REQUEST FOR PROPOSALS

Workforce Innovation and Opportunity Act (WIOA)- Title I

One Stop Operator

Issued by:
Foreman Consulting
511 Ideal Street
Seminole, OK  74868

Release Date: April 15, 2021
Due Date for Proposals: May 12, 2021 NOON CDST

Contract Period
July 1, 2021 through June 30, 2022 with options to renew

Funded by
The Workforce Innovation and Opportunity Act - Title 1

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BABEL NOTICE: (29CFR 38.9(g)(3)): This document contains vital service information. If English is not your preferred language, please contact:

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To enable telephone conversation between people with speech or hearing loss and people without speech or hearing loss please call Oklahoma Relay at 711 (http://www.oklahomarelay.com/711.html) or TDD/TTY: 800-722-0353.

No individual in the United States may, on the basis of race, color, religion, sex, national origin, age, disability, or political affiliation or belief, or, for beneficiaries, applicants, and trainees only, on the basis of citizenship or participation in any WIOA Title I-financially assisted program or activity, be excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment in the administration of or in connection with any WIOA Title I-financially assisted program or activity.
SECTION 1. INTRODUCTION AND SCHEDULE

The Green Country Workforce Development Board (GCWDB) is soliciting proposals to identify a visionary and inspirational leader to serve as the One Stop Operator for the Green Country Workforce Development System. The Board is seeking a goal-driven, highly professional leader to coordinate service delivery of required partners and service providers. The Operator will have functional management, compliance and oversight of Oklahoma Works American Job Centers and Services and be responsible for the coordination of the delivery of Workforce Services within the Oklahoma Works system throughout the entire Green Country Workforce Development Area.

Request for Proposals (RFP) Schedule

<table>
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<tr>
<th>Event</th>
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<tbody>
<tr>
<td>Proposal Issue Date</td>
<td>April 15, 2021</td>
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<tr>
<td>Final Submission of Technical Questions</td>
<td>April 20, 2021 by Noon CDST</td>
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<tr>
<td>Responses to Technical Questions</td>
<td>April 22, 2021</td>
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<tr>
<td>Deadline for Receipt of Completed Proposals</td>
<td>May 12, 2021 by 12:00 Noon CDST</td>
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<tr>
<td>Review of Approved Bidders by RFP Committee</td>
<td>May 14 through May 19, 2021</td>
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<tr>
<td>Recommendations Submitted and Approved by GCWDB</td>
<td>May 20, 2021</td>
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<td>Notification to Bidders</td>
<td>May 20, 2021</td>
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<td>Negotiations with Approved Bidders Begin</td>
<td>May 20, 2021</td>
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<td>Contracts Awarded</td>
<td>June 4, 2021</td>
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<tr>
<td>Contract Performance Begins</td>
<td>July 1, 2021</td>
</tr>
<tr>
<td>Contract Performance Ends</td>
<td>June 30, 2022</td>
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Note: The deadline shown above is extremely important. The completed proposal must have been physically received on or prior to that deadline. If you plan to have your proposal delivered other than by personal delivery, please remember that even though the proposal may be postmarked prior to the deadline, if it is not received by the deadline time and date, it absolutely cannot be considered.

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SECTION 2. BACKGROUND AND GOVERNANCE

The Green Country Workforce Development Area is comprised of eleven counties: Adair, Cherokee, Creek, McIntosh, Muskogee, Okmulgee, Osage, Pawnee, Sequoyah, Tulsa and Wagoner. The Green Country Workforce Development Board (GCWDB) is a community based, not-for-profit entity operated by a volunteer Board, appointed by the Chief Elected Official, that the majority of members are business representatives who reflect the largest and growing sectors of the community and the others represent...
various organizations that serve the socio-economic needs of individuals residing in the area. The Board’s mission is to serve as the driver of social and economic change in Green Country Oklahoma.

There are eight Oklahoma Works American Job Centers located throughout the eleven-county area that are funded by the Workforce Innovation and Opportunity Act (WIOA) from the U.S. Department of Labor. These centers provide a high quality, One Stop center system by continuing to align investments in workforce, education, and economic development to regional in-demand jobs. WIOA reinforces the partnerships and strategies necessary for One Stops to provide job seekers and workers with high-quality career services, education and training, and supportive services they need to get high wage, high growth jobs and stay employed, and to help businesses find skilled workers and access to other supports, including education and training for their current workforce. There are four core partners identified in WIOA with multiple other required partners.

This Request for Proposal (RFP) is issued to procure a One Stop Operator as a part of the local service delivery of the Workforce Innovation and Opportunity Act. All individuals, companies, agencies or other entities submitting proposals must be aware of the limitations stated in this section.

- GCWDB reserves the right to withdraw this proposal at any time prior to the signing of a contract. The Green Country Workforce Development Board reserves the right to cancel or reissue this RFP in part or in its entirety.

- Proposals selected for review will be evaluated and may be negotiated. GCWDB reserves the right to fund all, some, or none of the proposals received. The actual amount of any contract that is written is subject to negotiation prior to the finalization of the contract. The proposals that are most advantageous to the Workforce Development Area in terms of both quality and cost will be recommended for contract negotiations.

- Proposers may be asked for clarifying statements or other data prior to or during the review and negotiation process. These statements or data will be requested only to clarify items already included in the proposal that was submitted. The statements or data provided by the proposer will be considered to be a part of the proposal.

Proposals will be evaluated by a team of evaluators. The RFP Committee will make a recommendation to the GCWDB. The GCWDB will then make the final decision on the individual, organization, or entity to which a contract will be awarded.

The RFP Committee will only review proposals that include the services requested in this RFP. Proposers may include additional services as a part of the proposal, but the proposal must, at a minimum, contain the services that are specifically shown.

The proposals that are received will be made available, upon request, to the public. However, the proposals will be made available only after GCWDB has made the award to a proposer and the protest period has begun.

The GCWDB has established a process to resolve any protests, disputes, claims, or grievances that may arise from this procurement process. This procedure gives a proposer an opportunity to protest the award and provides for a review of the process and a determination to be issued by the individuals conducting the review. The notice of award and notice of the protest process will be provided at the time proposers

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are notified of the outcome of their proposal. This notice will be provided to each proposer within 10
days of the date of award of a contract and may be provided via e-mail, direct contact by telephone, or
by regular mail. The protest process will provide for a minimum of 10 days for a proposer to submit a
protest. The notice of the protest process will provide information on the name and contact information
of the individual to whom the protest must be submitted.

This RFP contains a proposal format that must be followed. The signature page must be completed, signed,
and notarized or the proposal will not be accepted for review. Submitting the proposal will constitute a
legal, binding offer for a period of not less than 120 days from the date of the submitting of the proposal.

Proposers shall not offer or provide any gratuities, favors, or anything of monetary value to any officer,
member, employee, or agent of the GCWDB, Chief Elected Officials, RFP Committee or other organization
for the purpose of having an influencing effect toward their own proposal or any other proposal submitted
hereunder.

Modifications to proposals that have been submitted will be accepted only under these guidelines. (1)
The original proposal that was submitted must be withdrawn. The proposer must provide a written
request to withdraw the original proposal; and (2) A completely new proposal must then be submitted.
No changes may be made to the proposal subsequent to the deadline date.

Pre-contract costs and the costs of preparing this proposal are not allowable costs and cannot be included
in the proposal budget nor in any resulting contract budget.

Proposers should be aware that funding for WIOA programs is always subject to availability and other
conditions. Funding for future periods may be changed significantly if appropriations for WIOA programs
change or if demographics change within the State or local workforce development area.

No employee, officer, or agent of the Fiscal Agent, GCWDB, Chief Elected Officials, RFP Committee, or
other organization shall participate in the selection, award, of a contract supported by WIOA funds if a
conflict of interest, or potential conflict, would be involved.

Proposers shall not engage in any activity that will restrict or eliminate competition. Violation of this
provision may cause a proposers bid to be rejected.

The GCWDB reserves the right to contact any individual, agency, employer, or grantees listed in a proposal,
to contact others who may have experience and/or knowledge of the bidder’s relevant performance
and/or qualifications, and to request additional information from any and all proposers. The GCWDB also
reserves the right to conduct a review of records, systems and procedures, including credit and criminal
background checks, of any entity selected for funding. This may occur either before or after the award of
a contract or agreement. Misrepresentation of the proposer’s ability to perform as stated in the proposal
may result in cancellation of any contract or agreement awarded.

The contractor will be monitored. Monitors, auditors or reviewers from State and/or Federal agencies
may monitor or audit the contractor and must be provided access to all records and documents associated
with the performance of this contract.
The contractor that is selected through this RFP is expected to be familiar with WIOA, WIOA Regulations, as well as State and Local Policy and applying them in developing the response to the RFP. The GCWDB will, after the contract has been awarded, provide technical assistance to the contractor.

**Eligible Applicants**

An individual or entity (public, private, or nonprofit), or consortium of entities (including consortium of entities that, at a minimum, includes 3 or more of the One Stop partners described in subsection (b)(1), of demonstrated effectiveness, located in the local area, which may include:

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

**EXCEPTION:** Elementary schools and secondary schools shall not be eligible for designation or certification as One Stop Operators, except that nontraditional public secondary schools and area career and technical education schools may be eligible for such designation or certification.

All One Stop Operators, including for-profits, nonprofits, educational organizations, and State or Local governments are considered sub-recipients and must adhere to 2 CFR part 200 and 2 CFR part 2900.

**SECTION 3. STATEMENT OF WORK - ONE STOP OPERATOR**

The basic role of the One Stop Operator is to coordinate the service delivery of participating One Stop partners in the Green Country Workforce Development Area. Additionally, the Operator must:

- Disclose any potential conflicts of interest arising from the relationships of the One Stop Operators with particular training service providers or other service providers, including but not limited to, career services providers.
- In coordinating services and serving as a One Stop Operator, refrain from establishing practices that create disincentives to providing services to individuals with barriers to employment who may require longer-term services, such as intensive employment, training, and education services.
- One Stop Operators may not perform the following functions: convene system stakeholders to assist in the development of the local plan; prepare and submit local plans (as required under WIOA sec. 107); be responsible for oversight of itself; manage or significantly participate in the competitive selection process for One Stop Operators; select or terminate One Stop operators,
career service providers, and youth providers; negotiate local performance accountability measures; or develop and submit budgets for activities of the GCWDB.

It is the responsibility of GCWDB as the administrative entity to provide oversight of the operations of the workforce system in the Green Country Workforce Development Area. The Board is firmly committed to ensuring that the Oklahoma Works American Job Centers provide career services equitably to all customers. The Operator works with all partners located in the Oklahoma Works American Job Centers to form customers. Workforce services are integrated into the framework of the workforce delivery system and are provided through partner agencies under other funding resources. Staff and funding for these services is provided by system partners and will be functionally supervised by the Operator. The Operator is responsible for ensuring seamless service delivery from all partners. The Operator assumes functional management, compliance and oversight of Oklahoma Works American Job Centers and services; and coordination of the delivery of workforce services within the Oklahoma Works system throughout the entire GCWDB area. The contractor will be working with GCWDB to develop new services for jobseeker customers.

By submitting a proposal an individual or entity agrees that if awarded the contract, the resulting contractor/sub-recipient will assume the duties of the One Stop Operator for all the counties served by the Green Country Workforce Development Board.

The role of the One Stop Operator has been defined as: Functional management, compliance and oversight of Oklahoma Works centers and services; and Coordination of the delivery of Workforce services within the Oklahoma Works system throughout the local area.

The sub-recipient will employ a One Stop Operator Representative who will act as a “functional leader”. As such, they will have the authority to organize and supervise Partner staff, in order to optimize and streamline service delivery efforts. Formal leadership, supervision, and performance responsibilities will remain with each staff member’s employer of record. The One Stop Operator at a minimum will:

A. Compliance
1. Ensure GCWDB policy and procedure is followed.
3. Partner with GCWDB on building a resource allocation model based on work being performed at each Center and the capacity at each Center. This will include establishing a return-on-investment model to help guide the GCWDB in the placement of resources where they can be the most effective and efficient.
4. Coordinate the provision of services to eliminate or minimize duplication.
5. Ensure One Stop partners are utilizing the common intake, case management, referral process and client tracking systems appropriately.
6. Strive to reach 100% of the state negotiated performance indicators. In the event local performance falls below the negotiated measures, the Operator will work with the GCWDB to implement a Corrective Action Plan.
7. The Operator shall prepare and present ad hoc reports on performance and service delivery as requested by the GCWDB.
8. Oversee implementation of the strategic objectives of the GCWDB.
In the event of a conflict between such laws and regulations and the terms of this agreement, precedence will be given to the laws and regulations.

B. Management
1. Management of the day-to-day operations of the Oklahoma Works American Job Centers. Manage and coordinate Partner responsibilities, as defined in the MOU; manage hours of operation, coordinating daily work schedules and work flow based upon operational needs.
2. Manage and ensure system-wide standards are established and maintained, identify issues that need to be addressed that have to do with service delivery, and resolve those issues. The Operator works with co-located as well as non-co-located partners to form a solution, but is empowered to make the final call when a decision cannot be reached or when timing to make a decision requires an immediate decision.
3. Provide operational oversight for all Comprehensive and Satellite American Job Centers and establish an integrated service delivery system at each Center and ensure it supports all of the GCWDB’s policies related to oversight and implementation of the American Job Center delivery system.
4. Coordinate Service Delivery among Core and Required Partners including physical and electronic sites.
5. Coordinate Oklahoma Works system performance measures and deliverables established by the GCWDB.
6. Provides reports to the GCWDB on: physical, programmatic and technology accessibility ensuring accommodations and accessibility for all.
7. Utilize the customer database system currently in operation in the Oklahoma Works American Job Center which allows One Stop staff to track and report on customer usage of the One Stop and services. Use the system to track and report on customer activities as requested by the GCWDB and administrative entity.
8. The Operator is expected to ensure that the One Stop partners adhere to the MOU agreements and reporting procedures.
9. Identify system issues, address with partner agencies and escalate to the GCWDB, if necessary. System issues may include but are not limited to personnel issues with staff in each of the functional units, regardless of employer.
10. Ensure State requirements for Center Certification and Accessibility Standards are met and maintained.
11. Ensure staff are properly trained as required in TEGL 16-16 and by their formal leadership organizations and provided technical assistance if needed.

C. Community/ Partner Relations
1. Convene meetings to build relationship among the partners, and facilitate conversations to streamline processes and create better efficiencies and effectiveness.
2. Implement quality and continuous improvement principles within the system.
3. Responsible for capacity building within the system and staff.
4. Promote Workforce programs and educate local community and faith-based organizations about the Workforce System.
5. Cooperate and collaborate with system partners to ensure safe, attractive, and functional Centers.
6. Oversee the determination of cost and resource Contract sharing, including equipment, among Partners and co-located organizations.
D. Business Services
1. Develop, offer and deliver quality business services that assist specific businesses and industry sectors in overcoming the challenges of recruiting, retaining, and developing talent for the regional economy.
2. Address immediate and long-term skilled workforce needs of in demand industries and address critical skill gaps within and across industries.
3. Oversee the job posting information from businesses to the statewide employment database and assist employers who prefer to enter data directly.
4. Direct center staff on the screening and recruiting of candidates for job openings for area employers.
5. Respond to employers’ requests including providing interview space, job fairs, and other services offered by Oklahoma Works American Job Centers.
6. Coordinate with the Rapid Response (RR) Coordinator to align system partners’ local RR services for workers who have or will be dislocated from their jobs due to a business or plant closure, a major employer downsizing, or natural disasters.
7. Collaborate with system partners to facilitate and participate in special projects such as job fairs, business driven workshops, and be responsible for communicating employers’ needs to the Oklahoma Works American Job Centers staff.
8. Incorporate an integrated and aligned business services strategy among one-stop center partners to present a unified voice for the one-stop center in its communications with employers.

E. Jobseeker Services
1. Ensure job seeking customers are served through an integrated, seamless process related to the various services/functions offered in order to reduce duplication of resources, minimize number of contacts, and streamline processes.
2. Verify that all customers have access to Oklahoma Works American Job Center services.
3. Research, identify, and report in writing to GCWDB any ADA compliance discrepancies for all customers at each Oklahoma Works American Job Center location.
4. Outreach and Recruitment of customers.
5. Collect, manage, aggregate and provide data to the GCWDB regarding customer and business client flow and service usage and all other matters important to the GCWDB at each of the Centers and will report to the GCWDB on no less than a quarterly basis.

SECTION 4. FUNDING AND PERFORMANCE PERIOD

The following are examples of the contract provisions that could be included in the contract that will be developed as a result of this RFP. The exact text of the contract provision may differ slightly from the example shown.

Contract Costs - All costs that are approved in a contract must be reasonable and necessary to carry out the planned functions.

Contract Type - The Board will use a cost-reimbursement contract. The selected sub-recipient will be reimbursed for allowable actual service delivery costs on a monthly basis after submittal and approval of payment vouchers as instructed in the contract. The proposal will become a part of the contract.

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For-profit entities that are operators are sub-recipients of a federal award and must adhere to the Uniform Guidance as well as DOL exceptions, including any requirements identified by DOL's exceptions, and this includes the provisions of audit and access to records requirements.

**Criminal History Reports** - The contract that results from this RFP may contain a requirement that the contractor provide a current (within the past 12 months) satisfactory OSBI criminal history report on all individuals working in any manner for the contractor if the individual will be providing services to workforce customers. The criminal history report shall be deemed to be satisfactory if it contains no history of criminal offences which would be considered crimes which present a danger to customers. These reports, if required, must be submitted to the GCWDB not less than 10 days prior to the scheduled beginning date of performance under the contract. If the reports are not submitted by that deadline, the contract will be declared to be void and no payments will be made to the contractor. The cost of the criminal history reports will be paid by the contractor and cannot be included in the contract costs.

**Contract Renewal and Extension** - The contract that results from this RFP may have a provision for extension. The terms and lengths of any extension will be established by the GCWDB and will be included in the contract provisions. All extensions must be documented in a modification to the contract. Each extension must be for not more than one year and a maximum of two extensions is permitted. Extensions will be contingent upon the contractor’s successful performance.

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

**Firewalls** - As specified and in conformity with 20 CFR 679.430 for demonstrating internal controls and preventing conflict of interest, contractors written standards of conduct must include a description of the use of firewalls to mitigate conflict of interest in circumstances including, but not limited to, situations where an entity acts in more than one role in the One Stop delivery system or performs more than one function in the procurement process.

The GCWDB has established effective firewalls to distinguish the roles and responsibilities for entities acting in more than one role in the One Stop delivery system. The GCWDB requires any entity serving more than one role in the One Stop delivery system to demonstrate it is in compliance with the following State and Federal Regulations:

- WIOA 107(h)
- WIOA CFR 20 679.430
- Relevant Office of Management and Budget (OMB) circulars
- Uniform Guidance
- State of Oklahoma Conflict of Interest Policy

Further, any entity serving in more than one role in the One Stop delivery system must also provide proper internal controls and firewalls to ensure that the entity, in its role as operator, does not conflict with its role of service provider. Any organization that has been selected by the GCWDB or otherwise designated to perform more than one function related to WIOA must develop a written plan that clarifies how the organization will carry out its multiple responsibilities while demonstrating compliance with WIOA, corresponding regulations, relevant Office of Management and Budget circulars, and conflict of interest policy.
This plan must limit conflict of interest or the appearance of conflict of interest, minimize fiscal risk, and develop appropriate firewalls within that single entity performing multiple functions. The plan must be agreed to by both the GCWDB and Chief Elected Official.

**Modifications** - The contract will have a provision for modifying the contract. Modifications may be necessary to incorporate changes required by Federal or State laws and policies. Additional modifications may be necessary to increase or decrease funds when circumstances that were not known or foreseeable at the time of procurement and which require re-negotiation of the contract and/or additional areas or counties join together requiring a larger service area.

**Assignment and Subcontracting** - A part of the proposal evaluation is based upon the previous experience of the proposer and its staff. The contract will contain a provision that prohibits subcontracting or assigning the work to be performed without the written permission of the GCWDB.

**Indemnification** - The contract will include an indemnification clause. The indemnification clause will state that the proposer (contractor) shall indemnify and hold harmless the State of Oklahoma, the U. S. Department of Labor, the Green Country Workforce Development Board, the Green Country Workforce Development Board’s officers, agents, and employees and the WIOA Chief Elected Officials from liability of any nature and kind, including costs, expenses, and attorney fees, for or on account of any actions, claims, suits, and damages of any character whatsoever arising out of any negligent act or omission of the proposer (contractor) or any of its employees, agents, volunteers, subcontractors, or representatives.

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

**Audit Rights** - The contract will have a provision which will allow the Fiscal Agent, the state of Oklahoma, the U. S. Department of Labor, the Comptroller General of the United States, any of their duly authorized representatives, or others with statutory audit rights to perform audits after reasonable advance notice to the Contractor at any time during the contract period or within five (5) years from the date of final payment of this contract. At any time during normal business hours and as often as Fiscal Agent or any of the above parties may deem necessary, the Contractor shall make available to their duly authorized representatives for examination, all its records with respect to all matters covered by this contract. The Fiscal Agent, the State of Oklahoma, the U. S. Department of Labor, the Comptroller General of the United States, or any of their duly authorized representatives shall have authority to audit, examine, and make excerpts or transcripts from, any books, documents, papers, and records of the Contractor which are directly pertinent to this Contract, including all contracts, invoices, materials, payrolls, personnel records, conditions of employment, and other data relating to all matters covered by this contract as required by parts of the OMB Uniform Guidance 200.501-200.521.

**Access to Records and Records Retention** - The contract will have a provision relating to Records Retention. That provision will require the Contractor to maintain all records pertinent to this contract, including financial, statistical, property, participant records, and supporting documentation. These records shall be preserved and made available to the Fiscal Agent and its agents for a period of five (5) years after the date of final closeout of this contract. However, in the event of an audit, records shall be kept by the Contractor for 3 years past any audit or monitoring resolution even if the period is longer than 5 years. If the Contractor is unable to retain the necessary participant and financial records for the required period, the Contractor shall transfer such
records to Fiscal Agent. Such records shall be transmitted to Fiscal Agent for acceptance in an orderly fashion with documents properly labeled and filed, and in an acceptable condition for storage. Contract will be subject the provide access to records as required by the OMB Uniform Guidance parts 200.336-200.337, and 200.201 as applicable.

**Copyrights and Rights to Data** - The contract will have a provision relating to Copyrights and Data. That provision requires the Contractor to agree that the Oklahoma Office of Workforce Development, the State of Oklahoma, and the U. S. Department of Labor shall have unlimited rights to any data first produced or delivered under the contract.

**Pre-Agreement Cost Clause** - The contract will have a provision relating to Pre-Agreement Costs. That provision will state that if the contract is negotiated in reliance upon cost data supplied by the Contractor; the GCWDB, can adjust the price to exclude any significant amount by which the price was increased because the Contractor had submitted cost data in the original proposal which was not complete, current.

**De-obligations** - The contract that results from this RFP will contain clauses regarding availability of funds. Those clauses will allow the GCWDB to decrease or eliminate funding to the contractor if funding made available to the Green Country Workforce Development Board is not sufficient to allow for full payment of the contract.

**Price Adjustment** - The contract may have a provision relating to Price Adjustment. That provision will state that if the contract was negotiated in reliance upon cost data supplied by the Contractor; the GCWDB, can adjust the price to exclude any significant amount by which the price was increased because the Contractor had submitted cost data in the original proposal which was not accurate, complete, or current.

**Insurance** - The contract that results from this RFP will have certain requirements for insurance. There is no requirement that proof of insurance be submitted with the proposal, but evidence of insurance must be provided upon request. The GCWDB requires insurance for contractors. Those requirements will be included in the contract. Those requirements may include general liability coverage, fire/theft insurance on property, insurance for motor vehicles used by employees of the contractor, workers’ compensation, and blanket bond coverage.

**EEO Requirements** - All electronic and information technology must meet the applicable accessibility standards of 36 C.F.R. § 1194 et seq. and Section 508 of the Rehabilitation Act of 1973, as amended. (29 U.S.C. § 794). Specifically, the following Section 508 technical standards may be applicable: " Software Applications and Operating Systems (36 C.F.R. § 1194.21)" Web-based Intranet and Internet Information and Applications (36 C.F.R. § 1194.22) " Video or Multimedia Products (36 C.F.R. § 1194.24). Contracts and RFPs must, at a minimum, state the level of compliance to each applicable regulatory section.

**Nondiscrimination and Equal Opportunity Assurances**
The contract must comply with Section 188 of WIOA, which prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, or political affiliation or belief, or against beneficiaries on the basis of either citizenship status or participation in any WIOA Title I financed program or activity; Title VI of the Civil Rights Act of 1964, as amended, which prohibits discrimination on the bases of race, color and national origin; Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits discrimination against qualified individuals.
with disabilities; The Age Discrimination Act of 1975, as amended, which prohibits discrimination on the basis of age; and Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination on the basis of sex in educational programs; and all other relevant regulations implementing the laws listed above. (29 CFR Part 38).

The contract also assure compliance with 29 CFR Part 38 and all other regulations implementing the laws listed above. This assurance applies to the parties’ operation of the WIOA Title I-financially assisted program or activity, and to all agreements to carry out the WIOA Title I-financially assisted programs or activities. The contractor understand that the United States has the right to seek judicial enforcement of this assurance.

The Contractor shall take Affirmative Action to ensure that qualified applicants from groups which have historically been denied equal opportunity for employment because of the above factors shall be provided access to and encouraged to participate in employment and training activities.

The Contractor agrees to develop and implement an Affirmative Action Plan or MOA (Methods of Administration) as a formal assurance and guide for compliance with EEO requirements.

**Participant Grievances** - The contract will include a provision that requires the Contractor to adopt procedures for hearing and resolving grievances and complaints arising out of this contract, in conformity with GCWDB ’s established policies. The Contractor agrees that any customer grievances initiated as a result of this contract and left unsettled by Contractor’s grievance procedures shall be received and resolved in accordance with GCWDB ’s Grievance Procedure. The Contractor shall abide by Final Determinations issued under GCWDB ’s grievance procedures. The proposer certifies that it will provide guidelines for client grievance procedures.

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

**Disciplinary Action** - Contractor shall notify the GCWDB as far in advance as possible of services, work or training related problems involving Green Country Workforce Development Area.

**Confidentiality Standards** - If disclosure of trainee records is requested by the public, current State of Oklahoma confidentiality standards and Title 5, USC 552, commonly known as "The Privacy Act", pertaining to records of partner programs, shall apply.

**Compliance with Law** - The contract will have a provision requiring the Contractor to maintain compliance as follows:

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

- Applicable Federal Laws, Regulations and OMB Uniformed Guidance
- State and Local Laws
- WIOA Policies
- The Green Country Workforce Development Board’s Local WIOA Plan

One Stop Operator
• GCWDB Policies and Procedures as applicable
• U. S. Department of Labor Statement 29 CFR Part 38 Regarding the Non-Discrimination

In the event of a conflict between such laws and regulations and the terms of this agreement, precedence shall be given to the laws and regulations.

**Reporting** - In addition to completion of Attachment A (Projected Performance), the Contractor agrees to provide certain reports to the GCWDB and Chief Elected Officials upon request.

The Contractor agrees to provide certain reports to the Board relating to the expenditures or performance of work under this contract. The Contractor specifically agrees to provide a monthly determination of expenditures classified so that the GCWDB can readily and accurately determine cost categories. The Contractor agrees to provide reports to the Workforce Board, Youth Committee, and Chief Elected Officials regarding such items as the contract expenditures, expenditures compared to the budget, current progress toward meeting performance measures, audit reports, monitoring reports, participant counts and other reports that are determined to be necessary.

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

The Contractor will also be required to provide to the GCWDB any narrative, statistical, and financial reports related to the elements of the contract in the forms and at such times as required by the GCWDB.

**Program Income** - The contract will have a provision relating to Program Income. That provision will state that if the Contractor receives any program income as a result of activities funded under this contract, the income must be properly accounted for and cannot be spent without advance GCWDB approval. Program income must be accounted for according to the requirements of the applicable OMB Uniformed Guidance policies of the Oklahoma Office of Workforce Development, State of Oklahoma, and/or the WIOA and Regulations.

**Property/Capital Expenditures** - The contract may have a provision relating to Property/Capital Expenditures. That provision will state that the Contractor shall follow their normal procedures in purchasing, renting, or leasing any property described in the Project Budget. Procurement procedures must be in compliance with the policies of the State of Oklahoma for WIOA as outlined in the policy guidance provided by the State. The provision will stipulate that the property must be handled in accordance with the Property policies of the State of Oklahoma. No Property/Capital expenditures will be allowed without prior approval of GCWDB.

**Corrective Action** - The contract will have provisions describing processes relating to corrective actions. This provision will describe notices to the Contractor, corrective action steps, corrective action plans, timeframes, and similar provisions.

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The contract that results from this RFP will have certain requirements for performance. The contract may require that the contractor submit reports of customers served, goals versus actual performance reports, WIOA performance reports, reviews made by other entities, or other information that is necessary for the GCWDB to evaluate the performance of the contractor. The contract will have provisions requiring minimum performance levels to be achieved before funding for remaining periods is available.

**Intangible Property** - The contract may have a provision relating to Intangible Property as addressed in OMB Uniform Guidance part 200.315. That provision will state that if products are produced under this contract to which a patent is granted, the patent rights shall belong to the GCWDB, the State of Oklahoma, or the U. S. Department of Labor. This provision shall not apply to products produced by the Contractor other than this contract and which are used in the performance of the work required by this contract.

**Recruitment of Customers** - The contract will have a provision concerning the recruitment of system customers the contractor will be responsible for.

**Disallowed Costs** - The contract that results from this RFP will have certain provisions regarding disallowed costs and audit/monitoring findings. The contract will have provisions that require the contractor to repay any expenditure that is found to be unallowable. The contract will have provisions requiring the contractor to remedy any deficiencies found in audits or monitoring reports prior to additional expenditures or additional receipts of funds.

**Contract Administration** - The contract that results from this RFP will have certain requirements for contract administration. The contractor will be required to comply with appropriate OMB Uniformed Guidance, State of Oklahoma policy guidance, and applicable local policy guidance from the GCWDB and/or the Fiscal Agent. The proposer must have the technical competence and expertise in management and administration to properly administer the contract.

**Contractor Self-Monitoring** - The contract that results from this RFP will have certain requirements for self-monitoring. The contractor(s) will be required to periodically conduct this self-monitoring to ensure compliance with WIOA and local policies, performance measures, and similar measures. The GCWDB may require the contractor to submit periodic reports on its self-monitoring efforts.

**Integrated Service Delivery** - The contract will have provisions regarding the provision of integrated services and/or services being delivered in a functional delivery system. Contractor will continue to develop and enhance the workforce development system by focusing on a fully coordinated and integrated service delivery model that is labor market driven and offers value added services to job seekers. This may require some service providers to provide some services that are traditionally delivered by other entities. The contractor will work with the system partners to ensure that all staff receive training regarding the partner services that are provided and ensuring appropriate delivery of services in accordance with all governing laws, statues, regulations, guidance and policies.

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

**Integrated Delivery of Services and Information on the One Stop System**

One Stop Operator

PY 2021 RFP
The Green Country Workforce Development Board has selected the following locations for Oklahoma Works Centers in their eleven (11) county workforce area where multiple workforce development system partners are co-located. In addition, other system partners offer services through other locations within the region. All system partner services should be coordinated to ensure an integrated system.

Locations of Workforce Centers and Delivery Methods

<table>
<thead>
<tr>
<th>Center Location</th>
<th>Delivery System</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tulsa</td>
<td>Oklahoma Works American Job Center is the Comprehensive Center delivering integrated services with One Stop Partners</td>
</tr>
<tr>
<td>Sapulpa</td>
<td>Oklahoma Works American Job Center is a Satellite Center delivering integrated services with One Stop Partners.</td>
</tr>
<tr>
<td>Okmulgee</td>
<td>Oklahoma Works American Job Center is a Satellite Center delivering integrated services with One Stop Partners.</td>
</tr>
<tr>
<td>Muskogee</td>
<td>Oklahoma Works American Job Center is a Satellite Center delivering integrated services with One Stop Partners.</td>
</tr>
<tr>
<td>Sallisaw</td>
<td>Oklahoma Works American Job Center is a Satellite Center delivering integrated services with One Stop Partners.</td>
</tr>
<tr>
<td>Tahlequah</td>
<td>Oklahoma Works American Job Center is a Satellite Center delivering integrated services with One Stop Partners.</td>
</tr>
<tr>
<td>Eufaula</td>
<td>Oklahoma Works American Job Center is a Satellite Center delivering integrated services with One Stop Partners.</td>
</tr>
<tr>
<td>Stilwell</td>
<td>Oklahoma Works American Job Center is a Satellite Center delivering integrated services with One Stop Partners.</td>
</tr>
</tbody>
</table>

SECTION 5. TECHNICAL ASSISTANCE TO PROPOSERS

For questions about the RFP or GCWDB, please submit in via electronic mail no later than Noon CDST April 20, 2021 to:

Contact Name: Eddie Foreman  
Address: 511 Ideal Street  
Phone Number: 405.641.3093  
E-mail address: eddieforeman1968@gmail.com

Answers to all submitted questions will be posted at [www.workforcetulsa.org](http://www.workforcetulsa.org)

Proposers must also be aware that there are certain policies and guidance that have been issued by the State Administrative Entity, the Oklahoma Office of Workforce Development or previous guidance from Oklahoma Employment Security Commission (OESC). Those policies and guidance are provided to the local workforce development areas in the form of Oklahoma Workforce Development Issuances (OWDI) or previously issued guidance from Oklahoma Employment and Training Issuances (OETI) and also in the form of Memorandums. These guides are available to the public through the [Oklahoma Works](http://www.oklawworks.org) website.

One Stop Operator  
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Proposers should review the policies and memorandums that apply to WIOA programs as the Contractor chosen will be required to comply with those documents.

Demographics and Labor Market Information specific to the Green Country Workforce Development Area are available through the websites of the Office of Workforce Development www.oklahomaworks, Oklahoma Department of Commerce www.OKcommerce.gov, Oklahoma Employment Security Commission: http://www.oesc.state.ok.us. Labor market information specific to this workforce development area is available.

Submit questions via e-mail to: eddieforeman1968@gmail.com

SECTION 6. BUDGET INFORMATION

Budget forms are provided in Attachment B of this RFP. Those forms are to be used to present the proposed budget. Only include a budget for the period July 1, 2021 through June 30, 2022. A new budget will be required at the time an extension is requested; budget may be negotiated.

The budget should be presented for the period of time that is shown in the Dates and Deadlines section of this RFP. The Budget Information Forms should be used and must be completed by detail line items. Multiple pages of these forms may be necessary. If multiple pages are used, please label them appropriately.

Proposers should include detail costs such as, but not limited to:
• Contractor Amount
• Travel Costs with detail trips
• Office Supplies
• Telephone/Communication

SECTION 7. PROPOSAL EVALUATION CRITERIA

Proposals received subsequent to the deadline will not be reviewed and considered for funding. The signature page must be complete, signed, and notarized or the proposal will not be considered.

A proposal must receive at least 130 points to be considered. A proposal receiving less than 130 points will be considered to be unacceptable. The total maximum points that can be awarded are 200.

The following criteria will be used to evaluate all proposals. The evaluators will award some, all, or none of the points that are shown for each evaluation item.
RFP responses will be evaluated based on the below scoring scale. Based on the RFP scores, no more than three (3) vendors may be selected to complete oral presentations within six (6) business days after being notified of selection to participate in the presentation round.

**RFP Scoring Criteria:**

<table>
<thead>
<tr>
<th>Section</th>
<th>Point Total</th>
<th>% of Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Format and Completeness</td>
<td>10</td>
<td>5%</td>
</tr>
<tr>
<td>Executive Summary</td>
<td>20</td>
<td>10%</td>
</tr>
<tr>
<td>Organizational Capacity/Qualifications</td>
<td>45</td>
<td>23%</td>
</tr>
<tr>
<td>Quality of Program Design and Operational Plan</td>
<td>45</td>
<td>23%</td>
</tr>
<tr>
<td>Demonstrated Effectiveness</td>
<td>35</td>
<td>17%</td>
</tr>
<tr>
<td>Fiscal</td>
<td>30</td>
<td>15%</td>
</tr>
<tr>
<td>Outreach and Partnerships</td>
<td>15</td>
<td>7%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>200</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

The award will be based off both the RFP and oral presentation (if needed) score.

**SECTION 8. Submission Guidelines**

All responses must be sent as follows:

Mail one (1) signed original, two (2) copies and one (1) electronic copy to:

**Eddie Foreman Consulting**
511 Ideal Street
Seminole, OK  74868
Email: eddieforeman1968@gmail.com

One (1) signed original, two (2) paper copies and one (1) electronic copy must be submitted. The original and copies MUST be submitted in a sealed envelope with the **proposer's name** and the words: **Proposal for GCWDB Workforce Innovation and Opportunity Act One Stop Operator** written on the exterior of the envelope. Use only white letter sized paper in preparing your proposal.

a. **Format**

Each respondent is required to submit one (1) signed original of the complete proposal response. All responses must be typed and will become the property of GCWDB. Respondents are encouraged to identify proprietary information by clearly marking it as “PROPRIETARY”. (Note: Information marked as proprietary may still be considered
The response must contain the name and address of respondent, due date, and time. All responses, forms, and attachments must be submitted with all pages sequentially numbered. Font size must be no smaller than 12-point, single space. Failure to follow the Submission Guidelines may result in a proposal being considered unresponsive.

The completed Proposal must contain all the following information/documents in the order indicated:

- **Section 1 - Respondent Cover Sheet** must be signed by the individual having Contract Signature Authority.

- **Section 2 - Executive Summary** - *Limit summary to 3 pages*
  - How your organization’s stated mission, vision, and values relate to GCWDB’s mission and strategic plan.
  - Your organization’s vision for overseeing the GCWDB’s desired workforce development system/programs.
  - The innovative strategies you propose to bring to the delivery of GCWDB’s workforce development system/programs.
  - The challenges you see that impact GCWDB’s workforce system and what/how your organization will address them.
  - Challenges you’ve encountered previously and how you overcame them.

- **Section 3 - Organizational Capacity/Qualifications**
  - Describe your organization and include the following - *Limit summary to 3 pages*
    - Provide a brief description of your organization and its core business. Include a history of the organization, organizational chart, board of directors (if applicable)
    - State your current and/or previous experience as a workforce development services contractor or experience providing similar services.
  - Describe how your organization will assess talent, evaluate staff performance, maintain staff accountability, and provide staff training and development opportunities - *Limit summary to 2 pages*
  - Describe your succession plan, process, and strategy for ensuring that the loss of key management and operational staff does not result in failure of a key function - *Limit summary to 2 pages*
  - What actions and/or policies do you have in place to support staff stability and consistency? - *Limit response to 2 pages*
Attach the following documents:

- Copies of the job descriptions and minimum qualification for each budgeted position. Include the number of staff for each position if currently in place.

- **Section 4 - Quality of Program Design and Operational Plan - Limit response to 10 pages**

Green Country Workforce Development Board, to align with overall vision, expects the partner to fulfill the following services:

- Collaboration for increased customer access to services
- All customers, regardless of location, (employers and job seekers) will receive prompt and uniform high-quality service
- Development of innovative programs for job seekers, employers, and incumbent workers
- Meet State and Federal performance measures
- Efficiency through technology (including paperless systems)

**To address the above bullets, what strategies and actions would you implement to ensure consistency and standardization of these principles?**

- Describe your internal communication structure and strategy. Describe how goals, performance targets, policies, procedures, directives, program changes, and other information would be communicated to staff throughout your organization.

- Describe your self-monitoring systems and quality control procedures to ensure data integrity and staff compliance with all workforce program rules, policies, applicable laws, and regulations. Include how systems/procedures/processes identify program deficiencies and your process to rectify and prevent the reoccurrence of those deficiencies.

- What actions will you take to oversee and manage performance measures? Describe your strategies for ensuring that performance measures will be achieved, progressively increase, and spending benchmarks are met.

- Describe your organization’s experience in working with businesses, maintaining quality relationships with employers, and in providing workforce services to employers.

- Discuss your training strategies to enhance the skills and knowledge of staff to ensure they have a clear understanding of the needs of businesses, local employment and economic trends.

- Describe your plan/procedures to ensure Priority of Services provisions are implemented.
- Describe your case management philosophy. What strategies and methods of counseling, job development, placement, and or referrals would you use to best ensure that employment and follow-up performance goals are achieved?
- Describe your process for determining whether a customer should be enrolled in training. What factors would you consider?
- How do you propose to outreach and/or co-enroll customers into the WIOA program?
- Provide three (3) references from customers where similar work was performed. References provided must contain a contact person with full contact information i.e., contact person, company, telephone number, mailing address and a valid e-mail address. TAWDB is not responsible for references that cannot be contacted.

- Section 5 - Demonstrated Effectiveness - **Limit response to 9 pages (excluding attachments)**
  - List of workforce development or related programs operated, including quantitative measures of effectiveness
  - Major accomplishment or implemented strategies
  - Approaches and tools for staff training and development
  - Include your most recent annual performance report on all Federal and/or State required performance measures as well as any local measures your established for any program/funding stream
  - Describe the actions you took to improve performance if the established performance measures weren’t met
  - Number of customers served during the program year (define program year)
    - If the program was a workforce development program, include the number of job seekers served, number of job seekers placed in employment and/or work experience (describe), the number of youth trained/served, number of adults trained, and the number of dislocated workers trained
  - Attach the following documents:
    - Copies of the three most recent monitoring reports. If applicable, Workforce Board monitoring reports. Describe efforts undertaken to address any deficiencies identified in these reports.

- Section 6 - Fiscal Management - **Limit response to 8 pages (excluding attachments)**
- Discuss your organization’s overall financial capabilities to provide the proposed services. Include experience of fiscal management and oversight by corporate as well as subsidiary/affiliate companies.

- Describe your proposed plan for tracking/monitoring expenditures versus budgets.

- Describe your experience in accurate and timely payment of providers (i.e. training providers) or sub-contractors/vendors.

- Provide any internal monitoring systems and techniques that will be used to ensure there are no disallowed costs and contract budget expenditures are monitored. Include in description:
  - techniques to be used to measure fiscal performance;
  - techniques to compare costs against planned budgets;
  - actions to assure the accuracy and allowability of expenditures; and
  - techniques to be used to guarantee data integrity.

- If certain costs are determined to be disallowed, does your organization have a procedure and source for reimbursing such costs to Workforce Tulsa? If so, describe that procedure and the source from which these costs will be paid. (Federal funds may not be used to repay any disallowed costs.)

- Proposed Budget
  - Please provide an initial budget based on the scope included in this RFP. The final budget will be negotiated during the contract phase.
  - Within the proposed budget, provide a breakout of how costs are allocated.

- Section 7 - Outreach and Partnerships - Limit response to 7 pages
  - Detail the strategies you would use to outreach and promote workforce development programs in order to ensure the full utilization of all funding and to meet the workforce needs of employers and job seekers. Include how you would build relationships to attract, satisfy, and retain customers.
  - Describe your strategies for developing new partnerships, including the types of partnerships you would develop. Explain why these partnerships would be beneficial to the workforce system and what positive outcomes would be expected. Provide how you will communicate with all partners about needs, services, etc.
  - Describe how you would strengthen/repair damage to partnerships or increase collaboration between partners.
  - Describe how you plan to deliver an efficient package of services through partnerships and collaboration with other organizations in order to prevent
duplication and to leverage and maximize resources available for customer
training and support.

- Describe the process you will use to provide and coordinate referrals to
  partner agencies.

- Section 8 - Proof of General Liability Insurance (respondent provides)
- Section 9 - Assurances and Certifications

b. Proposers must acknowledge the General T&C’s (ASSURANCES, aka General Terms
   and Conditions). If a proposer takes exception to any requirement or specification
   contained in this Request for Proposals, these exceptions must be clearly and
   prominently stated in the Bid.

F. Certifications and Signature

Certificate Regarding Equal Employment Opportunity
Except as otherwise provided under 41 CFR Part 60, all contracts that meet the definition of “federally
assisted construction contract” in 41 CFR Part 60-1.3 must include the equal opportunity clause
provided under 41 CFR 60-1.4(b), in accordance with Executive Order 11246, “Equal Employment
Order 11375, “Amending Executive Order 11246 Relating to Equal Employment Opportunity,” and
Employment Opportunity, Department of Labor.”

Where applicable, all contracts awarded by the non-Federal entity in excess of $100,000 that involve
the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. 3702
and 3704, as supplemented by Department of Labor regulations (29 CFR Part 5). Under 40 U.S.C. 3702
of the Act, each contractor must be required to compute the wages of every mechanic and laborer on
the basis of a standard work week of 40 hours. Work in excess of the standard work week is
permissible provided that the worker is compensated at a rate of not less than one and a half times
the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements
of 40 U.S.C. 3704 are applicable to construction work and provide that no laborer or mechanic must
be required to work in surroundings or under working conditions which are unsanitary, hazardous or
dangerous. These requirements do not apply to the purchases of supplies or materials or articles
ordinarily available on the open market, or contracts for transportation or transmission of
intelligence.

Certificate Regarding Rights to Inventions Made Under a Contract of Agreement
If the Federal award meets the definition of “funding agreement” under 37 CFR §401.2 (a) and the
recipient or sub-recipient wishes to enter into a contract with a small business firm or nonprofit
organization regarding the substitution of parties, assignment or performance of experimental,
developmental, or research work under that “funding agreement,” the recipient or sub-recipient must
comply with the requirements of 37 CFR Part 401, “Rights to Inventions Made by Nonprofit
Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative
Agreements,” and any implementing regulations issued by the awarding agency.
Certificate Regarding Clean Air Act (42 U.S.C. 7401-7671q.) and the Federal Water Pollution Control Act (33 U.S.C. 1251-1387), as amended
Contracts and sub-awards grants of amounts in excess of $150,000 must contain a provision that requires the non-Federal award to agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401-7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251-1387). Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA).

Certificate Regarding Debarment and Suspension (Executive Orders 12549 and 12689)
A contract award (see 2 CFR 180.220) must not be made to parties listed on the government-wide exclusions in the System for Award Management (SAM), in accordance with the OMB guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR part 1986 Comp., p. 189) and 12689 (3 CFR part 1989 Comp., p. 235), “Debarment and Suspension.” SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549.

Contractors that apply or bid for an award exceeding $100,000 must file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. 1352. Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the non-Federal award.

Certificate Regarding Audit and Access to Records
Contract certifies that it will comply with the Uniform Guidance, will provide notice of the completion of required audits and any adverse findings which impact this sub-award as required by parts 200.501-200.521, and will provide access to records as required by parts 200.336, 200.337, and 200.201, as applicable.

Certificate Regarding Conflict of Interest
The Green Country Workforce Development Board, Inc., maintains a written code of conduct that governs the performance of its Board Members, employees, and agents engaged in the award and administration of contracts.

The proposer certifies that it is either not aware of any potential conflicts of interest between itself and the Green Country Workforce Development Board, or that if there is a potential conflict of interest between itself and the Green Country Workforce Development Board, the proposer shall declare this potential conflict of interest below:

Certificate Regarding Compliance with Federal Laws
The proposer certifies that it is in compliance with:
- Americans with Disabilities Act of 1990
- Age Discrimination Act of 1976

One Stop Operator
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- Civil Rights Act of 1964
- Drug-Free Workplace Act of 1988
- Hatch Act, the Pro Children Act of 1994
- Title IX of the Education Amendments of 1972, 31 U.S.C. Section 1352, Public Law 105-78
- Section 504 of the Rehabilitation Act of 1973 (as amended)
- Single Audit Act of 1984, as applicable
- Executive Orders 11246 and 11375

**Certification of Intent to Participate in the One Stop Delivery System**
The proposer certifies that it, if selected for a contract through this proposal, agrees to support the WIOA One Stop concept and agrees to establish a cooperative and mutually beneficial relationship between the One Stop Partners to participate in the planning and implementation of individual and mutual duties, obligations, and responsibilities under WIOA. The proposer certifies that it will participate in the local integration plan and will fully participate in the integrated delivery of services that have been approved by the GCWDB.

**Certification of Indemnification**
The proposer certifies that it is aware that an indemnification clause will be included in the contract that is awarded as a result of this proposal. The proposer certifies that it is aware that the indemnification clause will state that the proposer (contractor) shall indemnify and hold harmless the Green Country Workforce Board, the Green Country Workforce Development Board, officers, agents, and employees and the Green Country WIOA Chief Elected Officials from liability of any nature and kind, including costs, expenses, and attorney fees, for or on account of any actions, claims, suits, and damages of any character whatsoever arising out of any negligent act or omission of the proposer (contractor) or any of its employees, agents, volunteers, subcontractors, or representatives.

**Certificate Regarding Cost**
The proposer certifies that to the best of its knowledge and belief, the cost data submitted is accurate, complete, and current at the time this proposal is submitted.

**Certificate Regarding Transitioned Clients**
The proposer certifies that it will honor the original plan of service to all clients that are being transitioned from a previous service provider. Clients that are “transitioned” are those eligible participants that are receiving WIOA services and have been registered as a WIOA client prior to the effective date of the contract arising from this RFP. The proposer certifies that services to those transitioned clients will not be interrupted.
Certificate Regarding RFP Content
The proposer certifies that it has read all of the information presented in the RFP. The proposer certifies that it understands that the contract that will arise from this RFP will have the conditions, stipulations, and requirements that are stated in the RFP and that the contract will have other legal provisions that are standard and customary contract provisions, but which are not specifically shown in this RFP.

The proposer (proposer’s representative) being duly sworn upon oath, deposes and says:
• That I executed the accompanying proposal on behalf of the Proposer, and that I had the lawful authority to do so.
• That the prices in this proposal have been arrived at independently.
• That the Proposer has not directly or indirectly entered into any agreement, express or implied, with any other actual potential Proposer or Proposers having for its objective the controlling of the amounts of proposals, or the limiting of proposals or proposers.
• That the Proposer has not paid, given or donated or promised to pay, give or donate to the GCWDB and/or Fiscal Agent or any officer or employee of the GCWDB and/or the Fiscal Agent any money or other thing of value, including any special consideration, either directly or indirectly, in seeking to procure this contract.
• That unless otherwise required by law, the prices quoted in this proposal have not been and will not be knowingly disclosed by the Proposer until after proposals are opened.
• I understand that this proposal represents a legal offer to provide the services herein described, at the prices stated herein. The proposal is binding for a period of 60 days from the date submitted.
• That, by signing and submitting the proposal, the Proposer agrees to each of the certifications contained in this proposal.

_______________________________  
Name of Proposer

_____________________________  
Typed Name and Title

__________________________________  
Signature of Representative

Subscribed and sworn to before me this_______day of_________, 20____

__________________________________
Notary Public

My Commission Expires ___/____

SEAL

One Stop Operator
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### ATTACHMENT A: Projected Performance - One Stop Operator - July 1, 2021 through June 30, 2022

<table>
<thead>
<tr>
<th>Projected Cumulative Levels</th>
<th>Ending 9/30/21</th>
<th>Ending 12/31/21</th>
<th>Ending 3/31/22</th>
<th>Ending 6/30/22</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conduct Partner Meeting throughout the Region</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of Customer Service Surveys</td>
<td></td>
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<tr>
<td>American Job Center Cross Training</td>
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<tr>
<td>New Efficiencies in Workforce Centers</td>
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<td></td>
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</tr>
<tr>
<td>Number of New Partnerships</td>
<td></td>
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<td></td>
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<tr>
<td>Presentations to Community Based Organizations</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Contacts</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

Note: One Stop Operator performance measures will be evaluated annually to validate performance standards as well as insisting the Operator maintain effective working relationship with partners and ensure Green Country Policy and Procedure is followed at all times.

**GCWDB One Stop Operator Performance Measures**

**Partner Meetings**

In coordination with the GCWDB, the One Stop Operator must create a GCWDB approved agenda and submit agenda from each partner meeting as validation.

**Customer Service**

In coordination with the GCWDB, the One Stop Operator must develop a process to ensure customer satisfaction through a survey process. Surveys must be collected, maintained and analyzed by the Operator.

**Cross Training**

In collaboration with the GCWDB, the One Stop Operator will ensure that American Job Center staff are trained and equipped in an ongoing learning environment with the skills and knowledge needed to provide superior service to job seekers, including those with disabilities, and businesses in an integrated, regionally focused framework of service delivery, consistent with the requirements of each of the partner programs.

The One Stop Operator must create a GCWDB approved agenda and submit agenda from each Cross-Training Workshop/session as validation.

**New Efficiencies**

In coordination with the GCWDB, the One Stop Operator is responsible for implementing new efficiencies to enhance the customer (job seekers and business) experience and create a streamlined service delivery. These efficiencies will be reported on the monthly performance report.
New Partnerships

There are many community based organizations providing services to the same people GCWDB and its required partners also serve. All services available in the Green Country Area need to be coordinated so as to increase efficiencies and reduce duplication. The One Stop Operator needs to reach out to some of these other potential partners and help facilitate that coordination of services.

Presentations to Community Based Organizations

This requirement is a natural part of the operational approach the Operator should be working to bring in more organizations to the Workforce Partnerships. This a method of making other members of the community aware of the services offered through our existing partners while learning about other potential services available in the Green Country Communities.

Business Contacts

Twelve meaningful, in person contacts, with private sector business per quarter, to promote workforce programs and services, with emphasis on Work-Based Learning opportunities as evident through validation in OSL and/or quarterly tracking reports provided by the Service Provider with details showing specifics of the business contact.
ATTACHMENT B: Budget Information Forms

Budget Information Forms

Proposer Name: __________________________
Budget for Period: 7/1/2021 through 6/30/2022

<table>
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<tr>
<th>Detail Budget Item</th>
<th>Basis for Determining the Amount</th>
<th>Total Costs</th>
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**Contractor Amount**

**Travel (see below to provide details)**

**Office Supplies**

**Telephone/Communications**

**Incentive for Performance**

Total Proposed Contract Amount:
ATTACHMENT C: Additional Signed Certificates

Certification Regarding Debarment, Suspension, and Other Responsibility Matters

Primary Covered Transactions
Applicant Organization

This certification is required by the regulations implementing Executive Order 12549 and 12689, Debarment and Suspensions and 2 CFR Part 180—Grants and Agreements

(1) The prospective sub-recipient, (i.e., grantee) certifies to the best of its knowledge and belief, that it and its principals:

(a) Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency;

(b) Have not within a three-year period preceding this proposal been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) transaction or contract under a public transaction; violation of Federal or State antitrust statues or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;

(c) Are not presently indicted for or otherwise criminally or civilly charged by a government entity (Federal, State, or local) with commission of any of the offenses enumerated in paragraph (1)(b) of this certification; and

(d) Have not within a three-year period preceding this application/proposal had one or more public transactions (Federal, State, or local) terminated for cause or default.

(2) Where the prospective sub-recipient is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

______________________________  ______________________________
Signature                                      Date

______________________________
Typed name and Title of Authorized Representative

One Stop Operator
PY 2021 RFP
Certification Regarding Drug-Free Workplace Requirements


The grantee certifies that it will or will continue to provide a drug-free workplace by:

A. Publishing a policy statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the grantee’s workplace and specifying the actions that will be taken against employees for violation of such prohibition;

B. Establishing an ongoing drug-free awareness program to inform employees’ about—
   1. The dangers of drug abuse in the workplace;
   2. The grantee’s policy of maintaining a drug-free workplace;
   3. Any available drug counseling, rehabilitation, and employee assistance programs; and
   4. The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.

C. Making it a requirement that each employee to be engaged in the performance of the grant be given a copy of the statement required by paragraph A.

D. Notifying all employees in the Statement required by paragraph A. that, as a condition of employment under the grant, the employee will:
   1. Abide by the terms of the statement; and
   2. Notify the employer in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than five calendar days after such conviction.

E. Notifying the agency in writing, within ten calendar days after receiving notice under paragraph D.2., from an employee or otherwise receiving actual notice of such conviction Employees of convicted employees must provide notice, including position title, to every grant officer or other designee on whose grant activity the convicted employee was working, unless the Federal agency has designated a central point for the receipt of such notices. Notice shall include the identification number(s) of each affected grant.

F. Taking one of the following actions, within 30 calendar days of receiving notice under paragraph D.2., with respect to any employee who is so convicted -
   1. Taking appropriate personnel action against such an employee, up to and including termination consistent with the requirement of the Rehabilitation Act of 1973, as amended; or
   2. Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency;

G. Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs (A), (B), (C), (D), (E), and (F).

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<tr>
<th>Name of Certifying Official</th>
<th>Signature</th>
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<td>PY 2021 RFP</td>
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Certification Regarding Lobbying

Certification for Contracts, Grants, Loans, and Cooperative Agreements

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

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

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

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

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

________________________________________  ______________________
Signature                                    Date

________________________________________
Typed name and Title of Authorized Representative

One Stop Operator
PY 2021 RFP
Certificate Regarding Conflict of Interest

By signing and submitting this Certificate Regarding Conflict of Interest the undersigned covenants that no officers, members or employees of its governing board have any interest, and that none shall acquire any interest, direct or indirect, that would conflict with full and complete execution of this contract. Contractor further covenants that in the performance of this contract, no person having any such interest will be employed.

No employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of the parties indicated herein, has a financial or other interest in the firm selected for an award. The officers, employees, and agents of the recipient shall neither solicit no accept gratuities, favors or anything of monetary value from contractors, or parties to sub agreements.

________________________________________  ______________________________________
Signature                          Date

________________________________________
Typed Name and Title of Authorized Representative
ATTACHMENT D: WIOA Core and Required Partners

- WIOA Title I Adult, Dislocated Worker and Youth
- WIOA Title II Adult Education and Literacy Programs
- WIOA Title III Wagner Peyser
- WIOA Title IV Rehabilitation Acts Programs
- Temporary Assistance for Needy Families
- Older American Act Programs
- Job Corps
- Youth Build
- Perkins Post-Secondary Vocational Education Activities
- Trade Adjustment Assistance and NAFTA-TAA Programs
- Veterans Employment and Training
- Housing and Urban Development (HUD) ETA
- Unemployment Compensation Programs
- Second Chance Act Programs
- Community Service Block Grant ETA
- Indian and Native American Programs
- SNAP ETA
- Small Business Administration ETA
- National Farmworkers Jobs