

# Workforce Solutions Cameron

## Bidder's Conference – October 28, 2011

### Question & Answer

1. Are there only 106 Trade Adjustment workers in our region?  
No, there are only 106 Trade Adjustment workers currently participating in our Trade Adjustment Act (TAA) Program.
2. Do you have list of where (what companies) the Trade Adjustment workers were laid-off from?  
We do not have a list at this time, but can provide one. (Attached Spreadsheet)
3. What is the gender ratio of the Trade Adjustment workers participating in the TAA Program?  
We believe it to be 40% male and 60% female, but can extract that information and send it out to everyone. (See attached spreadsheet)
4. Is the procurement an ESL/GED program to occur within 6 months?  
No, there are two different RFPs. TAA is for 8 months, and regular GED is for 6 months.
5. What is the Employment Performance Measure?  
60% Job Placement by end of contract term. Contract period will probably be for a year, so if training program is 6-8 months you will have a few months for placement efforts or OJT arrangements with employers. Performance target will be judged at end of year period.
6. Is there a range on the per unit cost?  
The maximum on Intensive Services that can be paid out is \$3,000. Based on our analysis of GED programs available, the cost of GED/ESL is between \$1500 and \$1800. The GED portion of your proposal will be paid from Intensive Services, and the "training" portion will be paid from ITA accounts.
7. What length of training program is ideal?  
Programs must be 8 months or less for TAA, and 6 months for regular contextualized GED programs.
8. Is the TABE still used to assess customers?  
Yes. (See attached spreadsheet for scores of the 35 TAA clients we are targeting)
9. Is a TABE increase expected at the end of the program?  
The expectation is that the customer possesses a marketable skills training award and learns job-specific English that will help qualify them to get an entry level job.
10. How long before the end of training would a person have to be in a job?



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The customer would have until the term of the contract to enter into employment. The contracts will have a 12-month period of operation. The maximum training (TAA) is no longer than 8 months; thus, there will be 4 months in this case for job placement procurement by the provider. WFS Cameron will assist with job placement efforts, but the provider is responsible.

11. Does the customer have to enter into employment (placement) in their field of training?  
Although it is preferred, it is not required.

12. Can we get a list of employers tied to the TAA customers?  
Yes, a list can be provided. (See attached TAA spreadsheet)

13. Who will be reading the proposals?  
Three internal Workforce Solutions Cameron staff will be reading the proposals: Pat Hobbs, Juan Garcia, and Maria Sosa.

14. Is the GED procurement the same as the ESL Procurement?  
No, but they're very similar. The Workplace Readiness section of the RFP was utilized from another board area that contracted a consulting firm to develop the appropriate topics of concern to business employers. The term of how many hours of each topic to provide is up to each provider individually.

15. Do you believe that 6 months is enough time to get the job done?  
By the time the customer finishes the MSA, the expectation is that the customer will be marketable and hireable. As a provider, you may need to target those that are most likely to complete both the GED and the training component.

16. What does 'Comparable Certificates' mean?  
In some industry areas, a certain certification will state that individual has sufficient skills / training to get a job. If you are not a college that can issue an MSA, try to find an industry association that may sanction a training package, or get several industry employers to supply a Letter of Support verifying that the training in your proposal will qualify the participant for entry level employment in their industry.

17. How can we prepare a customer with training and ESL/GED, when there is no guarantee that employers will hire them?  
We encourage you to work with employers; create a program that is in line with an employer in mind. You might offer OJT or internships free to the employer, or consult with WFS Cameron on the possibilities of offering the employer our 50-50 paid OJT from WIA funds after training is completed.



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18. Is the performance per unit?

Program should be designed per unit, but we encourage you to design program however it works for you. You will be expected to give us a cost for the GED portion of the program, and a separate cost for the contextualized technical training piece of the program. Provide all of the RFP requirements.

19. Is there a separate pot of money available for tools?

Support Services are available to the qualified customers, if funding permits. Tools and other supplies needed for the training could be potentially drawn from support services. These costs should be listed separately in your proposal so we know that is not included in the price of your training, and will have to be borne by WFS Cameron or the individual participant.

### **Clarifications**

OJT – On-the-Job Training will be reimbursed to the employer for time the customer is employed with them, for the defined period.

RFP Contracts will include performance measures (as noted in the RFP), and providers will be monitored throughout the term of the contract, then judged on their performance at the end of the contract period. Providers not meeting performance measures will face the possibility of withdrawal from our list of approved providers for future contracts.

Providers are encouraged to “partner” with each other for development of the most effective and efficient training program proposals. Such partnering can be between for-profit agencies and colleges, or between different for-profit providers, with the responsibilities of each partner clearly defined as to responsibilities.

For the Trade Adjustment Act (TAA) RFP, the program designs can encompass the following:

1. Work experience (with employer) in conjunction with workplace literacy/soft skills/financial literacy.
2. OJT in conjunction with workplace ESL, workplace/soft skills/financial literacy. In this case, the OJT will be provided through Workforce Solutions Cameron under a contract directly with the employer. The provider will provide the other training elements asked for in the RFP. The “caveat” here is that the employer must hire the individual at the onset of the OJT. WFS Cameron will reimburse the employer up to 50% of the wages paid for the duration of the OJT.

