



REQUEST FOR PROPOSAL

EMPLOYMENT SERVICES – STAFFING SERVICES

PROGRAM YEAR 2019-2020

July 1, 2019 – June 30, 2020

**Only proposals delivered directly to the addresses below
will be considered.**

**GST Michigan Works
711 North Saginaw Street, Suite 300
Flint, Michigan 48503**

Or

**GST Michigan Works
3270 Wilson Street
Marlette, MI 48453**

Supported by the State of Michigan. Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 1-800-285-9675 TTY: 711. A proud partner of the American Job Center Network.

Section I Timetable and RFP Focus

<i>RFP posted on GST Michigan Works website</i>	<i>Monday, December 3, 2018</i>
<i>Bidders Conference (Flint Office)</i>	<i>December 17, 2018</i>
<i>Written questions submitted to mlorahhammond@gstmiworks.org by December 12, 2018 will be answered at bidders' conference. Answers will also be posted on GSTMW website along with a summary of the bidder's conference.</i>	<i>9:00 AM – 11 AM</i>
<i>All proposals due to GSTMW offices via FedEx, USPS, UPS or personal delivery (receipt required) by 4 PM to either the Marlette or Flint office of GST Michigan Works.</i>	<i>January 15, 2019</i>
<i>LEO & WDB Meeting Board Action</i>	<i>March 8, 2019</i>
<i>Negotiations and contract preparation</i>	<i>April 1-30, 2019</i>
<i>Contract year begins</i>	<i>July 1, 2019 WIOA</i>
	<i>October 1, 2019 PATH – FAE&T & TAA</i>

The focus of this RFP is to provide staffing services for approximately nine positions in Employment Services at our Genesee and Shiawassee offices. No program management is included. The staff members will be under the day to day supervision of GSTMW staff. No disallowed costs or penalties regarding performance standards apply.

Due to the nature of the service, much of the material found in sections II and part of III serves only as background to explain how our programs and contracting works.

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Section II – Funding and Financial Administration

1. Funding

All programs and services to be provided under this grant will be funded by federal, state and other funding sources. Agencies and organizations will be expected to participate by contributing basic management and supervisory services to the maximum extent feasible. Once a program implementation contract is issued, full responsibility for administration of the program, activities and expenditures of funds becomes that of the service provider, according to the Federal Regulations and other policies or regulations established by the U.S. Department of Labor, the State of Michigan and GST Michigan Works! (GSTMW). Each organization will be liable for any disallowed or illegal expenditures of funds or program operations conducted under its contract. Disallowed or illegal costs will be subject to repayment to GSTMW by the service provider with non-federal funds. Full payment for contracts will be dependent on achievement of performance requirements.

2. Allowable Costs

Only costs directly related to the operation of the program and properly supported with backup data and records will be allowable charges to the program. For shared time or facilities arrangements where staff wages, utilities, supplies, etc., are to be funded by more than one source, a cost allocation plan must be maintained. Cost allocations of personnel and other expenses must be justifiable to the degree that they will withstand an audit.

3. Administration

The contract will be on a cost reimbursement basis with a hold-back provision based on performance. Payment for any contract awarded as a result of this RFP will be made monthly subject to the receipt and verification of the subcontractor's request for payment. Reductions of the budget level and/or expenditures may be considered during the course of the contract if and when a service provider fails to meet expenditure and/or outcome goals. Should a subcontractor fail to meet performance objectives for GSTMW programs, up to fifteen percent (15%), excluding payment to participants, of the total contract may be withheld. A de-obligation/re-obligation procedure will be included in all contracts which result from this RFP. **All providers of services funded by GSTMW must meet or exceed all performance and customer service standards.**

4. Accounting Records

All awarded funds are from federal and state sources. Each contractor must thereby maintain acceptable, accommodating accounting records. An adequate system of managing funds, and for keeping back-up data to support expenditures for late audit purposes is the full responsibility of each contractor. No organization will be contracted to deliver funded services or activities unless the organization or agency can provide GSTMW with an acceptable accounting manual, or a statement from a Certified Public Accountant (CPA) that its accounting system meets generally accepted standards of accounting or has had its accounting system reviewed and approved by GSTMW.

5. Audit Provisions

Contractors receiving federal/state funds must, under certain circumstances, arrange to pay for audits of their organizations and programs. Therefore, it is important that each contractor (1) determine whether it must audit its organization and programs, and (2) provide sufficient funds in its budget if it must conduct audits. The guidelines described below should enable each contractor to determine its audit responsibilities and provide for audit costs in its budget if necessary. Contractors who are non-profit corporations are required to have an audit completed in accordance with 2CFR part 200.

Private-for-profit commercial or organizations which receive federal assistance of \$25,000 or more annually shall be audited in accordance with Section 627.480 (a)(3) of the regulations. Talent Investment Agency/Workforce Development Agency (TIA/WDA) interprets this new section of the regulations to require that such organizations have an annual financial and compliance audit with an internal control review either: (1) performed on a program-specific basis in accordance with generally accepted government auditing standards, or (2) which includes federal funds within the scope of their organization wide audit. Private-for-profit commercial organizations shall review 2CFR part 200 for guidance on how the audit may be structured.

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Section III – Reference Material

A. Michigan Works System

1. Demand Driven Workforce System

A demand driven workforce development system identifies the employer as the primary customer, realizing the extent to which we meet employers' needs is the extent to which we provide the best help to job seekers. The purpose of a demand driven workforce development system is to contribute to the state's economic vitality through the provision of workforce services that foster talent development and connections between employers and employees. Employers create the "pull" based on the demand (needs) they have. That demand is then introduced into the system creating a "pull" on the supply of job seekers that could meet the employers' needs.

2. Michigan's Industry Cluster Approach (MICA)

Focuses on aligning efforts – initiatives, programs, and funding - around priority clusters for a demand driven workforce system. Through extensive labor market research, the state TIA/WDA has initially identified five priority clusters including Agriculture, Energy, Healthcare, Information Technology and Advanced Manufacturing, and is driving workforce development efforts toward meeting the skills needs within these clusters. This approach is in partnership with employers, the Michigan Works! system, state and local economic development entities, education and training providers and statewide trade associations.

3. Talent Pipeline and Sector Strategies

GST Michigan Works! Sector Strategy is an inclusive, systems approach to talent attraction, development and retention. Designed to draw on the strength of our local employer champions as leaders in the workforce system, this strategy will set a progressive pace for the agency, improving overall responsiveness in an evolving business landscape.

GST Michigan Works! Sector Strategy focuses on eight (8) primary industry clusters: Advanced Manufacturing, Healthcare, Construction, Agriculture, Transportation & Logistics, Information Technology, Energy, Business & Municipal sectors. The agency utilizes a combination of methodologies to provide a customized talent and business service experience. One such method includes Talent Pipeline Management (TPM), which uses supply chain principles to call on business and public policy leaders to transform education and workforce systems to be employer-led and demand driven. GST Michigan Works! has prioritized training staff to become certified TPM Practitioners, alongside state and local leaders, business associations, employers, and economic development agencies, to drive partnerships with their education and training providers based on need.

Primary goals of GST Michigan Works! Sector Strategy:

- Meet the talent needs of Michigan businesses, improving their ability to compete within the marketplace.
- Obtain clear signaling from industry leaders concerning existing, new and emerging occupations.
- Provide better support for career seekers in improving their range of employment-related skills, improving their ability to compete for high quality employment opportunities.
- Advance training opportunities through business lead signaling to providers, working tactically to support progressive implementation to achieve improved training outcomes.
- Develop an employer-driven culture focused on crafting workforce solutions tailored to specific industries within our region.

4. Workforce Innovation and Opportunity Act (WIOA)

WIOA was signed into law on July 22, 2014. WIOA is designed to help job seekers access employment, education, training and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. Congress passed the Act by a wide bipartisan majority; it is the first legislative reform of the public workforce system in more than 15 years. Every year the key programs that form the pillars of WIOA help tens of millions of job seekers and workers to connect to good jobs and acquire the skills and credentials needed to obtain them.

5. Michigan Works! System

The Workforce Innovation and Opportunity Act provides a framework for a comprehensive and integrated workforce delivery strategy for “One-Stop” employment and training services. It is only one component of a multi-faceted, statewide workforce structure in Michigan known as the Michigan Works! System.

The TIA/WDA is the lead agency in the implementation of the statewide Michigan Works! System. GSTMW is the lead agency for the implementation of the Michigan Works! System for the six-county area, under the direction of the GST Local Elected Officials Board (LEO) and the Workforce Development Board (WDB). All program providers will identify services and staff funded by GSTMW with the GSTMW brand.

The goal of the Michigan Works! System is to provide quality services for our customers at every entry point. Co-location, integrated services and customer focus are priorities of this system. The focus of GSTMW is to provide information and resources to enable job seekers and employer customers to achieve economic security. Services from the state’s major workforce development programs are accessible in a seamless manner with a core set of services that are available free of charge to all that seek them.

The Michigan Works! System is guided by the following principles:

- Demand driven focus for services;
- Responsive business services for employers;
- Market awareness through private sector leadership;
- Integrated service delivery structure;
- Maximum use of resources through co-location and shared operating costs; and,
- Accountability measured by results.

6. System Programs and Partners

Access to the services from the following programs is being included in the local Michigan Works! System either at the service center location or through a referral:

WIOA Adult, Dislocated Worker and Youth	Social Security
Partnership. Accountability. Training. Hope. (PATH)	Unemployment Insurance
Community Services Block Grant Employment and Training;	Career and Technical Education (Perkins Secondary & Post-Secondary)
Food Assistance Employment and Training	Veterans Employment Services
School-to-Work/Career Preparation System	WIOA Migrant Seasonal Farm Workers
Employment Services – Wagner Peyser	Older Americans
Trade Adjustment Assistance	WIOA Job Corps
Michigan Prisoner Re-entry Initiative – Second Chance Act	WIOA Veterans
Vocational Rehabilitation	WIOA Native American
Vocational Education	Adult Education & Literacy – Title II
Housing and Urban Development Employment and Training	Other programs as they become available

7. Integrated Service Delivery

The goal for Adult and Dislocated Worker WIOA Services is to provide adults with services needed to obtain or retain employment that allows for self-sufficiency. GSTMW encourages creative and innovative projects. Projects should be individualized to fit the needs of the customer and should increase their future employability. Programs should be designed to assist customer in overcoming a variety of employment barriers and developing a range of skills needed to make an effective labor market adjustment. In addition, WIOA assistance will be provided to employers seeking help in recruiting a workforce. Both job seekers and employers will be able to access a full range of services and resources that will lead to employment success. All providers of services funded by GSTMW are expected to partner and work collaboratively with the One Stop at Michigan Works! Service Centers.

8. Service Area

The Michigan Works! Service Centers are the physical locations where system partners are co-located for easy access by employers and job seekers. The services for this RFP will originate from these locations. All service center locations for GSTMW provide WIOA services.

In Huron, Lapeer, Sanilac and Tuscola Counties services are provided by GSTMW staff. In Genesee and Shiawassee Counties services are provided by RFP bidders who respond and are contracted to provide services for the 2019-2020 program year and potential contract renewals. Space and equipment may be provided by GSTMW. In addition, other RFP services such as special services or staffing services may be provided at any GSTMW location.

Listed in the table below are the GSTMW service centers for the six-county area:

Genesee County – Flint 711 North Saginaw Street Flint, MI 48503 810-233-5974 Genesee County – Fenton 4045 Owen Road Fenton, MI 48430 810-215-1246	Shiawassee County 1975 West Main Street, 2 nd Floor Owosso, MI 48867 989-729-9599
Huron County 614 N. Port Crescent Street Bad Axe, MI 48413 989-269-2311	Sanilac County 575 W. Sanilac Road, Box 147 Sandusky, MI 48471 810-648-5800
Lapeer County 550 Lake Dr. P.O. Box 600 Lapeer, MI 48446 810-664-1680	Tuscola County 1184 Cleaver Road Caro, MI 48723 989-673-8103

B. RFP Preparation

1. Required Format

Proposals must be complete, typewritten/computer generated and technically accurate. Proposers must use the checklist to ensure that all requirements are included. Secure proposals with a binder clip. No notebooks please.

Proposals must be in Times New Roman size 12 font. Proposals must use affirmative language that is easily translated to contract documentation (the proposer will/shall, etc). Proposals must be signed by an official authorized to bind the agency/organization. The responder must include one original and five (5) identical and complete copies of the application and budget pages using the format provided. Responders with multiple proposals may submit one copy of attachments and certifications. Separate budget material must be submitted for each program/RFP.

Proposers will be notified by email of the acceptance or rejection of their proposals for staffing and program implementation within ten (10) working days of the final funding recommendations and approval by the WDB. Copies of the proposals not accepted for funding will be destroyed. Originals will be retained in master files. Where vendors determine all or parts of their proposals contain proprietary information, requests should be provided in writing at the time the proposal is submitted, identifying information which should not be made available as public information. Proposals for special services may be considered prior to or during the 2019-2020 program year or following two program years.

Multiple Requests for Proposals (RFP) are being released at the same time (December 2018) for the Program Year 2019-2020 and potential contract extensions. Respondents must submit a separate proposal for each program/RFP.

Bidders Conference/Additional Information/Presentations

A Bidders Conference will be held December 17, 2018 at 9 AM at GST Michigan Works! office in Flint. Questions may be submitted in advance to mlorahhammond@gstmiworks.org. A summary of questions and answers from the Bidder's Conference will be posted on the website within one week.

GSTMW may request additional or clarifying information regarding the proposal. These requests will be in writing, and all responses must be in writing. Responses must be received within (3) three days. Failure to comply with this stipulation may result in an adverse consideration of the proposal.

GSTMW may also request responder presentations to be held January 28-29, 2019. If a presentation is requested, the presentation shall not exceed ten minutes with an additional ten minutes allotted for questions by the Committee. Presentations will be oral and no written handout materials or other forms of presentation are permissible. Presentations including responses to questions will be scored by the Committee for a maximum of ten points.

2. Proposal Evaluation

All proposals will be rated by a Review Committee. Recommendations from this Committee will be forwarded to the Workforce Development Board. Factors considered by the Committee may include:

- Analysis of the written application using the ratings listed on the application.
- Cost effectiveness of the budget/proposal.
- On-site visit and pre-award survey conducted by GSTMW staff.
- Responses to requests for additional information if made by GSTMW.

- Bidder presentations.
- Previous provider monitoring findings.
- Previous and or past performance if applicable.
- Comparison with other proposals.

GSTMW reserves the right to consider factors outside of the RFP that it deems relevant in making its final selection of contractors that will serve the best interest of GSTMW workforce programs, its customers and the communities it serves.

Information provided by a proposer which is willingly, knowingly and purposely false, inaccurate or misleading will be grounds for not considering a proposal for funding, for not awarding a contract or for canceling a contract if awarded.

3. Equal Opportunity

Project bidders must assure they will comply with Section 188 of the Workforce Innovation and Opportunity Act (WIOA) and assurances found at 29 CFR Part 38 of the WIOA Regulations which stipulate that “It is against the law for this recipient of federal financial assistance to discriminate on the following bases: against any individual in the United States, on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, sex stereotyping, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, or political affiliation or belief, or, against any beneficiary of, applicant to, or participant in programs financially assisted under Title I of the Workforce Innovation and Opportunity Act, on the basis of the individual’s citizenship status or participation in any WIOA Title I-financially assisted program or activity.

The recipient must not discriminate in any of the following areas: deciding who will be admitted, or have access to, any WIOA Title I-financially assisted program or activity; providing opportunities in, or treating any person with regard to, such a program or activity; or making employment decisions in the administration of, or in connection with, such a program or activity.

Recipients of federal financial assistance must take reasonable steps to ensure that all communications with individuals with disabilities are as effective as communications with others. This means that, upon request and at no cost to the individual, recipients are required to provide appropriate auxiliary aids and services to qualified individuals with disabilities, and any additional relevant legislation or regulations.

Compliance with Section 188 of the Workforce Innovation and Opportunity Act (WIOA) and other federal and/or state statutes prohibiting discrimination in programs, services and activities are mandated.

Auxiliary aids and services are available upon request to individuals with disabilities. Inquiries may be directed to the EO Manager at GSTMW at 989/635-3561 or the Michigan Relay Center at 711.

Alternative formats of this RFP (large type, audio tape, etc.) will be made available upon special request to GSTMW.

4. Small, Minority-Owned and Women’s Business Enterprises

Efforts will be made by GSTMW to utilize small businesses, women’s business enterprises and minority-owned businesses. A Responder qualifies as a small business firm if it meets the definition of “small business” as established by the Small Business Administration (13 CFR 121.103 through 121.108).

5. Union Concurrence/Consultations

GSTMW requires agencies that propose to obtain concurrence from an appropriate labor organization if appropriate. If the agency has an in-house union which has a direct interest in proposed services that union will be regarded as the appropriate labor organization.

6. Facilities

Proposers must use space at the Michigan Works! Service Centers (when space is available) for provision of services to further the integration of employment and training programs and the State's goal of integrated services. When service delivery or system need requires such co-location, proposers should include their plans for facility location/usage in their proposals.

7. Appeal Process

In accordance with applicable regulations, proposers who are denied funding have the right to appeal. The following steps must be taken for organizations to appeal funding decisions.

- A. Submit a letter within three (3) business days from the date of the contract award to the Chief Executive Officer of GST Michigan Works! stating that an appeal to the contract award is being filed and the specific reasons for that appeal based on the four criteria below:
 - a. Clear and substantial error or misstated facts upon which the decision was made by the WDB. An appeal will not be accepted if it attempts to modify or include additional information to the original proposal.
 - b. Unfair competition or conflict of interest in decision making process.
 - c. Any illegal or improper act or violation of law. The basis shall be explicitly stated and make specific reference to appropriate sections of law, regulations and/or contracts.
 - d. Other legal basis on grounds that may substantially alter the WDB decision.
- B. The Chief Executive Officer will review the appeal and respond within ten (10) business days.
- C. In the event the Chief Executive Officer's response is not satisfactory to the proposer, an appeal to GSTMW's Executive Committee may be requested. The request must be addressed in writing within ten (10) business days from receipt of response from the CEO. The appeal will be heard by members of the Executive Committee at a time set by the Chair. The decision of the Executive Committee will be issued within five (5) business days. This decision is final. No additional appeal process is available.

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C. Instructions for Certifications

By signing and submitting this proposal, the prospective recipient of federal assistance funds is providing the certifications set out below.

1. The certification in this clause is a material representation of fact upon which reliance was placed when this transaction was entered into. If it is later determined that the prospective recipient of federal assistance funds knowingly rendered an erroneous certification, in addition to other remedies available to the Federal Government, the U.S. Department of Labor (USDOL) may pursue available remedies including suspension and/or debarment.

2. The prospective recipient of Federal assistance funds shall provide immediate written notice to the person to whom this proposal is submitted if at any time the prospective recipient of Federal assistance funds learns its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.

3. The terms "covered transaction," "debarred," "suspended," "ineligible," "lower tier covered transaction," "participant," "person," "primary covered transaction," "principal," "proposal and "voluntarily excluded," as used in this clause, have the meanings set out in the Definitions and Coverage sections of the rules implementing Executive Order 12549. You may contact the person to which this proposal is submitted for assistance in obtaining a copy of those regulations.

4. The prospective recipient of Federal assistance funds agrees by submitting this proposal that, should the proposed covered transaction be entered into, it shall not knowingly enter into any lower tier covered transaction with a person who is debarred, suspended, declared ineligible or voluntarily excluded from participation in this covered transaction, unless authorized by the USDOL.

5. The prospective recipient of Federal assistance funds further agrees by submitting this proposal that it will include the clause titled "Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion--Lower Tier Covered Transactions," without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions.

6. A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that it is not debarred, suspended, ineligible or voluntarily excluded from the covered transaction, unless it knows that the certification is erroneous. A participant may decide the method and frequency by which it determines the eligibility of its principals. Each participant may, but is not required to, check the List of Parties Excluded from Procurement or Non-procurement Programs.

7. Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render, in good faith, the certification required by this clause. The knowledge and information of a participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

8. Except for transactions authorized under paragraph 7 of these instructions, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is suspended, debarred, ineligible or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal Government, the USDOL may pursue available remedies, including suspension and/or debarment.

9. Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion Lower Tier Covered Transactions.

This certification is required by the regulations implementing Executive Order 12549, Debarment and Suspension, 29 CFR Part 98, Section 98.510, Participants' Responsibilities. The regulations were published as Part VII of the May 26, 1988, Federal Register (pages 19160-19211). This certification is also required by the regulations implementing Executive Order 12689, Debarment and Suspension, 3 CFR 1989 Comp., p. 235.

- a. The prospective recipient of federal assistance funds certifies, by submission of this proposal, that neither it, nor its principals, are presently debarred, suspended, proposed for debarment, declared ineligible or voluntarily excluded from participation in this transaction by any federal department or agency.
- b. Where the prospective recipient of federal assistance funds is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

10. Certification Regarding Lobbying Certifications for Contracts, Grants, Loans and Cooperative Agreements. The undersigned (cover sheet) certifies, to the best of his or her knowledge and belief that:

- a. 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.
- b. 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.
- c. The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants and contracts under grants, loans and cooperative agreements), and that all subrecipients shall certify and disclose accordingly.

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

D. Contractual Requirements

1. Contract Period

The contract period for WIOA and Wagner Peyser (ES) programs is July 1, 2019 through June 30, 2020 and PATH, FAE&T and Trade programs are October 1, 2019 through September 30, 2020. Contract periods for other programs are subject to funder fiscal timelines.

2. Limitations

This RFP and information does not commit GST Michigan Works! (GSTMW), the GST Local Elected Officials Board and/or the Workforce Development Board to award a contract, to pay any costs incurred in the preparation of responses or to procure or contract for any services or activities whatsoever. GSTMW reserves the right to accept or reject any or all bids received as a result of this request, to negotiate with any sources GSTMW deems qualified, to fund qualified bidders through alternative funding sources if GSTMW deems such alternative funding to be available and appropriate, or to cancel, in part or in its entirety, the request if it is in the best interest of GSTMW to do so. GSTMW reserves the right to modify or add to this request for proposal and information if TIA/WDA recommends such modification and/or addition to the RFP documents. GSTMW may require the proposing agency to participate in implementation meetings and to submit any price, technical or other revisions of their proposals as may result from implementation meetings.

GSTMW reserves the right to purchase services, based on offers received, without further negotiation of proposal content or budget. Therefore, RFP responses submitted must be complete and correct at the time of submittal. However, GSTMW reserves the right to request additional data or oral discussion or presentation, in support of written proposals.

3. Contract

The award of any contract based on proposals received in response to this RFP is contingent upon the action of the GSTMW Workforce Development Board, the grant recipient receiving adequate funds from the TIA/WDA for the period covered by this RFP and the ability to negotiate a contract within the financial and programmatic limitations imposed.

Contracts which are entered into as a result of this proposal will include and be bound by the General Contract Stipulations and Assurances document and GSTMW policies. Therefore, the General Contract Stipulations and Assurances and WDB Policies should be reviewed carefully before a proposal is submitted. Contracts will be contingent on provision of all additional requested information, including but not limited to:

- Insurance certification
- Revised budget

4. Equipment, Furniture and Materials

All policies and guidelines as related to procurement, and equipment inventory as specified by GSTMW must be followed. Any non-expendable items, which are purchased outright with funds from GSTMW will remain the property of GSTMW and may not be altered, moved, or disposed of without advance, written permission from GSTMW.

5. Meetings, Trainings and Workshops

Periodically throughout the contract period, the MWA will host service provider meetings, and trainings and workshops specifically designed to assist the service providers in maintaining compliance.

6. Supplemental Nepotism Clause

The Proposer must assure that, during the time period of the proposed program, no individuals who are members of the immediate family of any TIA/WDA funded staff positions or governing board of the organization, will be enrolled as program participants in the offered program. This nepotism clause also holds for an individual related to persons in an administrative capacity for GSTMW or for the GSTMW governing boards.

7. Prevention of Fraud and Program Abuse:

To insure the integrity of WIOA and other workforce programs, special efforts are necessary to prevent fraud and other program abuses. Fraud includes deceitful practices and intentional misconduct, such as willful misrepresentation in accounting for the use of program funds. "Abuse" is a general term that encompasses improper conduct which may not be fraudulent in nature. Possible problem areas could include the following: conflict of interest, kickbacks, commingling of funds, charging fees to participants, nepotism, child labor, political patronage, political activities, sectarian activities, unionization and anti-unionization activities/work stoppages and maintenance of effort. Proposals which are found to violate the abuse standards will not be funded. Proposers who receive contracts will be required to report immediately any violations in these areas or in problem areas, immediately or as requested by GSTMW.

8. Reporting

Upon approval of any program or activity for funding under GSTMW grants, the agency or organization administering that program will be subject to an extensive set of reporting requirements as developed by GSTMW and required by the Management Information System (MIS) developed by the State of Michigan. These reports will be submitted as required by GSTMW to carry out the required schedule of reporting to the State of Michigan and to carry out monitoring and evaluation of programs as mandated by TIA/WDA program regulations. Training on completion of forms, as well as state and federal regulations will be facilitated by GSTMW.

9. Monitoring

GSTMW will monitor, audit and evaluate funded programs and activities throughout the funding period. Subcontractors must allow federal, state, and GSTMW staff and its representatives access to all files and records relating directly to program, participant case files, accounting files and records, and to any related files and records associated with proper accounting of such funds and participants. Should GSTMW be prohibited from monitoring, auditing and evaluating such activities, no reimbursement will be made for costs incurred during time periods when such monitoring was prohibited.

10. Cancellation of Contract

This contract may be terminated early in whole or in part for any of the following reasons:

- A. Either party may terminate this contract for convenience by giving thirty (30) calendar days advance written notice to the other party in person or by certified mail. All notice periods shall commence when notice is personally delivered, or in the case of mailing, when deposited at the U.S. Post Office. Termination for convenience cannot be appealed. After notice of termination, Contractor shall continue services as directed by GST through the effective dates of termination, and shall cooperate with GST to assure a smooth transition;

- B. GST may terminate this contract immediately for cause by giving written notice to the Contractor. Breach of any of this contract's terms or attachments shall constitute cause for termination. The notice of termination shall be effective immediately upon the receipt by the Contractor;
- C. Contract funds may be suspended or terminated at any time:
1. Due to lack of funds or changes in appropriation; and
 2. If the Contractor refuses to accept any additional or revised conditions mandated by the GST in accordance with conditions set by the WDB, TIA/WDA, or the USDOL; and,

GST may terminate this contract for cause if Contractor appears on the register maintained by the WDA pursuant to Section 2 of Michigan Public Act No. 278 of 1980 (MCL 423.322) of employers who have been found in contempt of court by a federal court of appeals on not less than three (3) occasions involving different violations during the preceding seven (7) years for failure to correct an unfair labor practice, as prohibited by Section 8 of the National Labor Relations Act, 29 USC 158.

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Section IV - Background

On July 16, 2015, the State of Michigan issued Policy 15-12 regarding Procurement. This policy establishes TIA/WDA requirements and highlights federal requirements for procurements. The information provided in this policy issuance is intended to aid grantees and subgrantees in administering TIA/WDA funded formula grants and, as applicable, other TIA/WDA grants. This policy governs procurement of programs and administrative services through GSTMW.

Competitive proposals are used when there is more than one prospective bidder, the lowest price is not necessarily the determining factor for the award, and either a fixed price or cost reimbursement agreement will be awarded. The competitive proposal is appropriate when evaluation factors focus on approach, program design and outcomes, innovation, coordination and experience, in addition to price. [State procurement policy page 6] [2 CFR Part 200.320(d)]

A. Previous Program Models

Proposed WIOA regulations and state regulations allow for a variety of options in program delivery. Some MWA's have opted to provide all services "in-house." Other MWA's have chosen to procure service providers for all programs. Many options are available within this continuum of service delivery plans. GSTMW has chosen a "mixed model." A variety of other factors come into play in selecting program delivery models:

1. Separate programs or comprehensive program model: multiple programs may be combined into one RFP solicitation. For example, the RFP could include both WIOA programs and PATH in one solicitation or they could be bid separately.
2. Merit-Based staff: Some Wagner Peysner services and Trade Adjustment Assistance services are required to be delivered by merit-based staff. Since GSTMW is governed by a PA7 agreement, it qualifies to operate these services. GSTMW has opted to issue an RFP for these services for 2019-2020 for the Shiawassee and Genesee County offices.
3. Financial Management: an RFP delineates the amount of responsibility a potential bidder has in financial management. This could range from management of only staff services to including management and payment of training expenses, supportive services, office supplies and OJT contracts.
4. Profit: Profit is an allowable cost payable only to commercial organizations. The profit must be separately negotiated from the contract award and cannot be based on a percentage of costs budgeted or expended in the agreement. Profit must be tied to performance and cannot be paid as a guaranteed fixed fee. Profit is only earned when performance outcomes are attained and can only be disbursed when those outcomes are validated. Profit cannot be paid in addition to performance payments or incentive payments. [2 CFR Part 200.323(b); 48 CFR Part 15.404-4]. Some of GSTMW's previous and current contracts include profit.
5. Supervision and Direction: Supervision of contractors can vary from "hands off" as long as performance measures are met and monitoring results are adequate, to direct supervision of staff.
6. Eligibility and Client Files: The MWA can review all potential client's eligibility and maintain the files, or this responsibility can stay with the provider.

B. Geographic & Volume Considerations

GSTMW covers six counties. Each county has at least one (1) One-Stop center where employment services, WIOA services and other program services are provided. The population covered by GSTMW varies from highly urban areas to extremely rural areas. Because of density and demographic differences, different modes of delivery of services may be employed. The population figures include:

	<u>*Population</u>	<u>%</u>
Genesee County.....	425,790	59%
Huron County.....	33,118	5%
Lapeer County.....	88,319	12%
Sanilac County.....	43,114	6%
Shiawassee County.....	70,648	10%
Tuscola County.....	<u>55,729</u>	<u>8%</u>
TOTAL	716,718	100%

C. Vision for the One-Stop Centers Under WIOA

All entities contracted by GSTMW will be an integral part of the One-Stop Centers and may be asked to co-locate and/or provide staffing in the centers. The publicly funded workforce system envisioned by the WIOA is quality-focused, employer-driven, customer-centered and tailored to meet the needs of regional economies. It is designed to increase access to, and opportunities for, the employment, education, training and support services that individuals need to succeed in the labor market, particularly those with barriers to employment. It aligns workforce development, education and economic development programs with regional economic development strategies to meet the needs of local and regional employers, and provide a comprehensive, accessible and high-quality workforce development system. This is accomplished by providing all customers access to high-quality One-Stop Centers that connect them with the full range of services available in their communities, whether they are looking to find jobs, build basic educational or occupational skills, earn a postsecondary certificate or degree, obtain guidance on how to make career choices or are businesses and employers seeking skilled workers.

Under the WIOA, One-Stop Centers and their partners:

- Provide jobseekers with the skills and credentials necessary to secure and advance in employment with family-sustaining wages;
- Provide access and opportunities to all jobseekers, including individuals with barriers to employment including those with disabilities, to prepare for, obtain, retain and advance in high-quality jobs and high-demand careers;
- Enable businesses and employers to easily identify and hire skilled workers and access other supports, including education and training, for their current workforce;
- Participate in rigorous evaluations that support continuous improvement of One-Stop Centers by identifying which strategies work better for different populations; and
- Ensure that high-quality, integrated data adequately inform policy makers, employers and jobseekers.

REST OF PAGE LEFT BLANK INTENTIONALLY.

2019-2020 Application Cover Page

<p>GST MICHIGAN WORKS! FUNDING APPLICATION</p> <p>GST Workforce Programs PY 2019-2020 Proposal</p>	<p>Date Submitted</p>	<p>Federal Tax/Employer ID Number:</p>
<p>Applicant Information</p>		
<p>Legal Name:</p>	<p>Organizational Unit:</p>	
<p>Address:</p>	<p>Name, email and telephone number of persons to be contacted on matters involving this application</p>	
<p>Phone Number:</p> <p>Fax Number:</p> <p>Website:</p>	<p>Type of applicant entity. (Check all that apply)</p>	
<p><i>We are applying to provide:</i></p> <p><input type="checkbox"/> Staffing for Employment Services in Genesee and Shiawassee Counties</p>	<p><input type="checkbox"/> Unit of government</p> <p><input type="checkbox"/> School district</p> <p><input type="checkbox"/> Private non-profit</p> <p><input type="checkbox"/> Private for profit</p> <p><input type="checkbox"/> Minority owned business</p> <p><input type="checkbox"/> Female owned business</p> <p><input type="checkbox"/> Person w/disability owned business</p> <p><input type="checkbox"/> College</p> <p><input type="checkbox"/> Other</p>	

A. Certifications and Acceptance of the Conditions of the Proposal

Initial Each	Certification by signature below. I certify by signature below:
	That this agency hereby accepts all the terms and conditions set forth in this document including the appeal process and certifications.
	That the information in this application is correct to the best of my knowledge and belief and is responsive to the proposed specification.
	That the completion of this application has been fully authorized and signed by the subcontractor's authorized representative and the named individual is authorized to negotiate and contractually bind the responder, and he/she will be available for questioning during the period of proposal evaluation.
	That the bidding organization understands that this proposal is an application for funding and does not ensure subsequent funding.
	That if selected for funding, the bidding organization will be bound by the information contained herein as well as by the terms and conditions of the resultant contract and WIOA regulations.
	That the budget accurately reflects costs which will be incurred to provide the proposed services; and that budgeted costs shall be subject to full disclosure at the request of GST Michigan Works!.
	That by signing and submitting this proposal, the prospective recipient of federal assistance funds is providing the certification set out in Attachment D of the RFP.
	That neither it, nor its principals, are presently debarred, suspended, proposed for debarment, declared ineligible or voluntarily excluded from participation in this transaction by any federal department or agency.
	Certification regarding lobbying certification for contracts, grants, loans and cooperative agreements.
	That any individuals directly affiliated with our firm who are members of the GSTMW WDB or LEO Board have been disclosed in the narrative of the proposal. The term "directly affiliated" means paid staff and administrators, members of your governing board and others with policy or oversight, or managerial responsibility.
	SIGNATURE OF AUTHORIZED OFFICIAL DATE
	TYPED NAME AND TITLE

B. Agency Background/Administrative Capacity

Page Limits: The Agency Background/Administrative Capacity section is limited to five pages unless your answers to questions #8 and #10 require substantial additional information.

1. Your agency’s qualifications to be a GSTMW provider including previous relevant experience. Provide a brief overview statement of your agency. Include its mission, purpose, experiences and/or capabilities in providing staffing services.
2. What is your annual budget? Include TIA/WDA funding in figuring your total budget.
3. What percent of your budget will be funded from TIA/WDA?
4. Are the staffing costs the same as your agency charges other organizations?
 YES NO (If no is checked, please attach an explanation.)
5. Please complete the chart regarding agency experience below.

Indicate the agency’s experience over the past four (4) years in reference to the following items:	Yes	No
Were charges of unfair labor practices filed against the organization?		
Were lawsuits or judgments filed?		
Were there investigations of fraud, abuse, conflict of interest, political activities, nepotism or any criminal activities?		
Was there a default or breach of contract?		
Was there cancellation or non-renewal of contracts due to non-performance or poor performance?		
Was there bankruptcy or receivership by your organization or parent organization?		
Was there EEO complaints or grievances against your organization/agency?		

If your answered “yes” to any of the above, information must be provided which should include at a minimum: date occurrence initiated; party or parties involved with specific reference to TIA/WDA or other federal funds; brief description of the circumstances; final disposition and date; and a brief explanation if action is still pending.

The information above must be included as an addendum and may be submitted as a table. Providing false information, failing to include the above information, or omitting relevant information may be grounds for not considering a proposal, awarding a contract or cancelling a contract if awarded.

6. Describe the overall management and staffing of the project. Identify the fiscal agent (agency, division, etc.) for the project. Describe the fiscal agent’s capability to administer and be accountable for federal and state funds. Include agency organizational chart.

7. Proof for Financial Liability

If funded by GSTMW, the bidder agrees to assume financial liability for any and all disallowed costs that occur as a result of any financial agreement. The bidder must place a check mark next to the manner in which financial liability will be assumed and provide a written description. It is agreed that GSTMW may require further documentation from the successful bidder prior to final execution of any agreement.

- Taxing Authority (Describe).
- Errors and omissions insurance which has been deemed acceptable to GSTMW. (Describe and attach a copy of the policy behind this page).
- Pledged assets in an amount sufficient to cover all disallowed costs. (Describe.).
- Deposit of non-federal funds sufficient to cover all disallowed costs. (Describe.).

Signature of Authorized Staff

Date

Print/Type Name and Title

C. EEO Agency Policy

(To Be Put On Organization Letterhead)

The statement below is a summary of our agency's EEO Policy:

Signature of Authorized Staff

Printed Name/Title

D. CONFLICT OF INTEREST FORM

Agency/Organization Name

GSTMW BOARD MEMBERS AND STAFF

The GSTMW Staff, Board Members, and Board Members are listed below. In the space provided, indicate and describe any business, employment, or family relationships your organization or your any staff members of your organization may have with any GSTMW Board Members or staff. In addition, indicate any such relationships with any elected official of Genesee, Huron, Lapeer, Sanilac, Shiawassee and Tuscola Counties. Attach additional pages if necessary. If none, indicate by "N/A."

Workforce Development Board	Local Elected Officials Board	GSTMW Staff
Scott Avendt	Matthew Bierlein	Deb Aleck
Pete Batistoni	John Bodis	John Anderson
Brian Burnett	Cheryl Clark	Jessica Billiau
Dennis Collison	Bob Conley	Sharon Bowen
Jeff Deason	Mark Coscarelli	Helen Brown
Glenda Dunlap	Ellen Ellenburg	Jessica Burns
Harold Harrington	Daniel McMaster	Kelly Cook
Wen Hemingway	Paul Muxlow	Sherry Goble
Brenda Hinds	Bryant Nolden	Louann Hurley
Howard Hipes	Gary Roy	Jody Kerbyson
Gerald Kariem	Todd Talaski	Ty Krauss
Chuck Kunisch	Tom Young	JulAnn Kuenzli
Tracie Lewis-Jennings		Erich Latham II
Kyle McCree		Jerome Lewis
Sandi Mose		Angela Libkie
Leanne Panduren		Mary Lorah-Hammond
Mark Ransford		Carol Palmer
Lisa Rogers		Wendy Paxton
Annette Schlaud		Tonya Rak
Kendra Stone		Greg Rancour
Scott Turner		Rochelle Rich
		David Rose
		Brenda Thomas
		Cindy Thornthwaite

Relationships:

Section V – Staffing Only Information Instructions and RFP Forms

Staffing only responses are requested for:

County	Program
Genesee and Shiawassee	Employment Services/Wagner Peyser/TAA

Only merit staffing organizations may apply to provide staff for Employment Services including Wagner-Peyser and TAA. The respondent is responsible for providing staffing to work under the supervision of the GST Michigan Works! staff. The number of staff may be increased or decreased at the discretion of GSTMW according to its determination of need, budget requirements and other relevant factors. The contractor shall employ the staff. The pay ranges and rates for specific staff hired will be set by GSTMW. It is expected that the contractor will provide staffing services for nine (9) staff. The budget proposal is to be calculated showing one (1) staff member at \$35,000 and associated benefits/taxes. Health benefits should be calculated using two (2) adults ages 45 and two (2) children under 18 years of age. A maximum of 10% for administrative costs per staff member may be charged.

A. Merit Staffing: Project bidders must provide a “STATEMENT of CERTIFICATION” that: (1) the bidding organization maintains a system of personnel administration in conformance with the 5 CFR 900.603 merit staffing standards and (2) is a local unit of government, special purpose unit of government, school district, intermediate school district, public community college, public college or public university. This certification is required from the chief executive of the bidding organization. (In accordance with federal regulation 5 CFR 900.603, promulgated pursuant to Section 4728 and 4763 of the federal Intergovernmental Personnel Act of 1970, as amended, standards for merit staffing are defined as follows:

1. Recruiting, selecting and advancing employees on the basis of their relative ability, knowledge and skills, including open consideration of qualified applicants for initial appointment.
2. Providing equitable and adequate compensation.
3. Training employees, as needed, to assure high quality performance.
4. Retaining employees on the basis of the adequacy of their performance and separating employees whose inadequate performance cannot be corrected.
5. Assuring fair treatment of applicants and employees in all aspects of personnel administration without regard to political affiliation, race, color, national origin, sex, religion, age or disability and with proper regard for their privacy and constitutional rights as citizens. This ‘fair treatment’ principle includes compliance with the federal equal employment opportunity and non-discrimination laws, including Section 188 of the Workforce Investment Act and its assurances found at 29 CFR 38 of the WIOA EO regulations.
6. Assuring that employees are protected against coercion for partisan political purposes and are prohibited from using their official authority for the purpose of interfering with or affecting the result of an election or a nomination for office.

B. Project bidders must prioritize services to GSTMW Equal Employment Opportunity target groups.

C. Project bidders must specify that no individual shall be excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment in the administration of or in connection with a GSTMW project/activity because of race, color, religion, sex, national origin, age, disability or political affiliation or belief including full compliance with Section 188 of the Workforce

Innovation and Opportunities Act (WIOA) and assurances found at 29 CFR Part 38 of the WIOA regulations and any additional relevant legislation or regulations.

D. Affirmative action in program planning, participant recruitment, placement, staffing and administration at all levels shall be required to alleviate the effects of past discrimination, including but not limited to, occupational segregation resulting in an earning differential between the sexes.

Narrative Instructions: Please provide a three (3) page (maximum) narrative covering Questions A - D

Please include information on employee cost sharing.

- A. Summary of personnel policies including time off, vacation, etc.

- B. Summary of retirement benefits.

- C. Summary of health coverage and disability insurance.

- D. Summary of employee pay increase/reward/step system and a description for the basis of the increase/reward/step.

Additional clarification on line item budget items may be given here.

A maximum of five (5) additional informational handout pages regarding benefits may be included.

Agency: _____

Staffing Only Proposal – Response Checklist

Check to confirm included pages with signatures	
	Audit (One copy only)
	Response Checklist
	Agency Background/Administrative Capability Form
	Equal Opportunity Policy Statement
	Merit Staffing Certification
	Conflict of Interest Form
	Cover/Signature Page
	Staffing Proposal Narrative
	Project Cost Category/Line Item Budget

PROJECT COST CATEGORY/LINE ITEM BUDGET 2019-2020

Program/Service: _____

LINE ITEM BUDGET TOTAL	Amount	% of Total Budget	Budget Explanation & Narrative
<i>SERVICE ADMINISTRATION COSTS</i>			
-Salaries/Wages			
-Fringe Benefits			
-Other (Describe)			
TOTAL Administration Costs			
<i>DIRECT SERVICE PROVISION COSTS</i>			
-Salaries/Wages			
-Fringe Benefits (Please List)			
-Other (Describe)			
TOTAL Direct Service Costs			
GRAND TOTAL			

Rating Sheet - Staffing Services

Category – Staffing Only	# points possible	# points awarded
Agency Background		
Qualifications (#1)	15	
Budget (#2-4)	5	
Agency Experience (#5)	10	
Management & Staffing (#6)	5	
Contingency & Financial Liability (#7)	5	
Staffing (Proposal narrative A-D)	60	
Total	100	

Do not include rating sheet in proposal packet. Sheet is for bidder information only concerning weight of sections of RFP response.