

Pennsylvania Child Support Enforcement System ("PACSES") Client Network Infrastructure Maintenance

Request for Proposals (RFP) #10-21

Pre-Proposal Conference

August 30, 2022

Introductions



- Alex Cain Director of Child Support Enforcement Systems, DHS Bureau of Child Support Enforcement
- Holly Zeiders Issuing Officer, DHS Bureau of Procurement & Contract Management
- Audrey Smith DGS Bureau of Diversity, Inclusion and Small Business Opportunities
- Laura Schlagenhaufer DHS Bureau of Employment Programs, Contractor Partnership Program

Agenda



- Introductions
- Ground Rules
- Critical Points
- Project Overview
- Tasks Overview
- Technical Submittal Overview
- Small Diverse Business and Veterans Business Enterprise Overview
- Contractor Partnership Program
- Timeline
- Adjourn

Ground Rules



- ➤ All questions must be submitted via the Q&A Board in JAGGAER by August 30, 2022, by 5:00 PM EST.
- Answers to Potential Offeror questions will be posted on the DGS website (http://www.emarketplace.state.pa.us/) and in JAGGAER by September 8, 2022.
- Any changes to the RFP will be issued as a formal written addendum in accordance with Section 12 of the RFP Description.
- All communication concerning this RFP shall be made through the RFP Issuing Officer.

Critical Points



- ➤ To minimize delays in proposal evaluation and to avoid rejection of your proposal, read the RFP carefully and submit a complete proposal, including the required signature. Follow the proposal format as detailed in RFP Description Section #15.B. Include the appropriate heading descriptions, respond to all requirements and provide any other relevant information as an appendix.
- ➤ The Department may request an oral or written presentation or both from Offerors.
- ➤ Each proposal must have five separate submittals; Technical, Cost, Small Diverse Business Participation, Veteran Business Enterprise Participation, and Contractor Partnership Program.
 - ➤ The references completing the Corporate and Key Personnel Reference Questionnaires must submit the completed forms electronically to <u>RA-PWRFPQUESTIONS@PA.GOV</u>.

Critical Points (cont.)



- ➤ Do not include any cost data, including costs data for the Small Diverse Business and Veteran Business Enterprise submittals in the Technical portion of your proposal.
- Proposals (the electronic copy in JAGGAER) and the electronic copies of the completed Corporate and Key Personnel Reference Questionnaires must be received by 12:00 pm on October 18, 2022.
- The resulting contract will be for a term of three years with two additional one-year renewal options.

Critical Points (cont.)



- The RFP will be evaluated based on the following criteria:
 - Technical 65% (The raw score of the Offeror's Technical Submittal must be greater than or equal to 75% of the available raw technical points)
 - Cost 35%

To be considered a responsible Offeror, the raw score of the Offeror's Technical Submittal must be greater than or equal to 75% of the available raw technical points.

- > The technical evaluation will be based upon the following criteria:
 - Soundness of Approach;
 - Offeror Qualifications;
 - Personnel Qualifications; and
 - Understanding the Project.

Project Overview



As detailed in RFP # 10-21, the Department is seeking proposals for the management and maintenance of the PACSES client infrastructure network. This network provides the critical link between multiple systems including the Commonwealth Enterprise Network, county Domestic Relations Sections, CSENet, and the internet. The selected Offeror shall provide cost effective services that provide for the integrity and continuous operational availability of the PACSES network.

Tasks Overview



- Offerors should respond to all tasks listed in the Technical Submittal and propose how the Offeror will satisfy each of the tasks. Please reference the Technical Submittal in Buyer Attachments for more information.
 - Implementing, managing and maintaining all PACSES network operations.
 - Implementing and supporting all PACSES network hardware, including new installations and office relocations.
 - Managing and supporting DRS voice gateways.
 - Providing end user and desktop support for BCSE and DRS staff.

This is a broad list of tasks. Please pay close attention to the details within the Technical Submittal of the RFP.

Technical Submittal Overview



- Offerors should respond to all areas of the Technical Submittal and propose how the Offeror will satisfy each section of the Technical Submittal. Please refer to the RFP for more information.
- Please pay close attention to the details within the Technical Submittal of the RFP and provide a complete response to each section of the Technical Submittal.

DHS RFP 10-21 PACSES

Pre-Proposal Conference

Issuing Officer – Holly Zeiders





What's the Point?





Small Diverse Business Enterprise (SDB) and Veteran Business Enterprise (VBE) JAGGAER References:

Description

- #10. Pre-Proposal Conference Webinar
- #14. Small Diverse Business and Veteran Business Enterprise Participation
- #15. Proposal Requirements
- #33. Mandatory Responsive Requirements

Questions - RFP Questions

- Group 1.2 Small Diverse Business Participation
- Group 1.3 Veteran Business Enterprise Participation

An Offeror's failure to meet the SDB participation goal in full and the VBE participation goal in full, or their failure to receive an approved Good Faith Efforts waiver for any unmet portion of either the SDB or VBE participation goal will result in the rejection of the Proposal as nonresponsive.



Solicitation Specific Goals

DHS-RFP 10-22	SDB	VBE
	9%	3%

- Available subcontracting opportunities across the entire state for the applicable services,
- Availability of DGS-verified SDB/VBEs to perform commercially useful functions, and
- Historical analysis of similar projects within the last 3 years.

Primes are welcome to extend the goal!



SDB and VBE Classification

Vendors must self-certify as a Small Business (SB) prior to SDB/VBE validation

Small Business Eligibility Requirements

- •The business must be a for-profit, United States business.
- •The business must be independently owned.
- •The business may not be dominant in its field of operation.
- •The business may not employ more than 100 full-time equivalent employees.
- •The business may not exceed threeyear average gross revenues of \$38.5 Million, regardless of business type (effective 11/1/2018).

Small Diverse Business (SDB)

Goal oriented

- Minority Business Enterprise (MBE)
- Woman Business Enterprise (WBE)
- Service-Disabled Veteran Business Enterprise (SDVBE)
- LGBT Business Enterprise (LGBTBE)
- Disability-Owned Business Enterprise (DOBE)

Veteran Business Enterprise (VBE)

Goal oriented

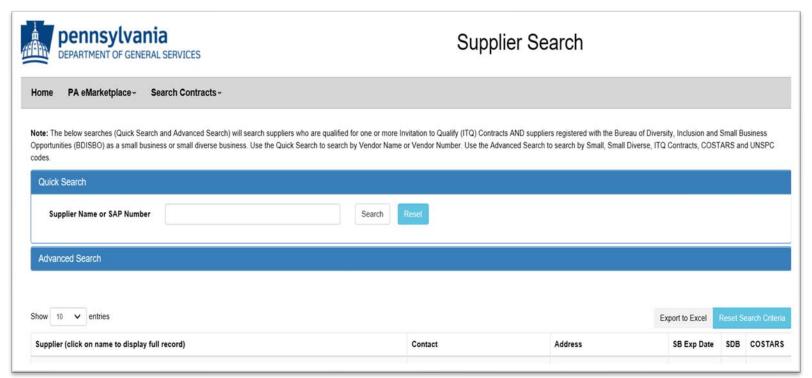
- Veteran Business Enterprise (VBE)
- Service-Disabled Veteran Business Enterprise (SDVBE)

SDBs and VBEs must be certified/valid as of proposal close due date and time.



Finding SDBs and VBEs

Utilization Compliance will be closely monitored and enforced.



http://www.dgs.internet.state.pa.us/suppliersearch

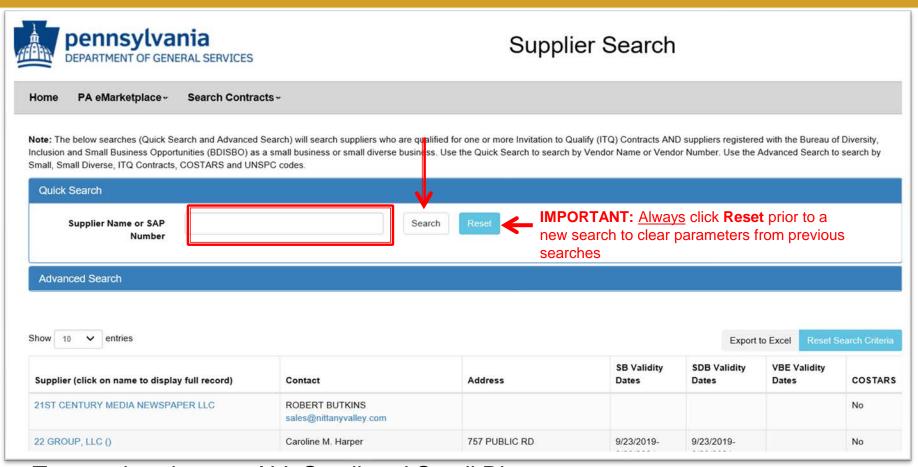


Finding SDB/VBE Vendors

- http://www.dgs.internet.state.pa.us/suppliersearch
- Access Search Guide https://www.dgs.pa.gov/Small%20Diverse%20Busine ss%20Program/Documents/Finding%20SBs%20and% 20SDBs.pdf
- Supplier Search assistance available from Issuing Officer or Bureau of Diversity Procurement Liaison



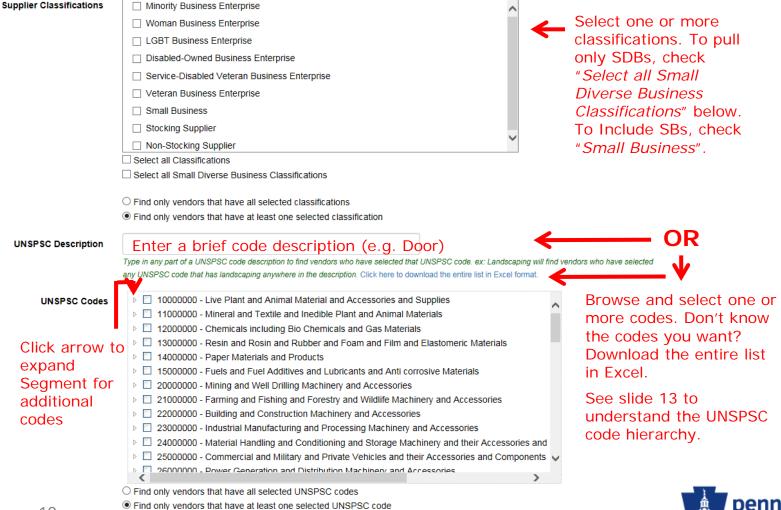
Quick Search



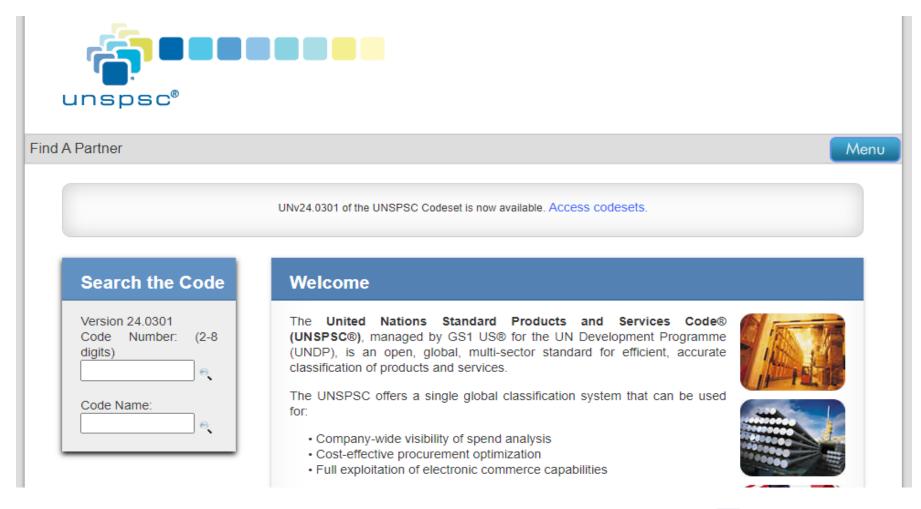
To search or browse ALL Small and Small Diverse Businesses by Name OR 6-digit SAP Number (option also available through Advanced Search)



Advanced Search

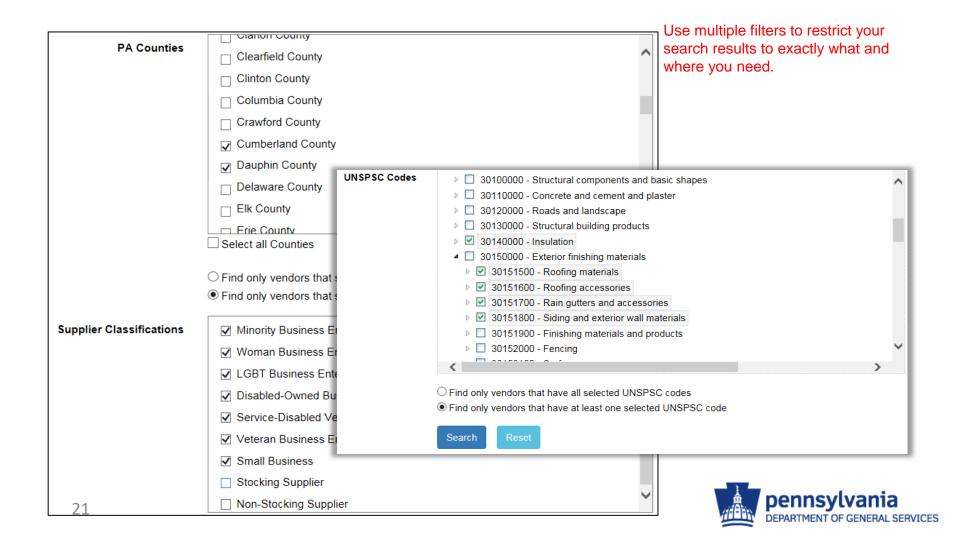


UNSPSC Commodity Code Search

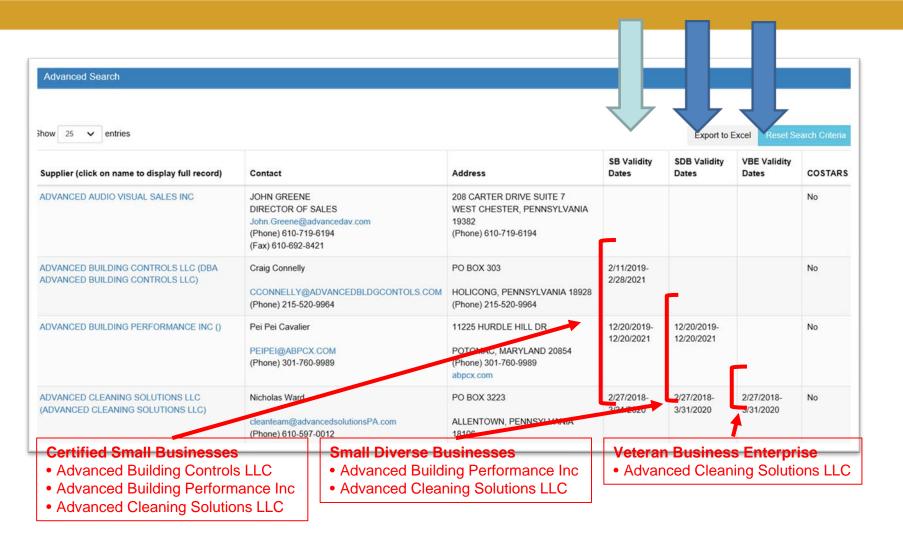




Advanced Search

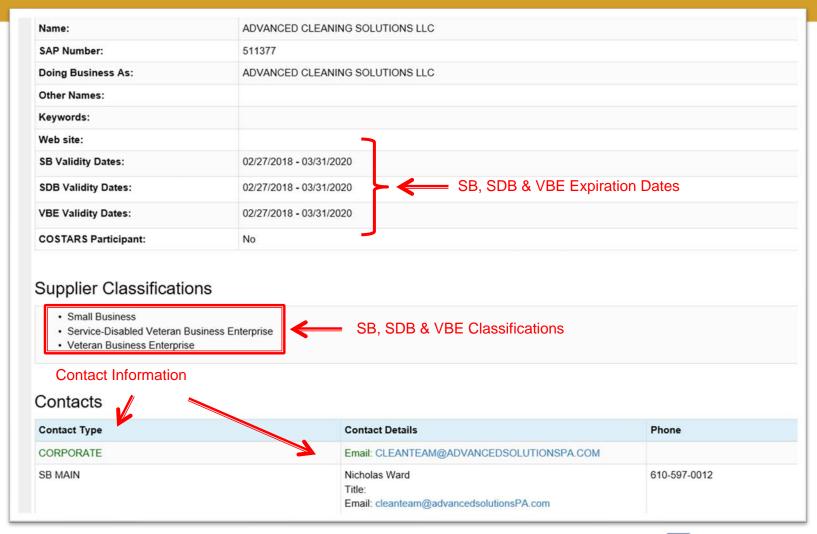


Search Results



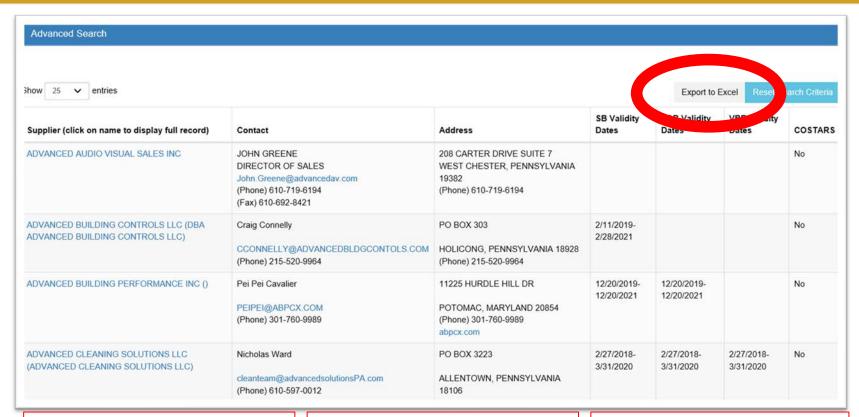


Supplier Profile





Search Results



Certified Small Businesses

- Advanced Building Controls LLC
- Advanced Building Performance Inc
- Advanced Cleaning Solutions LLC

Small Diverse Businesses

- Advanced Building Performance Inc
- Advanced Cleaning Solutions LLC

Veteran Business Enterprise

Advanced Cleaning Solutions LLC



Excel Export Results – Supplier Contacts

Excel Export Results includes Vendor ID, Supplier Name, Contact Name, Email, Phone, Fax

A	В	С	D	E	F	0	Н	1	J	K
SAP Numb	per Supplier Name	Contact Name	Name	Title	Email	PhoneAreaCode	PhoneNumber	PhoneEx	FaxAreaCo	FaxNumb
104279	CA WEISS SALES LLC	CORPORATE			caweiss@comcast.net					
104279	CA WEISS SALES LLC	SB MAIN	KRISTY ZARICHNIAK		kristyz@comcast.net	610	4588864		610	4588875
119565	DUFF SUPPLY COMPANY	CORPORATE	ALEX DUFFINE	VP	DFRANK@DUFFCOMPANY.COM	610	2754453		610	2796299
119565	DUFF SUPPLY COMPANY	REMITTO	BARB COHEN		bcohen@duffco.com	610	2754453	149	610	2756761
119565	DUFF SUPPLY COMPANY	SB MAIN	ALEX DUFFINE		aduffine@duffco.com	610	2754453			
119565	DUFF SUPPLY COMPANY	SB SECONDARY			info@duffco.com					
122594	HOUCK SERVICES INC	CORPORATE			jherrold@houcks.com					
122594	HOUCK SERVICES INC	SB MAIN	JARROD HERROLD		jherrold@houcks.com	717	6573302		717	6579805
122594	HOUCK SERVICES INC	SB SECONDARY			kgussler@houcks.com					
134717	PENN STATE ELECTRIC MECHANICAL	CORPORATE			razmataz33@aol.com					
134717	PENN STATE ELECTRIC MECHANICAL	SB MAIN	RAZ SUGARWALA		razmataz33@aol.com	717	2992090		717	2992297
134717	PENN STATE ELECTRIC MECHANICAL	SB SECONDARY			ksing6027@yahoo.com					
135270	BARBARA J SALES ASSOC INC	CORPORATE			barb@barbarajsles.com					
135270	BARBARA J SALES ASSOC INC	SB MAIN	BARBARA SMITH		barb@barbarajsales.com	412	5233398		800	8137122
135270	BARBARA J SALES ASSOC INC	SB SECONDARY			willsmith@willjservices.com					
137893	IDA YEAGER SALES INC	CORPORATE			idayeagersales@zoominternet.net					
137893	IDA YEAGER SALES INC	SB MAIN	IDA LAQUATRAYEAGER		idayeagersales@zoominternet.net	724	4525260		724	4521072
144061	CONSTRUCTION TOOL SERVICE INC	CORPORATE			ehuss@constructiontoolservice.com					
144061	CONSTRUCTION TOOL SERVICE INC	SB MAIN	BETTY CONNELLY		bconnelly@constructiontoolservice.com	412	6816673		412	6819185
144061	CONSTRUCTION TOOL SERVICE INC	SB SECONDARY			bcgoodwork@aol.com					
145576	BURKE & MICHAEL INC	CORPORATE			MARYFRANCES@BURKEANDMICHAEL.COM					
145576	BURKE & MICHAEL INC	SB MAIN	MARY FRANCES HOGAN		maryfrances@burkeandmichael.com	412	3212301		412	3214582
153927	COOPER TRADING INC	CORPORATE			cti@ctipa.com					
153927	COOPER TRADING INC	SB MAIN	PETER COOPER		pete@ctipa.com	724	8618830		724	8618832
153927	COOPER TRADING INC	SB SECONDARY			debbie@ctipa.com					
157009	CONTRACT HARDWARE AND SUPPLY	CORPORATE			cristil@chsupplyinc.com					
157009	CONTRACT HARDWARE AND SUPPLY	SBMAIN	BRAD BOTTEICHER		bradb@chsupplyinc.com	814	9412340		814	9412342

Suppliers | Supplier Addresses | Supplier Contacts | Supplier Classifications | ITQs | ITQ Contracts | UNSPSC Codes



New Forms and Processes

- SDB/VBE Instructions *SDB-1/VBE-1 READ*
- SDB/VBE Participation Submittal *SDB-2/VBE-2*
- SDB/VBE Utilization Schedule *SDB-3/VBE-3*
- Letter of Commitment SDB 3-1/VBE-3-1
- Guidance for Good Faith Effort (GFE) Waiver –
 SDB-4/VBE-4 <u>READ</u>
- GFE Waiver *SDB-5/VBE-5*



SDB Submittal Instructions – SDB-1

SDB-1 INSTRUCTIONS FOR COMPLETING THE SMALL DIVERSE BUSINESS (SDB) PARTICIPATION SUBMITTAL AND SDB UTILIZATION SCHEDULE.

PLEASE READ BEFORE COMPLETING THESE DOCUMENTS
Bidders/Offerors do not need to return SDB-1 with their SDB Participation Submittal

The following instructions include details for completing the SDB Participation Submittal (SDB-2) which Bidders or Offerors must submit in order to be considered responsive.

The following instructions also include details for completing the SDB Utilization Schedule (SDB-3), which Bidders or Offerors must submit for any portion of the SDB participation goal the Bidder or Offeror commits to meeting.

A Bidder/Offeror's failure to meet the SDB participation goal in full or their failure to receive an approved Good Faith Efforts waiver for any unmet portion of the SDB participation goal will result in the rejection of the Bid or Proposal as nonresponsive.

I. <u>SDB Participation Goal</u>: The SDB participation goal is set forth in the eMarketplace advertisement and also in the Notice to Bidders. The Bidder/Offeror is encouraged to use a diverse group of subcontractors and suppliers from the SDB classifications to meet the SDB participation goal.

II. SDB Eligibility:

- Finding SDB firms: Offerors can access the directory of <u>DGS-verified</u> SDB firms from the DGS Supplier Search directory at: http://www.dgs.internet.state.pa.us/suppliersearch.
- Only SDBs verified by DGS and as defined herein may be counted for purposes of
 achieving the SDB participation goal. In order to be counted for purposes of achieving
 the SDB participation goal, the SDB firm, including an SDB prime, <u>must be DGS-verified</u> for the services, <u>materials or supplies that it has committed to perform on the
 SDB Utilization Schedule (SDB-3)</u>. A firm whose SDB verification is pending or



SDB Submittal – SDB-2

CRITICAL

Check One, and
Only One, Box

SDB-2 SDB PARTICIPATION SUBMITTAL

REJECTION OF YOUR BID/PROPOSAL.

Click on bold titles to navigate to that specific page.

I agree to meet

participation goal in full.

I have completed and am submitting with my bid or proposal an SDB Utilization Schedule (SDB-3), which is required in order to be considered for award I am requesting a partial waiver

After making good faith outreach efforts as more fully described in the Guidance for Documenting Good Faith Efforts to Meet the SDB Participation Goal, I am unable to achieve the total SDB participation goal for this solicitation and am requesting a partial waiver of the SDB participation goal.

I have completed and am submitting with my bid or proposal both of the following, which are required in order to be considered for award:

1. an SDB Utilization Schedule

I am requesting full

participation goal

After making good faith outreach efforts as more fully described in the Guidance for Documenting Good Faith Efforts to Meet the SDB Participation Goal, I am unable to achieve any part of the SDB participation goal for this solicitation and am requesting a full waiver of the SDB participation goal.

I have completed and am submitting with my bid or proposal a Good Faith Efforts Waiver Request for



SDB Utilization Schedule – SDB-3

SDB-3 SDB UTILIZATION SCHEDULE

CRITICAL

Verify SDB/VBE

Validity Now SDBs (including where applicable a prime bidder or offeror is self-performing a portion of the work) that will meet the SDB participation goal (add additional pages if necessary). Submit a Letter of Commitment (SDB-3-1) for each subcontractor, supplier, or manufacturer (add additional Letters of Commitment as necessary).

SDB Name SAP Vendor Number (6-digit number provided by SDB) SDB Verification Number (located on DGS SDB verification)	Type of SDB (check all that apply)	Description of Work to be Performed (Statement of Work/Specification reference)	% Commitment (or % of work to be self-performed by SDB bidder/offeror)	Dollar Value of Commitment (after applying any calculation per SDB-1, Section IV, Calculating SDB participation)
Name: ABC IT Solutions SAP Vendor Number: 123426 SDB Verification Number: 123456-2016-09-SB-M	MBE	IT staffing resources	%	S
Name: SAP Vendor Number: SDB Verification Number:	MBE WBE LGBTBE DOBE SDVBE		%	
Name: SAP Vendor Number: SDB Verification Number:	MBE WBE LGBTBE DOBE SDVBE		%	
Name: SAP Vendor Number: SDB Verification Number:	MBE WBE LGBTBE DOBE SDVBE		%	
Name: SAP Veudor Number: SDB Verification Number:	MBE WBE LGBTBE DOBE SDVBE		%	
Attach additional sheets if necessary			Total % SDB commitment: 0	Total \$ amount: \$0



Letter of Commitment SDB-3.1

plete all pled area on Name:	LETTER as confirms as (SDB) of	ation of	OMMITM the commi	MENT itment by the prime Bidde nced Solicitation/Project.	r or Offeror
	Bidder/Offeror In	formatio	n	SDB Informati	ion
Address					
Point of Contact					
Telephone number					
Email address					
	and Time Frame. If Bidder/ ng services or supplies dur				
Services or suppli	es the VBE will provide:				
Specific Time Fra the services or sup	me the VBE will provide oplies:				
Dollar Value of Co of the contract.	mmitment. These services	or suppl	ies represe	ent \$	for the term
	igning below, the SDB repr required documentation ha				
Sincerely,			Acknowl	edged	
Printed name			Printed n	ame	

SDB to expect a letter and SIGN it!



Guidance to Document GFE SDB-4 & VBE-4

READ, READ, READ

- The ability or desire of a prime contractor to perform the work of a contract within its own organization does not relieve the Offeror of the responsibility to make Good Faith Efforts to meet the SDB and VBE participation goals.
- Prime must complete all components of the Good Faith Effort (GFE) paperwork. Details/Evidence are important, proof is required.
- Carefully review SDB and VBE submittal Instructions, specifically Section VI of SDB/VBE-1 which lists pertinent items as Fatal errors.



Good Faith Efforts Packet SDB-5

Good Faith Efforts (GFE) Partial or Full Waiver

- □ Identified Items of Work Applicant Made Available to SDBs (Part 1) and VBEs
- ☐ Identified SDBs and VBEs and Record of Solicitations (Part 2)
- SDB and VBE Outreach Compliance Statement (Part 3)
- Additional Information Regarding Rejected SDB and VBE Quotes (Part 4)
- SDB and VBE Subcontractor Unavailability Certificate (Part 5)



GFE Documentation - SDB-5 VBE-5

SDB-5 GOOD FAITH EFFORTS DOCUMENTATION TO SUPPORT WAIVER REQUEST OF SDB PARTICIPATION GOAL

Project Description:		
Commonwealth Agency Name:		
Solicitation #:		
Solicitation Due Date and Time:		
	Complete all five parts	
Bidder/Offeror Company Name:		
Bidder/Offeror Contact Name:		
Bidder/Offeror Contact Email:		
Bidder/Offeror Contact Phone Number:		

Part 1 - Identified Items of Work Offeror Made Available to SDBs

Identify those items of work that the Offeror made available to SDBs. This includes, where appropriate, those items the Offeror identified and subdivided into economically feasible units to facilitate the SDB participation. For each item listed, show the anticipated percentage of the total contract amount. It is the Offeror's responsibility to demonstrate that enough work to meet the SDB participation goal was made available to SDBs, and the total percentage of the items of work identified for SDB participation met or exceeded the SDB participation goal set for the procurement.

Identified Items of Work	Was this work listed in the solicitation?	Does Offeror normally self- perform this work?	Was this work made available to SDB Firms? If not, explain why.
	yes no	yes no	yes no
	7700	7700	7700



GFE Waiver - Part 1

Identif Items of Work Offeror Made Available

CRITICAL

V List all

components of

work offered for that the Offeror made available to SDBs. This includes, where appropriate, those items the Offeror identified sible units to facilitate the SDB participation. For each item listed, show the anticipated percentage of the total e that enough work to meet the SDB participation goal was made available to SDBs, and the total percentage SDB participation met or exceeded the SDB participation goal set for the procurement.

Work	Was this work listed in the solicitation?	Does Offeror normally self- perform this work?	Was this work made available to SDB Firms? If not, explain why		
	yes no	yes no	yes no		
	yes no	yes no	yes no		
	yes no	yes no	yes no		
	yes no	yes no	yes no		
	yes no	yes no	yes no		

Attach additional sheets if necessary.



GFE Waiver – Part 2

Attach additional sheets as necessary.

ntified SDBs and VBEs and Record of Solicitations

CRITICAL

Specifics and

Details are ed to provide quotes for the Identified Items of Work made available for SDB participation. Include the name of the SDB r which quotes were solicited, date and manner of initial and follow-up solicitations, whether the SDB provided a quote, eing used toward meeting the SDB participation goal. SDBs used to meet the SDB participation goal must be listed on on Schedule (SDB-2).

Cooles of all written solicitations and documentation of follow-up calls to SDBs must be attached to this form. For each Identified SDB below, Offeror should submit an SDB Subcontractor Unavailability Certificate signed by the SDB or a statement from the Offeror that the efused to sign the SDB Subcontractor Unavailability Certificate.

Name of Identified SDB and Classification	Describe Item of Work Solicited	Initial Solicitation Date & Method	Follow-up Solicitation Date & Method	Details for Follow-up Calls	Quote Received?	Quote Used?	Reason Quote Rejected
MBE WBE LGBTBE DOBE SDVBE		Date: mail email fax	mail email fax	Date and Time of Call: Spoke with: Left Message:	yes no	yes no	Used other SDB Used non-SDB Self performing
MBE WBE LGBTBE DOBE SDVBE		mail email fax	Date: mail email fax	Date and Time of Call: Spoke with: Left Message:	yes no	yes no	Used other SDB Used non-SDB Self performing



GFE Waiver – Part 3

CRITICA Documentation for Part 1

Outreach Compliance Statement

1. List the Identified Items of Work for subcontracting opportunities for the solicitation along with specific work categories:
2. Attach to this form copies of written solicitations (with Bid or Proposal instructions) used to solicit Identified SDBs for these subcontract opportunities.
3. Offeror made the following attempts to contact the Identified SDBs:
4. Bonding Requirements (Please Check One):
This project does not involve bonding requirements.
Offeror assisted Identified SDBs to fulfill or seek waiver of bonding requirements. (DESCRIBE EFFORTS):
5. Pre-Bid/Proposal Conference or Supplier Forum (Please Check One):



GFE Waiver – Part 4

Adding Information Regarding Rejected Quotes

rt 2 indicates that an SDB quote was rejected because the Offeror is using a non-SDB or is self-performing the Document 2 anne of the non-SDB firm. Also include the names of all SDBs and non-SDB firms that provided a quote and the amount of

Describe ded Items of Work not being performed by SDBs (include specific section from bid or proposal)	Self-performing or using non-SDB (provide name of non- SDB if applicable)	Amount of non-SDB quote \$	Name of other firms that provided quotes and whether they are SDB	Amount quoted \$	Reason why SDB quote was rejected along with brief explanation
	self-performing using Non-SDB Name:		SDB Non-SDB Name:		price capabilities other
	self-performing using Non-SDB Name:		SDB Non-SDB Name:		price capabilities other
	self-performing using Non-SDB Name:		SDB Non-SDB Name:		price capabilities other
	self-performing		SDB		price



GFE Waiver – Part 5

Subcontractor Unavailability Certificate

CRITICAL

Required for each

vendor listed in Part

1

is hereby certified that the firm of	(Name of SDB)			
located at				
(Number)	(Street)			
(City)		(State)	(Zip)	
was offered an opportunity to bid on Solic	itation No.			
by				
(Name of	Prime Contractor's Firm)			
********			******	
(SDB), is either unavailable for the work/service or nable to prepare a Proposal for this project for the following reason(s):				
-				
(Signature of SDB's Representative)	(Title)	(Da	te)	



Best Practices

Do's

- Read the solicitation and all instructions completely.
- Submit SEPARATE SDB and VBE submittal forms.
- Validate subcontractor SDB/VBE status in DGS Supplier Database.
- Ensure that all appropriate forms are completed and signed correctly.
- Submit questions early per the solicitation requirements.

Don'ts

- Make any assumptions.
- Copy SDB submittal paperwork.
 Download and complete the VBE submittal separately, titles and accuracy matter.
- Skip any portion of the GFE request documentation.
- Forget to verify subcontractor status as current SDB/VBE in DGS Supplier Database.



Notes

- READ, READ, READ, solicitation instructions completely.
- Subcontractors identified in SDB-3 and VBE-3, Utilization Schedules must be validated as of proposal due date and time.
- Model Form SDB/VBE Subcontractor Agreement is provided for informational purposes only. To be completed by award winning vendor only.



REMINDER



Questions?





BDISBO Contact Info

Bureau of Diversity, Inclusion and Small Business Opportunities

North Office Building 401 North Street, Room 611 Harrisburg, PA 17120-0500 717.783.3119

GS-BDISBO@pa.gov



Contractor Partnership Program

Bureau of Employment Programs Hoa Pham, Bureau Director

8/31/2022



What is the Contractor Partnership Program (CPP)?

The CPP is a collaboration between DHS and its contractors to increase the employment rate of beneficiaries of Temporary Assistance to Needy Families (TANF) assistance.

Contractors who hold agreements meeting certain criteria with DHS are required to establish a TANF hiring goal and implementation plan that supports TANF beneficiaries in obtaining employment with the contractor, grantee, or their subcontractors.



What are the benefits for Contractors and Grantees?

- Fulfills workforce needs by connecting entities to a pool of job candidates.
- Connects entities to PA's Employment & Training network who can assist in developing workforce training, hiring and retention at no cost.
- Entities may be eligible for tax credits for hiring individuals receiving TANF such as the Work Opportunity Tax Credit

WOTC

 Establishes entities as part of a collective solution to lifting people out of poverty.



RFP Requirements

- The RFP contains an overview of CPP in Appendix G.
- Offerors should submit the information being requested in Section 3 of Appendix G as their CPP Submittal.
- This submittal will NOT be part of the scoring criteria, but it must be completed. After selection for negotiations, DHS will review the selected Offeror's CPP Submittal and may approve or request changes as part of negotiations.



Implementing a Hiring Plan

- As part of its CPP submittal, each Offeror should submit a hiring target.
- Offerors should review the positions the organization currently offers and anticipate their needs not only as a result of being awarded a contract but generally throughout the organization for:
 - Both degree and non-degree positions
 - Subcontractor positions
 - CPP hires are not specific to the work outlined in the contract



How is the hiring target determined?

As part of their CPP submittal, Offerors will report their number of Pennsylvania hires annually for the past three years and calculate their average number of hires per year; the target will be 10% of the average.

Total workforce hires in Pennsylvania



Hiring Target Example:

Company X hired **50** people in 2018, **47** in 2017 and **35** in 2016 in Pennsylvania.

$$(50 + 47 + 35)/3 = 44$$
 hires on average per year

4-5 CPP hires is the target for <u>each year</u> of the agreement



Program Requirements

- Submit a hiring goal. The hiring goal should be 10% of the average of annual PA hires over the past 3 years. (Example)
- Establish a Business Folder in CWDS and ensure contact information is current.
- Implement the hiring plan (post jobs, connect with programs, interview, etc.)
- Complete quarterly employment forms via the Commonwealth Workforce Development System (even if no hires were made during that quarter).

Q2-January 15 Q4-July 15

➤ Maintain communication with program office contract monitors or CPP staff on progress and challenges.

CWDS Data Entry Instructions will be provided once the contract is awarded



Contractor Requirements-Additional Notes

- ➤ **Contract Specific**: The CPP requirement is contract specific, meaning each contract held with the Department may require a hiring goal. If a contractor has multiple contracts with DHS, they may have multiple goals.
- ➤ **Subcontractors**: Hires made by subcontractors can also count towards the CPP hiring goal. Subcontractors may also be designated to complete the quarterly reports in CWDS.
- ➤ Eligible positions: Hires can be for any position; the position does not have to be related to the specific contract project(s). TANF beneficiaries possess a wide range of skill sets and can fulfill a variety of positions, depending on the individual's background and experience. Common industry-specific certifications include areas such as:
 - Food Preparation and Safety
 - Hospitality
 - Health Care
 - Administrative Services



How can DHS connect selected Offerors with TANF beneficiaries?

- The selected Offeror can post available positions via PA CareerLink® online: <u>pacareerlink.pa.gov</u>
- DHS can connect entities with local employment and training programs including the Employment Advancement and Retention Network (EARN), Work Ready, and Keystone Education Yields Success (KEYS) providers who work directly with TANF beneficiaries.



DHS TANF Employment and Training Programs

EARN and Work Ready

Providers	Participant Services
22 Local Workforce Development Boards 11 Community Action Agencies	 Support to address employment barriers Employability skills development Counseling services Access to training programs leading to credentials Job placement and job search assistance



DHS TANF Employment and Training Programs

Keystone Education Yields Success (KEYS)

Providers	Services
	The KEYS Program supports participants who are attending an approved program primarily at Pennsylvania's community colleges. Services include:
14 Community Colleges	 On-site support to pursue certificates and degrees Help with navigating college requirements Assistance with financial aid and scholarship applications Support services such as child care, transportation, books, and supplies Connections to other college services such as academic advising, tutoring, student activities, and career services



What are the responsibilities of oversight staff?

The Bureau of Employment Programs and Project Monitors will work together to:

- Provide support to selected Offeror;
- Ensure that the selected Offeror designate and maintain a point of contact for CPP purposes;
- Support selected Offeror in making connections to job candidates and provide technical assistance as needed;
- Conduct outreach when the selected Offeror fails to respond to program requests;
- Review CPP targets during annual monitoring and targeted technical assistance visits; and
- Share quarterly updates, and hold further discussions, if needed.



Contact Information

Contractor Partnership Program **Email**: RA-BETPCPP@pa.gov

PA CareerLink® online: pacareerlink.pa.gov



Timeline



- The Project Timeline includes:
 - August 17, 2022 RFP #10-21 is Issued
 - ➤ August 30, 2022 at 1:00 PM Pre-proposal Conference
 - August 30 2022 by 5:00 PM Deadline to submit questions
 - ➤ September 8, 2022 Answers to Potential Offerors' questions will be posted as an Addendum in JAGGAER and on the Department of General Services website.
 - October 18, 2022, and 12:00 PM Due date for proposals

Questions



 All questions must be submitted in JAGGAER by the specified due date and time.

RFP # 10-21



- This concludes the pre-proposal conference.
- Answers to all questions will be posted to JAGGAER and the DGS website at http://www.emarketplace.state.pa.us/Search.aspx by close of business September 8, 2022.

Issuing Officer



Holly Zeiders
Department of Human Services
Bureau of Procurement & Contract Management
Health & Welfare Building, Rm 832
625 Forster Street
Harrisburg, PA 17120

Any contact with the Department concerning this RFP must be through the RFP Issuing Officer.