



Tuesday, December 1, 2020 – 9:00 AM-10:30 PM
ZOOM Meeting

**Ad Hoc Selection Committee
RFP 21-0055: Workforce Services
Agenda**

- I. **Welcome and Roll call** Don Noble, Chair

- II. **Pledge of Allegiance**

- III. **Public Comments**

- IV. **Discussion Item**
 - 1. Power Point Presentation: Workforce Services Ad Hoc Committee Guidelines and Proposal Overviews Melissa Carroll and Sharon Parry (CWA)

- V. **Adjournment**

Next Ad Hoc Selection Committee meeting TBD



Pledge of Allegiance



Melissa Carroll

- Cone of silence
 - Any questions, please direct to Anna Munro and Melissa Carroll
- Basis of Scoring
- Scoring Matrix
 - OSO and Career Services
 - Business Services & WIOA Adult and DW

Sharon Parry

Proposals Received in Response to RFP



- **Business and Adult/Dislocated Worker Services**
 - C2 Global Professional Services, LLC (C2 GPS)
 - DB Grant Associates, Inc. (Grant Associates)
 - Eckerd Youth Alternatives, Inc. dba Eckerd Connects
 - Educational Data Systems, Inc. (EDSI)
 - The Kaiser Group, LLC dba Dynamic Workforce Solutions (DWFS)

- **One-Stop Operator and Career Services**
 - Arbor E&T, LLC deb Equus Workforce Solutions
 - C2 Global Professional Services, LLC (C2 GPS)
 - DB Grant Associates, Inc. (Grant Associates)
 - Eckerd Youth Alternatives, Inc. dba Eckerd Connects
 - Educational Data Systems, Inc. (EDSI)
 - JobWorks, Inc.
 - The Kaiser Group, LLC dba Dynamic Workforce Solutions (DWFS)

Initial Review for Completeness

- Response received by required due date and time
- Response presented in correct format and all items were addressed/answered
- Response adhered to page limitations
- Response included signed original and complete electronic copy on a flash drive
- Response included all required attachments

Today's Discussion

- Organizational overview
- Key figures
- Response observations

- High Level Overviews of Respondent Proposals

C2 GPS– Business and ADW Services



Type of Entity: For Profit
Established: 2010
Headquarters: TX
Percent of Overall Business: 1.4%

	Business Services	ADW	Total
FTEs:	8.5	17.9	26.4
Salaries & Fringes:	\$ 645,730	\$ 955,035	\$ 1,600,765
Other Costs:	\$ 32,091	\$ 23,076	\$ 55,167
Indirect Costs:	\$ 67,782	\$ 97,811	\$ 165,593
Profit/Management Fee:	\$ 54,226	\$ 48,906	\$ 103,132
Program Budget:	\$ 799,829	\$ 1,124,828	\$ 1,924,657
Transition Cost:	\$ -	\$ -	\$ -
Proposal Total:	\$ 799,829	\$ 1,124,828	\$ 1,924,657

- Other workforce contracts in TX and FL.
- References were acceptable.
- Proposed structure is reasonable; key personnel appear qualified.
- Structured onboarding for new staff, including shadowing and proficiency checks. In-house learning management system.
- Transition with 3 primary elements: HR, Fiscal, and Operations.
- Program budgets are in line with CSTB allocation estimates of \$800,000 for Business Services, \$1,125,000 for ADW Services, and \$1,925,000 for Total.

Grant Associates– Business and ADW Services



Type of Entity: For Profit
 Established: 1997
 Headquarters: NY
 Percent of Overall Business: 4.6%

	Business Services	ADW	Total
FTEs:	13.5	19.5	33.0
Salaries & Fringes:	\$ 640,659	\$ 900,105	\$ 1,540,764
Other Costs:	\$ 26,007	\$ 37,395	\$ 63,402
Indirect Costs:	\$ 66,667	\$ 93,750	\$ 160,417
Profit/Management Fee:	\$ 66,667	\$ 93,750	\$ 160,417
Program Budget:	\$ 800,000	\$ 1,125,000	\$ 1,925,000
Transition Cost:	\$ 64,066	\$ 90,010	\$ 154,076
Proposal Total:	\$ 864,066	\$ 1,215,010	\$ 2,079,076

- Other workforce contracts in NY, TX, MD, TN, and PA.
- References were acceptable.
- Proposed structure is reasonable; key personnel appear qualified.
- Onboarding for new staff, including shadowing. Impact U is their learning management system.
- Transition will be based on prior implementations - - - will create specific plan for this project.
- Program Budgets are in line with CSTB allocation estimates of \$800,000 for Business Services, \$1,125,000 for ADW Services, and \$1,925,000 for Total.

Eckerd Connects– Business and ADW Services



Type of Entity: Nonprofit
 Established: 1968
 Headquarters: FL
 Percent of Overall Business: 0.6%

	Business Services	ADW	Total
FTEs:	8.2	19.3	27.5
Salaries & Fringes:	\$ 622,095	\$ 1,084,599	\$ 1,706,694
Other Costs:	\$ 13,570	\$ 49,287	\$ 62,857
Indirect Costs:	\$ 95,835	\$ 166,114	\$ 261,949
Profit/Management Fee:	\$ -	\$ -	\$ -
Program Budget:	\$ 731,500	\$ 1,300,000	\$ 2,031,500
Transition Cost:	\$ -	\$ -	\$ -
Proposal Total:	\$ 731,500	\$ 1,300,000	\$ 2,031,500

- Other workforce contracts in numerous states across the nation, including FL.
- References were acceptable.
- Proposed structure is reasonable; key personnel appear qualified.
- Onboarding for new staff. Ongoing training via SETA and NAWDP participation, primarily regulatory type training.
- Transition plan does not fully address Business Services - - - only indicates Adult/Dislocated Worker Services.
- Program budgets are under CSTB allocation estimate of \$800,000 for Business Services, over the \$1,125,000 for ADW Services, and over the \$1,925,000 Total. (Note: The Business Services Budget in the proposal indicates \$750,000; however, the components only total \$731,500.)

EDSI– Business and ADW Services



Type of Entity: For Profit
Established: 1979
Headquarters: MI
Percent of Overall Business: 6.0%

	Business Services	ADW	Total
FTEs:	n/a	n/a	27.0
Salaries & Fringes:	n/a	n/a	\$ 1,648,225
Other Costs:	n/a	n/a	\$ 25,692
Indirect Costs:	n/a	n/a	\$ 167,392
Profit/Management Fee:	n/a	n/a	\$ 83,691
Program Budget:	n/a	n/a	\$ 1,925,000
Transition Cost:	n/a	n/a	\$ -
Proposal Total:	n/a	n/a	\$ 1,925,000

- Other workforce contracts in numerous states across the nation. Some consulting contracts in FL.
- References were acceptable.
- Proposed structure is reasonable; key personnel appear qualified.
- Onboarding for new staff, including mentoring. Quarterly review and ranking.
- Transition will be based on prior implementations - - - will create specific plan for this project.
- Incorrect budget forms were used. No detail budgets for Business Services and Adult/Dislocated Worker Services provided. Program budget is in line with CSTB allocation Total of \$1,925,000.
- Indicated 6.0% of overall business if funded; however, OSO and CS indicated 2.8% and its budget is higher, so there appears to be an inconsistency in the calculations.
- ISO 9001 certified.

Kaiser/DWFS– Business and ADW Services



Type of Entity: For Profit
 Established: 1979
 Headquarters: WI
 Percent of Overall Business: 4.8%

	Business Services	ADW	Total
FTEs:	7.7	18.9	26.6
Salaries & Fringes:	\$ 550,547	\$ 1,033,986	\$ 1,584,533
Other Costs:	\$ 16,209	\$ 60,194	\$ 76,403
Indirect Costs:	\$ 45,340	\$ 85,197	\$ 130,537
Profit/Management Fee:	\$ 45,340	\$ 85,197	\$ 130,537
Program Budget:	\$ 657,436	\$ 1,264,574	\$ 1,922,010
Transition Cost:	\$ 15,368	\$ 71,901	\$ 87,269
Proposal Total:	\$ 672,804	\$ 1,336,475	\$ 2,009,279

- Other workforce contracts in NY TX, MD, TN, and PA.
- References were acceptable.
- Proposed structure is reasonable; key personnel appear qualified.
- Onboarding for new staff, including mentoring. Formal career ladders and certification of skills. Dynamic Learning Community for ongoing capacity building.
- Transition will be based on prior implementations - - - will create specific plan for this project.
- Program budget is under CSTB allocation estimate of \$800,000 for Business Services, over the \$1,125,000 for ADW Services, and in line with the Total of \$1,925,000.
- ISO 9001 certified.

- High Level Overviews of Respondent Proposals

Arbor/Equus– OSO and Career Services



Type of Entity: For Profit
Established: 2002 (Note: Proposal states “51 years” of experience several times)
Headquarters: KY
Percent of Overall Business: “Less than 1%”

	OSO	Career Services	Total
FTEs:	1.3	28.9	30.2
Salaries & Fringes:	\$ 133,167	\$ 1,441,865	\$ 1,575,032
Other Costs:	\$ 6,144	\$ 56,526	\$ 62,670
Indirect Costs:	\$ 14,391	\$ 154,784	\$ 169,175
Profit/Management Fee:	\$ 12,296	\$ 132,254	\$ 144,550
Program Budget:	\$ 165,998	\$ 1,785,429	\$ 1,951,427
Transition Cost:	\$ 5,138	\$ 3,435	\$ 8,573
Proposal Total:	\$ 171,136	\$ 1,788,864	\$ 1,960,000

- Other workforce contracts in numerous states across the nation, including FL.
- References were acceptable.
- Proposed structure is reasonable; key personnel appear qualified.
- Structured onboarding for new staff. Encourages FL Workforce Professional Certification along with ongoing capacity building.
- Transition will be based on prior implementations - - - will create specific plan for this project.
- Customer flow will be based on their in-house Talent Delivery Model adapted to meet CSTB needs.
- Program budget is in line with CSTB estimated allocation Total of \$1,960,000.

C2 GPS– OSO and Career Services



Type of Entity: For Profit
Established: 2010
Headquarters: TX
Percent of Overall Business: 1.4%

	OSO	Career Services	Total
FTEs:	3.2	26.4	29.6
Salaries & Fringes:	\$ 256,582	\$ 1,361,878	\$ 1,618,460
Other Costs:	\$ 33,303	\$ 37,395	\$ 70,698
Indirect Costs:	\$ 28,989	\$ 139,927	\$ 168,916
Profit/Management Fee:	\$ 17,393	\$ 83,956	\$ 101,349
Program Budget:	\$ 336,267	\$ 1,623,156	\$ 1,959,423
Transition Cost:	\$ -	\$ -	\$ -
Proposal Total:	\$ 336,267	\$ 1,623,156	\$ 1,959,423

- Other workforce contracts in TX and FL.
- References were acceptable.
- Proposed structure is reasonable; key personnel appear qualified.
- Structured onboarding for new staff, including shadowing and proficiency checks. In-house learning management system.
- Transition with 3 primary elements: HR, Fiscal, and Operations.
- Customer flow plan is to initially utilize CSTB's current system and then will modify as needed.
- Program budget is in line with CSTB estimated allocation Total of \$1,960,000.

Grant Associates– OSO and Career Service



Type of Entity: For Profit
 Established: 1997
 Headquarters: NY
 Percent of Overall Business: 4.7%

	OSO	Career Services	Total
FTEs:	5.0	25.0	30.0
Salaries & Fringes:	\$ 241,089	\$ 1,333,942	\$ 1,575,031
Other Costs:	\$ 9,686	\$ 48,615	\$ 58,301
Indirect Costs:	\$ 25,078	\$ 138,256	\$ 163,334
Profit/Management Fee:	\$ 25,078	\$ 138,256	\$ 163,334
Program Budget:	\$ 300,931	\$ 1,659,069	\$ 1,960,000
Transition Cost:	\$ 24,109	\$ 133,394	\$ 157,503
Proposal Total:	\$ 325,040	\$ 1,792,463	\$ 2,117,503

- Other workforce contracts in NY, TX, MD, TN, and PA.
- References were acceptable.
- Proposed structure is reasonable; key personnel appear qualified.
- Onboarding for new staff, including shadowing. Impact U is their learning management system.
- Transition will be based on prior implementations - - - will create specific plan for this project.
- Customer flow plan is to initially utilize CSTB’s current system and then will modify as needed.
- Program budget is in line with CSTB estimated allocation Total of \$1,960,000.

Eckerd Connects– OSO and Career Services



Type of Entity: Nonprofit
 Established: 1968
 Headquarters: FL
 Percent of Overall Business: 0.5%

	OSO	Career Services	Total
FTEs:	1.0	27.4	28.4
Salaries & Fringes:	\$ 78,244	\$ 1,501,938	\$ 1,580,182
Other Costs:	\$ 2,289	\$ 31,136	\$ 33,425
Indirect Costs:	\$ 11,798	\$ 224,595	\$ 236,393
Profit/Management Fee:	\$ -	\$ -	\$ -
Program Budget:	\$ 92,331	\$ 1,757,669	\$ 1,850,000
Transition Cost:	\$ -	\$ -	\$ -
Proposal Total:	\$ 92,331	\$ 1,757,669	\$ 1,850,000

- Other workforce contracts in numerous states across the nation, including FL.
- References were acceptable.
- Proposed structure is reasonable; key personnel appear qualified.
- Onboarding for new staff. Ongoing training via SETA and NAWDP participation, primarily regulatory type training.
- Transition will be based on prior implementations - - - will create specific plan for this project.
- Customer flow plan is complete and includes discussion of DEO staff utilization.
- Program budget is under the CSTB estimated allocation Total of \$1,960,000.

EDSI– OSO and Career Services



Type of Entity: For Profit
Established: 1979
Headquarters: MI
Percent of Overall Business: 2.8%

	OSO	Career Services	Total
FTEs:	n/a	n/a	31.0
Salaries & Fringes:	n/a	n/a	\$ 1,653,806
Other Costs:	n/a	n/a	\$ 50,536
Indirect Costs:	n/a	n/a	\$ 170,434
Profit/Management Fee:	n/a	n/a	\$ 85,224
Program Budget:	n/a	n/a	\$ 1,960,000
Transition Cost:	n/a	n/a	\$ -
Proposal Total:	n/a	n/a	\$ 1,960,000

- Other workforce contracts in numerous states across the nation. Some consulting contracts in FL.
- References were acceptable.
- Proposed structure is reasonable; key personnel appear qualified.
- Onboarding for new staff, including mentoring. Quarterly review and ranking.
- Transition will be based on prior implementations - - - will create specific plan for this project.
- Customer flow plan is to initially utilize CSTB's current system and then will modify as needed.
- Incorrect budget forms were used. No detail budgets for OSO and Career Services provided. Program budget is in line with CSTB estimated allocation Total of \$1,960,000.
- Indicated 2.8% of overall business if funded; however, Business Services and ADW indicated 6.0% and its budget is smaller, so there appears to be an inconsistency in the calculations.
- ISO 9001 certified.

JobWorks– OSO and Career Services



Type of Entity: Nonprofit
 Established: 1987
 Headquarters: IN
 Percent of Overall Business: 15.0%

	OSO	Career Services	Total
FTEs:	1.0	29.0	30.0
Salaries & Fringes:	\$ 76,077	\$ 1,621,807	\$ 1,697,884
Other Costs:	\$ 3,170	\$ 28,563	\$ 31,733
Indirect Costs:	\$ -	\$ -	\$ -
Profit/Management Fee:	\$ 6,026	\$ 183,284	\$ 189,310
Program Budget:	\$ 85,273	\$ 1,833,654	\$ 1,918,927
Transition Cost:	\$ 1,172	\$ 33,293	\$ 34,465
Proposal Total:	\$ 86,445	\$ 1,866,947	\$ 1,953,392

- Other workforce contracts, primarily in IN.
- References were acceptable.
- Proposed structure is reasonable; key personnel appear qualified.
- Onboarding for is standard. No specific ongoing capacity building or in-house training identified.
- Transition will be based on prior implementations - - - will create specific plan for this project.
- Customer flow plan will be developed once on-site.
- Incorrect budget forms were used. No detail budgets for OSO and Career Services provided. Program budget is in line with CSTB estimated allocation Total of \$1,960,000.
- Program budget is in line with the CSTB estimated allocation Total of \$1,960,000.

Kaiser/DWFS– OSO and Career Services



Type of Entity: For Profit
 Established: 1979
 Headquarters: WI
 Percent of Overall Business: 4.9%

	OSO	Career Services	Total
FTEs:	1.4	28.2	29.6
Salaries & Fringes:	\$ 99,524	\$ 1,498,284	\$ 1,597,808
Other Costs:	\$ 10,009	\$ 70,723	\$ 80,732
Indirect Costs:	\$ 8,763	\$ 123,183	\$ 131,946
Profit/Management Fee:	\$ 8,763	\$ 123,183	\$ 131,946
Program Budget:	\$ 127,059	\$ 1,815,373	\$ 1,942,432
Transition Cost:	\$ 22,598	\$ 25,347	\$ 47,945
Proposal Total:	\$ 149,657	\$ 1,840,720	\$ 1,990,377

- Other workforce contracts in NY TX, MD, TN, and PA.
- References were acceptable.
- Proposed structure is reasonable; key personnel appear qualified.
- Onboarding for new staff, including mentoring. Formal career ladders and certification of skills. Dynamic Learning Community for ongoing capacity building.
- Transition will be based on prior implementations - - - will create specific plan for this project.
- Incumbent OSO. Understands current customer flow plan and will modify as needed.
- Program budget is in line with the CSTB estimated allocation Total of \$1,960,000.
- ISO 9001 certified.

Melissa Carroll

- Future Committee Meetings:
 - Scoring (1)
 - Respondent Presentations (TBD)
 - Selection of Service Provider (1)
 - Board (1)

What's Next? - Scoring



- Scoring Matrix due Friday, **12/4/2020**
- Follow-up meeting: **12/7/2020**
 - Review scores and strengths/weaknesses
 - Selection of respondents for presentation
 - Determine presentation topics and questions

What's Next? – Respondent Presentations



Respondent Presentations:

Date ***TBD for the first 2 weeks of January 2021***

What's Next? – Selection of Provider(s)



Ad Hoc Selection Meeting:

- Date ***TBD for the 3rd week of January 2021***
- Make selection to present to Board (March)

Committee Chair Presentation to Board

Thank you!



Any Questions?



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