



WORKFORCE SOLUTIONS
C O A S T A L B E N D

Pre-Proposal Conference

**RFP for Management
and Operation
of Career Center System
(Including Youth Services)**
RFQ No. 23-05

April 10, 2023



Pre-Proposal Conference **FOCUS**

Potential Proposers Need to Understand

- Board Mission & Vision
- Board Goals
- RFP Scope – Employer Driven
 - The Coastal Bend Region
 - Local Initiatives
- Board Communications Plan pg. 10
- Performance Expectations pg.13-14
- Procurement Process
- Scoring Criteria




A sunburst graphic with many thin lines radiating from a central point at the top of the slide.

MISSION

At Workforce Solutions Coastal Bend, we invest in our regional success through access to jobs, training, and employer services.

VISION

We meet our mission through collaboration with industry, education, economic development, and labor to develop a comprehensive regional workforce strategic plan; develop a trainable and available workforce; and provide workforce relevant training opportunities for youth.

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STRATEGIC BOARD GOALS

PARTNERSHIPS

Establish and Strengthen Partnerships

EFFICIENCY

Effectively and Efficiently Target Rural Area Services

AWARENESS

Increase Workforce Awareness

INNOVATION

Expand Innovative Services to Business

OPPORTUNITIES

Explore New Revenue Opportunities

TEAMWORK

Improve Internal Efficiencies

CULTURE

Refine Board Culture

EMPLOYER DRIVEN

Career Centers services focus on employers' need for a knowledgeable, skillful workforce to help business become productive and competitive both locally and in the global market.

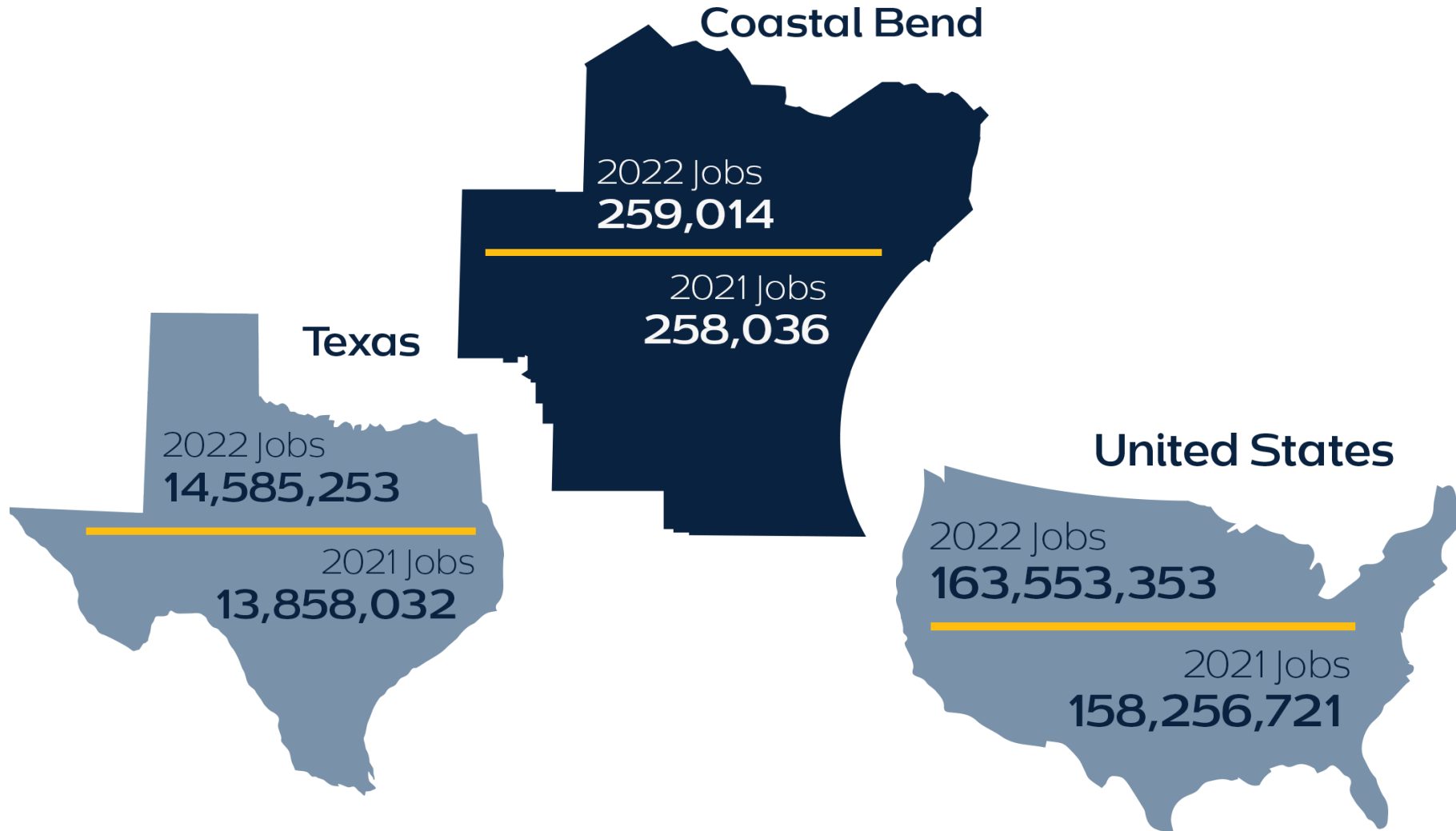


Coastal Bend **Regional Trends**

Regional economic awareness sets the stage for the work we do. With accurate labor market information specific to the region, we can identify populations in need and strategize methods for service delivery.

The Coastal Bend **REGION**

Demographics & Job Growth



2022

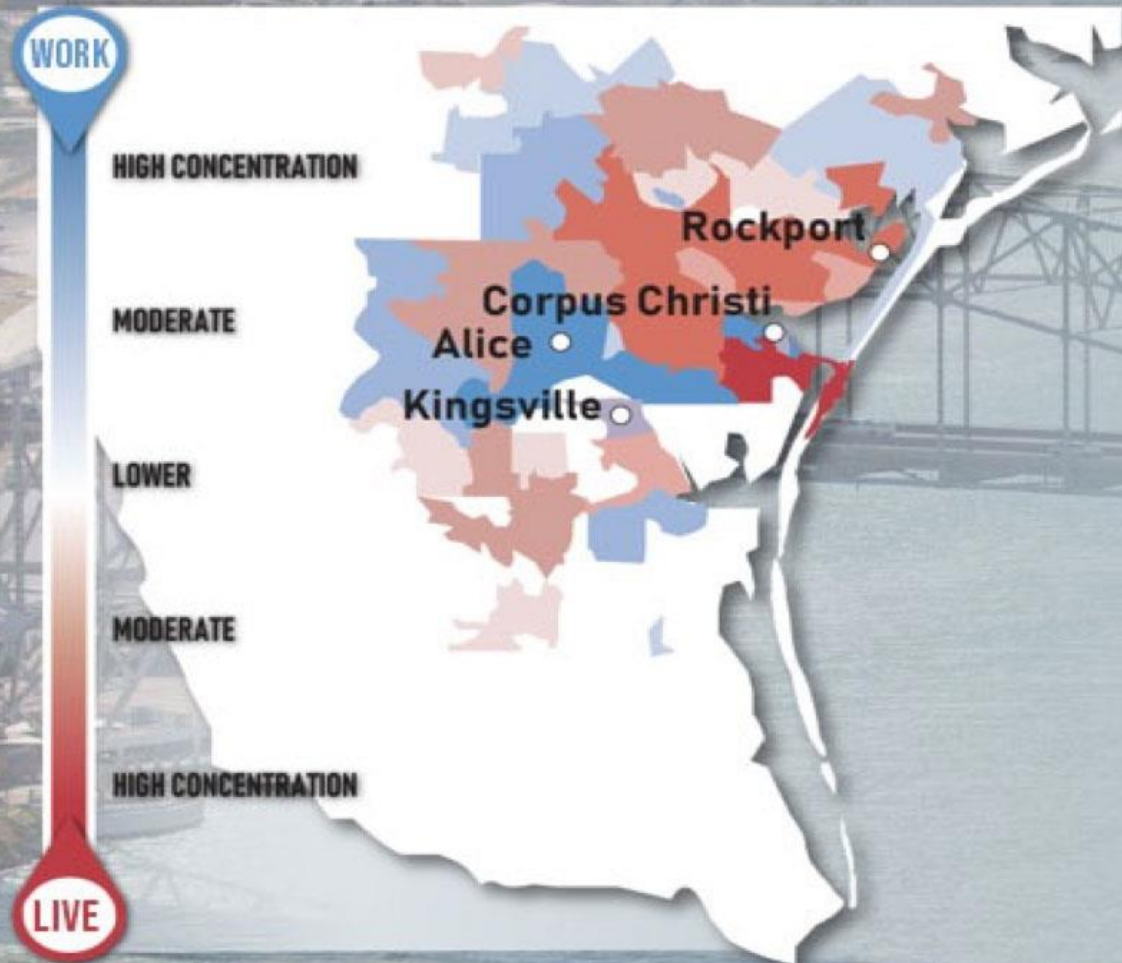
↑ Population
598,947
2021 — 597,726

↑ Jobs
259,014
2021 — 258,036

↑ Avg. Earnings
Per Job
\$60K
2021 — \$57.5K

The Coastal Bend REGION

WHERE DO COASTAL BEND RESIDENTS WORK AND LIVE?



WHERE RESIDENTS WORK

ZIP	City Name	2022 Employment
78411	Corpus Christi, TX	23,033
78412	Corpus Christi, TX	14,716
78401	Corpus Christi, TX	14,427
78414	Corpus Christi, TX	14,346
78332	Alice, TX	13,214

WHERE RESIDENTS LIVE

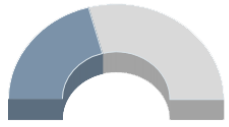
ZIP	City Name	2022 Workers
78413	Corpus Christi, TX	18,553
78414	Corpus Christi, TX	18,011
78415	Corpus Christi, TX	17,441
78412	Corpus Christi, TX	16,577
78363	Kingsville, TX	13,758

Zip codes are color-coded accordingly by areas of high to low concentration based on where residents work and live. Areas coded purple indicate places of high concentration for both, where residents work and where residents live.

Source: Economic Modeling Specialists Inc. (EMSI) datarun
2023 EMSI Economic.

The Coastal Bend **REGION**

Population Characteristics



**Retiring
Soon**

| **165,445**

Retirement risk is about average in our area. The national average for an area this size is **177,068** people 55 or older, while there are **165,445** here.



**Racial
Diversity**

| **417,276**

Racial diversity is high in our area. The national average for an area this size is **239,630** racially diverse people, while there are **417,276** here.



Millennials | **122,731**

Our area has **122,731** Millennials (ages 25-39). The national average for this area is **122,601**.



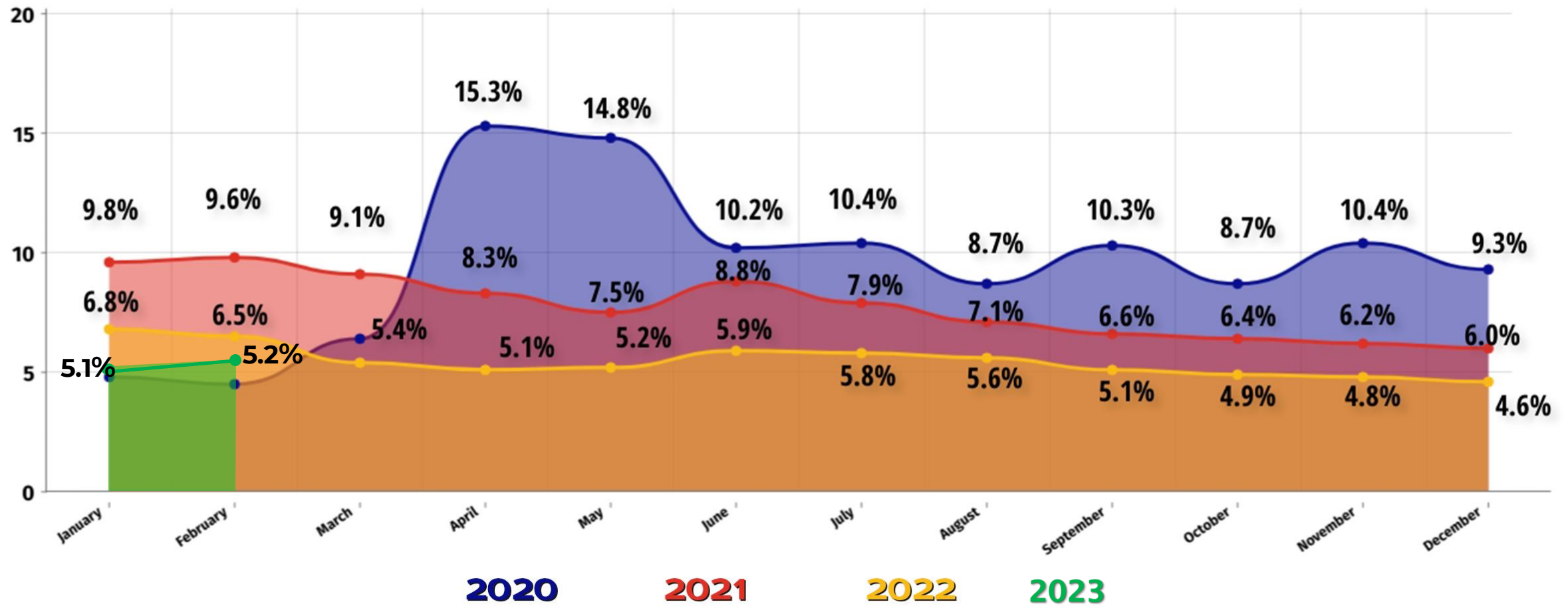
Veterans | **39,561**

Our area has **39,561** veterans. The national average for an area this size is **32,205**.



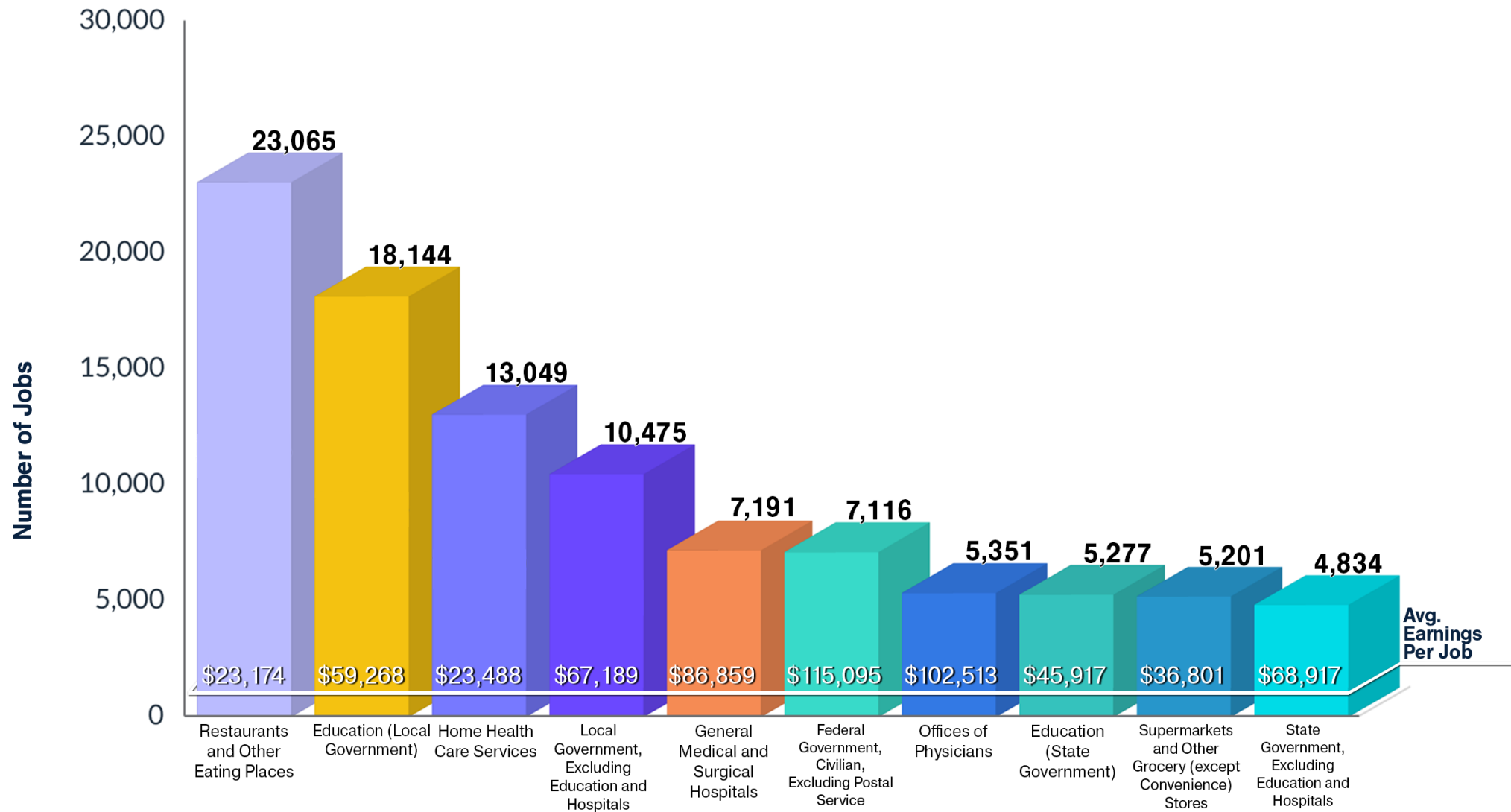
The Coastal Bend **REGION**

Monthly Unemployment



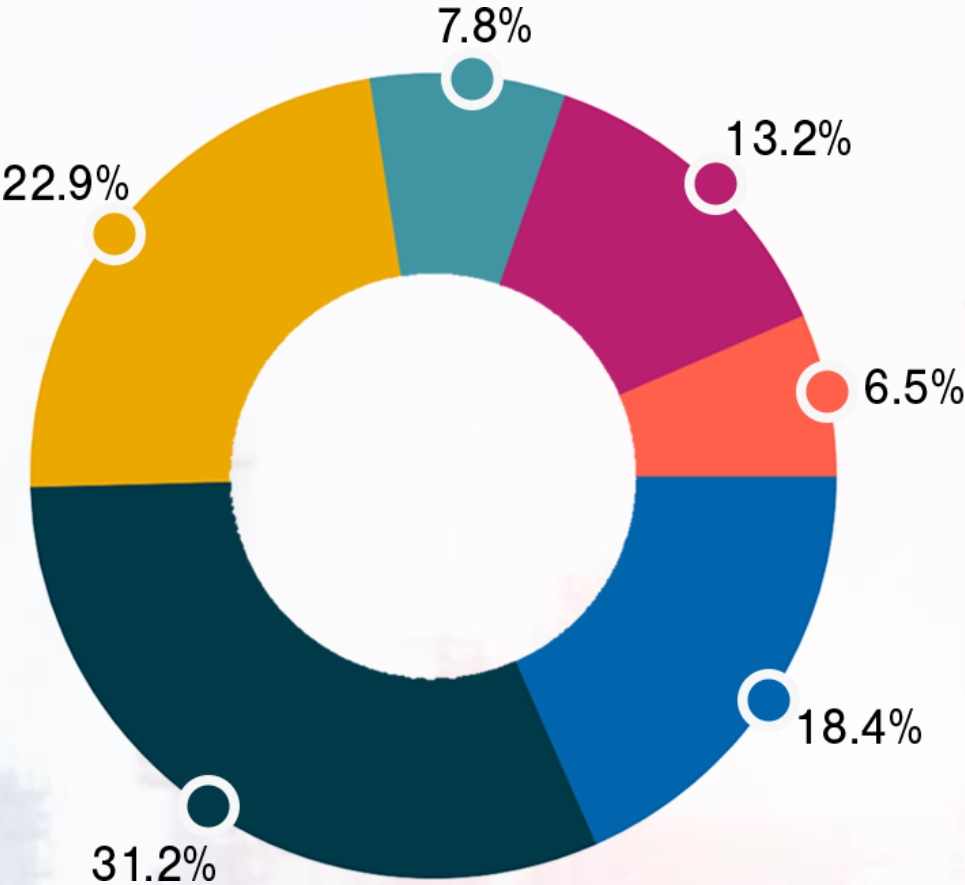
The Coastal Bend **REGION**

Largest Industries in the Coastal Bend



The Coastal Bend **REGION**

Educational Achievement



EDUCATIONAL ACHIEVEMENT

	Population	Percentage of Population
Graduate Degree and Higher	25,653	6.5%
Bachelor's Degree	51,971	13.2%
Associate's Degree	30,914	7.8%
Some College or Credentialed	90,344	22.9%
High School Diploma	122,957	31.2%
12 th Grade or Less	72,591	18.4%

Career Center **Footprint**

Coastal Bend youth are the future of our economy. Workforce Solutions Coastal Bend is dedicated to connecting tomorrow's workforce with valuable information, guidance, and opportunities.

LOCATIONS



6 Full-Service Career Centers*

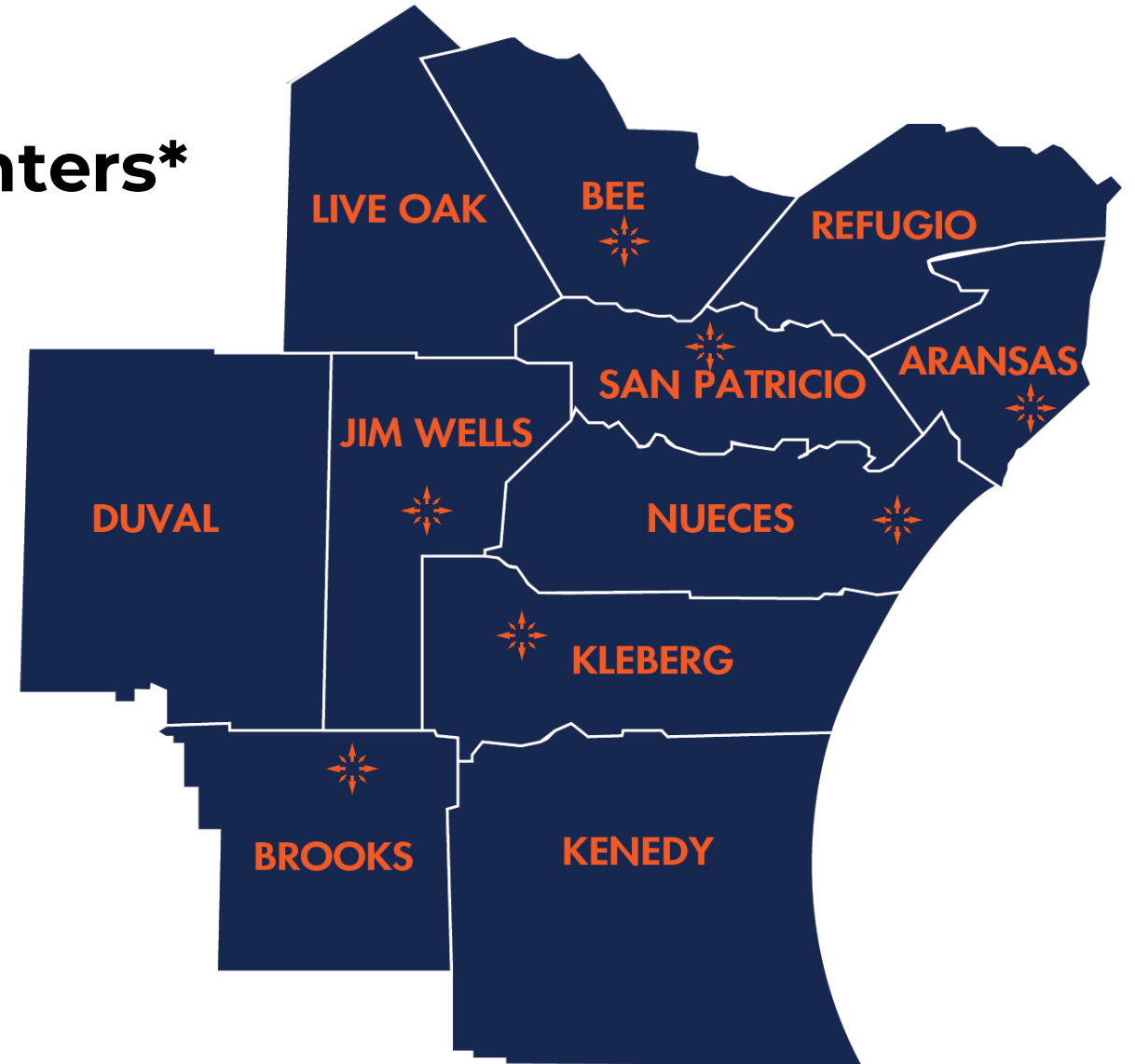
- **3 CBC Campuses**



2 Satellite Centers



**Mission Plaza Coming
Soon – Summer 2023**



NEW CAREER CENTER – Rockport, TX Jobs Connection Center

Our valued partner, Goodwill Industries of South Texas opened a Jobs Connection Center inside the Goodwill Store in Rockport. This presented WFSCB with the opportunity to open a satellite Career Center onsite. Employers and job seekers in Rockport now have access to our valuable services and training opportunities. Collaboration at its best!



NEW CAREER CENTER – Mission Plaza Corpus Christi, Texas



25,000 sqft.

Career Center **FOOTPRINT**

MOBILE CAREER CENTER



9 Computer Stations



Fully Accessible & Wi-fi



Weekly Deployment



Special Events



Workforce By the Numbers



WFSCB plays an integral role in connecting job seekers and employers. We have seen from these events and from the success of the many that we serve that community partnerships, professional networking, and outreach are they keys to filling the unemployment gaps.

Workforce by the **NUMBERS**

Employer Services

2,496

Employers
Served



231

New Employers
Served



31,214

Services Provided
to Employers



8,548

Total Job
Postings



17,866

Total Job
Openings



Workforce by the **NUMBERS**

Impact to the Community

WFSCB's Business Solutions team works diligently to plan and implement year-round hiring events. Employers who participate in these events engage with job seekers, promote their business, and contribute to growing the Coastal Bend economy by hiring qualified job seekers.



Workforce by the **NUMBERS**

Job Seeker Services

17,809
Total Job
Seekers Served



145,262
Total Job Seeker
Services Provided



1,753
Veterans
Served



1,138
Persons with
Disabilities Served



13,827
Unemployment
Claimants Served



Workforce by the **NUMBERS**

40

Business

- Accountants
- Information Technology (IT) Specialist
- Paralegals

167

Healthcare

- Registered Nurses
- Licensed Vocational Nurses
- Medical Assistants

320

Professional Skills & Trade

- CDL Drivers
- Welders
- Process Technicians

6

Public Service

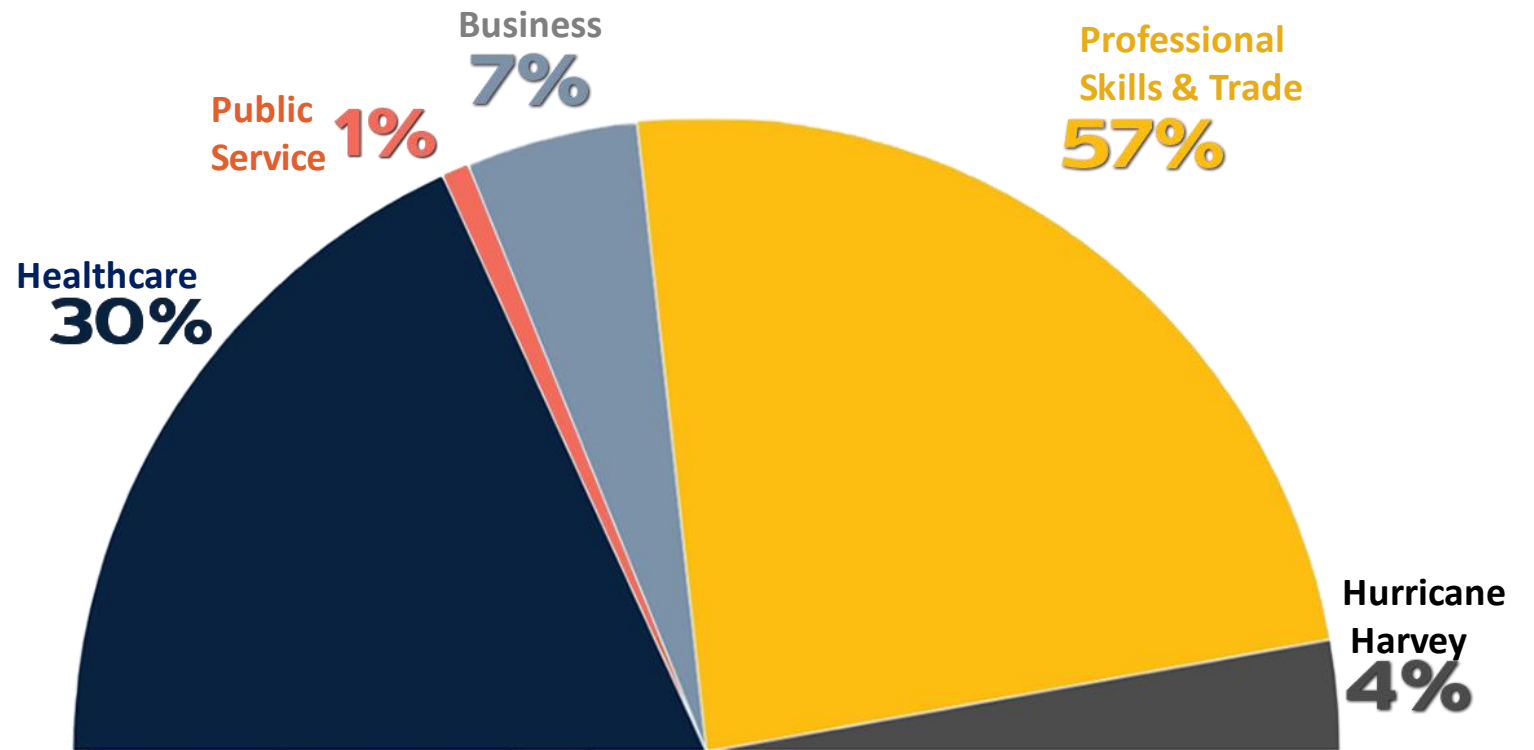
- Teachers
- Police Officers
- Court Reporters

23

Hurricane Harvey

- Occupational Safety and Health Administration (OSHA)

Credentials by Industry Sector



Workforce by the **NUMBERS**

2022 Hiring Events



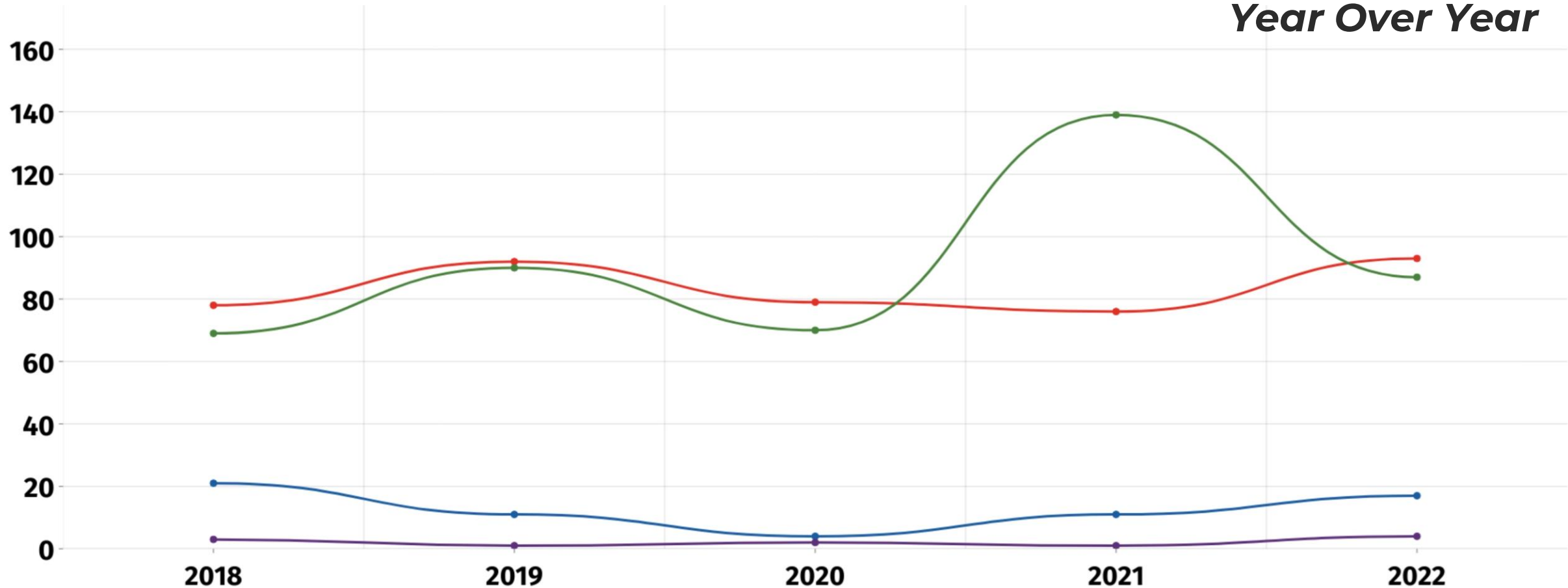
Training Scholarships Return on Investment

2017 – 2022 | 5 Years

TRAINING SCHOLARSHIPS RETURN ON INVESTMENT	
Individual Training Accounts	949
Invested	\$3,039,244
Wages Earned	\$18,559,522
RETURN ON WFSCB INVESTMENT	611%

Workforce by the **NUMBERS**

Training by Industry Sector *Year Over Year*



Business



Healthcare



**Professional
Skills & Trades**



Public Service

Workforce by the **NUMBERS**

Customers Currently in Training

32

Professional Skills & Trades

Blue Diamond
Welding LLC.



64

Healthcare



9

Business



1







Public Service



106 Customers Currently
in Training

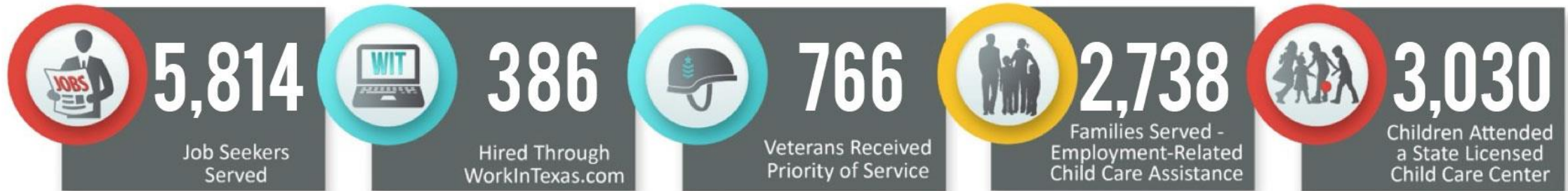
\$930,717 Financial Assistance
for Trainings

Workforce by the **NUMBERS**

Career Center			Traffic Total
	Corpus Christi	62%	20,102
	Kingsville	10%	3,130
	Alice	9%	2,868
	Sinton	9%	2,983
	Beeville	8%	2,664
	Rockport	2%	489
TOTAL			32,236

Workforce by the **NUMBERS**

WORKFORCE SNAPSHOT



Workforce Youth Services

Coastal Bend youth are the future of our economy. Workforce Solutions Coastal Bend is dedicated to connecting tomorrow's workforce with valuable information, guidance, and opportunities.

Workforce Youth **SERVICES**



YOU BY THE NUMBERS

203

Total WIOA
Youth Served

WORK EXPERIENCE

32

In-School
Youth Served

54

Out-of-School
Youth Served

44

Employers
Served

\$241,664

Wages
Paid

Workforce Youth **SERVICES**



YOU
CHOOSE
Youth Opportunities Unlimited
CAREER EXPO
2022

37
Training
Institutions

56
Employers

2,400
Students in
Attendance

Educator Externship

Coastal Bend Educators had the unique opportunity to learn from regional employers about occupations across industries. Educators learned what it takes to enter and build a career in the most in-demand occupations. Each educator develops their own curriculum and implements it in their classroom which multiplies the impact this program has on our community.



74

Educators

35

Employers

FOSTER YOUTH INITIATIVES CASA Ringing of the Bells



Local **INITIATIVES**

11th Annual **Red, White & You!**



212

Job Seekers

66

Veterans

36

Job Offers

46

Scheduled
Interviews

99

Employers

Summer Earn & Learn Work Experience Program

Creating Pathways to Employment for Students with Disabilities!



This summer program offers work-based learning experiences and training for students with disabilities to get them acclimated to the work culture. Pre-employment work readiness and preparation for job placement allows students to gain familiarity with the workplace and develop transferable skills while they earn a paycheck. James, a Summer Earn & Learn (SEAL) participant, is pictured at his workplace, Fun Trackers, where he developed meaningful job skills.

71 Students

73 Employers

Local INITIATIVES



Staff Sensitivity Training & Resource Fair

Student HireAbility Navigator & Vocational Rehabilitation Services (VRS) team collaborated to create a hands-on sensitivity training for the workforce career center team and its partners. The regional VRS team was onsite to provide awareness and training on topics such as assistive technology, orientation & mobility, and transition services.



Employer Disability Awareness Training

Local employers learned of the benefits of hiring persons with disabilities and received disability awareness training. VRS Business Relations Coordinator, Vanessa Vera, provided direction on how to create an inclusive workplace. Thank you to all participating employers for your continued dedication in creating an inclusive work environment for people with disabilities.

Non-Custodial Parent Choices Program (NCP)

The Non-Custodial Parent (NCP) Choices Program is a collaborative effort with the Texas Office of the Attorney General (OAG) and IV-D Family Court to help parents who have substantial barriers to employment and career advancements.

Since 2009 Workforce Solutions has served 985 and has recovered \$15 million.



985 Total Served Under NCP

\$15,905,409.56

*Funds recovered for Non-Custodial Parents (NCP)

Essential Skills Training

WFSCB implemented the WRK Mobile Learning Platform, a customized online training system with course content and competency tests used to obtain essential workplace skills necessary for employment success.



1,063 Modules Completed

87 Credentials Attained

Participants who graduated were awarded laptop computers & printers.

Local INITIATIVES



Apprenticeship Expansion Grant & Kiewit Partnership

\$100,000



Apprenticeship
TEXAS

50

Participants Enrolled
in this Paid Apprenticeship

Apprentices earn a wage, national credentials, and career advancement opportunities apprenticing with Kiewit. Training is provided for structural fitting, industrial painting, pipefitting, industrial welding and scaffold building to ensure Kiewit is prepared for expansion.



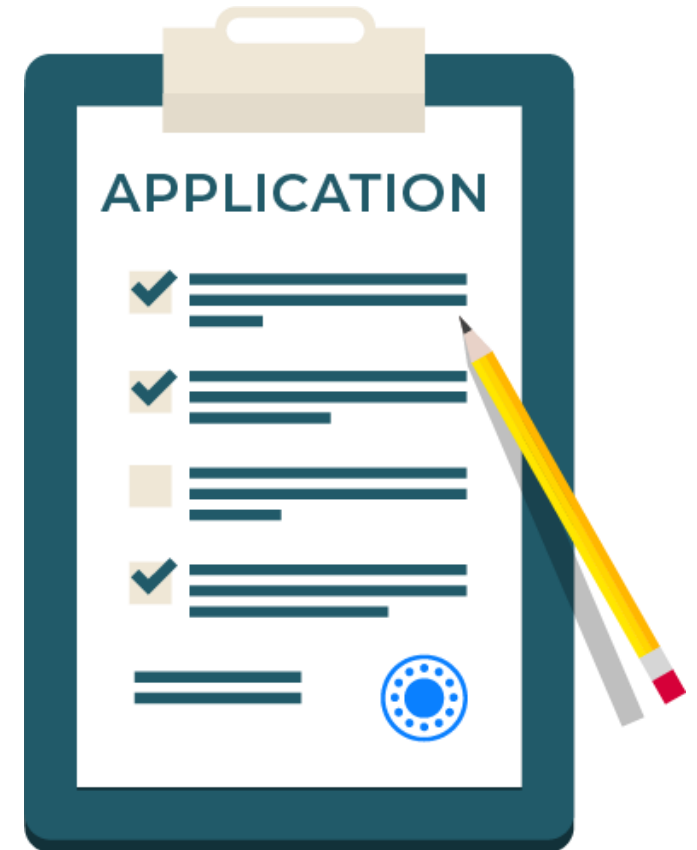
Procurement **PROCESS**

THREE STEPS

Step 1 – Submit an Application for Qualification

- History
- Experience / Expertise
- Performance
- Fiscal Resources & Integrity
- Management & Fiscal Systems
- Staff Qualifications

 **Due May 22, 2023 by 4:00 PM**



Procurement **PROCESS**



Step 1 – Application MUST Contain:

- **Forms & Certifications**
- **Application Narrative**
 - Financial Management System
 - Cash Management
 - Accrual Process
 - Disallowed Cost Prevention & Reimbursement
 - Working Capital
 - Management Capacity
 - Demonstrated Effectiveness
- **Organization Chart**
- **Resumes & Job Descriptions**
- **Career Center Management Experience over the last 10 years**
- **Monitoring Reports for the last 3 years**
- **Corrective Action Plans & Sanctions**
- **Three Years of Audits & Any Legal Issues**
- **Cost Allocation Plan & Indirect Cost Plan**
- **List of Agencies (MOUs)**



Due May 22, 2023 by 4:00 PM

Procurement **PROCESS**

THREE STEPS



Step 2 – Proposal Submission from Qualified Applicants

- Management & Staffing
- Communications & Outreach
- Program Service Delivery
 - Including Employer & Job Seeker Services
- Transition Plan
- Fiscal Approach & Budget



Due June 26, 2023 by 4:00 PM



Procurement **PROCESS**



Step 2 – Proposal MUST Contain:

- **Cover Page & Checklist**
- **Proposal Narrative**
- **Proposal Budget**
 - **Funding**
 - State & Federal Funding
 - Proposed Budget 6 to 7 million dollars
 - **Overhead Costs & Allocation (Cost Category 709)**
 - Subrecipient's Admin Costs & PEO Fees
 - Separate from Operational Cost
 - Bases for Allocation
 - **List any In-Kind / Cash Contributions**
- **Attachments**
 - Proposed Organization Chart
 - Staff Training Matrix
 - Job Seeker Customer Flow Chart
 - Employer Customer Flow Chart



Due June 26, 2023 by 4:00 PM

Procurement **PROCESS**

THREE STEPS



Step 3 – Proposal Evaluation



- **Independent Review Team**
- **Team Report to WFSCB Executive Finance Committee**
- **Recommendation to Board of Directors**
- **Board Action on Recommendation**
- **Successful Contract Negotiations**

Procurement **PROCESS**

SCORING CRITERIA

Application

- Financial Capacity - 40 points
- Management Capacity & Demonstrated Effectiveness - 60 points

Applications must receive an average rating of at least 75 points to be considered eligible to submit a proposal. Applicants will be notified of the status of their Application no later than May 30, 2023.

Proposal

- Proposed Career Center Management & Operations - 25 points
- Program Operations and Service Delivery - 25 points
- Budget / Costs - 25 points
- Interview with WFSCB Leadership Team – 25 points
- State Comptroller Certified HUB - 5 points

Top two (2) finalists will be invited to interview.



Procurement **PROCESS**

RFP TIMELINE

- © April 3 Release of RFP & Start of Question Period
- © April 10 Pre-Proposal Conference @ 10 am
- © April 24 End of Question Period @ 5 pm
- © April 27 Answers Posted on WFSCB Website @ 5 pm
- © May 22 Applications Due @ 4 pm
- © May 30 Notice to Applicants re Status
- © June 26 Proposals Due @ 4 pm

Procurement **PROCESS**

RFP TIMELINE

© June 27	Evaluation of Proposals
© Jul 10	Finalist Interviews
© Jul 17-21	Fiscal Integrity Review
© Jul 31	Notice of Award / Non-Selection <i>(projected)</i>
© Aug 1-10	Pre-Award Survey & Contract Negotiations
© Sep 1	Start of Transition Period <i>(if necessary)</i>
© Oct 1	Contract Start Date

Procurement **PROCESS**

Application & Proposal Submission Requirements

- Proposals may be submitted in paper or electronically.
- If submitting in paper an electronic version is also required.
- Electronic versions should be emailed to esther.velazquez@workforcesolutionscb.org
- Or uploaded via SharePoint at: https://wscostalbend-my.sharepoint.com/:f:/g/personal/shileen_lee_workforcesolutionscb_org/Epqzj3CRq59Hp6gqOqr85eUBC9xiUrTe_m0nmrlseyTUEg?e=v2VkRP
- Communication promoting qualifications to WFSCB staff, Board of Directors or CEO Council is strictly prohibited until contract is awarded.

Procurement **PROCESS**



POINT OF CONTACT

- Questions can be submitted in writing to:

Esther Velazquez, Contracts and Procurement Specialist

Email: esther.velazquez@workforcesolutionscb.com

Fax: 361.885.3057

Mail: Workforce Solutions of the Coastal Bend
400 Mann Street, Suite 800
Corpus Christi, TX 78401

- **Deadline for questions is April 24, 2023 @ 5 pm.**
 - No questions will be accepted after the deadline.
- **Applications are due May 22, 2023 @ 4 pm.**
- **Proposals are due June 26, 2023 @ 4 pm.**

Stay Engaged. Stay Informed.

workforcesolutionscb.org

