

CareerSource Florida, Inc.
Invitation to Negotiate for
Florida Apprenticeship Facilitation and Technical Assistance Services

June 6, 2017

PURPOSE. CareerSource Florida, Inc., issues this Invitation to Negotiate (ITN) with the purpose of eliciting responses from professional organizations interested in contracting with CareerSource Florida, Inc. (CSF) to provide facilitation and technical assistance services relating to the Florida ApprenticeshipUSA project, a State Apprenticeship Expansion Grant.

America's Registered Apprenticeship system is gaining unprecedented momentum as the go-to talent development strategy for businesses and workers across all industries. The Florida ApprenticeshipUSA project was awarded by the U.S. Department of Labor to help states develop and implement comprehensive strategies to support Registered Apprenticeship expansion for greater integration into Florida's state economic, workforce and education talent development/delivery systems. It will provide an opportunity to further align resources to innovate and expand apprenticeship programs to better respond to industry workforce demands. The goal of the Florida ApprenticeshipUSA project is to develop and maintain innovative public partnership involving employers, industry organizations, Registered Apprenticeship (RA) sponsors, state and local workforce development systems, secondary and post-secondary institutions and non-profit agencies. The project will address Florida's critical need for skilled, demographically diverse workers in high-demand, occupation-growth industries, including Building Trades, Health Services and Manufacturing, as well as Information Technology sectors. Key partners include the Department of Economic Opportunity, CareerSource Florida, the Department of Education Apprenticeship Office, Local Workforce Development Boards and Industry intermediaries.

This contractual relationship(s) will provide group facilitation and technical assistance engaging stakeholders/partners for increased awareness of Florida's apprenticeship programs and resources as well as creating greater collaboration and systemic improvements among strategic partners in four key areas:

- Governance and Policy
- Business Outreach
- Population Outreach
- Data Sharing and Enabling Technology Platforms

In addition to the group facilitation in the four key areas listed above, the contractual relationship will include support for a statewide Apprenticeship Summit, identification of policy improvement recommendations that will catalyze state innovations to enable apprenticeship expansion and other duties as determined. In accordance with this corporation's guidelines that call for periodic evaluation of external contractor services, CareerSource Florida seeks to establish this contract with the possibility of two annual renewals. The contract period will be determined by CareerSource Florida. In the event CareerSource Florida determines the outreach capabilities of more than one contractor are in the best interest of the organization, CareerSource Florida reserves the right to contract with more than one respondent.

In accomplishing its objectives, CareerSource Florida must be responsive as well as continue to drive the strategic agenda for talent development to ensure the workforce system is meeting the evolving needs of Florida employers, job seekers and workers. These efforts demand increasing and strategic collaboration with statewide agencies.

The approved contractor(s) will provide services to assist with the continued implementation of CareerSource Florida's Workforce Innovation and Opportunity Act Unified Plan and deliver on-demand services relating to Apprenticeships, including but not limited to, special report development as well as development of talking points and presentation materials for key staff. Such services would be provided to CareerSource Florida; at CareerSource Florida's direction, to its state-level partners, the Florida Department of Economic Opportunity, the Florida Department of Education and local workforce boards.

BACKGROUND. CareerSource Florida was established by the Florida Legislature to provide policy direction and general oversight to the state's workforce development system. As established in Chapter 445, Florida Statutes, this workforce system comprises CareerSource Florida; the Department of Economic Opportunity, which serves as the administrative and fiscal entity for CareerSource Florida; 24 local workforce development boards; and a host of other state, regional and local partners. A board of directors largely appointed by the Governor oversees the activities of CareerSource Florida and the delivery of workforce services. CareerSource Florida is managed by a president and professional staff located in Tallahassee.

The workforce development system in Florida serves two customer groups – employers seeking skilled workers, and job seekers from entry level through professional, both employed and unemployed. Workforce development services are provided to these customers primarily through the 24 local workforce development boards throughout the state, which are chartered by CareerSource Florida, as well as through the system-wide virtual job matching and labor market tool, Employ Florida at employflorida.com.

There are approximately 100 career centers in Florida, overseen by the local workforce development boards, that provide workforce-related services to individuals seeking jobs, to employed individuals needing skills upgrades to retain their jobs and to businesses seeking to fill vacancies or stay competitive by upgrading the skills of their existing workers. More information about CareerSource Florida is available at careersourceflorida.com and about our 24 local board partners and the career centers they oversee by visiting their individual websites [at this link](#).

CONTRACTOR QUALIFICATIONS. Through this ITN, CareerSource Florida will select and negotiate a contract within the following parameters:

1. **Experience.** Firms must have been in business under their existing names and/or business structure for not less than one year from the date of issuance of this ITN. Respondents must have significant experience in facilitation services, as well as experience in the development of strategic policy recommendations. That experience will be demonstrated by listing recent/current projects the firm has managed.

2. Capacity. Responding firms must have significant in-house capacity and be able to develop and manage this project within its own capacity. Subcontractors required for specific projects would need to be disclosed to the contract manager in advance.

The firm's capacity will be demonstrated by listing the education and work experience of the firm's staff and describing in-house creative capabilities. The firm must also be able to provide on-the-ground technical assistance, expertise and support for CareerSource Florida and partner-related meetings and events held throughout the state.

3. Workforce Experience. In addition to the general firm experience mentioned above, preference will be given to firms with practical knowledge and experience working with a workforce development organization(s), and statewide partner organizations such as those outlined above under the section "Purpose." Knowledge of and experience in outreach to customers of focus under the federal Workforce Innovation and Opportunity Act will be advantageous, as will demonstrable work product and successful outcomes working with statewide collaborative partners with complementary talent development goals and roles.
4. Noteworthy Accomplishments & Awards. As a partial measure of the firm's quality of performance, it would be appropriate to highlight instances where the firm and/or individuals within the firm have been recognized for exemplary achievement.

SUBMISSION OF RESPONSES. Firms interested in submitting a response to this Invitation to Negotiation must electronically submit the following documents:

1. "Firm Questionnaire" – Respondents will provide information regarding the firm that addresses the preferences listed above. This information will be provided by completing this form: <https://careersourceflorida.com/invitation-negotiate-florida-apprenticeship-facilitation-and-technical-assistance-services/>
2. "Examples of Work Product" – Respondents will provide examples of work product (files are uploaded through the above link) that best illustrate the capabilities and talents of the firm and its individual members. The work product should be product that was produced within the last three years. Each product that a respondent chooses to submit should reflect the work of staff members who developed the product and are still with the firm.
3. Presentations – CareerSource Florida may request a personal presentation by one or more of the responding firms which would allow an opportunity to provide more examples of work product.
4. CareerSource Florida is subject to Florida's Government in the Sunshine Law, which requires that materials made or received by an agency, in connection with official business, which are used to perpetuate, communicate or formalize knowledge are considered public records. All responses to this ITN will be considered public record.

Respondents should complete the form, including uploading any examples of work product they may wish to provide no later than **5:00 PM, Eastern, June 20, 2017.**

SELECTION. Potential respondents are reminded that this is not a bid nor a Request for Proposals and, therefore, CareerSource Florida is not seeking actual proposals, pricing plans or contract offers. CareerSource Florida will review the responses and evaluate proposals based on which responses CareerSource Florida deems to be the most suitable and qualified. CareerSource Florida retains the sole authority for developing and applying the criteria it will use to evaluate proposals. Responding firms should be prepared to provide, upon request, at least three references from clients with whom the firm has worked within the past 12 months.

CareerSource Florida may choose to request that one or more of the responding firms make a face-to-face presentation to an individual or individuals reviewing responses. If needed, every effort will be made to schedule the presentation(s) at a time and on a date, satisfactory to the respondent. Presentations, if necessary, will be scheduled in Tallahassee at CareerSource Florida headquarters. CareerSource Florida, at its sole discretion, may determine that a personal presentation(s) is not necessary. Tentatively, CareerSource Florida plans to schedule presentations, if necessary, the week of **June 26, 2017.**

NOTE: When CareerSource Florida decides which firm it deems to be the most suitable and qualified for this project, it will notify all respondents of that decision. CareerSource Florida will then set up a meeting with the company it selects and commence negotiations relative to specific 1) scope of services, 2) timetables for implementation and 3) costs. If negotiations are unsuccessful, CareerSource Florida retains the right to initiate contract negotiations with the next most suitable firm and continue that process until it successfully negotiates a contract. CareerSource Florida retains the sole authority to make its selection based on what it determines to be its best interest. CareerSource Florida, at its sole discretion, may reject any and all responses as not meeting the needs of this project. **CareerSource Florida anticipates that a selection decision will be made by no later than June 30, 2017.**

CONTRACT(S). The contract(s) resulting from this ITN will be a two-party contract between CareerSource Florida and the selected firm(s). Any subcontractors the firm may use from time to time over the course of the contract will not be a party to the firm's contract with CareerSource Florida, and should be identified when the outside assistance is needed.

The contract(s) will establish pricing to be used for various aspects of the services provided by the contractor. The contract period will be determined by CareerSource Florida. As noted earlier, it is anticipated that there is an opportunity for contractual agreements for a period of up to three years including renewals. The actual length of the contract and any possible renewal options will be terms to be negotiated by the parties.

CONTACT. Firms should direct inquiries regarding this ITN by completing this form: <https://careersourceflorida.com/submit-questions-itn-florida-apprenticeship-facilitation-and-technical-assistance-services/>.

No phone calls please.