

Name	Organization	Question	Program Area Name (or Administrative)	Response
Elizabeth Bell	Five Keys Schools and Programs	<p><b>For A3.1 Specialized Job Centers: Reentry Services, the RFP asks us to:</b></p> <p>Submit at least two (2) and up to four (4) letters of support from residents and community organizations that speak to your organization's ability to provide quality, culturally competent services. Two (2) from each category are required.</p> <p>What is meant by "category"? Do you mean we must submit at least one letter from a resident and one from a community organization?</p>	A3.1	Yes, "category" means submitting at least one letter of support from a resident and at least one letter of support from a community organization.
Joseph Ramirez-Forcier	PRC	<p>For the Specialized Job Access Centers – Disability Services</p> <p>If you ask for the maximum amount for a service category, do you have to serve the maximum number of clients?</p>	A3.3	Yes, proposals requesting maximum funding amounts should align with maximum numbers served. However, important to note that funding awards will be determined based on OEWD budget.
Sally Chen	Chinese for Affirmative Action	<p>SJCs are expected to "deliver hours during scheduled hours at the CJC (required) and at the NJCs (optional)" - given that the CJs and NJCs are not yet confirmed as well, how should SJC applicants navigate proposing a plan for this aspect of the RFP application?</p>	Area A3	SJS applicants proposed plan should provide a framework on how you will work with the CJC and/or the NJC grantees to develop a reciprocal referral and information sharing process that can be used to better inform job/career seekers on all services offered within the San Francisco Workforce Development System, including the Specialized Job Centers. The plan should include how you will fulfill this requirement: Working with the CJC and/or NJC grantees to conduct on site and/or virtual orientations and information sessions on the full array of services and activities offered by your agency; and how you will provide partners with meaningful information and a link to direct access of your services by cross training partners' staff. This can occur regularly in a group workshop format or take place individually as part of intake as appropriate to the grantee's service model. Once the RFP process is complete, details on required and option hours of service delivery, orientation and information sharing among grantees will be outlined in the grantee's scope of work.
Del Seymour	Tenderloin Walking Tours/CodeTL	<p>I see the language does not specifically state "Job Readiness. Is this a sign of a new direction at OEWD ?</p>	Areas A1-A4: Adult Workforce Services	Job readiness services and barrier removal will be incorporated into all program areas, particularly within our Job Centers, to make services most streamlined and accessible for job seekers. We encourage partnerships on Job Center proposals to address intensive job readiness and expand overall outreach. We hope that service providers within the current Job Readiness portfolio will consider applying to provide services -- either in collaboration with other organizations to provide the robust job readiness component, or as a standalone job center. If you don't see your program reflected in the programs in this RFP, please consider proposing an equity pilot.
Emiliano Bourgois-Chacon	Dolores Street Community Services	<p>In her description of A4, Janan mentioned that OEWD is looking for "additional investments." To what was she referring?</p>	Areas A1-A4: Adult Workforce Services	The additional investments were referring to looking at investing in additional Specialized Job Centers through this procurement to further our reach to vulnerable populations.
Ernesto Martinez	Mission Economic Development Agency	<p>Do the funding ranges correspond to the service number ranges? For example, if we submit for \$1million for Neighborhood Job Centers would we need to propose 375 placements.</p>	Areas A1-A4: Adult Workforce Services	Yes, proposals with maximum funding amounts should align with maximum numbers served. However, important to note that funding awards will be determined based on OEWD budget.
Joseph Ramirez-Forcier	PRC	<p>For the Specialized Job Access Centers – Disability Services</p> <p>Please clarify if the numbers in the table for disability services is for each year of the contract</p>	Areas A1-A4: Adult Workforce Services	Yes, the number in the table are for each program year.
Natalie Hopner	Episcopal Community Services	<p>For the Neighborhood Job Centers, can the satellite requirement be met by having other sites operated by the same organization, or must it be in another neighborhood as a collaboration with another organization?</p>	Areas A1-A4: Adult Workforce Services	For Neighborhood Job Center proposals, including satellite services, we are looking for proposals that offer satellite services and hours in other neighborhood(s) of need. This will expand our outreach to vulnerable and underserved communities. Satellite locations will not operate as standalone centers, but will be an extension of the proposed Neighborhood Job Center. Satellite services can be provided at locations that are operated by the organization proposing the Neighborhood Job Center or be a collaboration amongst neighborhood community partner(s) to utilize their space for satellite services.
Natalie Hopner	Episcopal Community Services	<p>For the Specialized Job Centers, are you encouraging organizations to propose other specialty populations outside of the ones identified by OEWD?</p>	Areas A1-A4: Adult Workforce Services	Not necessarily, we are looking to increase the investments in the overall portfolio as all of the sub-areas (i.e. Re-entry, Veterans, Other) are equally important. We are looking proposals that will benefit our most vulnerable and underserved communities.
Elizabeth Bell	Five Keys Schools and Programs	<p>SJCs are asked under Section 2, "Approach, Activities and Outcomes" to "Submit at least two (2) and up to four (4) letters of commitment from businesses/employers that intend to partner and hire from your program." What should these letters of commitment entail?</p>	Areas A1-A4: Adult Workforce Services	The letters of commitment from business/employers should outline employer partner's commitment to collaborating with Grantee to best enhance program participants to successfully transition to employment. Collaborative efforts could include (but not limited to) the following: employer spotlights/hiring fairs, a commitment to hiring program participants, etc.
Elizabeth Bell	Five Keys Schools and Programs	<p>For the Specialized Job Centers, are you encouraging organizations to propose other specialty populations outside of the ones identified by OEWD?</p>	Areas A1-A4: Adult Workforce Services	Not necessarily, we are looking for proposals that will benefit our most vulnerable populations (validated by data), which will include both the populations identified in the RFP (i.e. Veterans, re-entry), as well as Other.

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Cathleen Miles	New Door Ventures	How direct of a role must the organization play in long-term job placement? New Door's core program is a subsidized, short-term (14 weeks) comprehensive employment program. We are currently in the process of scaling our recently launched, unsubsidized, living wage-track/"next job", supportive employment program; however, we are wondering whether less formal job connection/attainment would count as long-term placement, as well (i.e., job connection/application assistance through 1:1 case management, or graduates of our short-term program attaining long-term employment post-program on their own).	Areas B1-B3: Young Adult Workforce Services	A primary outcome for the Young Adult Workforce Services is long-term employment or education placement. Short-term placements such as subsidized employment and/or internships are included as a smaller percentage of placement outcomes – 15%. Less formal job connections such as case management and job application assistance do not qualify under long-term employment. The participant would have to obtain regular employment to qualify as a long-term placement. Work-based learning placements can be captured as a portion of outcomes and ideally lead to long-term employment or education after the participant has completed and gained exposure or experience.
Cathleen Miles	New Door Ventures	Do short-term placements and long-term placements need to be unduplicated? For example, if a young person completes our short-term, subsidized employment program and then enrolls/is employed through our unsubsidized, living wage-track/"next job" program or enrolls in post-secondary education, can that youth count towards both our short-term placement and long-term placement goals?	Areas B1-B3: Young Adult Workforce Services	Short-term placements and long-term placements cannot be duplicated. There can only be one placement per participant. If a young person is placed in a short-term placement such as an internship and then later obtains regular employment, the organization would receive credit for a long-term placement, but not both.
Cathleen Miles	New Door Ventures	Is it possible to provide any specifics around what documentation may be required to show youth eligibility? E.g., low-income declarations, barriers faced, etc.	Areas B1-B3: Young Adult Workforce Services	The documentation required for eligibility is determined by funding, which may include WIOA Youth which requirements are outlined in the Program B Overview. Specific documentation for WIOA Youth includes multiple eligibility criteria including: proof for either In-School or Out-of-School; an individual who is a low-income individual and is either basic skills deficient or an English language learner; an offender; a homeless individual, a homeless child or youth, or a runaway; an individual in foster care or who has aged out of the foster care system; an individual who is pregnant or parenting; an individual with a disability; or a low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment. Young people who do not meet WIOA eligibility criteria may still be eligible for Young Adult Services if they are able to provide proof of San Francisco residency, as that is the primary requirement of General Fund eligibility.
Cathleen Miles	New Door Ventures	For the Follow-Up Services performance goal, does that include attempting to provide follow-up/retention services? As you might imagine, many young people unexpectedly change jobs, move, change phone numbers/email addresses, or simply don't respond to post-program outreach attempts. While we do attempt via outreach to provide follow-up services to 100% of program graduates, our historical youth response rate has been approximately 70%.	Areas B1-B3: Young Adult Workforce Services	There are two unique goals related to follow-up and retention. The follow-up activity is defined as an outreach attempt to follow-up with the young person after they completed the program on a quarterly basis for a year. The follow-up attempt does not have to be a successful but at a minimum demonstrate regular outreach to the young person and documented through case notes. Quarterly follow-ups should be conducted for all enrolled participants. Separately, retention relates to a young person maintaining employment or education after they are placed and exited from the program. This outcome is a result of a follow-up attempt and only pertains to those individuals placed in employment or education at program exit. The performance goal is 60% of placed individuals will be retained in employment or education during follow-up attempts at the second or fourth quarter after exit.
Britt Hayse	Hayse Group, Inc	Performance measures for many of the job centers includes measuring things at 2nd and 4th quarter after exit. Can you clarify what that means? For example, if a program was three months (Jan-March), would something to be measured at "2nd quarter after exit" be measured in Sept? On the same note, for that scenario, would the "4th quarter after exit" be measured the following March?	Areas B1-B3: Young Adult Workforce Services	The performance measures at the 2nd and 4th quarter after exit refer to follow-up and retention goals. After the participant enrolls and completes the program, the program staff will exit the individual from services. The follow-up and retention goal timelines begin at this time where 2nd quarter after exit would be approximately six months after the individual completed the program. The 4th quarter would be approximately one year after program completion.
Mark Hernandez	Success Centers	In section 3, we are asked to describe how the "proposed outcomes will relate to the Scope of Work in the Approach Section." Where can I find the scope of work detailed? Or do you mean generally, as in, how do the outcomes relate to our approach vis-a-vis the goals set forth in the RFP?	Areas B1-B3: Young Adult Workforce Services	Generally, the outcomes should relate to the activities and goals set forth in the specific program areas of the RFP.
Dr. Shantina Jackson	Code Nation	My program, Code Nation, equips high school students from low income backgrounds with the skills, experiences and connections that together create access to careers in technology. Our students learn front end web development skills from professional software engineers at tech companies like Pandora and Etsy during the school year. A small number of our students receive wages for their participation, but most do not. These OEWD funds, if awarded, would be a tremendous value to us as they would help us attract more students who want to participate in Code Nation, but can't due to need to pursue paid opportunities and other barriers. Are we the kind of program that would be considered for these funds?	Areas B1-B3: Young Adult Workforce Services	Career exploration and placement services are features of all Young Adult Workforce Services areas and align with the OEWD performance goals. We encourage you to review the program requirements for the Young Adult portfolio (3 areas) to decipher which program area Code Nation best aligns with. The Young Adult Subsidized Employment model, does specifically address the need for training and subsidized employment opportunities in technology.
Jason McMonagle	The Arc San Francisco	Is there a prescribed age range for young adults? If we serve TAY with developmental disabilities, we define them from 18-28. Could we include that age range for our specific population?	Areas B1-B3: Young Adult Workforce Services	The allowable age range for eligible young adults is 16-24 years old as per WIOA Youth Guidelines.

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Michelle Leonard-Bell	Mission Hiring Hall	If a proposal were to include a collaboration of multiple workforce placement partners across multiple districts with service goals of 600" 1,000 and included a budget exceeding the RFP maximum grant request, would the proposal risk being disqualified? As well, if proposal were considered and the decision was to not grant the exceeded service goals and budget, would OEWD consider the proposal for the original scope suggested in the RFP?	Areas C1-C5: Sector Workforce Services	Proposals will be evaluated in meeting the budget and numbers served goals identified in the Recommendations Table, and strongly recommend to stay within those parameters to make for a competitive proposal.
		Would proposals with a lower number of people than 25/year be considered? To ensure placement through a Pilot program in a professional AEC setting, a more likely number of people per cohort is 10-15.	Areas C1-C5: Sector Workforce Services	Proposals should align with the numbers served on the Recommendations Table.
		Could a proposal be successful if it can clearly exhibit skill development, and be validated by research, data, and prove prospective employer partnerships "but cannot lead to an industry-recognized credential or certification due to the emerging nature of the program content?	Areas C1-C5: Sector Workforce Services	While trainings with industry-recognized credentials or certifications are encouraged, we would consider proposals that exhibit the skill development, labor market data, and employer partnerships that will enhance a successful transition into sector-related employment.
		Will successful teams be responsible for connecting with HSA JobsNOW! prior to selection to leverage employment subsidies or would this happen in coordination with OEWD once a proposal is successful?	Areas C1-C5: Sector Workforce Services	OEWD, will be reviewing the allowance for subsidized employment opportunities with grantees upon going into contract. This will include OEWD helping to enhance partnerships with City Departments such as HSA JobsNOW! program.
		Do applicants have to choose one subtype of OST pilot programming? These are the options mentioned in the RFP:  Entry-Level OST -> Desk Ready virtual training  Mid-Skilled OST  On-the-Job OST -> additional OST during first 30-90 days of employment  Employer-Customized OST -> Desk Ready virtual training  Incumbent Worker/Skills Advancement OST -> Advanced skills placement post Solutions	Areas C1-C5: Sector Workforce Services	A single proposal may be submitted that includes multiple categories listed in the RFP (i.e. an entry-level and on-the-job training hybrid) as long as training is within the same sector/industry, and promotes career pathway opportunities.
		Given the removal of Job Readiness Services as a separate program area, how much should we address this in applications?	Areas C1-C5: Sector Workforce Services	We are looking for job readiness services and barrier removal to be incorporated into all program areas, particularly within our Job Centers, to make services most streamlined and accessible for job seekers. Applicants should demonstrate the job readiness/barrier removal services they will be providing will assist participant(s) in identifying their employment goals and appropriate achievement objectives, including any industry sector of interest and potential career pathways. In addition, applicants should demonstrate whether job readiness and barrier removal services will be provided in-house and/or through warm and direct referrals to other community partners.
		What's the recommendation for previously successfully Hospitality OST programs that have retained high placement rates throughout COVID-19?	Areas C1-C5: Sector Workforce Services	Hospitality OST programs that were under the previous Hospitality Initiative can apply in the Pilot Occupational Skills Training section. However, it is important to note that proposals must be accompanied by supported labor market information data validating there is a need for respective training, as well as employer partner letters of support to further ensure that graduates have opportunities for sector employment.
		Is it OK to apply for a healthcare pilot under C5.3 Pilot Occupational Skills Training?	Areas C1-C5: Sector Workforce Services	Section C5.3 Pilot Occupational Skills Training is intended for programs that do not fall within the other sections in RFP 122. So, a healthcare pilot would not fit here, but would fit within the HealthCare Academy Occupational Skills Training Section.
		Does Health Care Occupational Skills Training (OST) include mental/behavioral health care training?	Areas C1-C5: Sector Workforce Services	Yes. Health Care Occupational Skills Training (OST) programming can include mental/behavioral healthcare training.
		Can grant funds be utilized for subsidized wages for employment in the Pilot Occupational Skills Training program area, or for earn and learn programs? Which program areas are eligible for subsidized wages?  What types of social enterprise programs or activities are eligible as part of the Pilot Occupational Skills Training program area? This is listed on p. 210 of the RFP.	Areas C1-C5: Sector Workforce Services	Funds cannot be used to provide subsidized wages for program participants, but OEWD encourages leveraging other funds to do so. There are no certain types of social enterprise programs and/or activities OEWD prefers or recommends, but suggest that an agency utilizes a social enterprise to ensure job placements upon completion of training.

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		<p>In the minimum Qualifications Section for C1.2, It lists that "Applicants must develop virtual service strategies that employ technology to serve customers and have a plan to serve participants in-person, virtually and through a hybrid model."</p> <p>Are all three models to serve required, or should it read "... serve participants in-person, virtually OR through a hybrid model."</p>	Areas C1-C5: Sector Workforce Services	Competitive proposals will include a hybrid of both in-person and virtual to best meet the needs of local job seekers, particularly as we are still in a pandemic that affects classroom sizes. We understand that some coursework requires equipment and hands-on training, therefore we feel that in-person training may be essential when it is safe to do so. We also want to ensure that all potential program participants have access to equipment (i.e. computers) to successfully access training.
April Homan	Children's Council	In the RFP, Program Area D1 (Equity Pilots) and D2 (Economic Recovery Pilots) sound very similar - can you please explain the main difference in what OEWD is planning to fund in each area?	Areas D1-D2: Pilot Programs	Equity Pilots should address inequities or gaps in the workforce system that have kept some in San Francisco from achieving employment or economic success. Economic Recovery Pilots should address gaps in services specifically related to the COVID-19 pandemic. If your proposal fits in both categories, please choose one.
Emily Landsverk	Swords to Plowshares	If an organization submits proposals for 1) a Specialized Job Center; and 2) a pilot program, may we co-enroll/serve the same participants across both projects? We expect that, if funded, the participants from the Specialized Job Center would benefit from the pilot program services. Is this allowable?	Areas D1-D2: Pilot Programs	Pilot programs may propose to provide additional services to existing workforce clients, however, each proposal must be able to be implemented independent of other proposals submitted as these will be reviewed individually.
Roxana Popa	OpenClassrooms	<p>OpenClassrooms will enter the RFP #122 proposal as a subcontractor in partnership with Calbright College (the Prime Applicant).</p> <p>Calbright, in partnership with OpenClassrooms, will co-develop a fully-online, earn-and-learn, pre-apprenticeship program that prepares working adults to thrive in the rapidly changing post-pandemic economy. Both entities will be delivering services : Calbright will deliver sourcing, recruitment, onboarding and placement while OpenClassrooms will provide the fully remote learning experience.</p> <p>Can you please clarify if Calbright can be both the Primary Applicant (the organization that will hold the contractual obligation with the City) and the Program Lead (delivering a portion of the services and subcontracting OpenClassrooms to deliver the learning experience)? Or would Calbright be required to identify OpenClassrooms as the Co-Lead? Can there be 2 Program Leads?</p>	Areas D1-D2: Pilot Programs	Each proposal from a collaborative must have one applicant that is designated as the Lead Applicant. The Lead Applicant must meet all minimum qualifications and will be responsible and accountable for effectively and efficiently planning, managing and delivering the services and activities proposed. The Lead Applicant can provide services as part of the proposed program.
andrew broderick	SF Tech Council	Are there requirements for the design and implementation of workforce service pilots that are essential or critical to include (e.g. provide a language access plan for LEP populations, include an in-person component if primarily virtual)?	Areas D1-D2: Pilot Programs	At minimum, applicants must meet the Organizational Capacity requirements outlined on page 11. In their application, the proposal should also address the Minimum and Preferred Qualifications identified in the Pilots sections of the RFP.
Craig Wong	Craig W Wong	What kind of "collaboration" does OEWD look for? To me, there are at least three expressions: (1) formal collaborations that are forged with MOUs and formalized as akin to RFP "co-applicants" (albeit with one being the lead agency), (2) informal collaborations with specific organizations with an expectation of partnership, but no formal MOUs, and (3) the generalized intent to "collaborate" with the larger workforce and OEWD "ecosystem." My take is that the 3rd is a universal expectation, which of course makes sense. No organization should work in isolation from the larger whole. How about #1 and #2? What say you?	Areas D1-D2: Pilot Programs	OEWD strongly encourages collaboratives or partnerships that best serve the needs of the proposed clients. It is not a requirement that applicants provide MOU's for collaborative partners in the Pilots Program Area. Applicants should identify their collaborative partners and the services that they would provide. Additional information such as MOUs or the history of an existing partnership may strengthen that application.
Francisco Herrera	Dolores Street Community Services	looking at pg. 11 of rfp. regarding threshold: Is this requirement also applicable to the pilot programs, specifically the coop for which we want to apply?	Areas D1-D2: Pilot Programs	Thank you for the question regarding the threshold language in the RFP (pg. 11). If you were asking about the requirement that no more than 80% of the agency budget should be from City & County sources, this would not apply to the Pilots section of the RFP. We are interested in receiving as many innovative project ideas as possible to address the needs in the community.
		<p>While S.F. OEWD expects applicants to propose the performance measures and goals it would be helpful to understand what the measure and outcome expectations might look like and which ones we should focus on? i.e completion, placement, retention in placement.</p> <p>At which stage will these be agreed upon between the applicant and OEWD?</p>	Areas D1-D2: Pilot Programs	Given the open nature of acceptable pilots, OEWD cannot predict specific performance measures for each proposal. Applicants should identify system or client-level performance measures that can be reached as a result of the proposed services or intervention. Performance measures of programs recommended for funding would be negotiated during grant scope negotiations following award notification.

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		What proof of concept data should we aim to include in proposals for innovative training and employment models?	Areas D1-D2: Pilot Programs	Proof of concept may include a strategy or program model found successful in another community or in another field, a service strategy found effective in a program that could be taken to a larger scale, or an evidence-based practice that is not currently in place in the San Francisco workforce ecosystem. Proof of concept data may include qualitative and quantitative data, such as program and outcome evaluation findings, documented performance outcomes from an existing program, desk research, experimental research findings obtained through rigorous scientific testing (e.g., randomized control trial, et al.), white papers, client survey, and/or target population interviews. This list is non-exhaustive, and additional proof of concept data or research may be submitted to substantiate your proposal.
Cathleen Miles	New Door Ventures	Can you provide more clarity around suggested performance measure goals? For example, for Young Adult Job Centers, the first performance goal is for 75% of enrolled participants to be placed into Long-Term or Short-Term	B1-B3: Young Adult Workforce Programs	The first performance goal of "Total Placements" (75%) is a combination of Long-Term (60%) and Short-Term Placements (15%). Both Long-Term and Short-Term Placements have their own descriptions. Long-term placement includes advanced training, postsecondary education, and unsubsidized employment. Short-term placement includes work-based learning paid internship or specified subsidized employment during program enrollment.
Cathleen Miles	New Door Ventures	Placements. Is it required that 60% of those placements be long-term and 15% be short-term, or can that ratio be adjusted based on our provided services?	B1-B3: Young Adult Workforce Programs	It is required that short term placements cannot exceed 15%. (The ratio of short-term and long-term placements are set at 15% and 60%.)
Cathleen Miles	New Door Ventures	Additionally, are all performance measures and percentage goals required, or can we adjust, remove, and/or add measures that align more strongly with our programs?	B1-B3: Young Adult Workforce Programs	The performance measures and goals in the performance measures and recommendations table are required to meet the Young Adult Portfolio's overarching goals to help our youth to successfully transition to an employment or post-secondary educational pathways.
Jason McMonagle	3rd Street Youth Center 7 Clinic	We have a healthcare-focused workforce development program that primarily serves Black and Brown TAY. Does it matter if we apply for this as opposed to the similar healthcare-focused funding opp in Section G?	B1-B3: Young Adult Workforce Programs	Area G: Funds are intended specifically to serve the African American Community. If your healthcare sector training program is developed specifically to serve this community, this is a good area to apply to. That being said, you can submit multiple proposals and can certainly submit a proposal to Area C: Sector Workforce Programs, C2 Health Care as well. Please note there are differences in funding amounts and required performance measures for each, so be please thoroughly review when applying.
Marnie Regen	Larkin Street Youth Services	Are the award amounts per grant year or for the 2 year total?	B1-B3: Young Adult Workforce Programs	Award amounts and performance outcomes are for a single grant year but grant awards will be administered in two-year grant cycles.
Mindy Aranoff	Bay Area Video Coalition	Will awards be WIOA-funded only? If not, what percentage of WIOA Youth will be assigned to these proposals?	B1-B3: Young Adult Workforce Programs	Awards can be WIOA-funded only, but we do aim to provide some General Fund dollars when possible to allow for flexibility. Ultimately, the potential percentage of WIOA Youth funding allocated will be a part of the budget allocation process.
Monique LeSarre	Rafiki Coalition for Health and Wellness	Thank you for the Conference - in regards to the Healthcare Clinical and non-clinical staff for young adults does this include Behavioral Health and Substance Abuse?	B1-B3: Young Adult Workforce Programs	Yes, Health Care clinical and non-clinical training for young adults and adults can include behavioral health and substance abuse training.
Cathleen Miles	New Door Ventures	Are the number served and number placed for one year, or for the full grant term (2 years, 2021-2022)? I.e., if we plan to request \$300,000 for Young Adult Job Centers, should we plan on serving 125 youth/year and placing 75 youth/year, or over two years?	B1-B3: Young Adult Workforce Programs	The figures in the "Young Adult Workforce Program Performance Measures" table such as the number served and number placed are for one year. Proposals with maximum funding amounts should align with maximum numbers served. However, important to note that funding awards will be determined based on OEWD budget. If an organization proposes the maximum budget request of \$300,000, then the proposal can include the maximum number of 125 participants served and 75 participants placed on an annual basis. Award amounts and performance outcomes are for a single grant year but grant awards will be administered in two-year grant cycles and numbers served will reflect two-years of programming (so likely doubled).
Marnie Regan	Larkin Street	Can you provide more clarity on the relationship between TAY partnerships/proposals and the Human Rights Commission? Something was mentioned relating to TAY proposals that prioritize HRC initiatives? I tried to take down notes but didn't get all the details! Many thanks!	B1-B3: Young Adult Workforce Programs	OEWD Young Adult Services programming should be aligned with the strategies of The Mayor's Office's Opportunities for All (OFA) Initiative, programming administered through the Human Rights Commission to ensure that outreach is conducted to our most vulnerable communities that may have otherwise been overlooked by our workforce system. Examples of successful collaborations with OFA have included paid internships, mentorship, intensive include job readiness, etc. Young Adult Job Center applicants are encouraged to established relationships and partnerships with initiatives as OFA to best address the needs of young adults.
Jinny Jung	JVS	I wanted to confirm what I heard during yesterday's Bidder's Conference regarding total grant awards and performance outcomes over the two-year contract period.  The award amount per grant is for the grant year, as well as the performance outcomes in the Recommendations section. The determined award amount and performance outcomes will be administered in two-year grant cycles.  If the above is correct, then for Program Area C1.2, the total number served per grant for the two-year period would be 100-160 clients, and the total number placed would be 80-130 over two years. The minimum funding expected over two years would be \$400K.  Could you confirm?	C1.2: TechSF Occupational Skills Training	The figures in the C1.2 table such as the number served and number placed are for one year. Proposals with maximum funding amounts should align with maximum numbers served. If an organization proposes the maximum budget, then the proposal should include the maximum number of participants served and placed on an annual basis. Award amounts and performance outcomes are for a single grant year but grant awards will be administered in two-year grant cycles and numbers served will reflect two-years of programming (so likely doubled). However, it is important to note that funding awards will be determined based on OEWD budget.

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Kathryn Ristau	CompTIA	In the minimum Qualifications Section for C1.2, It lists that "Applicants must develop virtual service strategies that employ technology to serve customers and have a plan to serve participants in-person, virtually and through a hybrid model." Are all three models to serve required, or should it read "... serve participants in-person, virtually OR through a hybrid model."	C1.2: TechSF Occupational Skills Training	Competitive proposals will include a hybrid of both in-person and virtual to best meet the needs of local job seekers, particularly as we are still in a pandemic that affects classroom sizes. We understand that some coursework requires equipment and hands-on training, therefore we feel that in-person training may be essential when it is safe to do so. We also want to ensure that all potential program participants have access to equipment (i.e. computers) to successfully access training.
Britt Hayse	Hayse Group, Inc	1. Can you explain what qualifies as Credential Attainment under C1.2: TechSF Occupational Skills Training; TechSF Sector- Young Adult Performance Measures?  2. For the performance measures related to placements under C1.2: TechSF Occupational Skills Training; TechSF Sector- Young Adult Performance Measures, should the placements be a percentage of clients enrolled or a percentage of clients that completed training?	C1.2: TechSF Occupational Skills Training	1. In accordance to WIOA Guidelines and OEWD Policies and Procedures, recognized Credential for Young Adult and Sector Occupational Skills Training include: Secondary school diploma or recognized equivalent; Associate degree; Bachelor's degree; Occupational licensure (e.g. Certified Nursing Assistant license); Occupational certificate, including Registered Apprenticeship and Career and Technical Education educational certificates; Occupational certification (e.g. Automotive Service Excellence certification); Other recognized certificates of industry/occupational skills completion sufficient to qualify for entry-level or advancement in employment; and other industry-recognized credentials 2. The performance measures documented for both Young Adult and Sector Occupational Skills Training are percentages of the number enrolled.
Unknown	Unknown	Would investing in the building of a 3-D animation and Video Production studio be something the OEWD would consider?	C1: TechSF	TechSF is open to proposals for multiple career pathway training programs, including 3-D animation and Video Production. Training proposals should include supporting Labor Market Information, employer/industry partnerships and articulated career pathways to ensure that graduates have direct access to employment, advanced training or post-secondary education upon graduating.
Unknown	Unknown	what are OEWD's plans to support the Cyber Security pathway?	C1: TechSF	TechSF is open to proposals for multiple career pathway training programs, including Cyber Security. Training proposals should include supporting Labor Market Information, employer/industry partnerships and articulated career pathways to ensure that graduates have direct access to employment, advanced training or post-secondary education upon graduating.
Alison Chan	Self-Help for the Elderly	if we plan to apply for 2 trainings under area C.5.3 Pilot Occupational Skills Training, do we need to submit 2 separate proposals?	C1-C5: Sector Workforce Programs	If the Pilot Occupational Skills Training is within the same sector/industry, you can submit one proposal. If they are in multiple sector/industries, you will need to submit separate proposals.
Angelo Duncan	Women's Audio Mission	I was wondering if it is possible to apply for both the Tech SF Occupational training (200-600k grants) and/or Tech SF On Ramps (100-200k grants) programs simultaneously?	C1-C5: Sector Workforce Programs	Yes, as long as they are in two separate proposals responding to RFP 122.
Anietie Ekanem	OneBayview.com	Is cannabis and cannabis equity and cannabis technical training included?	C1-C5: Sector Workforce Programs	Cannabis focused training in emerging industries may include technical training which leads to jobs. For equity questions, please refer to program area D1: Equity Pilots.
Daniella Severs	Homeless Children's Network	Does Health Care Occupational Skills Training (OST) include mental/behavioral health care training?	C1-C5: Sector Workforce Programs	Yes. Health Care Occupational Skills Training (OST) programming can include mental/behavioral healthcare training.
Ernesto Martinez	Mission Economic Development Agency	Are we able to propose multiple different training programs under one overarching program proposal? For example, a program that trains to programming and another program that trains to IT under one larger tech training umbrella.	C1-C5: Sector Workforce Programs	Yes, a single Sector Occupational Skills training proposal may include multiple training tracks, as long as they are in the same sector.
Jamie Schecter	Community Housing Partnership	Do applicants have to choose one subtype of OST pilot programming? These are the options mentioned in the RFP: - Entry-Level OST -> Desk Ready virtual training - Mid-Skilled OST - On-the-Job OST -> additional OST during first 30-90 days of employment - Employer-Customized OST -> Desk Ready virtual training - Incumbent Worker/Skills Advancement OST -> Advanced skills placement post Solutions	C1-C5: Sector Workforce Programs	A single proposal may be submitted that includes multiple categories listed in the RFP (i.e. an entry-level and on-the-job training hybrid) as long as training is within the same sector/industry, and promotes career pathway opportunities.
Jamie Schecter	Community Housing Partnership	Given the removal of Job Readiness Services as a separate program area, how much should we address this in applications?	C1-C5: Sector Workforce Programs	Job readiness services and barrier removal will be incorporated into all program areas, particularly within our Job Centers, to make services most streamlined and accessible for job seekers. We encourage partnerships on Job Center proposals to address intensive job readiness and expand overall outreach. We hope that service providers within the current Job Readiness portfolio will consider applying to provide services -- either in collaboration with other organizations to provide the robust job readiness component, or as a standalone job center. If you don't see your program reflected in the programs in this RFP, please consider proposing an equity pilot.
Jamie Schecter	Community Housing Partnership	What's the recommendation for previously successfully Hospitality OST programs that have retained high placement rates throughout COVID-19?	C1-C5: Sector Workforce Programs	As we do not have an Occupational Skills Training section for Hospitality, these programs could fall under section C.5.3, Pilot Occupational Skills Training. Proposals need to be supported by labor market information and employer/industry partnerships to validate that there is a need and to enhance participant transition into employment.
Jason McMonagle	SisterWeb	Program Area C2.2: Health Care Occupational Skills Training  Would a program that prepares women for careers as doulas be eligible to apply for this funding area?	C1-C5: Sector Workforce Programs	Yes, as long as there is supporting Labor Market Information, employer/industry partnerships and articulated career pathways within your proposed program to ensure that graduates have direct access to employment upon graduating.



Name	Organization	Question	Program Area Name (or Administrative)	Response
Jinny	JVS	For Program Area C1.2: TechSF OST and Program Area C1.3, are the numbers served and placed per grant under Section 5: Recommendations corresponding to the numbers to be served and placed over the total two-year grant period, or for each year of the grant period? Ex: Program Area C1.2 expects 50-80 participants to be served per grant. Would this actually be 100-160 to be served over the total grant period?	C1-C5: Sector Workforce Programs	The numbers served and placed on the Recommendations Table reflect the number served for one program year. So for two year contracts, that number would definitely increase (and likely double).
Kelly Saturno	Self	Is it OK to apply for a healthcare pilot under C5.3 Pilot Occupational Skills Training?	C1-C5: Sector Workforce Programs	Section C5.3 Pilot Occupational Skills Training is intended for programs that do not fall within the other sections within RFP 122. So, a Health Care Pilot would not fit here, but would fit within the HealthCare Academy Occupational Skills Training Section.
Linda Becker	SFMade	For some program areas, there is a big gap between Minimum Funding Expected and Maximum Budget Request. What approvals might now be needed at the Board Supervisors level to lock in funding (i.e. are these new grants still contingent on the BOS and Mayor's final departmental budget approval)?	C1-C5: Sector Workforce Programs	We aim to provide maximum flexibility with respect to both individual grants and the total amount of funding currently available, or that may become available, through the budget process. With respect to Board of Supervisors approvals, we will closely monitor budget deliberations at the Board and be prepared to factor those determinations into the awards process.
Mindy Aronoff	Bay Area Video Coalition	For entities offering OST, what constitutes a placement? In other words, will a one-week "gig" count towards placement or does it need to be a full-time or part-time W-2 job?	C1-C5: Sector Workforce Programs	While OEWD encourages providers to prioritize full-time, permanent employment opportunities for clients, the reality of the local workforce post-COVID may make gig positions more attainable or appealing to program participants. Providers would be able to utilize gig opportunities to count toward overall placement goals but, if the position is only temporary, we encourage organizations to continue to work with participants on securing ongoing employment opportunities. In addition, Federal WIOA funding counts a placement at 2nd quarter after exit (and not at time of placement), so ongoing support is imperative to be in compliance with WIOA.
N/A	Charity Cultural Services Center	Would it be possible to submit 2 proposals under the same program area being the Sector Coordinator with different partners and get awarded for both if there are 1 to 2 awards?	C1-C5: Sector Workforce Programs	Unless you are a fiscal sponsor supporting two separate organizations, we recommend against this approach. OEWD will consider organizational capacity during the awards process and would not issue multiple funding awards to the same lead applicant for the same strategy.
Oscar Grande	Mission Housing Development Corp.	Is there any area that will be investing into training the workforce on Environmental sustainability and linking folks into green jobs?  This is a multi generational issue that has hit our communities through environmental racism in our neighborhoods and as frontline workers who are often exposed to toxins on the job.	C1-C5: Sector Workforce Programs	CityBuild Academy is a pre-apprenticeship construction training program. Graduates enter State certified apprenticeship programs that may have green jobs associated with the construction industry. For equity related programming, refer to Program Area D1: Equity Pilots. For programs with opportunities related to Funds to Support the Black Community, please refer to Program Area G.
Britt Hayse	PRC	What is the definition of "certificate?" We have a program that trains people to be peer support workers. They receive a certificate and the curriculum is approved by the CA Office of Statewide Health Planning and Development. Would that qualify?	C1-C5: Sector Workforce Programs	This would be approved as a Measurable Skills Gain, and may count as a Credential Attainment. OEWD staff would need further information about the training curriculum, testing and approving body, and how it is recognized and used within the industry. If it does not fall within the State's Credential Approval guidelines, OEWD still may be able to validate/approve through our Industry Recognized Credential Attainment Approval process, and work individually with grantees on this process.
Britt Hayse	PRC	For this performance measure, Attainment of a State/industry recognized credential (within 4th quarter after exit), what is the definition of the credential? Can this not be a employer-recognized credential(s), certification(s) or degree(s) as noted earlier in the section?	C1-C5: Sector Workforce Programs	The following are examples of credentials/certificates that are recognized credentials per federal guidelines: <ul style="list-style-type: none"> <li>•Secondary school diploma or recognized equivalent</li> <li>•Associate degree</li> <li>•Bachelor's degree</li> <li>•Occupational licensure (e.g. Certified Nursing Assistant license)</li> <li>•Occupational certificate, including Registered Apprenticeship and Career and Technical Education educational certificates</li> <li>•Occupational certification (e.g. Automotive Service Excellence certification)</li> <li>•Other recognized certificates of industry/occupational skills completion sufficient to qualify for entry-level or advancement in employment</li> <li>•Other industry-recognized credentials</li> </ul>
Kathryn Ristau	CompTIA	Is the applicant required to have a physical presence in San Francisco before applying?	C1-C5: Sector Workforce Programs	
John Halpin	City College of San Francisco	Can you clarify what training you are looking to fund under CityBuild Pro Occupational Skills Training? This section is worded differently than the other OST programs in the RFP, specifically there is not much content on training instruction or curriculum. Are you looking to fund a provider to deliver OST instruction, to coordinate OST services, or both?	C4.2d: CityBuild Pro	Yes, CityBuild Pro grantee will coordinate and administer OST training for enrollees with office technology skills such as general office software leading to jobs related to office work in construction and other professional services sector. Curriculum development and approval will be coordinated through OEWD Citybuild program officer.
Bobby Jones-Hanley	Pure 1 Organization	In the Application Eligibility section, under the "In addition, eligible applicants" it says that the organization must "Maintain a Board of Directors that reflects the diversity of the program(s) and participants being served."  If the program is a Pilot Program under section D, and is being created under a Fiscal Sponsor, will the program's STEERING COMMITTEE meet this requirement, if the Fiscal Sponsor's Board of Directors does not?	D1-D2: Pilot Programs	Please submit the Board information for both the Fiscal Sponsor and the sub. If you are a sub and do not have a formal board of directors, you may include an advisory board or steering committee with responsibility/oversight of your programs.

Name	Organization	Question	Program Area Name (or Administrative)	Response
Colleen Devine	Special Service for Groups/Occupational Therapy Training Program-San Francisco	In the event that an agency currently has TAY contracts with the City and County of San Francisco to provide an Employment Program, is it advisable to leverage these dollars to enhance services to current clients so that they may receive separate and unique services identified through the OEWD grant, or is it more advisable to serve unduplicated clients solely with OEWD funding?	D1-D2: Pilot Programs	Pilot proposals can be for bolstering services by addressing gaps in existing programming or for new programming with clients who are not currently receiving services. OEWD strongly supports the leveraging of additional resources in program design.
Colleen Devine	Special Service for Groups/Occupational Therapy Training Program-San Francisco	In addition to employment services, will an agency be able to provide educational services (career pathways, post-secondary educational planning) through OEWD funding?	D1-D2: Pilot Programs	Yes. The educational services described would be allowable.
Danielle Kando-Kaiser	The CROP Organization	If our work covers more than one of the programs you've outlined, would it be appropriate for us to combine our proposal into a single proposal or would it be better for us to submit separate proposals for each program?	D1-D2: Pilot Programs	Every program area will be evaluated separately. You may submit the same or similar proposals to multiple program areas if it meets eligibility requirements under each, however, you will need to submit a separate application for each.
Emiliano Bourgois-Chacon	Dolores Street Community Services	How does OEWD understand the main distinctions between D1 and D2? Would job training and job placement in "COVID Safety Measures" for janitors fit better in one or the other?	D1-D2: Pilot Programs	Equity Pilots should address inequities or gaps in the workforce system that have kept some in San Francisco from achieving employment or economic success. Economic Recovery Pilots should address gaps in services specifically related to the Covid-19 pandemic. If your proposal fits in both categories, please choose one.
Jamie Schecter	Community Housing Partnership	How is OEWD defining pilot within the "pilot" program areas? Does it mean temporary funding, new programming, or all of the above?	D1-D2: Pilot Programs	Pilot programs will develop services that bolster existing or initiate new Program Areas that will enhance the effectiveness of San Francisco's workforce development system to address current economic and workplace inequities. Pilot programs will be funded for up to a maximum of 2 years at which time, OEWD may procure for larger scale implementation based on need, demonstrated impact, and available resources.
Jenny Ma	Unknown	Regarding Program Area D1, D2, are there examples or resources available pointing to previous pilot programs that have succeeded/failed (but led to learnings)?	D1-D2: Pilot Programs	
Joseph Ramirez-Forcier	PRC	Would a pilot that uses an automated system to collect data on clients that have been placed in industries that were impacted by the pandemic and determines whether they need retraining or skills upgrades to bring them back into services be a fit for D2: Economic Recovery Pilots?	D1-D2: Pilot Programs	Under these strategies, OEWD welcomes creative proposals for programming that addresses critical workforce needs. At this time, we do not limit the types of pilots we are planning to fund, as possible awards will be determined by the proposals received, as well as budget considerations. OEWD keeps proposals on file and awards can be made in future program years so, if you meet all minimum qualifications, you are welcome to apply.
Laurie Bernstein	Consultant	Given that current and most recent Labor Market information is not a reliable predictor of future due to COVID, what will you accept as labor market information? Will you accept pre-COVID years data? Info from employers? other?	D1-D2: Pilot Programs	Please feel free to use any type of data that supports the need you are proposing to address. These data can include current unemployment numbers, information from employers in the targeted industry, or pre-COVID-19 Labor Market Information if you can demonstrate that those general trends still apply.
Marcel Davis	Holistic entrepreneur/Re Entry Advocate	Clarifying Question? How do I apply for this RFP as an independent contractor (sole proprietors, LLC)? Additionally, any examples of desired workforce programs for RE Entry Pilot Programs  Any additional workforce Pilot Programs examples for LGBTQ+ youth/adults; African American/POC workforce development in targeted San Francisco Communities desired for consideration of RFP 122?!	D1-D2: Pilot Programs	For areas limited to nonprofit applicants, independent sole proprietors are welcome to apply as part of a nonprofit's project team. OEWD is open to any proposed strategies that address workforce inequities faced by San Francisco residents. The examples given in the RFP are only examples of the range of programming that OEWD envisions, but this is not meant to be an exhaustive list of the types of programming that we would fund.
Rachel Sims	Rooted in Love	In regards to pilot equity programs, how important is it that we submit something in collaboration or partnership with other organizations? Our program would be geared towards employers-- focusing on inequitable workplace culture, policy and practice.	D1-D2: Pilot Programs	While OEWD encourages partnerships and leveraging of outside resources, applicants should determine and make the case for additional partners based on program design.
Vanessa Bransburg	Democracy at Work Institute	What are the standard metrics that are being tracked for pilot projects?	D1-D2: Pilot Programs	Tailored metrics will be developed for each pilot and will be included in contracts with the respective service providers.
Vanessa Bransburg	Democracy at Work Institute	What proof of concept data should we aim to include in proposals for innovative training and employment models?	D1-D2: Pilot Programs	Proof of concept data could include the reporting of outcomes from the model in other communities, outcomes from a similar model in a different industry or field, research, strategy recommendations or analysis from field leaders or stakeholders, or labor market data indicating an unaddressed need.
Vanessa Bransburg	Democracy at Work Institute	Does the RFP focus on certain communities aside from "low income" and those with barriers to work? Is there a focus on Black communities?	D1-D2: Pilot Programs	Program Area G in the RFP titled "Funds to Support the Black Community" is specifically focused on Black communities in San Francisco. Additionally, Equity Pilots should address inequities or gaps in the workforce system that have kept some in San Francisco from achieving employment or economic success. Economic Recovery Pilots should address gaps in services specifically related to the COVID-19 pandemic.
Desi Danganan	Kultivate Labs	What is the difference between Program Area D2 & D1?	D1-D2: Pilot Programs	This question has been previously addressed in this Q&A document
Desi Danganan	Kultivate Labs	Is this intended for only the Black community or is this open for communities targeting Asian and Filipinx communities?	D2: Economic Recovery Pilots	Both Equity and Economic Pilots should address inequities or gaps in the workforce system that have kept any San Franciscan from achieving employment or economic success. Economic Recovery Pilots should address gaps in services specifically related to the COVID-19 pandemic.
Desi Danganan	Kultivate Labs	Can a pilot project focus on Small Business stabilization and acceleration or is this strictly for workforce development?	D2: Economic Recovery Pilots	Any programs (including pilot programs) proposed for RFP 122 must have a strong workforce nexus.
Megan Strain	Mission Analytics Group, Inc	It looks like CVs of proposed staff are not required. Can you please confirm this is correct?	F1-F3: Workforce System Enhancements	CVs are not required but may be uploaded with your proposal.



Name	Organization	Question	Program Area Name (or Administrative)	Response
Megan Strain	Mission Analytics Group, Inc	For program areas that require letters of recommendation, could you provide a template or guidance for letters of recommendation?	F1-F3: Workforce System Enhancements	OEWD will post a sample letter of support to the RFP 122 website by Friday, March 22. Generally, letters of support should (1) come from individuals or organizations you have provided services to or worked with that can speak to your capacity, expertise, and/or relevant experience delivering similar services to what you are proposing and (2) demonstrate a commitment or intent to collaborate from the intended partner.
Corey Newhouse	Public Profit	The RFP mentions that roughly 40,000 client records will be provided to the selected evaluator for matching. What elements are considered as a client record? Demographic information, service participation, outcomes? Does OEWD have an estimate of the file size of the combined data? (e.g. how many MB or TBs?)	F3: Independent Evaluator	A client record includes information that allows client identification (name, date of birth, address, etc.). Client records from different departments may be inconsistent, meaning not every department collects the same client identifiers. Records will need to be matched via probabilistic record linkages.
Corey Newhouse	Public Profit	Experience with Power BI is mentioned as a preferred qualification. Is OEWD currently using Power BI? Does it want for the data set produced by the consultant to be compatible with Power BI? We were not clear on how Power BI relates to this project.	F3: Independent Evaluator	OEWD currently uses Power BI for data dashboards and visualization of data. Datasets produced by the consultant need to be compatible with Power BI so we have the option to display outcomes on a Power BI dashboard.
Corey Newhouse	Public Profit	In the overview section, OEWD mentions that it seeks "system-wide evaluation and outcomes analysis using predetermined elements and metrics" yet this part of the work is not specified in the core or add-on scope descriptions. Should proposers plan to conduct the system-wide evaluation in addition to the data matching tasks described?	F3: Independent Evaluator	Please focus your proposal on the elements listed in the core and the add-on scope.
Anietie Ekanem	OneBayview.com	What are the success metrics and impact metrics for each of the areas including G1 - G5.	G1-G5: Funds to Support the Black Community	Look at the second or third page in each RFP section and review the Performance Recommendations section. We want to rethink evaluation and assessment and think about how it's informed from a community perspective. If you have ideas as you are submitting proposal for what it looks like to do effective assessment, please include in your proposal. As we negotiate contracts, we may provide additional guidance around assessment of program success.
Daniel Kim	Rise University Preparatory	We are a middle/high school in the Bayview Hunters Point that serves first to college, low-income, or Bayview resident scholars. Currently, 40% of our scholars are black. In order to qualify for the grant, would we focus on areas where we are creating career pathways for our students? We currently have a developing pathway relationship with UCSF's Physical Therapy department, and we have an existing relationship with a tech company that we co-house with--Dayspring Partners.  Or are you looking for financial incentives to help black students stay in school and complete their degrees?	G1-G5: Funds to Support the Black Community	For this program area, we are looking for a proposal to provide infrastructure to provide financial stipends and other supports to help Black students stay engaged and complete post-secondary education.
Daniella Severs	Homeless Children's Network	Under "G2. Health Services" does health include mental/behavioral health?	G1-G5: Funds to Support the Black Community	Yes. Please think creatively. Behavioral health responsiveness does not need to be Eurocentric, think about how healing happens in the Black community (e.g., barber shop, hair dresser).
Derek L. Toliver	N/A	Is there a specific number of stipends, and a specific number of students to be served with each stipend?	G1-G5: Funds to Support the Black Community	Expect that a stipend should be attached to all enrolled program participants in each program area where a stipend is required. See the Recommendations tables in each section to see how many participants are expected.
Griffin	San Francisco Bay View National Black Newspaper	Is our business eligible for the section g funding for this grant? We are a media company and we want to give jobs to Black writers and people interested in media in our community.	G1-G5: Funds to Support the Black Community	If you are a for-profit entity or sole proprietor that wants to participate in a grant opportunity, you must partner with a non-profit organization.
Laurie Bernstein	Consultant	Is there any guidance on amounts of stipends for the Industries of Opportunity?	G1-G5: Funds to Support the Black Community	The range should be \$1,500 - \$2,500. Stipend funds may also be leveraged from other resources, such as the Mayor's guaranteed income initiative.
Richard Beal	Tenderloin Housing Clinic	Is there a Reentry Housing component to support Blacks coming out of justice system directly effected by systemic racism through police profiling?	G1-G5: Funds to Support the Black Community	Housing will be included in MOHCD and DPH re-allocation funding. This funding is not all of the money coming out of the re-allocation dollars. For housing and restorative justice, there will be other funding.
Richard Beal	Richard Beal	Is there funding for a housing component to partner with workforce provider?	G1-G5: Funds to Support the Black Community	Housing will be included in MOHCD and DPH re-allocation funding. This funding is not all of the money coming out of the re-allocation dollars. For housing and restorative justice, there will be other funding.
Ridwana Bentley	National Coalition of 100 Black Women, Inc., SF Chapter	Could you tell me if on the job placement/internship placements must be in San Francisco. Could they occur in different counties such as San Mateo, Marin or Alameda counties?	G1-G5: Funds to Support the Black Community	The primary focus is on SF residents but if they are placed outside of SF, that will be fine.
Ridwana Bentley	National Coalition of 100 Black Women, Inc., SF Chapter	Could our program focus be centered around Black Women and girls only?	G1-G5: Funds to Support the Black Community	Yes.

Name	Organization	Question	Program Area Name (or Administrative)	Response
Unknown	Unknown	For the research institute, how will these efforts align with Opportunities for All?	G1-G5: Funds to Support the Black Community	The research institute must be developed in partnership with a local accredited educational institution (City College, SF State, UCSF, etc) that is accessible to program participants. The intent is to work with the College to train people on doing evaluation and assessment, while recognizing the history of systemic racism that creates barriers to this work. All of these opportunities (Area G) will be a pipeline from Opportunities for All.
Rodney E. Jackson Jr.	San Francisco Bay Area Theatre Company (SFBATCO)	Looking at: "Area G3.2: Business Practices to Support Artists"  May i please have your best definition of: "Show workforce-approved basic best practices in searching for and maintaining employment in the arts."?  or am I allowed to put my own?	G3.2: Business Practices to Support Artists	We are definitely looking for applicant input to inform best practices for job search/job retention regarding artists. However, there are basic job search practices and retention practices that may also apply for artists, so evidence of knowledge for these basic practices may be helpful.
Unknown	Unknown	What about music, including "actually" playing instruments, and forms of dance? All of this would be considered performing arts, correct?	G3: Workforce Programming for the Arts	Yes, we would accept proposals for a variety of art mediums.
Alexandra Quinn	Enterprise for Youth	Are the maximum request numbers meant to be for 1 year or 2 years?  I read that the awards, in general, are for 2 years (2021-2022 and 2022-2023) with the possibility of being renewed for 1-2 years and that pilots are a maximum of 2 years. But I couldn't tell definitively whether, for example in B1, if the \$300K maximum means 2 years at \$150K each or \$300K max for one year.	Administrative	Unless otherwise noted, maximum budget requests are intended to be annual allocations. Please note that funding amounts may change in future years due to changing budget conditions.
Andrew Collins	Andrew Collins Media	Hello, My name is Andrew Collins Local filmmaker. I was wondering if African American local Filmmakers either contractors or Black Owned Sole Proprietors could qualify for RFP 122 funds to help with purchasing "Gear, Renting office space, hiring staff, Insurance and local SF permits for filming? Thank you OEWD for supporting your community!!	Administrative	For Area G, we are soliciting proposals from nonprofit entities for grants to deliver the services described in each program area. These funds are not intended to be awarded to individual sole proprietors or for-profit firms. Please note that our office is also preparing to release another RFP very soon that includes additional funding to support economic development for the Black community.
Craig Wong	Consultant	Are there any OEWD staff available to contact if there are specific questions about completing and submitting RFP122? If so, who are they and how can one contact them?	Administrative	The OEWD Contracts and Grants Unit is happy to provide technical support to interested applicants. Please submit questions online at the website (oewd.org/bid-opportunities/RFP-122) or email oewd.procurement@sfgov.org and provide us with the best phone number to reach you.
Megan Strain	Mission Analytics Group, Inc	The applicant profile questions in the Application Questions are largely tailored to nonprofits, especially the Staffing and Board Information and the organizational budget. What information should be provided by for-profits, if they are submitting under the Program Areas that allow this (e.g. F2, F3)?	Administrative	Please provide all responsive information to the best of your ability. If you omit any items, please note the reason in your application (e.g. "My organizational information is proprietary") and enter a character in any mandatory cells. Note that the budget template allows for a deliverable-based budget option if you are applying to these sections.
Alan Sandler	Architectural Foundation of San Francisco	If successful proposals are anticipated to be funded for a term of up to two (2) years, is the Maximum Budget Request for the entire 2 year period or for each year?	Administrative	Unless otherwise noted, maximum budget requests are intended to be annual allocations. Please note that funding amounts may change in future years due to changing budget conditions.
Alexandra Quinn	Enterprise for Youth	If you are applying in several different categories, do you complete separate online applications for each category?	Administrative	If you are applying to multiple categories, you must file distinct proposals for each one.
Ana Leon	Upwardly Global	We're applying for RFP #122, and one of the requirements is: In order to ensure fiscal accountability and prevent waste, fraud and abuse in programs administered under WIOA, applicants shall have a procurement system, which adequately provides, maximum, free, and open competition. To accomplish this, applicants must have a system which: 1) provides for full and open competition, 2) has written procedures for procurement transactions, and 3) has a code of ethical standards, which adequately provide for the avoidance of any conflict of interest. To evaluate this, please confirm that your organization will comply with the WIB's/OEWD's procurement policies and directives for materials, supplies, and services. Can you direct me to this resource?	Administrative	The active policy on Procurement of Goods and Services can be found on the OEWD Directives page of our website, at the following link: <a href="https://oewd.org/oewd-directives">https://oewd.org/oewd-directives</a>  Please note that this directive is currently being updated and we expect to have a revised version posted for public review within the next few months.
Anietie Ekanem	OneBayview	How can we get the raw data for Appendix F? Are you talking a look at Black "under-employment"? firings or increased layoffs of Black professionals?	Administrative	The source of data that was used for Appendix F is the Census Bureau American Community Survey 5 year estimate (2014-2019) which is available here: <a href="https://www.census.gov/programs-surveys/acs/">https://www.census.gov/programs-surveys/acs/</a>
Anietie Ekanem	OneBayview	Are companies that have a fiscal sponsor able to apply?	Administrative	Yes, fiscal sponsors that meet all minimum qualifications are welcome to apply.

Name	Organization	Question	Program Area Name (or Administrative)	Response
Drew Lehman	Unknown	My firm is certified by CMD as a local business enterprise, is a separate registration needed? As a sub, not a prime, is this needed - or just for the prime? Thank you.	Administrative	If you are applying for one of the programs in Area F, you will earn a rating bonus if you are a certified LBE. Additionally, you may be asked to include additional LBE firms in your project team. Other program areas in this RFP are not covered by the 14B program.
Ellen Hurtado	Hospitality House	Can we get a copy of the power point?	Administrative	Yes, the PowerPoint will be posted to the website following this event.
Ellen Hurtado	Hospitality House	Can we do a proposal addressing more then one area? for example A1 and G1?	Administrative	No; you must file a separate proposal for each program area. Additionally, please do not cross-reference information between proposals as different panels will be reviewing proposals submitted under each area.
Emiliano Bourgois-Chacon	Dolores Street Community Services	Which are the two program areas that will be funded with 100% local funds?	Administrative	At this time, we know that Area F1 and Area F2 are likely to be funded solely with local general funds. Additional projects in this RFP are also likely to be solely General Fund awards, however, we do not know the funding allocations at this time.
Ernesto Martinez	Mission Economic Development Agency	For letters of support, would you accept coalition letters from coalitions that have signatures and support from multiple organizations?	Administrative	Yes, unless otherwise noted within the program area, letters of support can come from collaborations or coalitions. That being said, letters of support should demonstrate the specific commitment and intent to collaborate from the intended partner.
Jamie Schecter	Community Housing Partnership	What will the breakdown between GF and federal (CDBG, WIOA) funds in project awards? Will this be known before the award is made?	Administrative	These determinations are made following the review process (April). We will not be issuing final breakdowns of funding awards until after the conclusion of the City budget process (ETA June).
Jinny Jung	JVS	Will you be posting the transcript from the Bidders Conference for reference? I am deaf and would greatly appreciate this further accommodation. Thanks!	Administrative	Yes; we will make the transcript available along with the PowerPoint presentation on the website.
Jorge Romero-Lozano	Unknown	We qualify as an LBE, but have not applied. Is it too late now?	Administrative	You need to be a certified LBE at the time that your application is submitted in order to earn a rating bonus for this RFP (Area F sections only). Please do begin the process if you have not done so.
Kelly Saturno	Self	Any maximum number of letters of support & MOUs?	Administrative	No maximum, but OEWD recommends submitting the letters/MOUs that best support your proposed project. Panelists will not provide additional points for extra supplementary attachments.
Kelly Saturno	Self	Where in Appendix A, The Application, it says "If required, please respond to any additional Supplementary Questions as required by the Program Area. (Limit: 5,000 characters)" in the application, is that a 5,000 character limit for all Supplemental Questions combined - or for each Supplemental Question?	Administrative	For all supplementary questions combined.
Laura Valdez	Dolores Street Community Services	Which strategies in the RFP would preclude an organization from being able to serve immigrants without federal right to work documentation due to funding/data requirements?	Administrative	Federal right to work documentation is an eligibility requirement for federal Department of Labor-funded programs, but all programs in this RFP have the option of being funded with local dollars. For more information about eligibility for our programs, please visit the following directives: Adult programs: <a href="https://oewd.org/sites/default/files/Documents/2.%20WDD%20101-A%20Adult%20Program%20Eligibility%20ACTIVE.pdf">https://oewd.org/sites/default/files/Documents/2.%20WDD%20101-A%20Adult%20Program%20Eligibility%20ACTIVE.pdf</a> Youth programs: <a href="https://oewd.org/sites/default/files/Documents/1.%20WIA%20101Y%20Eligibility%20-%20ACTIVE.pdf">https://oewd.org/sites/default/files/Documents/1.%20WIA%20101Y%20Eligibility%20-%20ACTIVE.pdf</a>
Robert Evans	TBD	Why is the Black Community always associate with "special needs" communities as it appears in all of your programs, instead of main stream communities?	Administrative	Both the public and private sectors have engaged in discriminatory practices which serve to both exclude Black jobseekers from economic opportunity and devalue the assets they bring to the labor market. OEWD works to end systemic racism through our policies and services and prioritizes several key communities, including Black jobseekers, in our work. In terms of the funds specifically targeting the Black community in this RFP (program areas G1 through G5), these funds came from a citywide reallocation of police department dollars which have the specific intent of advancing economic justice for the Black community.
Stephanie Chenard	Unknown	Can you clarify something - can our organization submit multiple proposals under different areas? i.e., a discreet proposal for each area?	Administrative	You may submit as many distinct proposals as you like. Please note that we do consider organizational capacity during the awards process.
Susan Murphy	FACES-SF	Is Supplier the same as Vendor?	Administrative	Yes, the terms "Supplier" and "Vendor" are the same.
Kathryn Ristau	CompTIA	In regards to providing information about Board Members - should this be our organization's existing Board Members or would it be a board that is created specifically to oversee and advise the project/program being submitted.	Administrative	Please provide responsive information on your existing Board.
Marnie Regan	Larkin Street	Is the "maximum budget request" for each year, or is it the total for the 2 year contract?  \$300,000 maximum for Young Adult Job Centers: is this \$150,000 per year for a total of \$300,00 or \$300,000 per year for a total of \$600,000?	Administrative	The upper limits in the budget tables represent annual amounts.
Tiara Sampson	Collective Impact	Thank you so much for all of the RFP 122 information yesterday. Towards the end of the meeting, there was a proposal/grant writing workshop mentioned. I don't remember the specifics. I was hoping to get more information about that.	Administrative	Thanks for attending last week's Bidders Conference! Please see information on grant writing resources on the RFP 122 website at: <a href="http://www.oewd.org/bid-opportunities/RFP-122">www.oewd.org/bid-opportunities/RFP-122</a> You will find a link with information on available workshops under "Resources".

Name	Organization	Question	Program Area Name (or Administrative)	Response
Francisco Herrera	Dolores Street Community Services	Which are the areas funded by local dollars?	Administrative	OEWD will determine funding allocations following the proposal review process.
Dorick Scarpelli	Five Keys Schools and Programs	In the Program Area Scope of Work (Section I, page 21-24) tables, there are columns for maximum per grant and an anticipated range of grants. For example, the Reentry Services Specialized Job Center has a maximum budget request of \$300,000 per grant with anticipated number of awards being 1-2. Is it then possible that OEWD funds two organizations at the maximum for a total of \$600,000 in Reentry Services for the city, or should organizations assume that if two proposals are funded, the total amount across both proposals would be closer to \$300,000?	Administrative	OEWD is looking to fund 1 or 2 Reentry Services Specialized Job Centers at the maximum a of \$300,000 or maximum total of \$600,000 for both.
Kathryn Ristau	CompTIA	Does the applicant need to be a Non-profit 501c3? Or is a 501c6 acceptable?	Administrative	Any registered nonprofit is eligible to apply.
Alexandra Quinn	Enterprise for Youth	As a follow up to the previous question, is the project budget that we submit in the budget template meant to be a 1 year budget or a 2 year budget? If the request amounts are meant to cover 2 years, how do we show that in the budget? I didn't see a column for year 1 and year 2 so I am guessing it's meant to be a budget covering 1 year. But if the award is meant to cover 2 years, how do we account for regular cost of living increases year to year?	Administrative	Unless otherwise noted, maximum budget requests are intended to be annual allocations. Please note that funding amounts may change in future years due to changing budget conditions.