector coordinator, usually 2-3 per month, and procured trainings OEWD expects will be included in the Workforce Services calendar distributed system-wide.*	General (system coordination)	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	How is OEWD "brokering relationships with workforce providers and the four core partners"? Is there a point person at each core partner?	*OEWD has Memorandums of Understanding (MOUs) with the four core partners. OEWD has several points of contacts at each organization and points of contacts vary. -Applicants are encouraged to include existing relationships with core partners if and as they are relevant to their proposal, and if funded will be expected to work in coordination with core partners, if and as appropriate, as determined by OEWD.*	OSO	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	How many clients are expected to be served in the Bridge Programs, Health and Construction?	*20-40 in Health bridge and none under construction bridge.*	Health Care	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	How much money will be available for OJT and ITA's? Will it be available for sector programs?	*$100K fund will be established for OJT and ITA to be administered through the CAP. Sector coordinators can propose part of their budget for their own OJT/ITA.*	Financial	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	If an organization has experience in program components, may we apply for a new program?	*Yes*	General	22-Dec

Submitted via (Bidders Conference, Procurement email, etc)	Date Received	Name	Organization	Question:	Response:	Funding Area	Response Date
Bidders Conference	12/14/2016	unknown	unknown	If applying for multiple proposal areas, is there a way to import/use a previous submission to complete the application or do you start from the beginning for each proposed area?	*Many of the sections of the proposal will pre-fill based on the information in your agency profile (the Agency Info screens). Beyond that, agencies should be prepared to tailor each proposal to the program area under which they are applying. TGS offers editing tools to paste from word processing documents but not to import and tweak submitted information from one proposal into another.*	TGS	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	If applying to be a NAP or SAP, can you partner with other organizations to provide financial and computer services or do you have to provide these services directly?	*Yes, you can partner with other organizations to provide computer services and financial training.*	NAP/SAP	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	If our proposed program meets more than one of the areas of funding, can we submit multiple proposals for the same program (different phases of it) to different areas? Example: a program that does job readiness and job placement?	*Applicants should submit as many proposals as they feel is appropriate for their organization and that they are qualified to deliver. Within the given example, please note that Access Point Services which incorporate and include a job placement reequirement, include barrier removal activities as part of services but do not focus on those barrier removal services exclusively in the manner that Job Readiness Services do. Proposers should ensure that whatever second program they propose that includes job placement also includes, at a minimum, the required services for the area under which they are applying. For example, an application under NAP includes job placement and also requires the proposal to address several other mandatory services found in the RFP on pages 25-34.*	General (program)	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	If our services fall under multiple proposal areas, how do you suggest we decide which one to go for? Example: Young adult workforce services vs. job readiness services?	*Applicants should submit as many proposals as they feel is appropriate for their organization and that they are qualified to deliver. If an organization only wants to propose under one program area, we leave it up to the applicant intself to determine which program it is best positioned to serve according to the description of services and targeted outcomes set forth in the RFP.*	General	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	If we have one larger concept that spans several pilots can we/should we combine into one proposal or do we have to submit each apsect of our pilot separately?	*We require one proposal per pilot section that is complete and stand-alone but encourage applicants to also address big picture connections, efficiencies, or other benefits of a larger wholistic approach.*	Pilots	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	If you are a currently funded specialized access point and are interested in applying as a Neighborhood Access Point, should we submit two applications? Or just apply at a higher funding level?	*You/Organizations should apply for the area that they have the most experience in. You may submit more than 1 proposal for different areas.*	NAP	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Is there a benefit or disadvantage to presenting a regional approach?	*There is no preference given for applicants that present a regional approach but there is certainly no disadvantage to presenting such an approach. To the degree that any applicant's approach is likely to produce stronger outcomes for participants, it will increase the competitiveness of the proposal.*	General	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Is there a maximum number of incumbent workers that can be served per project?	*No.*	General	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Is there an administrative/administration cap?	*There is no strict administration cap on proposals.*	Funding/Budgeting	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Is there an easy way to access the ETPL (list)? Attempts through CalJOBS don't work online.	*https://www.caljobs.ca.gov > Select/Click on More Career Services> On the left hand navigation Select/Click on Education Services and then ETPL Approved Programs > You can then sort by selecting/clicking on the top navigation: For example by city > San Francisco is pages 159-163 if the # of Rows per page is 50*	OST (ETPL)	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Is there an LBE requirement?	*As the RFP includes federal funds which do not allow geographic preference in bidding, there are no LBE requirements. Most grants resulting from the RFP will have a blend federal and local funding.*	General (administrative)	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Is there an opportunity for profit?	*Profit is allowed under all the funding sources contributing to the RFP. Please refer to the CDBG Operations Manual and OEWD Directives for additional specific guidance.*	Funding/Budgeting	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Is this a one year contract?	*Grant terms may vary depending on program -- but generally, yes, OEWD is expecting grants/contracts to be for one year initially and renew annually.*	General	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Subsidized employment - is that a separate pot of funds from the proposal that we can tap into? If it is, is it 100% subsidy and for how long?	*Subsidies are part of the funding described in RFP. 100% subsidy for 6 months/20 hours/wk*	General	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Subsidized employment: 1. What is meant by competitive occupations? 2. Is there a minimum subsidy? 3. How long are youth expected to be in subsidized employment?	*1. Occupations that lead to career advancement, career path, living wage. 2. Minimum wage - up to $15 an hour. 3. 480 hours, or 6 months at 20 hours a week.*		22-Dec

Submitted via (Bidders Conference, Procurement email, etc)	Date Received	Name	Organization	Question:	Response:	Funding Area	Response Date
Bidders Conference	12/14/2016	unknown	unknown	There is a clear definition of "disconnected" youth in the research and policy arenas. Not familiar with the term "disengaged". Does OEWD have a working definition of this target population?	*Disengaged Youth: A young person (17-24) who has never worked, lacking the skills, education, & training but interested in seeking employment.*	Youth	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	There is no Q5 in TGS	*An oversight when set up was done -- we very much appreciate you bringing this to our attention. The questions have now been renumbered (no questions were added).*	TGS	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Under job readiness services, does a client considered to be among "hardest to employ" have to participate in JRS, or can they go directly to OST program if it includes JRS specialized services?	*They can go to OST, but the hope is that a JRS program or Access Point would help with some barrier removal to ensure their successful completion and placement. OEWD does not plan to "require" that anyone be mandated to go to JRS in lieu of other services. JRS providers are envisioned to offer an alternative for people who are not able to fully benefit from Workforce Development services because of the barriers they face but if a participant can fully benefit from the OST with the imbedded JRS then we'd encourage that they be connected to those services directly.*	JRS & General	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	We are a microfinance organization. A) Should our application focus on veterans getting loans for small businesses, since they are a group highlighted by the strategic plan goals? B) Can the awards be used for loan capital? C) Is there a max percentage of the award that can be used for overhead? D) What is the maximum we can apply for?	*We encourage all interested parties to review the RFP and see if the projects described meet the requirements and objectives of the area and whether the organization believes the proposed project can, at a minimum, meet the outcomes expected for that program area. Providing microfinancing to participants isn't a program area that OEWD is procuring directly through this RFP. We encourage the organization to review in detail the required services for any program area in the RFP that may match their service offering, as there may be an opportunity to propose a microfinance component in addition to the required services and expected outcomes in one of the existing program areas. As funding microloans isn't a required component, OEWD would encourage proposers to leverage funding for loan capital and target the budget ask to services. There is no maximum percentage of the award that can be used for overhead though proposers should be thoughtful about addressing these items in their narrative for reviewers. The maximum funding amounts are specified in each program area.*	Strategy	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	What constitutes a "credential" for OST?	*Certificate or degree.*	Performance Measures	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	What does capable of being ETPL certified mean given BPPE has at least a 1 year wait list? (summarized from multiple questions asked similarly)	*Capable of being ETPL certified means, able to meet all of the requirements as specified on the WIOA ETPL Policy and Procedures > EDD Workforce Services Directive: http://www.edd.ca.gov/jobs_and_training/pubs/wsd15-07.pdf Note: There is at least a 1 year wait list for BPPE approval, however, if Non-WIOA funds are available, OEWD will give consideration if training results in an "industry recognized credential." The curriculum must also be vetted and validated by industry employers. Please note we highly encourage ETPL approval even if it is not required.*	OST (ETPL)	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	What is the difference between adult workforce services and job readiness services?	*There are many differences between the multiple program areas targeted to service adults and the Job Readiness Services (JRS) program area in RFP 121. We encourage interested parties to review the full text version of the RFP for detailed descriptions of services in as well as differing targeted outcoems in each program area. The JRS program section can be found starting on page 56 of the RFP. The overview for the Adult services can be found starting on page 25 of the RFP; details on each of the specific adult focused program areas follows the overview on page 37.*	General (program)	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	What is the difference between proposal area B and proposal area D.	*We assume the questioner is asking about slide 7 of the bidders conference power point. On that slide, area D is identified as "Young Adult Workforce Services" and area B is identified as "Adult Workforce Services," the key difference between the two Proposal Areas being the age of targeted participants. As noted by the presenter, there are multiple program areas under each of these higher level designations. An overview chart of the 33 distinct program areas can be found on page 20 of the RFP. Each Adult and Young Adult program area has a very detailed and specific scope of work described in the RFP as well.*	General (program)	22-Dec

Submitted via (Bidders Conference, Procurement email, etc)	Date Received	Name	Organization	Question:	Response:	Funding Area	Response Date
Bidders Conference	12/14/2016	unknown	unknown	What is the difference between young adult program and job readiness services?	There are many differences between the multiple program areas targeted to service young adults and the Job Readiness Services (JRS) program area in RFP 121. We encourage interested parties to review the full text version of the RFP for detailed descriptions of services in as well as differing targeted outcomes in each program area. The JRS program section can be found starting on page 56 of the RFP. The overview for the Young Adult services can be found starting on page 60 of the RFP; details on each of the specific young adult focused program areas follows on pages 62-71.	General (program)	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	What percentage of clients served through a NAP or SAP need to be San Francisco residents?	This will be negotiated post-procurement. Proposers should assume that the majority of their services will be provided to City residents but specific will depend on the funding source; clients supported with general fund grant dollars, for example, may be required to be San Francisco residents.	Access Points	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	When will the type of workforce funding (WIOA, CDBG, General Fund) associated with each program area/module be shared (if at all)?	This will be negotiated post-procurement.	General/Funding	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Who are the contract evaluators?	The proposal review process, including who may sit on review panels, is addressed beginning on the bottom of page 16 of the RFP.	General	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Why are JRS placed outcomes higher than number served (page 59 in the RFP)?	We appreciate the questioner pointing out that we made an error in this table of the RFP. Per the targets noted in the Performance Measures table in the JRS section, JRS providers are only expected to place 25% of their participants into employment. (With the numbers served targets for individual providers being 100-200, this will mean employment outcomes are expected to range from 25-50 participants). JRS Providers are focused on barrier removal and it should be noted that they have unique performance outcomes around both barrier removal and referral to other Workforce services assigned to them, according to their anticipated role. Potential applicants should review the performance measures table on page 58.	JRS	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Will OEWD assist in developing the unsubsidized worksites that connect to the subsidized, entry- level positions for advancement in a particular industry sector?	We expect providers to do job development in addition to working with OEWD's business services and sector programs (if subsidized opportunities being developed within an existing OEWD sector) to offer coordinated services.	Youth	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Will OEWD request a waiver to swap out dislocated worker dollars? Will there be flexibility around adults vs. dislocated?	OEWD will consider appropriate actions with the WISF and EDD to ensure that programs are funded appropriately. This may include reviewing and requesting adjustments to Fiscal Year 2017-18 WIOA allocations received from the State.	Financial	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Will the EIC be as involved as it has been when working with SFO vendors?	The airport's employment information center (EIC) will continue to work with us in a collaborative manner to achieve overall goals. However, some new processes will be implemented as we move forward.	SFO Business Coordinator	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Will the sign in sheet be made available?	OEWD will transcribe to the best of our ability the names and organizations of folks attending the bidders conference and post on the RFP 121 website as an additional document download.	General (administrative)	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	With the gig economy, are the outcomes primarily focused on training and placement; or can it be working with industry employers to improve the working conditions?	We encourage interested parties to review the detailed description of this pilot program on pages 95 and 96 of the RFP. As noted, OEWD is especially interested in proposals that connect participants to existing or create new training resources to assist non-traditional workers or those interested in non-traditional work. We do not set limits to how providers define "resources" in this area.	Strategy	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Would funding provide the stipends for the stipended work experiences?	The funding ranges within the stipended work experiences section(s) include the cost of the stipends/subsidy. Applicants should include stipends in their proposed budget.	Proposal area D	22-Dec
Bidders Conference	12/14/2016	unknown	unknown	Would workforce services for seniors be granted through specialized access points?	We will consider proposals for populations other than those named in the RFP. Please provide detailed information in your proposal to validate need.	General/Program	22-Dec