November 16, 2020 by 5:00 pm (PST) - Last day to submit RFP questions (CLOSED)
November 20, 2020 by 5:00 pm (PST) - Notice of Intent (Required) Due – Must be submitted to apply (CLOSED)
December 3, 2020 by 5:00 pm (PST) – Proposals Due
- Working Metrics Registration and Data Submission Due (includes program partners)

Date Submitted	Category	Question	Answer
11/10/2020	14 Youth Program Elements	The language in the 14 Program element chart reads "Using a bulleted list, explain your process and ability to provide the 14 program elements to each enrolled youth participant". Are you saying that we are required to provide all 14 program elements to ALL youth in the program, regardless of whether their assessment indicates need? For example, the first of the 14 program elements are tutoring, study skills training, instruction, and dropout prevention services – this isn't something that all of the youth we proposed to serve are going to need. Similarly, we would not expect youth who are in Track A to complete a paid or unpaid work experience. It seems as if the requirement that all youth receive all the 14 program elements contradicts the requirement to assign each youth to a program track that includes some but not all of these elements.	Correct, all 14 elements must be made available, but not all youth will utilize all of the services. Many of the 14 Youth Program Elements are embedded in specific program tracks. Subrecipients must demonstrate their ability to provide each of the elements, however which elements are provided to each participant depends on the participants goals and objectives.
11/4/2020	Basic and Essential Skills Training (BEST)	Are we interpreting correctly that all youth are required to complete Tier 1 & Tier 2 of BEST courses? And providers are required to offer both the corresponding	Yes, Youth will receive both a stipend and incentive under the BEST trainings. Youth will receive an hourly stipend to participate in each of the courses, plus an incentive for completion of each of the tiers.

Date Submitted	Category	Question	Answer
		incentives ($100 for Tier 1, $125 for Tier 2) for each youth in addition to the stipend offered ($10/hr.- 28 hours minimum for tier 1 & 2)? Or are we able to decide based on program design whether we offer the incentive or stipend? If both are required, and for every youth, then we are looking at these two costs alone taking up about 10% of our overall budget ($600,000 proposal) not including any other incentives or participant costs.	The policy is in DRAFT mode and can be modified based on availability of funding. We do anticipate higher participant costs, which will have direct benefit to the participant. There is also in-kind match required for participant costs, which will supplement the array of costs associated with each participant, including wages, trainings, supportive services etc.
11/5/2020	Basic and Essential Skills Training (BEST)	It states that Tier 1 must be completed before enrollment into core education, training, and/or employment activities. In Tracks A and D where the Core Program Services include enrolling youth back into secondary education, does this imply a youth (minors under the age of 18) would have to complete 20 hours of training before enrolling into high school? A minor, under the age of 18, is required by law to attend high school. Can a youth concurrently be enrolled into High School and completing Tier 1 skills training?	Tier 1 activities are designed to prepare youth for core program activities (i.e. work readiness training, tutoring, and basic skills) and should be completed prior to enrolling into core program activities. Subrecipients will need to determine whether a young adult must be enrolled into school based on their age at the time of enrollment. That determination would supersede the requirement to complete Tier 1 prior to enrolling into secondary school. Yes, youth could be concurrently enrolled into BEST training and secondary education.
11/5/2020	Basic and Essential Skills Training (BEST)	Regarding Tier 1 and 2, does the Provider have the discretion to identify what material is covered/ curriculum used to cover "required" topics?	SDWP staff will provide more details on what is required under BEST closer to the start of the contract. BEST will be a network-wide partnership between SDWP and all subrecipients where the material is widely available and accessible to all enrolled youth. Subrecipients will work with SDWP to develop different workshops, trainings, and topics based on what is submitted in response to the RFP under the Solutions Proposal. The attachment "Basic and Essential Skills Trainings" is in draft and will not be finalized until April/May 2021.
11/5/2020	Basic and Essential Skills Training (BEST)	What is the definition of the referenced "stackable certificate" regarding completing the required	Completion of a BEST training will result in a stackable certificate and an earned incentive for youth. It is defined as "a credential that is part of a sequence of credentials that can be accumulated over time to build

Date Submitted	Category	Question	Answer
		minimum hours in each Tier of BEST?	up an individual's qualifications and move an individual along a career pathway or up a career ladder." BEST stackable certificates cannot be used towards WIOA performance.
11/5/2020	Basic and Essential Skills Training (BEST)	What happens if a youth enrolls into education before completing Tier 1 skills trainings? Would they still be eligible to continue with additional services along specified Track? Would they still be counted towards program performance?	Yes, youth can continue with services in their identified track if they enroll into education and would still count towards performance. Much of what is included in BEST will assist youth with successfully completing goals and staying engaged in WIOA program services through follow up. The subrecipient would be held accountable to meeting contractual obligations outlined in their contract and policies and procedures outlined in the Operations Manual.
11/5/2020	Basic and Essential Skills Training (BEST)	What happens if a youth obtains employment before completing Tier 1 and Tier 2 skills training? Would they still be counted towards program performance?	Yes, they would still count towards performance. Much of what is included in BEST will assist youth with successfully completing goals and staying engaged in WIOA program services through follow up.
11/10/2020	Basic and Essential Skills Training (BEST) Stipends	Are we required to provide $10 stipends for all BEST training hours including electives?	Yes, all stipends for WIOA youth programs will be paid $10/hour based on the "Attachment – Stipend & Incentive Policy – DRAFT" Subrecipients will be required (based on that policy) to pay all youth participants for their participation in BEST trainings. Electives are not required and should be determined if necessary, by the Career Navigator and the Youth participants based on their established goals and objectives.
11/10/2020	Basic and Essential Skills Training (BEST)	Are we required to offer Tier 3 BEST trainings as optional for participants? Or can we elect to not have any Tier 3 BEST trainings?	Tier 3 BEST trainings are an extension of the 14 Youth Program elements, which are required by WIOA to be offered to all participants. Tier 3 is not mandatory, therefore the participant could opt-out of the trainings. Subrecipients will need to make the services available and could not opt-out of providing the services if requested by a participant.
11/12/2020	Basic and Essential Skills Training (BEST) Stipends	Can SDWP please provide the number of hours that should be allocated for each of the three trainings provided by SDWP staff (Career Exploration 101, Labor Market Information 101 and 201) so that the cost for the stipends associated with these trainings can be budgeted?	SDWP will work with all subrecipients to provide trainings to participants. We anticipate trainings to be approximately one hour in length.
11/4/2020	Budget	For collaborative proposals with two partners, should we submit two budgets, or should all costs be included	The budget should be submitted by lead agency and the partner should be budgeted under programmatic subcontract costs as a subaward and then detailed in the budget narrative.

Date Submitted	Category	Question	Answer
		on one budget submitted by lead agency and then detailed on the budget narrative?	
11/5/2020	Budget	If awarded, are payments processed on a monthly basis?	Yes, contracts are cost reimbursement and are processed monthly. Accounting procedure guidance is provided in the San Diego Workforce Partnership Operations Manual Chapter 6. Financial Management
11/11/2020	Budget	Regarding the Budget and in-kind match on page 22 the RFP states that there is a required 25% in kind or cash match for the total "participant expenses" however, on page 35 the RFP states there is a 25% required in kind match on Supportive Services. Can you clarify is the 25% in kind match requirement regarding all Participant Costs or only Supportive Services? For example, if we have an in-kind match for Tuition and Fees does this count towards the 25% requirement?	The Respondent is required to provide a 25% in-kind match for the "line Item" <u>Supportive Services</u> under the "category" of <u>Participant Costs</u>. Tuition and fees should be included in the <u>Supportive Service</u> "line Item".

11/11/2020	Budget Staffing	Regarding the Budget and Personnel- if the respondent plans to subcontract one of the required staff positions, would the position still be included in the budget personnel tab or only listed under the programmatic subcontractor costs?	If a required staff position is <u>part of a "subcontract"</u>, (formal contract that includes monitoring, compliance, outcome, and budget tracking) follow steps (a) below. If a required staff position is <u>"contracted labor"</u> (1099, etc.) follow steps (b) below.
			
			(a) - include the position's Amount in row 13-18 of the [Personnel Detail In Kind Match] tab.
			    - enter a corresponding position in row 19-42 of the [Personnel Detail] tab and enter offsetting (negative) Amount in the [Personnel Detail In Kind Match] tab.
			    - position's cost is included in the <u>"subcontract"</u> entry under Programmatic Subcontractor Costs in the [Project Budget Detail] tab.
			    - in the Budget Narrative file, provide details explaining what "subcontract" the required staff position is included in.
			
			(b) - include the position's Amount in row 13-18 of the [Personnel Detail] tab.
			    - in the Budget Narrative file, note that the position is "contracted labor".

11/13/2020	Budget In-Kind Match Requirement	Can volunteer hours be used to meet the match requirement, utilizing the "value of volunteer hourly rate" that's provided	Yes.

Date Submitted	Category	Question	Answer
		annually by the Independent Sector?	
11/13/2020	Budget In-Kind Match Requirement	If volunteer hours can be used to meet the match requirement, is there a specific hourly rate SDWP would like us to utilize?	No, there is not a specific hourly rate for volunteers.
11/13/2020	Budget In-Kind Match Requirement	If volunteer hours can be used to meet the match requirement, would templates outlining our volunteer agreements and sign-in sheets be acceptable for documentation? Or would SDWP like to see specific names of volunteers who have committed to this project?	Volunteer salary (value) should be recorded on the Budget and documented/explained on the Budget Narrative. Backup documentation required will be outlined during the contracting process.
11/13/2020	Budget In-Kind Match Requirement	If volunteer hours can be used to meet the match requirement, can we put a negative amount in the in-kind/cash match section that reduces cash match by the amount of the volunteer's fringes?	Yes, you will need to add the fringe reduction as a position in the [Personnel Detail] tab and add the amount in the [Personnel Detail In Kind Match] tab. It may be more efficient to reduce the salary (value) by the fringe. Document and explain in the Budget Narrative file.
11/14/2020	Budget In-Kind Match Requirement	Can we get clarification on the in-kind/cash match? On page 23, it says "25% in-kind/cash match for total participant expenses" and on page 35, it says "25% of Support Services in-kind/cash match and 10% of participant costs".	The Respondent is required to provide a 25% in-kind match for the "line Item" Supportive Services, that is under the "category" of Participant Costs. The Respondent is also required to provide a 10% in-kind match, referenced to Total Budget, for the Participant Costs "category"
11/16/2020	Budget	We are struggling to make the budget work, even adding in-kind resources. One of our challenges is in reaching the 25% threshold for work-experiences. Can stipends paid to youth in Track A while attending post-secondary or occupational skills training be considered part of the 25%?	Stipends cannot be counted (or paid) for participation in a work experience. The following items count towards the 25% Work Experience expenditure requirement: • Participant Wages • Staff time spent identifying potential work experience opportunities. • Staff time working with employers to develop the work experience. • Staff time spent working with employers to ensure a successful work experience. • Staff time spent evaluating the work experience. • Classroom training or the required academic education component directly related to the work experience. • Orientation sessions for participants and employers.

Date Submitted	Category	Question	Answer
			• Incentive payment to youth for an achievement directly tied to the work experience. • Employability skills/job readiness training to prepare youth for a work experience.
11/16/2020	Budget Stipends	The stipend policy indicates that stipends and incentives MAY be paid. Can you confirm that it is at the subrecipient's discretion as to whether and when they pay stipends and incentives? We understand that the hourly stipend amount must be $10 and that youth who are in paid experience cannot also receive stipends. We are trying to determine if we have flexibility. For example, we want to provide several elective trainings, but if we are required to provide stipends to youth who attend this will be cost-prohibitive.	Stipends and incentives are only required to be paid for the items listed on the "Incentive and Stipend Policy – Draft" Any additional trainings developed by the subrecipient are not required to pay an hourly stipend for participation. If a subrecipient wanted to include additional stipends or incentives, it must be submitted and approved during contract negotiations and development.
11/16/2020	Budget Training	Can you confirm that participant training expenses are to be included in the program budget?	Yes, training expenses must be included in the program budget if being paid by WIOA youth funds. Subrecipients may leverage other funders and resources to pay for participant training expenses, which does not need to be in the budget or can be recorded as an in-kind/cash match.
11/16/2020	Budget Training	Should tuition to approved training providers (ETPL) be included in our proposed budget?	Yes, tuition for approved ETPL providers (or any training) must be included in the program budget. Additionally, youth can dual-enroll as an eligible Adult at the Career Centers and leverage Adult funding for the ETPL. This is dependent on funding availability at the time of enrollment.
11/16/2020	Budget Subcontracting	Are subcontractors excluded if their portion of the budget exceeds $25k?	No, list costs under Programmatic Subcontract Costs. However, you must include them as an exclusion in the Indirect Cost Calculation section.
11/16/2020	Budget	If we are collaborating with a partner on our population specific proposal and will have them listed on our budget under "Programmatic Subcontract Costs", are we able to exclude their subcontract amount from the indirect cost base? The partner has developed a separate budget, using the same template & budget requirements, which will all	If Subcontract Costs exceeds $25k, you must include them as an exclusion in the Indirect Cost Calculation section.

Date Submitted	Category	Question	Answer
		be detailed in the overall budget narrative and tracked monthly by lead agency. If they cannot be removed, it seems we will be charging too much to indirect.	
11/16/2020	Budget	We don't see a way to document participant costs (supportive services, participant wages, incentives, stipends) that will be provided by our partner on the overall budget- which is resulting in our "Participant Costs for Total Budget" falling under the 10% requirement- is that acceptable since the budget narrative will detail the full scope of participant costs and show that as collaboration we will be well over the 10% requirement?	To reflect participant costs provided by your partner ("subcontract" with a formal contract that includes monitoring, compliance, outcome and budget tracking): 1. include partner's costs in your line-item entries under the Participant Cost "category" in the [Project Budget Detail] tab • document and provide details explaining in the Budget Narrative file • this will apply partner's costs toward the Participant Cost of Total Budget – minimum% requirement 2. enter total cost for each subcontract (including the participant costs) under Programmatic Subcontractor Costs category in the [Project Budget Detail] tab 3. enter an offsetting (negative) amount equal to the total participant costs provided by each subcontract (one entry per subcontract) under Programmatic Subcontractor Costs category in the [Project Budget Detail] tab. Label the entry "Participant Cost offset for {partner name}" • document and provide details explaining in the Budget Narrative file • this will account for partner's cost being included in the Participant Cost "category" Backup documentation required will be outlined during the contracting process. If subcontract cost exceeds $25k (including the participant costs), you must include them as an exclusion in the Indirect Cost Calculation section.
10/19/2020	Business Services, Employers	Is hospitality one of the business sectors included in this program?	Respondents must demonstrate business partnerships in their responses, which includes a range of in-demand industries, including hospitality and tourism. There will be an opportunity to network with potential bidders at the end of our Orientation on Thursday to develop partnerships if you are interested. Please access our website to register https://workforce.org/rfps/2020/07/08/youthrfp2020/.
10/22/2020	Career Center	Will the awardee for the County Wide RFP be expected to pay for AJCC infrastructure costs? If so,	Yes, the subrecipient will be expected to pay for at least one staff to be located at the comprehensive career centers. Cost in chart below is based on square foot, so it will depend on how much space is needed.

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		what is the projected amount?	<table><tr><td>Rent</td><td>**Cost/Mo**</td><td>**SF**</td><td>**Cost/SF**</td></tr><tr><td>Oceanside</td><td>7,229</td><td>3,271</td><td>2.21</td></tr><tr><td>Metro</td><td>59,288</td><td>32,400</td><td>1.83</td></tr><tr><td>S. County</td><td>40,219</td><td>19,867</td><td>2.02</td></tr></table>
11/16/2020	Career Center	Because subrecipients must provide services at the three comprehensive Career Centers and the three affiliate, what facilities/infrastructure expenses should be included in the line item budget? Or are those expenses covered outside of this proposal budget? Are there other resource sharing agreements that should be factored into the budget?	Yes, the subrecipient will be expected to pay for at least one staff to be located at the comprehensive career centers. Cost in chart below is based on square foot, so it will depend on how much space is needed. <table><tr><td>Rent</td><td>**Cost/Mo**</td><td>**SF**</td><td>**Cost/SF**</td></tr><tr><td>Oceanside</td><td>7,229</td><td>3,271</td><td>2.21</td></tr><tr><td>Metro</td><td>59,288</td><td>32,400</td><td>1.83</td></tr><tr><td>S. County</td><td>40,219</td><td>19,867</td><td>2.02</td></tr></table>
11/16/2020	Co-Enrollment & Dual-Enrollment	Can you explain the difference between a co-enrollment and a dual enrollment? From question 4 under the Solutions Profile.	A dual enrollment is enrollment into two Title I WIOA programs or SDWP funded programs. (Example: Youth and Youth OR Youth and Adult). This is locally-defined – most Workforce Boards still consider this a co-enrollment. A dual enrollment requires approval and coordination of services, as duplication of services is not allowed. A co-enrollment is enrollment into two different Title Programs (Example WIOA Youth (Title I) and Adult Education (Title II)) More specific definitions can be found in the Operations Manual, pages 29-31: https://workforce.org/wp-content/uploads/2020/08/Chapter-4-Part-2_REV_Aug2020.pdf
10/22/2020	Co-Enrollment, Dual-Enrollment, & Referrals	Would youth who fit population specific categories be required to enroll with population specific provider or is there flexibility there to enroll with any of the providers based on customer choice?	Youth who fit under population specific categories will be encouraged to enroll with the contract that is specifically procured to serve that population. Subrecipients will be encouraged (see Enhanced Performance) to refer these youth to the appropriate program, or dual-enroll them, as appropriate. Youth may also enroll in a program they choose, so long as they meet the eligibility criteria identified for that specific program, as outlined in Section II. of the RFP.
10/26/2020	Co-Enrollment, Dual-Enrollment, & Referrals	If we are referred a client who does not meet our population specific definition, can we still serve them?	They must meet the criteria of your Population Specific contract to be eligible but can have additional barriers. If a client is referred to you does not meet your specific eligibility, you can refer them to the appropriate partner, including the Career Center.
10/26/2020	Co-Enrollment, Dual-	If we have current clients who meet the target population specific definition	If you are currently funded and are awarded a new contract, you will retain and provide services to all

Date Submitted	Category	Question	Answer
	Enrollment, & Referrals	for the new RFP, if we are awarded, can they roll over into our new contract?	enrolled your youth regardless of their eligibility status when they were enrolled.
9/21/2020	Eligibility	What if a youth identify as multiple target populations? How will this be weighed across proposals submitted?	Youth must meet the eligibility criteria for the contract they are enrolling into. They may identify as multiple target populations and can enroll in various programs and/or the subrecipients can facilitate a co/dual enrollment, when appropriate.
11/10/2020	Eligibility	On page 14 of the above RFP it states: "The Career Center may enroll population specific youth granted they meet an additional barrier criterion that qualifies them for services". Can you please provide a list of what the additional barrier criterion are? Are they the same barriers listed on page 13 under "AND • Meets one or more employment barriers:"?	For out-of-school youth, population specific youth should be referred to the specializing agency, or dual-enrolled, as necessary. However, they may enroll the youth if they meet an additional criterion, outlined on page 13-14 of the amended RFP. For example: if a justice involved youth was also pregnant or parenting, they could enroll with either the Career Center or the Justice Involved subrecipient or be dual enrolled to coordinate services.
11/4/2020	Eligibility & Enrollments	If we partner with another agency on a proposal, would our enrollments and data entry in CalJOBS be tracked separately (per agency) in CalJOBS system or would all staff from both agencies be included under the lead agency?	Enrollments will be tracked together for all partner agencies under one contract.
7/20/2020	Eligible Respondents	Can organizations apply to more than one category?	Yes. You can apply to multiple specific populations and/or the countywide services.
7/20/2020	Eligible Respondents	Can your organization be on more than one application?	Yes. We encourage collaboration and know that may mean that one organization appears on multiple applications.
10/15/2020	Eligible Respondents	Do we need to be located in the San Diego region to apply? We are located in Fresno, CA and do a lot of work with Southern California. Also, could you please clarify the organization/budget and region questions on the notice of intent form, please? That was unclear.	You do not need to be located in the San Diego Region to apply, but you do need to have access points in San Diego Region to provide services. Each RFP addresses access and locations. Your second question can be answered by attending our Respondent Orientation on October 22. Please access our website to register https://workforce.org/rfps/2020/07/08/youthrfp2020/.
10/20/2020	Eligible Respondents	Will a recording of the Respondents Orientation be available afterwards in case	The presentation and recording are posted to our website. https://workforce.org/rfps/2020/07/08/youthrfp2020/

Date Submitted	Category	Question	Answer
		we are unable to participate on Thursday?	
10/22/2020	Eligible Respondents	Can you explain the lead and partner procurement process required by awardee? If you partner on a proposal, does the lead have to procure the other partners?	Respondents are encouraged to submit collaborative applications, with specific partners named in the proposal. Once awarded, you will need to follow your own, internal procurement processes related to partner selection if any WIOA funds are allocated to the partners. Lead agencies are required to have formal contracts with partners that include monitoring, compliance, outcome and budget tracking, and any other reporting for which the Lead is responsible. If you choose to work with a partner after you have been awarded by SDWP (and that partner was not listed in the original proposal), you must follow the procurement policy found in the Workforce Partnership's Operations Manual, Chapter 3 – Procurement and Property Management https://workforce.org/operations-manual/.
10/23/2020	Eligible Respondents	I am trying to clarify whether our organization should apply for this or wait until the RFP for Foster Youth comes out in 2021.	Foster Youth can also be served under these two RFPs. Under the population specific contracts, they will need to have an additional qualifying eligibility criterion. We are encouraging referrals to contracts who specialize in serving those populations, so we will recommend referring all new Foster Youth to the current Foster Youth contract as they seek services. Otherwise, you are correct, we will have a separate procurement for Foster Youth in 2021.
10/26/2020	Eligible Respondents	You mentioned in the Respondents Orientation that if partners are mentioned in the proposal, they would not have to be procured after the award. Is the same true for subcontractors?	Respondents are encouraged to submit collaborative applications, with specific partners named in the proposal. Once awarded, you will need to follow your own, internal procurement processes related to partner selection if any WIOA funds are allocated to the partners. Lead agencies are required to have formal contracts with partners that include monitoring, compliance, outcome and budget tracking, and any other reporting for which the Lead is responsible. If you choose to work with a partner after you have been awarded by SDWP (and that partner was not listed in the original proposal), you must follow the procurement policy found in the Workforce Partnership's Operations Manual, Chapter 3 – Procurement and Property Management https://workforce.org/operations-manual/.
10/26/2020	Eligible Respondents	Can you please differentiate between who is considered a partner and who is considered a subcontractor?	The terms are used interchangeably and can mean the same thing, depending on the context. Partners/subcontractors are any organizations who will be receiving WIOA funds. "Partners" would be used in context of program design, referrals, and delivery of services, whereas "subcontractor" is an official term of the organization, usually in contracts and legal documents, including the Operations Manual.

Date Submitted	Category	Question	Answer
			However, if a partner is not receiving WIOA funds, then they would not need to be procured as a subcontractor.
10/29/2020	Eligible Respondents	I am an individual applying and do not have a company yet. Individuals without established companies are encouraged to apply still, right?	The Workforce Partnership encourages the participation of Respondents who are certified as small businesses, minority-owned firms, women's business enterprises, emerging businesses, disabled veteran businesses, and disadvantaged businesses. By submitting a proposal, Respondents are agreeing to the terms outlined in the Attachment – Statement of Qualification which establishes the qualifications to bid for WIOA funds. As part of the RFP submission, Respondents must also have a Dun & Bradstreet number in which the federal government uses to track how federal money is allocated.
11/5/2020	Eligible Respondents	Are grant recipients of more than $10,000 automatically eligible for Affirmative Action requirements?

Are you able to clarify if this is a federal grant for the purpose of Affirmative Action? If so, are there any other federal compliance considerations for grant recipients? | This is only applicable for contractors and subcontractors which hold any Federal or federally assisted construction contract in excess of $10,000 (41 eCFR Part 60-4). Since youth RFP contracts are not for construction this would be not applicable.

Respondents must comply with all regulations outlined in San Diego Workforce Partnership Operations manuals. |
| 11/12/2020 | Eligible Respondents Notice of Intent | What needs to be included in the notice of intent? If the proposal is being written as a collaborative of agencies with one lead, does the lead agency need to have contracts or MOUs with the collaborating agencies as part of the proposal? | The lead Respondent will need to complete the Respondent Profile along with the main point of contact information, and the organization's DUNs number will be required to proceed with submitting the notice of intent.

No, you do not need to include contracts or MOUs with the collaborating agencies as part of the proposal unless you want to include them as part of your 10 additional attachments.

Respondents are encouraged to submit collaborative applications, with specific partners named in the proposal. Once awarded, you will need to follow your own, internal procurement processes related to partner selection if any WIOA funds are allocated to the partners. Lead agencies are required to have formal contracts with partners that include monitoring, compliance, outcome and budget tracking, and any other reporting for which the Lead is responsible. |
| 11/12/2020 | Eligible Respondents Notice of Intent | Does the submittal of Notice of Intent automatically qualify an organization for RFP submission or are invitations extended for proposal submission? | A Notice of Intent to bid is required in order to submit a proposal. SDWP will not extend invitations for proposal submission.

Notice of Intent to bids and registration in the Workforce eBid system must be submitted by 5pm PST on November 19, 2020. |

Date Submitted	Category	Question	Answer
11/13/2020	Eligible Respondents Access & Locations	In the RFP and the webinar, it seems that many of the training and wraparound services are designed to be in-person experiences. How does that work in light of the pandemic? I ask because our programs are built to provide remote training modules that youth can perform anywhere, they have an internet connection. Would remote service offerings qualify, or would we need to plan for all services to be onsite?	We encourage a comprehensive service strategy that includes both in-person and remote/online services that work best with the population(s) being served, with a wide range of locations and access points. Questions regarding the service delivery model can be found in the Solutions Proposal.
7/16/2020	ELL, Immigrant, Refugee	Will the youth need to be both immigrants/refugees and ELL's or do you mean they could be the dependents of immigrants/refugees, naturalized, and ELL's?	The eligibility for population specific strategy for ELL, Immigrant and Refugee will be "AND/OR," so: • ELL; AND/OR • Immigrant; AND/OR • Refugee The youth will need to meet a minimum of one to be considered eligible.
10/16/2020	ELL, Immigrant, Refugee	Can you please confirm if youth from San Diego's refugee communities are a target population in their own right or if they are part of a larger subpopulation which would include immigrant youth from Hispanic and Asian communities?	You can find our target populations under the Population Specific RFP. English Language Learner, Immigrant or Refugee is a specific population that will be funded. Respondents will provide zip codes and identify communities for outreach in their response. Yes, both refugees and immigrants are included in eligibility, including those from Hispanic and Asian communities under that combined category.
10/22/2020	ELL, Immigrant, Refugee	Can you please elaborate on the dual enrollment (ELL/Immigrant/Refugee + One Stop Services for Youth) requirement?	Both the Population Specific subrecipient and the Career Center will provide coordinated services for this population. This strategy is based on a pilot program where two organizations provided Career Navigation services to better assist this population of participants. The services provided by each organization will be individualized based on each participant's needs but will not be duplicated. The coordination of services and partnership will be developed after the partners are identified. Both partners will be held accountable to performance outcomes.
10/21/2020	ELL, Immigrant, Refugees	How is San Diego Workforce Partnership defining refugees? Does it include the children of refugees?	Refugees are defined as: Any individual who: • Is outside his or her country of nationality who is unable or unwilling to return to that country • Is of special humanitarian concern to the United States Demonstrates that they were persecuted or fear persecution due to race, religion, nationality, political opinion, or membership in a particular social group

Date Submitted	Category	Question	Answer
			• Is not firmly resettled in another country Is admissible to the United States Children of refugees are not a specific qualifier of WIOA services. Children of refugees would need to meet eligibility for the contract, specifically the age (16-24), school status (out of school), and be a refugee themselves to be eligible. It is possible that they could qualify as an English Language Learner as a child of a refugee, upon assessment.
10/22/2020	Funding	Can you please remind us how much $ will be allocated to "one-stop" type of services versus population specific contracts?	$1.9 million for Youth One-Stop Career Center RFP and $2.4 for Population Specific RFP. Anticipated population specific contracts will range from $400,000-$700,000 depending on total funds available, services provided, and number served. Applicant proposals should not exceed $600,000.
9/25/2020	Homeless	Does Homeless/Housing Insecure include foster care youth?	Foster youth should be referred to the foster youth program, but if they are also homeless, then yes, they can be enrolled. All barriers must be documented during eligibility.
10/22/2020	Homeless	Do Transition Aged Youth, many of whom may be homeless, fit into the population eligibility if they are not homeless?	Transition Aged Youth are not a specific qualifier of WIOA services. Youth must meet the definition of "Homeless", which can be found on page 8 of https://workforce.org/wp-content/uploads/2020/01/Table-of-Documentation_Youth_REV_01-2020.pdf
10/22/2020	Homeless	What documentation is required for housing insecure youth?	Housing insecure youth must meet the definition of "Homeless" in WIOA. The current documentation required can be found on page 8 of https://workforce.org/wp-content/uploads/2020/01/Table-of-Documentation_Youth_REV_01-2020.pdf. This is subject to change based on any local, state, and federal policy updates.
10/26/2020	Homeless	Do housing insecure clients (not homeless) need to have another barrier?	Housing insecure needs to meet the WIOA definition of "Homeless" to be eligible under that contract, which can be found on page 8 of https://workforce.org/wp-content/uploads/2020/01/Table-of-Documentation_Youth_REV_01-2020.pdf
11/12/2020	Homeless	Can you confirm that only OSY are eligible for Homeless Population specific services? The eligibility section on page 12 lists three eligibility criteria - Out of School Youth, Age 16-24, Not attending any school. Our confusion stems from the WIOA Program Track Chart in which Tracks B and C are identified as OSY only - suggesting that Tracks A and D could be for either OSY or In-School Youth.	Yes, the Homeless contract will be for only out-of-school youth. The Youth One Stop Career Center Services contract will assist in-school homeless youth with services, as they are tasked with working with school districts and high schools as part of their deliverables. WIOA Program Tracks are used by all programs, including both in-school and out-of-school youth. You are correct in saying that tracks A and D can be utilized by both in-school and out-of-school youth since they are geared toward education and specifically attainment of a High School Diploma or GED, as part of dropout prevention and recovery. The Homeless contract will be able to utilize any of the tracks for their out-of-school participants.
10/19/2020	Individuals with Disabilities	I wanted to explore why individuals with	Individuals with disabilities are included under eligibility for the Youth One Stop Career Center Services RFP on

Date Submitted	Category	Question	Answer
		intellectual/cognitive disabilities were not listed as part of the subrecipient populations eligible for grant funding. Individuals with intellectual disabilities have historically had an unemployment rate of around 86% in San Diego County, which may be even lower than some of the subrecipient groups targeted by the grant. Just curious why individuals with disabilities were not included in these eligible subgroups?	pages 12-14. Additionally, youth with disabilities can also qualify under the Population Specific strategies if they also meet that criterion. We encourage organizations to develop partnerships in response to these RFP's to serve all eligible youth populations.
10/20/2020	Individuals with Disabilities	Why are youth with disabilities not included in the list of specific youth populations to be served by one of the four Subrecipients? According to the RFP information, TAY with disabilities are not one of the specific youth populations in need of support to find work even though I would imagine they make up a much larger percentage of unemployed youth than a couple of the individual subgroups (though I may be wrong about that of course). Regardless, it seems that TAY with disabilities should be added as a specific youth population or is this entirely dependent on language in the WIOA?	Individuals with disabilities are included under eligibility for the Youth One Stop Career Center Services RFP on pages 12-14. Additionally, youth with disabilities can also qualify under the Population Specific strategies if they also meet that criterion. We encourage organizations to develop partnerships in response to these RFP's to serve all eligible youth populations.
11/11/2020	In-School	Is a juvenile court and community school considered a public k-12 school?	Yes, this is considered a secondary school since they receive funding from the K-12 system.
9/21/2020	In-School Youth Career Center	How will or is the K-12 system included in the collaborative planning process with SDWP?	The Career Center subrecipient will need to develop and foster the relationship with the K-12 system and address the questions asked in the Solutions Profile.
10/21/2020	In-School Youth	Do you anticipate any RFPs focused on in school youth will be released soon?	The Career Center Services provider will be serving in-school youth, including refugees (maximum 5% of enrollments). There will not be additional funding for in-school youth.

Date Submitted	Category	Question	Answer
11/16/2020	In-School Youth	What schools do you currently have agreements with?	The Workforce Partnership does not have any current agreements with schools located in San Diego County. We look to the respondent to demonstrate a strategy to partner with secondary schools, charter schools, and school districts to bridge the gap between school-to-career.
11/5/2020	In-School-Youth	The definition of "Attending School" is listed twice in the Glossary of Terms with two different definitions. Can you please clarify which is the accurate definition? The definition of "attending school" in the Glossary of Terms states .."if the individual is enrolled in secondary or post-secondary school…" does this imply that a youth who is enrolled, but not attending would not meet eligibility requirements?	In-School is defined as enrolled in one of the following: • Public school • Private School • Charter schools • Homeschool • Community College • Private and Public Universities If a youth is enrolled in post-secondary, but not attending, they must be formally withdrawn to be considered out-of-school. If a youth is enrolled in secondary school, but not attending, they must be of secondary school age (14-17) and have not attended within the most recent full calendar quarter, as defined by that school district to be considered out-of-school.
10/21/2020	Job Quality	Does the $17.65 apply for the entire agency?	The self-sufficiency wage (under Job Quality) applies to all staff positions (both support and program) that are charging to this grant. • Note: The self-sufficiency wage will be updated annually.
11/16/2020	Job Quality Working Metrics	If we are planning to subcontract with an organization, do they also need to input/complete the Working Metrics? If so, will they be invited by SDWP?	All partners and organizations that are part of the proposal must submit their own job quality assessment via Working Metrics. The partner will need to request an account for Working Metrics by submitting an email to youthrfp@workforce.org with "Working Metrics account" in subject line. Please also ensure that the partnering organization name is listed on the notice of intent form.
9/25/2020	Justice Involved, Offender	Does Justice Involved include individuals on probation or parole as well as those who have been on probation or parole?	Based on the definition in Chapter 7 Part 2 – Table of Documentation to Establish WIOA Eligibility • OFFENDER - An individual a) who is or has been subject to any stage of the criminal justice process, and for whom services under this Act may be beneficial; or b) who requires assistance in overcoming artificial barriers to employment resulting from a record of arrest or conviction. Reference: Page 4 of TEGL 21-16
11/5/2020	Justice Involved, Offender	What is the definition of or criteria to be considered "Justice involved" is it	Youth must meet the definition of "offender" to be considered eligible under the justice involved contract. An individual:

Date Submitted	Category	Question	Answer
		equivalent to the definition of "Offender"	- who is or has been subject to any stage of the criminal justice process, and for whom services under this Act may be beneficial; or b) who requires assistance in overcoming artificial barriers to employment resulting from a record of arrest or conviction.
11/5/2020	Justice Involved, Offender	Is a youth who is currently incarcerated in a juvenile detention facility considered "out of school"?	Yes, if the youth is currently meeting the definition of out-of-school youth.
10/22/2020	Location & Access Points	If an org does not have physical spaces around the County, is the expectation that we partner (with a sub-award) with an organization that are located in the parts of the County that are uncovered?	Organizations will need to have one permanent location, but can be flexible in providing services such as virtual access points or mobile sites, and utilize community partners to provide those access points (either in-kind or subcontracted) In your responses please provide the communities and the target zip codes that you are servicing. You will need to provide access points for those areas. Aside from the career centers having to be in the main sites, our Population specific services will need to have one location in SD County, but offer different access points in order for the youth to have a variety of places to utilize services. The virtual world can also be used as an access point. It is up to your design based on the requirements.
10/22/2020	Location & Access Points	I understand that the subcontractors (population specific) will need physical sites throughout the County, but will they need to leverage other funding to staff each site with staff supporting WIOA?	You will need to provide access points in areas (identified by zip code). How you provide those access points will be outlined in your program design responses. This may include leveraging resources or partnerships to provide added locations. You will need to identify how you will use all WIOA funds in your budget documents, including staffing and location expenses.
11/4/2020	Notice of Intent	We have a question regarding the Notice of Intent. When responding to the requirement "enter the Organization/Partner(s) as listed on the budget," is SDWP wanting to see all proposed partner organizations? Or should only the lead organization be listed?	On the notice of intent, we would like you to list all partner organizations that would be receiving WIOA funds so that we can check their federal eligibility.
11/16/2020	Organizational Qualifications & Project Management	Section E. 3 h states that the organization must: " Submit an organizational chart and resumes to show staff working on this project." Do these items get included as "Additional Attachments" or should they be embedded in the	The organizational chart and resumes are not included in the additional 10-page limit or the 25-page limit for the solutions profile. The organizational chart has a 1-page limit and no limit on the resumes.

San Diego
Workforce
Partnership

Date Submitted	Category	Question	Answer
		proposal? If they are to be included as "Additional Attachments", will they count toward the 10-page limit listed for that section?	
11/11/2020	Out-of-School	Does being incarcerated qualify someone as being out of school?	No, incarceration is not a qualifier of determining school status. They must meet the definition of out-of-school per WIOA: https://www.edd.ca.gov/Jobs_and_Training/pubs/wsd17-07.pdf
10/21/2020	Out-of-School Youth	How is Workforce defining out of school youth? A week? A month? Six months?	There is no set time frame in the out of school youth eligibility definition. Out of school youth is defined as: • Dropout Youth • A youth who has graduated or attained a Secondary School Diploma or Equivalent, but not currently attending any school • Enrolled in WIOA Title II Adult Education • Enrolled in YouthBuild • Enrolled in Job Corps • Enrolled in a high-school equivalency program not in a public K-12 school system (Title 20 CFR Section 681.230) • Enrolled in a drop out re-engagement program • Enrolled in a charter school exclusively in partnership with WIOA, YouthBuild, Job Corps, or CA Conservation Corps
10/22/2020	Out-of-School Youth	For "Out of School Youth", can we be funded to provide a specific service such as education (high school diploma) for that specific population and provide other services as secondary?	If you are an expert in a specific area that falls under WIOA services, you can partner with additional organization(s) to provide those services. The lead organization(s) are responsible for providing all the WIOA services outlined in the program design. In RFP responses, you will need to demonstrate how you can provide each of those (Reference Attachment – 14 Youth Program Elements), either directly through your organization or through established partnerships. If you are an organization looking to partner with someone who provides a specific WIOA service, they would in-kind or subcontract with you in order to provide that service.
11/5/2020	Out-of-School Youth	Is there a specific amount of time that a youth must not be attending school to qualify as "out of school"?	If a youth is enrolled in post-secondary, but not attending, they must be formally withdrawn to be considered out-of-school. If a youth is enrolled in secondary school, but not attending, they must be of secondary school age (14-17) and have not attended within the most recent full calendar quarter, as defined by that school district to be considered out-of-school.
9/21/2020	Outreach & Recruitment Evaluation	Will the evaluation of these proposals be aligned with demographics by population and subregion e.g. zip code or neighborhood?	Subrecipients must develop a plan to identify specific communities to conduct outreach and recruitment. Communities must be identified using zip codes and referencing community names.

Date Submitted	Category	Question	Answer
10/22/2020	Outreach & Recruitment	Will the evaluation of these proposals be aligned with demographics by population and sub-region (e.g. zip code or neighborhood)?	Respondents will provide zip codes and identify communities for outreach in their response to the specific RFP and/or Population. The evaluation will be aligned with the information provided in the responses to the questions under the solutions proposal, specifically "Outreach, Recruitment, and Eligibility," and throughout the proposal narrative.
11/5/2020	Outreach & Recruitment	Can funds be used towards Recruitment and Outreach Materials such as flyers and posters etc.?	Yes, WIOA funds can be used for outreach to recruit eligible youth. WIOA funds cannot be used for marketing the organization.
7/16/2020	Partnerships & Collaboration	How can regional community colleges collaborate?	Regional Community Colleges are eligible to apply both on their own, or as part of a collaboration with another entity. You would review the RFP, once released, and determine where you feel your programs and services can best serve youth. We will also host a meeting in mid-September after the RFP has been released to answer any questions people may have. You can find updates on the scheduling of this meeting at: https://workforce.org/rfps/2020/07/08/youthrfp2020/
9/21/2020	Partnerships & Collaboration	Will the RFP intentionally align to the free Adult Education and/or Higher Ed state funding initiatives? Such as WIOA II, CAEP, SWP? These have similar goals and mention WIOA I in the state planning?	Our program design is intentionally aligned with all WIOA Title Programs, including adult education. We are encouraging participants to co/dual enroll in these programs, as necessary, to ensure participant needs are being met and to leverage resources.
9/21/2020	Partnerships & Collaboration Evaluation	Will there be weighted points or emphasis in the scope of work for partnerships with the public education system to leverage with WIOA I resources and increase the ROI?	Proposals will be evaluated on their use of partnerships and collaboration throughout their entire Solutions Profile (proposal).
10/22/2020	Partnerships & Collaboration	What is the expected relationship with the K-12 system for applicants?	Expected partnerships depend on the contract, populations, and services provided - They are embedded in the program design. Career Centers will need to develop partnerships with ISY systems (including K-12) to serve ISY. All programs will need to develop partnerships to demonstrate ability to provide WIOA services and outcomes (including education). The 14 Youth program Elements include educational services that need to be available to all participants. BEST Training will include study skills training, tutoring, instruction, etc. Other services include post-secondary preparation and alternative schooling. Also, respondents will need to develop partnerships to support outcomes,

Date Submitted	Category	Question	Answer
			including placement in education (secondary/post-secondary).
10/22/2020	Partnerships & Collaboration	Are we expected to secure letters of support from all of these partners for the proposal?	No, providing letters of support is not required. You may want to include letters of support as additional attachments (limit of 10 pages), or you can write in partnerships on your proposal within your program design. All partners (both internal and external), will be required to register on one of our platforms as part of tracking WIOA services.
10/22/2020	Partnerships & Collaboration	Will there be weighted points or emphasis in the scope of work for partnerships with the public education system to leverage with WIOA I resources and increase the ROI?	Responses will be evaluated on strength of partnerships and collaboration strategy throughout the proposal. This is in addition to weighted points for each specific section and set of questions.
11/10/2020	Partnerships & Collaboration	Under Partnerships and Collaboration (page 18) it states "Subrecipients must also demonstrate how they will partner and collaborate with current American Job Centers of California (AJCC) Career Center Operator and the new Subrecipient that will be responsible for the Youth One-Stop Career Center Services contract, as well as other WIOA Youth Subrecipients"; and on page 30 we are asked to describe who we will a) collaborate with other WIOA Subrecipients when a co- or dual-enrollment is needed to provide services outlined in ATTACHMENT – 14 PROGRAM ELEMENTS. Are you anticipating situations in which the same youth would be co-enrolled in more than one WIOA funded population specific program (i.e. Justice Involved and Homeless)? Or is the co-enrollment with other WIOA subrecipients referring to the provider of the Youth One-Stop Career	Yes, we do anticipate and encourage youth will be enrolled into multiple subrecipient programs, if necessary, to enable the youth successfully to complete their goals and objectives. These situations are determined on an individual basis. Enrollment into two WIOA Title I programs is referred to locally as a "dual-enrollment." (Most other local areas simply refer to this as another form of co-enrollment). If youth are dual-enrolled into two programs (either Youth:Youth or Adult:Youth) they must meet the eligibility of each of those programs and both subrecipients will be required to coordinate the service delivery as not to duplicate services. This is required during enrollment into the second contract and the process can be found in our Operations Manual.

Date Submitted	Category	Question	Answer
		Center Services? If it is the former, we are challenged to figure out how this could be accomplished given the requirements and restrictions of the program design.	
10/27/2020	Past Performance	For agencies that have had contracts with SDWP in the last 2 years, I understand that we are required to have SDWP complete one of our Past Performance Questionnaires- is there a specific point of contact at SDWP we should be reaching out to & having complete the form on our behalf?	You will reach out to your assigned Program Specialist to request that the past performance questionnaire be completed for your organization.
9/21/2020	Performance	What are the current types of certificates/credentials being attained in the current youth system - by provider? What are the issuing bodies?	Guidance on the types of certificates/credentials accepted for WIOA performance can be found in WSD 19-03, page 7.
11/10/2020	Performance	In Standard WIOA Performance Measures Table 1: "75% Placement in employment, education, or training (2ndQuarter after exit and 4th quarter after exit)" Does it mean that if 100 youth are placed in any of these options at exit (which we assume means exit from the program but would like confirmation) that at least 75 of them will have maintained their placement after 6 months, and that there will be no drop out or placement losses among this same group of youth between month 6 and month 12 after exit? Can you explain the logic between having the 2nd quarter and 4th quarter placement rate being identical (i.e. not allowing for even a small amount of drop out)?	The Placement in Employment, Education or Training measure for 2nd and 4th quarter are not related to one another. The 2nd quarter measure is not a retainment measure for those placed at exit, and the 4th quarter measure is not a retainment measure for those placed in 2nd quarter or exit. Each measure is calculated independently of one another.

For example, 100 youth exit as a cohort. At the completion of the cohort's 2nd quarter after exit, the expectation is that 75 of those youth are engaged in either employment, education, or training, at some point during the quarter.

When this cohort of 100 youth reach their 4th quarter after exit, the rate is calculated again. The expectation is that 75 of the cohort are engaged in either employment, education, or training at some point during the quarter. These do not have to be the same youth that were placed in 2nd quarter.

The 2nd and 4th quarter placement measure definitions and calculations are set by EDD for all WIOA funded programs.

The phrase "quarter after exit" is indeed a reference to exiting the intensive staff-assisted service portion of the |

Date Submitted	Category	Question	Answer
			youth program, and outcomes are calculated during a participant's 12-month follow-up period.
11/10/2020	Performance	Also, in Standard WIOA Performance Measures Table 1: What period of time is represented by the $3,600 median earning measure—is annual earnings? Is there an hourly wage that this equates to?	The Median Earnings Measure is calculated based upon the earnings reported during the participants 2nd quarter after exit from the program. A calculation of hourly wage times the expected hours worked per week times 13 weeks is the general guidance provided by EDD.
11/12/2020	Performance	Will an entrepreneurial venture be an acceptable employment outcome and satisfy the job placement metric (as a self-employed individual)?	Yes, self-employment meets the employment placement metric. Required data fields include: Employer name, Employer address, hourly wage, hours worked, etc.
11/16/2020	Performance	What are the current enrollment and exit counts for the program?	The average planned number of enrollments for our youth network is 600 participants a year. The average number of exits for our youth network is 450 participants per year.
11/16/2020	Performance	Can you provide performance goals and achievements for the most recent reporting period?	Final quarter 4 performance goals and achievements for the WIOA Youth network for program year 2019-2020 were as follows: Enrollments: Target – 100% Actual – 93% Placed in Employment or Education Q1: Actual – 68.2% Placed in Employment or Education Q2: Target – 75% Actual – 79.8% Placed in Employment or Education Q4: Target – 75% Actual – 82.2% Credential Attainment: Target – 65% Actual – 59.6% Measurable Skill Gains: Target – 55% Actual – 35.8% Median Earnings 2nd Qtr.: Actual - $4,495.15

9/9/2020	Population Specific	Can you share the percent of each of the four specific youth populations compared to total Opportunity Youth?	Total Population = 394,957
			   o Justice Involved – 1.19%
			   o Homeless/Housing Insecure – 1.77%
			   o Immigrant/Refugee/ELL – 6.72%
			   o Black Youth – 7.29%

11/16/2020	Program Design Elements	Are the requirements and restrictions that are part of this program design (and listed below) needed to	The design of this program is intended to be complex but allow for a more robust and comprehensive delivery of services. The Workforce Partnership will work directly with all subrecipients to ensure each program is making

Date Submitted	Category	Question	Answer
	Staffing Work Experience	conform with WIOA? We are trying to understand why this program design is so complicated and prescriptive.	all WIOA services available to youth. Much of the program design was specifically written based on feedback of Youth participants and volunteers. • **_25% of total budget on work-experience costs_** – This is a WIOA requirement – WSD 17-07. The state requirement is 20% and the local requirement is 25%. • **_25% match for support services and 10% match for total contract_** – Rather than require MOU's and listed partnerships to leverage resources, SDWP is requiring in-kind/cash match to report and track these partnerships through funding. Additionally, many other state and federal grants require in-kind/cash match to leverage additional funding sources to supplement program activities. • **_Required staff positions_** – Staffing positions are required based on both WIOA requirements and local requirements. Example: Adult and Peer mentors were rated as the most beneficial service for Youth to successfully complete program goals and gain trust in the program. The Business Services Representative is a requirement based on the Business requirements of Work Experience and Effectiveness in Serving Employers (WIOA requirement – WSD 17-07) • **_Required to provide all 4 tracks_** – Subrecipients will be required to offer all 4 tracks, which is inclusive of the 14 program elements (see below). Youth indicated they were not made aware/had knowledge of the variety of education, training, and employment services (Example: Apprenticeships). Enrollment into the track will be based on youth goals, participant choice, needs, and assessments. Subrecipients will need to demonstrate their ability to provide these services (through partnerships if necessary). • **_Required to provide all 14 program elements to all youth_** - This is a WIOA requirement – WSD 17-07, that all elements be offered to youth. The program design in the RFP ensures youth are exposed to many of these elements. Feedback from youth participants and volunteers indicated many programs did not provide these services or make youth aware of the services during orientation/enrollment. Example: Financial Literacy. Subrecipients will need to demonstrate their ability to provide these services (through partnerships if necessary).
10/22/2020	RFP Awards	How many grants will be awarded?	One, One-Stop Youth Career Services contract will be awarded. One of each of the identified population specific contracts will be awarded (Four total). A grand total of five contracts will be awarded based on the two RFP's.
10/26/2020	RFP Awards	What happens if you do not receive an application for	We will re-release the RFP for that specific population.

Date Submitted	Category	Question	Answer
		one of the four prescribed populations?	
10/27/2020	Staffing	It's clear that some of the required positions (adult mentor, peer mentor) can be fulfilled by volunteers, are there any requirements as far as part-time vs. full time positions for each of the required roles?	No, there are no additional requirements for each of the required roles. Respondents are encouraged to propose creative staffing structures that may include full-time dedicated staff, shared positions, multiple part-time staff, or other designs that have proven to be successful in serving youth in the past.
10/29/2020	Staffing	Can the peer mentor position be an internship for and enrolled and/or formerly enrolled participant?	Peer Mentors can be paid staff or community volunteers. It is highly recommended that Peer Mentors be current (follow-up) or past participants and/or community members with similar lived experiences. The Peer Mentor position can be a paid or unpaid internship for participants if it aligns with their career/educational goals identified on the ISS. Respondents will need to demonstrate how this structure will allow participants to complete their own goal/objectives while also supporting caseloads of other participants. They will also need to demonstrate how they plan on keeping this position filled on an ongoing basis.
11/12/2020	Staffing	We want to make sure that Volunteer In-Kind salaries and fringes count towards the overall match criteria for the WIOA Youth RFP.	Yes, volunteers can count towards in-kind match requirements. Enter the position in the [Personnel Detail] tab and enter position's Amount in the [Personnel Detail In Kind Match] tab.
11/16/2020	Staffing	Can you provide as an example the current staffing arrangement by location?	Example of a current staffing model: • Department Head • Program Director • Business Service Representative • Case Manager • Youth Employment & Eligibility Specialist • Support Specialist
11/16/2020	Statement of Qualifications (SOQ)	Do we have to complete the Statement of Qualifications and submit it (and all additional required documents) at the same time we submit our proposal? Or is it not required until after an award is made?	The SOQ will be completed after the funding recommendations have been made to the board for approval.
11/16/2020	Stipends	We want to provide small weekly stipends or incentives to youth who are participating in post-secondary education as opposed to one lump sum upon completion, is this permitted?	All stipends should be paid weekly/bi-weekly during participation based on the Stipend policy and process outlined in the Operations Manual (page 20-21): https://workforce.org/wp-content/uploads/2020/08/Chapter-4-Part-2_REV_Aug2020.pdf

Date Submitted	Category	Question	Answer
10/22/2020	Technology & Platforms	Are you looking for a technology that creates an eco-system that allows collaboration with the entire community of non-traditional education, employers, and a social network to disseminate information?	Workforce Partnership will provide the platforms for all program partners to access and share information and provide required data entry. Program partners will be able to enhance these platforms through a network-wide strategy for collaboration. Additional tools and resources are encouraged and welcomed.
9/9/2020	Town Hall	Can you share the list of attendees of the Town Hall meetings?	While this was a public meeting, we are unable to share a list of attendees as we did not ask permission to share this information.
10/22/2020	Training	[For training programs], does the training company have to be on the San Diego Eligible Training Provider List (ETPL)?	No, that is one option. They must be: 1. Locally approved on the ETPL; 2. Locally approved on the Youth Services Education Provider List (YSEPL); or 3. A registered apprenticeship or pre-apprenticeship program All training programs will need to be registered on CalJOBS to receive WIOA funds. The first option is the ETPL, which is an adult funded program; the participant would need to be at least 18 years of age and dual-enrolled at the Adult Career Center to leverage the ETPL. If the training program is not listed on ETPL, the program can register as a Youth Services Education Provider based on our local criteria, or register as a registered pre-Apprenticeship or Apprenticeship (Department of Labor or Department of Apprenticeship Standards (State)).
11/16/2020	Training	Can any of the youth served through this program who are interested in ETPL/SEPL programs access ITA resources to cover the cost of these trainings? If so, can you please provide clarity on how this might work?	There are a few scenarios where youth can access ETPL/YSEPL trainings: • Subrecipients can budget for training costs under the participant costs section of their budget; AND/OR • Youth who are 18 and older can dual-enroll in the *Adult Career Center and leverage Adult ETPL funding. *Availability of ETPL funding at the Career Center is not guaranteed to all participants.
11/16/2020	Work Experience Job Quality	Is the $17.65 living wage also required as an hourly wage for subsidized paid work experience?	Living wage is not required as the hourly wage for subsidized paid work experience. Subrecipients must follow the Operations Manual and State, and local laws regarding wages paid to employees. Subrecipients are encouraged to, and will be tracked, on providing living wages to participants as part of the job quality measures. This includes work experiences and placement into both subsidized and unsubsidized employment.