



555 East Washington Ave
Suite 4900
Las Vegas, NV 89101

State of Nevada
Governor's Office of Workforce Innovation
Request for Proposal: 1001
For
2018-2019 Work-Based Learning Grants

Release Date: August 23, 2018

Deadline for Submission and Opening Date and Time: October 09, 2018 @ 9:00 AM

Refer to Section 7, RFP Timeline for the complete RFP schedule

For additional information, please contact:

Ansara Martino, Program Administrator/Officer

State of Nevada, Governor's Office of Workforce Innovation (OWINN)

555 East Washington Ave, Suite 4900

Las Vegas, NV 89101

Phone: 1-702-486-8080

Email address: amartino@gov.nv.gov

(TTY for Deaf and Hard of Hearing: 1-800-326-6868

Ask the relay agent to dial: 1-702-486-8080/V.)

Refer to Section 8 for instructions on submitting proposals

VENDOR INFORMATION SHEET FOR RFP 1001

Vendor Must:

- A) Provide all requested information in the space provided next to each numbered question. The information provided in Sections V1 through V6 will be used for development of the contract;
- B) Type or print responses; and
- C) Include this Vendor Information Sheet in Tab III of the Technical Proposal.

V1	Company Name	
----	--------------	--

V2	Street Address	
----	----------------	--

V3	City, State, ZIP	
----	------------------	--

V4	Telephone Number	
	Area Code:	Number:

	Extension:
--	------------

V5	Facsimile Number	
	Area Code:	Number:

	Extension:
--	------------

V6	Toll Free Number	
	Area Code:	Number:

	Extension:
--	------------

V7	Contact Person for Questions / Contract Negotiations, including address if different than above	
	Name:	
	Title:	
	Address:	

	Email Address:
--	----------------

V8	Telephone Number for Contact Person	
	Area Code:	Number:

	Extension:
--	------------

V9	Facsimile Number for Contact Person	
	Area Code:	Number:

	Extension:
--	------------

V10	Name of Individual Authorized to Bind the Organization	
	Name:	Title:

V11	Signature (Individual must be legally authorized to bind the vendor per NRS 333.337)	
	Signature:	Date:

TABLE OF CONTENTS

VENDOR INFORMATION SHEET.....	2
OVERVIEW OF PROJECT.....	4
SCOPE OF WORK.....	6
COMPANY BACKGROUND AND REFERENCES.....	18
COST/BUDGET.....	23
FINANCIAL.....	24
WRITTEN QUESTIONS AND ANSWERS.....	25
REQUEST FOR PROPOSAL (RFP) TIMELINE.....	25
PROPOSAL SUBMISSION INSTRUCTIONS.....	26
ATTACHMENT A – CONFIDENTIALITY AND CERTIFICATION OF INDEMNIFICATION.....	44
ATTACHMENT B – TECHNICAL PROPOSAL CERTIFICATION OF COMPLIANCE	45
ATTACHMENT D – CONTRACT FORM	47
ATTACHMENT E – INSURANCE SCHEDULE FOR RFP 1001	48
ATTACHMENT F – REFERENCE QUESTIONNAIRE	49
ATTACHMENT G – PROPOSED STAFF RESUME	50
ATTACHMENT H – BUDGET SUMMARY	51
ATTACHMENT I – COST PROPOSAL CERTIFICATION OF COMPLIANCE	52
ATTACHMENT J – CERTIFICATION REGARDING LOBBYING.....	53

1. OVERVIEW OF PROJECT



2018 - 2019 WORK-BASED LEARNING GRANTS

INTRODUCTION

Nevada's labor-market has experienced tremendous success over the past six years. During the peak of the recession, Nevada led the nation in unemployment and foreclosures. Nevada is now leading the nation in private sector job growth and is on track to continue its prosperity. This increase in prosperity creates an urgent need to have a workforce with individuals with the skills, experiences, and credentials needed to be successful.

Using WIOA Governor's Reserve funds, the Office of Workforce Innovation (OWINN) is excited to announce the **2018-2019 Work-Based Learning Grants Request For Proposal (RFP)** to accelerate opportunities for individuals to be prepared for today and tomorrow's labor market. Governor Brian Sandoval's 2017-2019 legislative agenda reflects the statewide strategic priority to align education with career training and workforce development, emphasizing the importance of work-based learning opportunities as being a vital component in bringing Nevadans to the newly created, high quality jobs. Expanding work-based learning opportunities to Nevadans is a priority. The Work-Based Learning Grants also are an excellent opportunity for organizations that are working to reduce barriers to youth and adults to access training, skills, and quality employment expand their impact.

To ensure continued system improvement, improved outcomes, and effective use of tax dollars, OWINN seeks to leverage a Pay-For-Performance structure for the **2018-2019 Work-Based Learning Grants**, wherein contractors or providers receive reimbursement based on their program's success or outcomes.

Successful applicants will need to have formal or informal partnerships with at least one (1) Nevada employer who is committing to providing individuals meaningful on-the-job experience, and provide a letter of support from that employer. The letter of support must explicitly state employer(s)' commitment to providing work-based learning at their site. Successful applicants also must submit a budget and narrative describing how all partners and employers will be involved in and support the project, and the work-based learning framework to be used. Successful projects must be based on local labor market information, clearly connecting the proposed project with occupations available or

expected to be available within the region as identified by the Governor’s Office of Economic Development (GOED), the Department of Employment, Training and Rehabilitation’s (DETR) Research & Analysis Division, and OWINN.

DEFINING WORK-BASED LEARNING

Work-based learning has emerged as an important workforce strategy nationally to address the skills gap and low labor-force participation rate. “Work-based learning experiences occur in a work setting and are coordinated with educational-based activities in an attempt to show students the “why” of what they are learning. Work-based learning strategies provide career awareness, career exploration opportunities, career planning activities, and help students reach competencies such as positive work attitudes and employability skills.”

Work-based learning is often associated with young adults 16-29, yet work-based learning opportunities can be structured to meet the needs of individuals earlier than 16 and beyond 29 years of age. Work-based learning is effective in ensuring individuals are prepared for careers. **Nationally, high-quality work-based learning programs incorporate four critical components across any continuum: academic alignment, employer engagement, preparation or pursuit of industry-recognized credentials, and connection to employment.**

Work-based learning opportunities can be designed in various buckets. This grant will prioritize funding for these categories:

1. Internships/Co-Operatives that are paid
2. On-the-Job Learning (OJL)
3. Job Related Technical Instruction (RTI)
4. Pre-Apprenticeship/Apprenticeship Readiness Training or Registered Apprenticeship

“Work-based learning provides students with authentic work experiences where they apply and develop employability and technical skills that support success in careers and post-secondary education. Work-based learning activities culminate in an assessment and recognition of acquired knowledge and skills.”

–National Governor’s Association

“Work-based learning is an educational strategy that offers students an opportunity to reinforce and deepen their classroom learning, explore future career fields and demonstrate their skills in an authentic setting. Work-based learning is a continuum of experiences that helps prepare students for postsecondary education and careers.”

–Advance CTE/CCSSO

Defining Pre-apprenticeships and Registered Apprenticeships

- Pre-apprenticeship: “Pre-apprenticeship is defined here as a program or set of strategies designed to prepare individuals to enter and succeed in a Registered Apprenticeship program and has a documented partnership with at least one, if not more, Registered Apprenticeship program(s). – *Employment and Training Administration, U.S. Department of Labor*
- Registered Apprenticeships: “Registered apprenticeships are high-quality work-based learning and post-secondary earn-and-learn models that meet national standards for registration with the U.S. Department of Labor (or federally recognized State Apprenticeship Agencies).” – *Employment and Training Administration, U.S. Department of Labor*

2. SCOPE OF WORK

PROJECT GOALS

The Ultimate GOAL of the FY 2018 Work-Based Learning Grants is to:

1. Strengthen the alignment of workforce investment, education, and economic development systems in support of a comprehensive, accessible, and high-quality workforce development system that increases the prosperity of workers and employers.
2. Provide workforce investment activities, through statewide and local workforce development systems (for workers, jobseekers, and employers), that increase workers’ knowledge/skills base and access to postsecondary credentials, so they can find and retain employment while increasing earnings. These efforts will result in economic self-sufficiency for individuals and families, as well as provide the skill requirements employers need for success in a global economy, enhancing the productivity and competitiveness of the nation.
3. Increase access for Nevadans, especially those faced with barriers to the employment, education, training, and support services opportunities they need to succeed in the labor market by promoting improvement in the structure of and delivery of services through the Nevada workforce development system.

ELIGIBILITY

Organizations eligible to apply for the Work-Based Learning grants are:

- Established Nevada employer or employer associations
- Accredited Nevada institutions of higher education
- Nevada public school districts, schools, or charters
- Nonprofits (established and registered 501 C3s)
- Regional Development Authorities or Chambers of Commerce
- Local, County, or State agency (i.e., Nevada Department of Education, Nevada Department of Corrections, Nevada Department of Veteran Services, etc.,)

**State agencies applying must perform activities directly and cannot sub-grant funds

Projects that contain one or more of the following are particularly desirable:

- Pre-apprenticeship/Apprenticeship Readiness programs
- Compensated work-based learning opportunity connected to education
- Work experience required for credential or related to entry to occupation
- On-the-job training
- An entity targeting one of Nevada's high-growth eight Industry Sectors and in-demand occupations (information on industries can be found here: <http://gov.nv.gov/OWINN/InDemandOccupation/>)

An entity that is working with a hard-to-reach population (i.e., out of school youth, re-entry, people with disabilities, dislocated workers, low-income, Native Americans, etc.)

HOW WILL THIS PAY-FOR-PERFORMANCE WORK?

An organization submits an application to design or expand work-based learning program for a specific population (traditional adult, young adult 16-29 in school or out of school secondary and postsecondary, re-entry, individuals with disability or veterans)

In addition:

- The application has to be submitted with at least one employer partner if applicant is not the employer
- Entity must specify their work-based learning program (paid internship/co-operative, on-the-job learning pre-apprenticeship, youth apprenticeship, or registered apprenticeships are the programs:

1. Internship/Co-Operatives

“An internship is a work-based learning experience where a student participates in the daily operations of a work site under the direct supervision of a business mentor. The internship provides a realistic environment within which a student intern learns about a particular industry or occupation and applies knowledge and skills learned in the classroom.” “Cooperative education is a method of instruction where technical classroom instruction is combined with paid employment that is directly related to the classroom instruction. The two experiences must be planned and supervised by the school and the employer so that each contributes to the student's career objective/major and employability. The school and employer providing the training develop written cooperative agreements showing

the instruction to be provided. School credit may be received for both the on-the-job training and the classroom components.”

2. On-the-Job Learning (OJL)

OJL combined with job related technical instruction comprise the core training components of any work-based learning or apprenticeship program. Grant funds may be used to support the OJL to reimburse employers for extraordinary costs of training. This reimbursement can help offset cost associated with providing the training, shadowing, mentoring and additional supervision that are part of a quality on-the-job learning. The majority of these training costs are typically borne by the employer.

3. Job Related Technical Instruction (RTI)

Grant funds may be used to support the RTI (sometimes referred to as classroom training). RTI allows the individual to learn the theoretical aspects of the job. Allowable costs may include (1) the development of courses at the post-secondary level that are integrated into the work-based learning program; (2) tuition or other educational fees; (3) and the delivery of instruction requirements (e.g., virtual learning technology, classroom instructors, etc.); (4) costs for training facilities; and (5) Costs related to awarding of industry-recognized credentials approved by OWINN.

4. Pre-Apprenticeship/Apprenticeship Readiness Training

Grant funds may be used to support quality pre-apprenticeships (as defined in Training and Employment Notice 13-12 at http://wdr.doleta.gov/directives/corr_doc.cfm?docn=5842) and other strategies that can serve as on-ramps to American Apprenticeship opportunities. Pre-Apprenticeship services and programs are designed to prepare a diverse pool of individuals to enter and succeed in American Apprenticeship by providing career specific training and readiness skills needed on the job. In addition to providing preparatory skills for future apprentices, pre-apprenticeship training can be an effective vehicle to streamline the recruitment process and help move job-ready apprentices into apprenticeship. The most effective pre-apprenticeship programs are those which utilize employers or other program sponsors to articulate eligibility requirements and qualifications that lead to hiring into an apprenticeship. OWINN is interested in funding pre-apprenticeship services that demonstrate clear pathways for underrepresented populations to career placements. Please note that YouthBuild programs that receive funding from the U.S. Department of Labor meet the quality preapprenticeship requirements outlined in ETA’s definition within Training and Employment Notice 13-12.

5. Other Activities

In implementing work-based learning strategies, applicants may propose to use grants funds for additional activities that create an environment for individuals to succeed such as:

- Supportive services to support on-going participation of

apprentices while in training (e.g., materials needed on the job including uniforms, tools, and supplies);

- Recruitment of eligible participants;
- Development of outreach and promotion to support increased awareness of American Apprenticeship for employers, potential participants (particularly underrepresented populations), educators, the general public, etc.;

Training must be completed during the contract period and the training must be completed in the quarter prior to the contract end date.

The performance outcomes in the following chart are the required outcomes for all proposed participants. Organizations must attain one or more of these outcomes for each of their program participants.

PERFORMANCE OUTCOMES	
<i>Internships; On the-Job Learning; Related Technical Instruction; Pre-apprenticeship</i>	<i>Registered Apprenticeship</i>
<ol style="list-style-type: none"> 1. Participant is hired by an employer with income of at least \$10.94¹ or more if they are a young adult between the ages of 16-24 or special population previously unemployed 2. Participant matriculates to a Registered Apprenticeship program at the duration of their WBL program; or 3. Participant is promoted and receives a pay increase of at least 2 percent (if already employed) 	<ol style="list-style-type: none"> 1. Participant completes Registered Apprenticeship education/ training program and receive a degree or industry-recognized credential; or 2. Participant completes Registered Apprenticeship program and employed by a Nevada employer consistent with a journey worker’s average wage for the occupation

¹ Based on living wage calculator for one adult: <http://livingwage.mit.edu/states/32>

- **The organization must explicitly state the performance outcomes above that they are seeking as acknowledgement for use of funding award**
 - The required outcomes above are aligned with the state and WIOA’s goals for funding:
 - A. Strengthen the alignment of workforce investment, education, and economic development systems in support of a comprehensive, accessible, and high-quality workforce development system that increases the prosperity of workers and employers.
 - B. Provide workforce investment activities, through statewide and local workforce development systems (for workers, jobseekers, and employers), that increase workers’ knowledge/skills base and access to postsecondary credentials, so they can find and retain employment while increasing earnings. These efforts will result in economic self-sufficiency for individuals and families, as well as provide the skill requirements employers need for success in a global economy, enhancing the productivity and competitiveness of the nation.

C. Increase access for Nevadans, especially those faced with barriers to the employment, education, training, and support services opportunities they need to succeed in the labor market by promoting improvement in the structure of and delivery of services through the Nevada workforce development system.

- **The organization has to explicitly state the total number of individuals who will be attempted to be served and completed through the program. Performance baseline analysis will be based on proposed number of completers.**

(1) Depending on the population, an organization will receive reimbursement for costs associated with the work-based learning program up to a certain percentage based on the population the organization seeks to serve

- Traditional adult – 25% baseline reimbursement before performance-based or completion-based reimbursement is applied
- Veterans populations – 30% baseline reimbursement before performance-based or completion-based reimbursement is applied
- Young adult (16-24) – 35% baseline reimbursement before performance-based or completion-based reimbursement is applied
- Re-entry or individuals with disability – 40% baseline reimbursement before performance-based or completion-based reimbursement is applied
- Combination of special populations if 50% or more of total serviced (e.g., disabilities, veterans populations) is from a special population – 45% baseline reimbursement before performance-based or completion-based reimbursement is applied

Once the organization meets the baseline percentage, further reimbursements are provided only when the organization achieves the articulated outcomes they submitted in their proposal. An additional amount will be factored based on program completers (See chart below on page 9).

- After such point, for every outcome the organization receives a percentage of their total reimbursement remaining based on the success of the outcomes they proposed or completers.
- Organizations who do not meet outcomes do not receive additional funds.

Category: Program Completers/No Outcomes Achieved

If the contractor achieves a 60% completion rate for the program’s total number of participants, but none of those completing participants achieves at least one of the required program outcomes, the payment of remaining contract funds beyond the initial baseline payment will be as follows:

% Completion Rate	Below 60% Completion Rate	At Least 60% Completion Rate	At least 80% Completion rate	At least 90% Completion Rate
% Remaining Contract Funds for Payment	0%	25%	30%	35%

Category: Program Completers/Outcomes Achieved

If the contractor achieves a 60% completion rate for the program’s total number of participants and has at least the minimum percentages of those participants achieve at least one of the required program outcomes as outlined below, the payment of remaining contract funds beyond the initial baseline payment will be as follows:

% Completion Rate	60%	60%	60%	80%	80%	80%	90%	90%	90%	90%	90%
% Achieve One Program Outcome	25%	60%	90%	25%	60%	90%	25%	60%	75%	80%	90%
% Remaining Contract Funds for Payment	40%	45%	50%	55%	60%	65%	75%	80%	85%	90%	100%

FUNDING REQUESTED AND TIMELINE

Applicants can apply for funding ranging between \$50,000 – \$200,000 depending on the total number of individuals served and project category applied for to be spent over a twelve (12) month period commencing on the Nevada Board of Examiners (BOE) approval of the grant contract. The project proposals must include information describing how the project meets eligibility requirements to increase work-based learning opportunities for individuals and include a detailed budget.

- Request for Proposal (RFP) with application instructions available at: <http://gov.nv.gov/OWINN/> on August 23, 2018.
- Reference questionnaires are due by October 8, 2018 at 5:00 PM.
- Deadlines for the submission and opening of proposals is October 9, 2018 at 9:00 AM.
- Evaluation period for proposals will occur approximately from October 10, 2018 to October 24, 2018.
- Award finalists will be announced on or about October 25, 2018.
- Projects can begin and funds to pay for project expenditures will be available after Board of Examiners (BOE) approval and completion of a post-award contract meeting with OWINN. Note: All grants are contingent upon BOE approval expected in January 2019. Contracts will specify the begin and end date for each contract and project.
- Grants will be paid on a reimbursable basis upon receipt of approved invoices for allowable activities as specified in the accepted project proposal and grant contract
- Training must end by the last quarter prior to contract end date. (Please note: Training must be completed during the contract period and the training must be completed in the quarter prior to the contract end date.)
- Pre-award and post-commencement contract close-out meetings will need to be completed with OWINN.

Grant Funds Use – It is important to note that funds:

- CANNOT be used to cover food or beverage costs, promotional items (such as awards, t-shirts, prizes), staff salaries (although cost can be used for instructor), building maintenance, lease, or operations, unless a clear sustainability and funding plan is articulated for how salaries (not maintenance, lease, or operations) will be covered beyond the duration of the grant for an extended period. Sustainability plans based on “potential” funding or grants will not be considered.
- CAN be used to support stipends and travel as needed to reach outcomes in a proposal.
- Are federal WIOA funds and as such all contractors chosen are required to follow the standards including in the Federal Uniform Guidance contained at 2 CFR 200 including but not limited to: cost principals, allowable costs, assurances, procurement, and salary limitations.
- Are paid on a reimbursement basis and back-up documentation (e.g., copies of receipts, logs, timesheets, etc.) must be submitted with each invoice.
- The funds and contracts resulting from this RFP will be administered by OWINN.
- Depending on the vendor’s proposed project, WIOA Data Measures may required from the vendor. During the reporting period, vendors and/or service providers may need to provide OWINN the participants’ Social Security Number, the participation date and the exit date. The Average Earnings may be captured from the states UI statewide data bank as reported by the employers.

*** OWINN has the right to negotiate final award funding based on merit.

FUNDING CATEGORIES AND LIMITS

Funding will be provided for these six categories and funding limits of \$50,000 to \$200,000 depending on the breadth of the project, complexity of opportunity to be provided to students, and number of students to be served. A project can include one or all of the categories below.

6. Internship/Co-Operatives

“An internship is a work-based learning experience where a student participates in the daily operations of a work site under the direct supervision of a business mentor. The internship provides a realistic environment within which a student intern learns about a particular industry or occupation and applies knowledge and skills learned in the classroom.” “Cooperative education is a method of instruction where technical classroom instruction is combined with paid employment that is directly related to the classroom instruction. The two experiences must be planned and supervised by the school and the employer so that each contributes to the student’s career objective/major and employability. The school and employer providing the training develop written cooperative agreements showing the instruction to be provided. School credit is received for both the on-the-job training and the classroom components.”

7. On-the-Job Learning (OJL)

OJL combined with job related technical instruction comprise the core training components of any work-based learning or apprenticeship program. Grant funds may be used to support the OJL to reimburse employers for extraordinary costs of training. This reimbursement can help offset cost associated with providing the training, shadowing, mentoring and additional supervision that are part of a quality on-the-job learning. The majority of these training costs are typically borne by the employer.

8. Job Related Technical Instruction (RTI)

Grant funds may be used to support the RTI (sometimes referred to as classroom training). RTI allows the individual to learn the theoretical aspects of the job. Allowable costs may include (1) the development of courses at the post-secondary level that are integrated into the work-based learning program; (2) tuition or other educational fees; (3) and the delivery of instruction requirements (e.g., virtual learning technology, classroom instructors, etc.); (4) costs for training facilities; and (5) Costs related to awarding of industry-recognized credentials approved by OWINN.

9. Pre-Apprenticeship/Apprenticeship Readiness Training

Grant funds may be used to support quality pre-apprenticeships (as defined in Training and Employment Notice 13-12 at http://wdr.doleta.gov/directives/corr_doc.cfm?docn=5842) and other strategies that can serve as on-ramps to American Apprenticeship opportunities. Pre-Apprenticeship services and programs are designed to prepare a diverse pool of individuals to enter and succeed in American Apprenticeship by providing career specific training and readiness skills needed on the job. In addition to providing preparatory skills for future apprentices, pre-apprenticeship training can be an effective vehicle to streamline the recruitment process and help move job-ready apprentices into apprenticeship. The most effective pre-apprenticeship programs are those which utilize employers or other program sponsors to articulate eligibility requirements and qualifications that lead to hiring into an apprenticeship. OWINN is interested in funding pre-apprenticeship services that demonstrate clear pathways for underrepresented populations to career placements. Please note that YouthBuild programs that receive funding from the U.S. Department of Labor meet the quality preapprenticeship requirements outlined in ETA's definition within Training and Employment Notice 13-12.

10. Other Activities

In implementing work-based learning strategies, applicants may propose to use grants funds for additional activities that create an environment for individuals to succeed such as:

- Supportive services to support on-going participation of apprentices while in training (e.g., materials needed on the job including uniforms, tools, and supplies);
- Recruitment of eligible participants;
- Development of outreach and promotion to support increased awareness of American Apprenticeship for employers, potential participants (particularly underrepresented populations), educators, the general public, etc.;

However, these costs should not be greater than the cost associated with On-the-Job Learning (OJL), Job Related Technical Instruction (RTI), or Pre-Apprenticeship/Apprenticeship Readiness Training.

APPLICATION SUBMISSION FORM AND SELECTION CRITERIA

Application Instructions

The application shall not exceed **seven (7) pages**, including this application submission form, but not including specific information requested as part of the instructions to be provided in appendix.

1. Applicant contact information

- A. Entity name submitting the application
- B. Name and title of individual completing the application
- C. Email address of representative
- D. Name and title of designated contact

- E. Email of designated contact
- F. Telephone number of the designated contact
- G. Funding category applying to (applicant can select more than one category for the application, but cannot submit more than one application)

2. Amount requested

Total amount (not to exceed \$200,000) - Asking for an amount aligned to your project is better than asking for the highest amount

3. Agreement(s) between applicant and industry partner

Please include employer(s) commitment letter in the appendix. The level of the employer's commitment to providing on-the-job opportunities will be considered.

4. Project summary (1 page maximum)

Provide a brief, one (1) paragraph project summary, including: (1) the project's purpose and goals; (2) the identification and description of the activities and associated costs of the WIOA activities or services of your organization and industry partner(s); and (3) the specific population your project will serve (young adult or adults, and any other sub-population such as veterans, out-of-school youth, etc.). Additionally, **please also include information A-F below in the project summary page.**

- A. One-paragraph summary of project objective and specific population to be served
- B. Industry partner(s)'s engagement and role
- C. Total training and related costs per participant
- D. Identify any out of pocket training and related costs the participant is responsible to pay
- E. Identify any other funding source, to include: total dollar amount, funding source, and intended use of the funds:
- F. Estimated total number to be assessed/trained (if applicable)
- G. List the designated industry and occupation to be supported by allowable services and activities

5. Project/application details

- A) **Articulating a clear and aligned vision (1 page or less):** Describe your project. How does your vision build on your organization and program's prior record of success and improvements? What results are you expecting to see?
- B) **Implementation Plan (1 page maximum):** (B) (1) What strategies will your organization use to support participants? How will these strategies be implemented and monitored beyond the grant period? (B) (2) Describe how your staff will support the work outlined in the above vision. What roles will each staff member play in the design, development, governance, accountability and implementation of the proposal? Please be specific. In the appendices, please attach brief (one paragraph 3-5 sentence max) biographies of the key individuals who will be working to implement the program (although there may be more staff, please share the key staff only and clearly state who the lead staff will be.
- C) **Partners (1 page or less):** (C) (1) Who are the core partners for the program or strategy you are seeking funds for? Describe the nature of this partnership in achieving the goals and objectives of this proposal and partners' roles. (C) (2) – If you are not an employer, please state your employer partner and how you will be working with them. Please include their letter of

support. All applicants need to have a formal or informal relationship with at least one employer.

- D) **Proof of sustainability (1 page or less):** How will the program be sustained (financially and otherwise) once the grant period has expired? Please describe how the program will sustain proven best practices that others can learn from.
- E) **Data (see data chart below)**
- F) **Budget narrative (1 page maximum):** (F) (1) What exactly will grant funds be used for? How will the funding be leveraged during the grant term and sustained after expiration of the grant? How will financial and in-kind support be leveraged during the grant and beyond? What are your funding priorities? (F) (2) Please complete the Budget Summary Table in Section V below. Cash contribution is more desirable than simply “in-kind”.

Goals	Response
How many participants will you engage?	
What is the demographic of your target population? What are/projected the retention rates?	
What are/will be the specific skills gained by your participants?	
What percentage of your participants do you believe (will) gain credentials, certificates, license etc?	
How many and what percentage of your participants do you believe (will) gain employment?	
What is their expected average median earnings?	
Which performance outcomes (from page 6) do you believe your organization will strive for participants to reach for pay-for-performance? Please select as many you believe	

VISION, MISSION, AND GOALS

A foundation for OWINN’s statewide focus on workforce development leadership, strategy, and coordination is the office’s devotion to its vision, mission, and goals articulated below.



3. COMPANY BACKGROUND AND REFERENCES

3.1 PRIMARY VENDOR INFORMATION

3.1.1 Vendors must provide a company profile in the table format below.

Question	Response
Company name:	
Ownership (sole proprietor, partnership, etc.):	
State of incorporation:	
Date of incorporation:	
# of years in business:	
List of top officers:	
Location of company headquarters:	
Location(s) of the company offices:	
Location(s) of the office that will provide the services described in this RFP:	
Number of employees locally with the expertise to support the requirements identified in this RFP:	
Number of employees nationally with the expertise to support the requirements in this RFP:	
Location(s) from which employees will be assigned for this project:	

3.1.2 **Please be advised**, pursuant to NRS §80.010, incorporated companies must register with the State of Nevada, Secretary of State’s Office as a foreign corporation before a contract can be executed between the State of Nevada and the awarded vendor, unless specifically exempted by NRS §80.015.

3.1.3 The selected vendor, prior to doing business in the State of Nevada, must be appropriately licensed by the Office of the Secretary of State pursuant to NRS §76. Information regarding the Nevada Business License can be located at <http://nvsos.gov>. Vendors must provide the following:

Question	Response
Nevada Business License Number:	
Legal Entity Name:	

Is “Legal Entity Name” the same name as vendor is doing business as?

Yes		No	
-----	--	----	--

If “No,” provide explanation.

3.1.4 Vendors are cautioned that some services may contain licensing requirement(s). Vendors shall be proactive in verification of these requirements prior to proposal submittal. Proposals that do not contain the requisite licensure may be deemed non-responsive.

3.1.5 Has the vendor ever been engaged under contract by any State of Nevada agency?

Yes		No	
-----	--	----	--

If "Yes," complete the following table for each State agency for whom the work was performed. Table can be duplicated for each contract being identified.

Question	Response
Name of State agency:	
State agency contact name:	
Dates when services were performed:	
Type of duties performed:	
Total dollar value of the contract:	

3.1.6 Are you or any of your employees now or have been within the last two (2) years an employee of the State of Nevada, or any of its agencies, departments, or divisions?

Yes		No	
-----	--	----	--

If "Yes", please explain when the employee is planning to render services, while on annual leave, compensatory time, or on their own time?

If you employ (a) any person who is a current employee of an agency of the State of Nevada, or (b) any person who has been an employee of an agency of the State of Nevada within the past two (2) years, and if such person will be performing or producing the services which you will be contracted to provide under this contract, you must disclose the identity of each such person in your response to this RFP, and specify the services that each person will be expected to perform.

3.1.7 Disclosure of any significant prior or ongoing contract failures, contract breaches, civil or criminal litigation in which the vendor has been alleged to be liable or held liable in a matter involving a contract with the State of Nevada or any other governmental entity. Any pending claim or litigation occurring within the past six (6) years which may adversely affect the vendor's ability to perform or fulfill its obligations if a contract is awarded as a result of this RFP must also be disclosed.

Does any of the above apply to your company?

Yes		No	
-----	--	----	--

If “Yes”, please provide the following information. Table can be duplicated for each issue being identified.

Question	Response	
Date of alleged contract failure or breach:		
Parties involved:		
Description of the contract failure, contract breach, or litigation, including the products or services involved:		
Amount in controversy:		
Resolution or current status of the dispute:		
If the matter has resulted in a court case:	Court	Case Number
Status of the litigation:		

3.1.8 Vendors must review the insurance requirements specified in **Attachment E, Insurance Schedule for RFP 1001**. Does your organization currently have or will your organization be able to provide the insurance requirements as specified in **Attachment E**.

Yes		No	
-----	--	----	--

Any exceptions and/or assumptions to the insurance requirements **must** be identified on **Attachment B, Technical Proposal Certification of Compliance with Terms and Conditions of RFP**. Exceptions and/or assumptions will be taken into consideration as part of the evaluation process; however, vendors must be specific. If vendors do not specify any exceptions and/or assumptions at time of proposal submission, the State will not consider any additional exceptions and/or assumptions during negotiations.

Upon contract award, the successful vendor **must** provide the Certificate of Insurance identifying the coverages as specified in **Attachment E, Insurance Schedule for RFP 1001**.

3.1.9 Company background/history and why vendor is qualified to provide the services described in this RFP.

3.1.10 Length of time vendor has been providing services described in this RFP to the public and/or private sector. Please provide a brief description.

3.2 SUBCONTRACTOR INFORMATION

3.2.1 Does this proposal include the use of subcontractors?

Yes		No	
-----	--	----	--

If "Yes", vendors must:

3.2.1.1 Identify specific subcontractors and the specific requirements of this RFP for which each proposed subcontractor will perform services.

3.2.1.2 If any tasks are to be completed by subcontractor(s), vendors must:

- A. Describe the relevant contractual arrangements;
- B. Describe how the work of any subcontractor(s) will be supervised, channels of communication will be maintained and compliance with contract terms assured; and
- C. Describe your previous experience with subcontractor(s).

3.2.1.3 Vendors must describe the methodology, processes and tools utilized for:

- A. Selecting and qualifying appropriate subcontractors for the project/contract;
- B. Ensuring subcontractor compliance with the overall performance objectives for the project;
- C. Ensuring that subcontractor deliverables meet the quality objectives of the project/contract; and
- D. Providing proof of payment to any subcontractor(s) used for this project/contract, if requested by the State. Proposal should include a plan by which, at the State's request, the State will be notified of such payments.

3.2.1.4 Provide the same information for any proposed subcontractors as requested in **Section 3.1, Vendor Information**.

3.2.1.5 Business references as specified in **Section 3.3, Business References** must be provided for any proposed subcontractors.

3.2.1.6 Vendor shall not allow any subcontractor to commence work until all insurance required of the subcontractor is provided to the vendor.

3.2.1.7 Vendor must notify the using agency of the intended use of any subcontractors not identified within their original proposal and provide the information originally requested in the RFP in **Section 3.2, Subcontractor Information**. The vendor must receive agency approval prior to subcontractor commencing work.

3.3 BUSINESS REFERENCES

3.3.1 Vendors should provide a minimum of three (3) business references from similar projects performed for private, state and/or large local government clients within the last three (3) years.

3.3.2 Vendors must provide the following information for every business reference provided by the vendor and/or subcontractor:

The “Company Name” must be the name of the proposing vendor or the vendor’s proposed subcontractor.

Reference #:	
Company Name:	
Identify role company will have for this RFP project (Check appropriate role below):	
	VENDOR
	SUBCONTRACTOR
Project Name:	
Primary Contact Information	
Name:	
Street Address:	
City, State, Zip	
Phone, including area code:	
Facsimile, including area code:	
Email address:	
Alternate Contact Information	
Name:	
Street Address:	
City, State, Zip	
Phone, including area code:	
Facsimile, including area code:	
Email address:	
Project Information	
Brief description of the	

project/contract and description of services performed, including technical environment (i.e., software applications, data communications, etc.) if applicable:	
Original Project/Contract Start Date:	
Original Project/Contract End Date:	
Original Project/Contract Value:	
Final Project/Contract Date:	
Was project/contract completed in time originally allotted, and if not, why not?	
Was project/contract completed within or under the original budget/cost proposal, and if not, why not?	

- 3.3.3 Vendors must also submit **Attachment F, Reference Questionnaire** to the business references that are identified in **Section 3.3.2**.
- 3.3.4 The company identified as the business references must submit the Reference Questionnaire directly to OWINN at the mailing address or email address identified in **Section 3 of Attachment F, Reference Questionnaire**
- 3.3.5 It is the vendor’s responsibility to ensure that completed forms are received by OWINN on or before the deadline as specified in **Section 7, RFP Timeline** for inclusion in the evaluation process. Reference Questionnaires not received, or not complete, may adversely affect the vendor’s score in the evaluation process.
- 3.3.6 The State reserves the right to contact and verify any and all references listed regarding the quality and degree of satisfaction for such performance.

3.4 VENDOR STAFF RESUMES

A resume must be completed for each proposed key personnel responsible for performance under any contract resulting from this RFP per **Attachment G, Proposed Staff Resume**.

4. COST/BUDGET

4.1 FUNDING REQUESTS

- 4.1.1 Projects that contain one or more of the following are particularly desirable:
- Pre-apprenticeship/Apprenticeship Readiness programs
 - Compensated work-based learning opportunity connected to education
 - Work experience required for credential or related to entry to occupation
 - On-the-job training

- An entity targeting one of Nevada’s high-growth eight Industry Sectors and in-demand occupations (information on industries can be found here: <http://gov.nv.gov/OWINN/InDemandOccupation/>)
- An entity that is working with a hard-to-reach population (i.e., out of school youth, re-entry, people with disabilities, dislocated workers, low-income, Native Americans, etc.)

4.1.2 Vendors can propose funding requests from \$50,000 - \$200,000.00

4.1.3 When completing the required Budget Narrative and **Attachment H, Budget Summary**, be specific and include as much line-item detail as is reasonably possible. Use the space to provide more specific justification for expenditures mentioned in the Narrative. Break down cost categories such as “equipment”, “travel”, “salaries”, “training”, or “supplies” to individual components so that it is clearly understood how funding will be spent. For example, for travel, list costs for flights, hotels, per diem, and transportation. All program expenses and all match should be accounted for.

4.1.4 Include cost per participant.

Vendors must provide detailed fixed prices for all costs associated with the responsibilities and related services. Clearly specify the nature of all expenses anticipated (refer to **Attachment H, Budget Summary**). If vendor requests reimbursement for any staff time, the vendor must submit the number of hours of service to be provided for each year of the contract with salary information and hourly cost for services and the total fixed price for the project budget (refer to **Attachment H, Budget Summary**).

5. FINANCIAL

5.1 PAYMENT

- 5.1.1 Upon review and acceptance by the State, payments for invoices are normally made within 45 - 60 days of receipt, providing all required information, documents and/or attachments have been received.
- 5.1.2 Pursuant to NRS 227.185 and NRS 333.450, the State shall pay claims for supplies, materials, equipment and services purchased under the provisions of this RFP electronically, unless determined by the State Controller that the electronic payment would cause the payee to suffer undue hardship or extreme inconvenience.
- 5.1.3 Payment will be tied to specific milestones and/or deliverables. Invoices are to be submitted upon completion of contract milestones and/or deliverables (milestones and/or deliverables will be determined for each accepted project and included in the vendor’s contract); OWINN’s agency approval for payment of invoices will be upon satisfactory completion as determined by OWINN.

5.2 BILLING

- 5.2.1 The State does not issue payment prior to receipt of goods or services.
- 5.2.2 The vendor must bill the State as outlined in the approved contract and/or payment schedule.
- 5.2.3 Grants will be paid on a reimbursable basis upon receipt of approved invoices and back-up documentation (e.g., supporting documents, copies of receipts, logs, timesheets, etc.) must be submitted along with each invoice.
- 5.2.4 All billing in invoices must conform to Federal Uniform Guidance contained at 2 CFR 200, including but not limited to: cost principals, allowable costs, assurances, procurement, and salary limitations.

6. WRITTEN QUESTIONS AND ANSWERS

6.1 QUESTIONS AND ANSWERS

- 6.1.1 In lieu of a pre-proposal conference, the OWINN will accept questions and/or comments in writing, received either by email or United States Postal Mail (USPS) regarding this RFP.
- 6.1.2 Questions must reference the identifying RFP number and be addressed to the State of Nevada, OWINN, Attn: Ansara Martino, Program Administrator/Officer, emailed to amartino@gov.nv.gov or via USPS mail to 555 East Washington Ave, Suite 4900, Las Vegas NV 89101.
- 6.1.3 The deadline for submitting questions is as specified in **Section 7, RFP Timeline**.
- 6.1.4 Vendors must provide their company name, address, phone number, email address, and contact person when submitting questions.
- 6.1.5 All questions and/or comments will be addressed in writing and responses emailed or faxed to prospective vendors on or about the date specified in **Section 7, RFP Timeline**.

7. RFP TIMELINE

The following represents the proposed timeline for this project. All times stated are Pacific Time (PT). These dates represent a tentative schedule of events. The State reserves the right to modify these dates at any time.

Task	Date/Time
Deadline for submitting questions	09/06/2018 @ 12:00 PM
Answers posted to website	On or about 09/11/2018
Deadline for submittal of Reference Questionnaires	No later than 5:00 PM on 10/08/2018
Deadline for submission and opening of proposals	9:00 AM on 10/09/2018
Evaluation period (approximate time frame)	10/10/2018 – 10/24/2018
Selection of vendor	On or about 10/25/2018
Anticipated BOE approval	January 2019
Contract start date (contingent upon BOE approval)	January 2019

8. PROPOSAL SUBMISSION INSTRUCTIONS

8.1 GENERAL SUBMISSION INSTRUCTIONS

Vendors' proposals must be packaged and submitted in counterparts; therefore, vendors must pay close attention to the submission requirements.

If complete responses cannot be provided without referencing confidential information, such confidential information must be provided in accordance with **Section 8.4, Part III Confidential Information**. Specific references made to the tab, page, section and/or paragraph where the confidential information can be located must be identified on **Attachment A, Confidentiality and Certification of Indemnification** and comply with the requirements stated in **Section 8.5, Confidentiality of Proposals**.

The required USBs must contain information as specified in **Section 8.5.4**.

Detailed instructions on proposal submission and packaging follows and vendors must submit their proposals as identified in the following sections. Proposals and CDs that do not comply with the following requirements may be deemed non-responsive and rejected at the State's discretion.

8.1.1 All information is to be completed as requested.

8.1.2 Each section within the technical proposal and cost proposal must be separated by clearly marked tabs with the appropriate section number and title as specified.

- 8.1.3 Although it is a public opening, only the names of the vendors submitting proposals will be announced per NRS 333.335(6). Technical and cost details about proposals submitted will not be disclosed. Assistance for handicapped, blind or hearing-impaired persons who wish to attend the RFP opening is available. If special arrangements are necessary, please notify OWINN as soon as possible and at least two (2) days in advance of the opening.
- 8.1.4 If discrepancies are found between two (2) or more copies of the proposal, the master copy will provide the basis for resolving such discrepancies. If one (1) copy of the proposal is not clearly marked "MASTER," the State may reject the proposal. However, the State may at its sole option, select one (1) copy to be used as the master.
- 8.1.5 For ease of evaluation, the proposal must be presented in a format that corresponds to and references sections outlined within this RFP and must be presented in the same order. Written responses must be in bold/italics and placed immediately following the applicable RFP question, statement and/or section. Exceptions/assumptions to this may be considered during the evaluation process.
- 8.1.6 Proposals are to be prepared in such a way as to provide a straightforward, concise delineation of capabilities to satisfy the requirements of this RFP. Expensive bindings, colored displays, promotional materials, etc., are not necessary or desired. Emphasis should be concentrated on conformance to the RFP instructions, responsiveness to the RFP requirements, and on completeness and clarity of content.

Unnecessarily elaborate responses beyond what is sufficient to present a complete and effective response to this RFP are not desired and may be construed as an indication of the proposer's lack of environmental and cost consciousness. Unless specifically requested in this RFP, elaborate artwork, corporate brochures, lengthy narratives, expensive paper, specialized binding, and other extraneous presentation materials are neither necessary nor desired.

The State of Nevada, in its continuing efforts to reduce solid waste and to further recycling efforts requests that proposals, to the extent possible and practical:

- 8.1.6.1 Be submitted on recycled paper;
- 8.1.6.2 Not include pages of unnecessary advertising;
- 8.1.6.3 Be printed on both sides of each sheet of paper; and

8.1.6.4 Be contained in re-usable binders rather than with spiral or glued bindings.

8.1.7 For purposes of addressing questions concerning this RFP, the sole contact will be OWINN as specified on Page 1 of this RFP. Upon issuance of this RFP, other employees and representatives of the agencies identified in the RFP will not answer questions or otherwise discuss the contents of this RFP with any prospective vendors or their representatives. Failure to observe this restriction may result in disqualification of any subsequent proposal per NAC 333.155(3). This restriction does not preclude discussions between affected parties for the purpose of conducting business unrelated to this procurement.

8.1.8 Any vendor who believes proposal requirements or specifications are unnecessarily restrictive or limit competition may submit a request for administrative review, in writing, to OWINN. To be considered, a request for review must be received no later than the deadline for submission of questions.

OWINN shall promptly respond in writing to each written review request, and where appropriate, issue all revisions, substitutions or clarifications through a written amendment to the RFP.

Administrative review of technical or contractual requirements shall include the reason for the request, supported by factual information, and any proposed changes to the requirements.

8.1.9 If a vendor changes any material RFP language, vendor's response may be deemed non-responsive per NRS 333.311.

8.2 PART I – TECHNICAL PROPOSAL

8.2.1 The technical proposal must include:

8.2.1.1 One (1) original marked "MASTER"; and

8.2.1.2 Two (2) identical copies.

8.2.2 The Technical Proposal **must not include** confidential information (refer to **Section 8.4, Part III, Confidential Information**) or cost and/or pricing information. Cost and/or pricing information contained in the technical proposal may cause the proposal to be rejected.

8.2.3 Format and Content

8.2.3.1 Tab I – Title Page

The title page must include the following:

Part I – Technical Proposal	
RFP Title:	2018-2019 Work-Based Learning – Pay-for-Performance Grants
RFP:	1001
Vendor Name:	
Address:	
Proposal Opening Date:	October 9, 2018
Proposal Opening Time:	9:00 AM

8.2.3.2 Tab II – Table of Contents

An accurate and updated table of contents must be provided.

8.2.3.3 Tab III – Vendor Information Sheet

The vendor information sheet completed with an original signature by an individual authorized to bind the organization must be included in this tab.

8.2.3.4 Tab IV – State Documents

The State documents tab must include the following:

- A. The signature page from all amendments with an original signature by an individual authorized to bind the organization.
- B. Attachment A – Confidentiality and Certification of Indemnification with an original signature by an individual authorized to bind the organization.
- C. Attachment C – Vendor Certifications with an original signature by an individual authorized to bind the organization.
- D. Attachment J – Certification Regarding Lobbying with an original signature by an individual authorized to bind the organization.
- E. Copies of any vendor licensing agreements and/or hardware and software maintenance agreements.
- F. Copies of applicable certifications and/or licenses.

8.2.3.5 Tab V – Attachment B, Technical Proposal Certification of Compliance with Terms and Conditions of RFP

- A. **Attachment B** with an original signature by an individual authorized to bind the organization must be included in this tab.
- B. If the exception and/or assumption require a change in the terms or wording of any section of the RFP, the contract, or any incorporated documents, vendors must provide the specific language that is being proposed on **Attachment B**.
- C. Only technical exceptions and/or assumptions should be identified on **Attachment B**.
- D. The State will not accept additional exceptions and/or assumptions if submitted after the proposal submission deadline. If vendors do not specify any exceptions and/or assumptions in detail at time of proposal submission, the State will not consider any additional exceptions and/or assumptions during negotiations.

8.2.3.6 Tab VI – Scope of Work

Vendors must place their written response(s) in **bold/italics** immediately following the applicable RFP question, statement and/or section.

8.2.3.7 Tab VII – Section 4 – Company Background and References

Vendors must place their written response(s) in **bold/italics** immediately following the applicable RFP question, statement and/or section. This section must also include the requested information in **Section 3.2, Subcontractor Information**, if applicable.

8.2.3.8 Tab VIII – Attachment G – Proposed Staff Resumes(s)

Vendors must include all proposed staff resumes per **Section 3.4, Vendor Staff Resumes** in this section. This section should also include any subcontractor proposed staff resumes, if applicable.

8.2.3.9 Tab IX – Other Informational Material

Vendors must include any other applicable reference material in this section clearly cross referenced with the proposal.

8.3 PART II – COST PROPOSAL

8.3.1 The cost proposal must include:

- 8.3.1.1 One (1) original marked “MASTER”; and
- 8.3.1.2 Two (2) identical copies.

8.3.2 The Cost Proposal **must not** be marked “confidential”. Only information that is deemed proprietary per NRS 333.020(5)(a) may be marked as “confidential”.

8.3.3 Format and Content

8.3.3.1 Tab I – Title Page

The title page must include the following:

Part II – Cost Proposal	
RFP Title:	2018-2019 Work-Based Learning Pay-for-Performance Grants
RFP:	1001
Vendor Name:	
Address:	
Proposal Opening Date:	October 9, 2018
Proposal Opening Time:	9:00 AM

8.3.3.2 Tab II – Cost Proposal

Vendor’s response for the cost proposal must be included in this tab.

8.3.3.3 Tab III – Attachment I, Cost Proposal Certification of Compliance with Terms and Conditions of RFP

- A. **Attachment I** with an original signature by an individual authorized to bind the organization must be included in this tab.
- B. In order for any cost exceptions and/or assumptions to be considered, vendors must provide the specific language that is being proposed in **Attachment I**.
- C. Only cost exceptions and/or assumptions should be identified on **Attachment I**.
- D. **Do not restate** the technical exceptions and/or assumptions on this form.
- E. The State will not accept additional exceptions and/or assumptions if submitted after the proposal submission deadline. If vendors do not specify any exceptions and/or assumptions in detail at time of proposal submission, the

State will not consider any additional exceptions and/or assumptions during negotiations.

8.4 PART III – CONFIDENTIAL INFORMATION

8.4.1 The confidential information proposal must include:

- 8.4.1.1 One (1) original marked “MASTER”; and
- 8.4.1.2 Two (2) identical copies.

8.4.2 Format and Content

8.4.2.1 Tab I – Title Page

The title page must include the following:

Part III – Confidential Information	
RFP Title:	2018-2019 Work-Based Learning Pay-for-Performance Grants
RFP:	1001
Vendor Name:	
Address:	
Proposal Opening Date:	October 9, 2018
Proposal Opening Time:	9:00 AM

8.4.2.2 Tab II - Confidential Technical Information

- A. Vendors only need to submit information in Tab II if the proposal includes any confidential technical information ***(Refer to Attachment A, Confidentiality and Certification of Indemnification)***.
- B. Vendors must cross reference back to the technical proposal sections, as applicable.

8.5 CONFIDENTIALITY OF PROPOSALS

8.5.1 As a potential contractor of a public entity, vendors are advised that full disclosure is required by law.

8.5.2 Vendors are required to submit written documentation in accordance with ***Attachment A, Confidentiality and Certification of Indemnification*** demonstrating the material within the proposal marked “confidential” conforms to NRS §333.333, which states “Only specific parts of the proposal may be labeled a “trade secret” as defined in NRS §600A.030(5)”. Not conforming to these requirements will cause your proposal to be deemed non-compliant and will not be accepted by the State of Nevada.

8.5.3 Vendors acknowledge that material not marked as “confidential” will become public record upon contract award.

8.5.4 The required USB must contain the following:

8.5.4.1 One (1) “**Master**” USB with an exact duplicate of the technical and cost proposal contents only.

- A. The electronic files must follow the format and content section for the technical and cost proposal.
- B. The USB must be packaged in a case and clearly labeled as follows:

Master USB	
RFP No:	1001
Vendor Name:	
Contents:	Part I – Technical Proposal Part II – Cost Proposal Part III – Confidential Technical

8.5.4.2 One (1) “**Public Records USB**” which must include the technical and cost proposal contents to be used for public records requests.

- A. This USB **must not** contain any confidential or proprietary information.
- B. The electronic files must follow the format and content section for the redacted versions of the technical and cost proposal.
- C. All electronic files **must** be saved in “PDF” format.
- D. The USB must be packaged in a case and clearly labeled as follows:

Public Records USB	
RFP No:	1001
Vendor Name:	
Contents:	Part I – Technical Proposal for Public Records Request Part II – Cost Proposal for Public Records Request

8.5.5 It is the vendor’s responsibility to act in protection of the labeled information and agree to defend and indemnify the State of Nevada for honoring such designation.

8.5.6 Failure to label any information that is released by the State shall constitute a complete waiver of any and all claims for damages caused by release of said information.

8.6 PROPOSAL PACKAGING

8.6.1 If the separately sealed technical and cost proposals as well as confidential technical information and financial documentation, marked as required, are enclosed in another container for mailing purposes, the outermost container must fully describe the contents of the package and be clearly marked as follows.

8.6.2 Vendors are encouraged to utilize the copy/paste feature of word processing software to replicate these labels for ease and accuracy of proposal packaging.

Attention: Ansara Martino, Program Administrator/Officer Governor's Office of Workforce Innovation (OWINN) 555 East Washington Ave, Suite 4900 Las Vegas, NV 89101	
RFP:	1001
PROPOSAL OPENING DATE:	October 9, 2018
PROPOSAL OPENING TIME:	9:00 AM
FOR:	2018-2019 Work-Based Learning Pay-for-Performance Grants
VENDOR'S NAME:	

8.6.3 Proposals ***must be received at the address referenced below no later than the date and time specified in Section 7, RFP Timeline.*** Proposals that do not arrive by proposal opening time and date ***will not be accepted.*** Vendors may submit their proposal any time prior to the above stated deadline.

8.6.4 The State will not be held responsible for proposal envelopes mishandled as a result of the envelope not being properly prepared.

8.6.5 Email, facsimile, or telephone proposals will NOT be considered; however, at the State's discretion, the proposal may be submitted all or in part on electronic media, as requested within the RFP document. Proposal may be modified by email, facsimile, or written notice provided such notice is received prior to the opening of the proposals.

- 8.6.6 The technical proposal shall be submitted to the State in a sealed package and be clearly marked as follows:

Attention: Ansara Martino, Program Administrator/Officer Governor's Office of Workforce Innovation (OWINN) 555 East Washington Ave, Suite 4900 Las Vegas, NV 89101	
RFP:	1001
PROPOSAL COMPONENT:	PART I - TECHNICAL
PROPOSAL OPENING DATE:	October 9, 2018
PROPOSAL OPENING TIME:	9:00 AM
FOR:	2018-2019 Work-Based Learning Pay-for-Performance Grants
VENDOR'S NAME:	

- 8.6.7 The cost proposal shall be submitted to the State in a sealed package and be clearly marked as follows:

Attention: Ansara Martino, Program Administrator/Officer Governor's Office of Workforce Innovation (OWINN) 555 East Washington Ave, Suite 4900 Las Vegas, NV 89101	
RFP:	1001
PROPOSAL COMPONENT:	PART II - COST
PROPOSAL OPENING DATE:	October 9, 2018
PROPOSAL OPENING TIME:	9:00 AM
FOR:	2018-2019 Work-Based Learning Pay-for-Performance Grants
VENDOR'S NAME:	

- 8.6.8 Confidential information shall be submitted to the State in a sealed package and be clearly marked as follows:

Attention: Ansara Martino, Program Administrator/Officer Governor's Office of Workforce Innovation (OWINN) 555 East Washington Ave, Suite 4900 Las Vegas, NV 89101	
RFP:	1001
PROPOSAL COMPONENT:	PART III – CONFIDENTIAL INFORMATION
PROPOSAL OPENING DATE:	October 9, 2018
PROPOSAL OPENING TIME:	9:00 AM
FOR:	2018-2019 Work-Based Learning Pay-for-Performance Grants
VENDOR'S NAME:	

- 8.6.9 The USBs shall be submitted to the State in a sealed package and be clearly marked as follows:

Attention: Ansara Martino, Program Administrator/Officer Governor’s Office of Workforce Innovation (OWINN) 555 East Washington Ave, Suite 4900 Las Vegas, NV 89101	
RFP:	1001
PROPOSAL COMPONENT:	USB
PROPOSAL OPENING DATE:	October 9, 2018
PROPOSAL OPENING TIME:	9:00 AM
FOR:	2018-2019 Work-Based Learning Pay-for-Performance Grants
VENDOR’S NAME:	

9. PROPOSAL EVALUATION AND AWARD PROCESS

- 9.1 Proposals shall be consistently evaluated and scored in accordance with NRS §333.335(3) based upon the following criteria:

- 9.1.1 Demonstrated competence
- 9.1.2 Experience in performance of comparable engagements
- 9.1.3 Conformance with the terms of this RFP
- 9.1.4 Expertise and availability of key personnel
- 9.1.5 Cost

Proposals shall be kept confidential until a contract is awarded.

- 9.2 The evaluation committee may also contact the references provided in response to the Section identified as Company Background and References; contact any vendor to clarify any response; contact any current users of a vendor’s services; solicit information from any available source concerning any aspect of a proposal; and seek and review any other information deemed pertinent to the evaluation process. The evaluation committee shall not be obligated to accept the lowest priced proposal, but shall make an award in the best interests of the State of Nevada NRS § 333.335(5)

- 9.3 Each vendor must include in its proposal a complete disclosure of any alleged significant prior or ongoing contract failures, contract breaches, any civil or criminal litigation or investigations pending which involves the vendor or in which the vendor has been judged guilty or liable. Failure to comply with the terms of this provision may disqualify any proposal. The State reserves the right to reject any proposal based upon the vendor’s prior history with the State or with any other party, which documents, without

limitation, unsatisfactory performance, adversarial or contentious demeanor, significant failure(s) to meet contract milestones or other contractual failures. See generally, NRS §333.335.

- 9.4** Clarification discussions may, at the State’s sole option, be conducted with vendors who submit proposals determined to be acceptable and competitive NAC §333.165. Vendors shall be accorded fair and equal treatment with respect to any opportunity for discussion and/or written revisions of proposals. Such revisions may be permitted after submissions and prior to award for the purpose of obtaining best and final offers. In conducting discussions, there shall be no disclosure of any information derived from proposals submitted by competing vendors.
- 9.5** A Notification of Intent to Award shall be issued in accordance with NAC §333.170. Any award is contingent upon the successful negotiation of final contract terms and upon approval of the Board of Examiners, when required. Negotiations shall be confidential and not subject to disclosure to competing vendors unless and until an agreement is reached. If contract negotiations cannot be concluded successfully, the State upon written notice to all vendors may negotiate a contract with the next highest scoring vendor or withdraw the RFP.
- 9.6** Any contract resulting from this RFP shall not be effective unless and until approved by the Nevada State Board of Examiners (NRS 333.700).

10. TERMS AND CONDITIONS

10.1 PROCUREMENT AND PROPOSAL TERMS AND CONDITIONS

The information in this section does not need to be returned with the vendor’s proposal. However, if vendors have any exceptions and/or assumptions to any of the terms and conditions in this section, they **MUST** identify in detail their exceptions and/or assumptions on **Attachment B, Technical Proposal Certification of Compliance**. In order for any exceptions and/or assumptions to be considered they **MUST** be documented in **Attachment B**. The State will not accept additional exceptions and/or assumptions if submitted after the proposal submission deadline.

- 10.1.1 This procurement is being conducted in accordance with NRS chapter 333 and NAC chapter 333.
- 10.1.2 The State reserves the right to alter, amend, or modify any provisions of this RFP, or to withdraw this RFP, at any time prior to the award of a contract pursuant hereto, if it is in the best interest of the State to do so.
- 10.1.3 The State reserves the right to waive informalities and minor irregularities in proposals received.
- 10.1.4 The failure to separately package and clearly mark **Part III** – which contains confidential information, trade secrets and/or proprietary information, shall

constitute a complete waiver of any and all claims for damages caused by release of the information by the State.

- 10.1.5 Proposals must include any and all proposed terms and conditions, including, without limitation, written warranties, maintenance/service agreements, license agreements and lease purchase agreements. The omission of these documents renders a proposal non-responsive.
- 10.1.6 The State reserves the right to reject any or all proposals received prior to contract award (NRS §333.350).
- 10.1.7 The State reserves the right to limit the Scope of Work prior to award, if deemed in the best interest of the State per NRS 333.350(1).
- 10.1.8 The State shall not be obligated to accept the lowest priced proposal, but will make an award in the best interests of the State of Nevada after all factors have been evaluated (NRS §333.335).
- 10.1.9 Any irregularities or lack of clarity in the RFP should be brought to the attention of OWINN as soon as possible so that corrective addenda may be furnished to prospective vendors.
- 10.1.10 Descriptions on how any and all services and/or equipment will be used to meet the requirements of this RFP shall be given, in detail, along with any additional informational documents that are appropriately marked.
- 10.1.11 Alterations, modifications or variations to a proposal may not be considered unless authorized by the RFP or by addendum or amendment.
- 10.1.12 Proposals which appear unrealistic in the terms of technical commitments, lack of technical competence, or are indicative of failure to comprehend the complexity and risk of this contract, may be rejected.
- 10.1.13 Proposals from employees of the State of Nevada will be considered in as much as they do not conflict with the State Administrative Manual, NRS Chapter §281 and NRS Chapter §284.
- 10.1.14 Proposals may be withdrawn by written or facsimile notice received prior to the proposal opening time. Withdrawals received after the proposal opening time will not be considered except as authorized by NRS §333.350(3).
- 10.1.15 Prices offered by vendors in their proposals are an irrevocable offer for the term of the contract and any contract extensions. The awarded vendor agrees to provide the purchased services at the costs, rates and fees as set forth in their proposal in response to this RFP. No other costs, rates or fees shall be payable to the awarded vendor for implementation of their proposal.

- 10.1.16 The State is not liable for any costs incurred by vendors prior to entering into a formal contract. Costs of developing the proposals or any other such expenses incurred by the vendor in responding to the RFP, are entirely the responsibility of the vendor, and shall not be reimbursed in any manner by the State.
- 10.1.17 Proposals submitted per proposal submission requirements become the property of the State, selection or rejection does not affect this right; proposals will be returned only at the State's option and at the vendor's request and expense. The masters of the technical proposal, confidential technical proposal, cost proposal and confidential financial information of each response shall be retained for official files.
- 10.1.18 Any unsuccessful vendor may file an appeal in strict compliance with NRS 333.370 and chapter 333 of the NAC.

10.2 CONTRACT TERMS AND CONDITIONS

The information in this section does not need to be returned with the vendor's proposal. However, if vendors have any exceptions and/or assumptions to any of the terms and conditions in this section, they **MUST** identify in detail their exceptions and/or assumptions on **Attachment B, Technical Proposal Certification of Compliance**. In order for any exceptions and/or assumptions to be considered they **MUST** be documented in **Attachment B**. The State will not accept additional exceptions and/or assumptions if submitted after the proposal submission deadline.

- 10.2.1 The awarded vendor will be the sole point of contract responsibility. The State will look solely to the awarded vendor for the performance of all contractual obligations which may result from an award based on this RFP, and the awarded vendor shall not be relieved for the non-performance of any or all subcontractors.
- 10.2.2 The awarded vendor must maintain, for the duration of its contract, insurance coverages as set forth in the Insurance Schedule of the contract form appended to this RFP. Work on the contract shall not begin until after the awarded vendor has submitted acceptable evidence of the required insurance coverages. Failure to maintain any required insurance coverage or acceptable alternative method of insurance will be deemed a breach of contract.
- 10.2.3 The State will not be liable for Federal, State, or Local excise taxes per NRS 372.325.
- 10.2.4 **Attachment B and Attachment I** of this RFP shall constitute an agreement to **all** terms and conditions specified in the RFP, except such terms and conditions that the vendor expressly excludes. Exceptions and assumptions

will be taken into consideration as part of the evaluation process; however, vendors **must** be specific. If vendors do not specify any exceptions and/or assumptions at time of proposal submission, the State will not consider any additional exceptions and/or assumptions during negotiations.

10.2.5 The State reserves the right to negotiate final contract terms with any vendor selected per NAC 333.170. The contract between the parties will consist of the RFP together with any modifications thereto, and the awarded vendor's proposal, together with any modifications and clarifications thereto that are submitted at the request of the State during the evaluation and negotiation process. In the event of any conflict or contradiction between or among these documents, the documents shall control in the following order of precedence: the final executed contract, any modifications and clarifications to the awarded vendor's proposal, the RFP, and the awarded vendor's proposal. Specific exceptions to this general rule may be noted in the final executed contract.

10.2.6 Any person who requests or receives a Federal contract, grant, loan or cooperative agreement shall file with the using agency a certification that the person making the declaration has not made, and will not make, any payment prohibited by subsection (a) of 31 U.S.C. 1352.

10.2.7 Pursuant to NRS Chapter 613 in connection with the performance of work under this contract, the contractor agrees not to unlawfully discriminate against any employee or applicant for employment because of race, creed, color, national origin, sex, sexual orientation or age, including, without limitation, with regard to employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including, without limitation apprenticeship.

The contractor further agrees to insert this provision in all subcontracts, hereunder, except subcontracts for standard commercial supplies or raw materials.

10.3 PROJECT TERMS AND CONDITIONS

The information in this section does not need to be returned with the vendor's proposal. However, if vendors have any exceptions and/or assumptions to any of the terms and conditions in this section, they **MUST** identify in detail their exceptions and/or assumptions on **Attachment B, Technical Proposal Certification of Compliance**. In order for any exceptions and/or assumptions to be considered they **MUST** be documented in **Attachment B**. The State will not accept additional exceptions and/or assumptions if submitted after the proposal submission deadline.

10.3.1 Award of Related Contracts

10.3.1.1 The State may undertake or award supplemental contracts for work related to this project or any portion thereof. The contractor shall be bound to cooperate fully with such other contractors and the State in all cases.

10.3.1.2 All subcontractors shall be required to abide by this provision as a condition of the contract between the subcontractor and the prime contractor.

10.3.2 Products and/or Alternatives

10.3.2.1 The vendor shall not propose an alternative that would require the State to acquire hardware or software or change processes in order to function properly on the vendor's system unless vendor included a clear description of such proposed alternatives and clearly mark any descriptive material to show the proposed alternative.

10.3.2.2 An acceptable alternative is one the State considers satisfactory in meeting the requirements of this RFP.

10.3.2.3 The State, at its sole discretion, will determine if the proposed alternative meets the intent of the original RFP requirement.

10.3.3 Inspection/Acceptance of Work

10.3.3.1 It is expressly understood and agreed all work done by the contractor shall be subject to inspection and acceptance by the State.

10.3.4 Travel

If travel is required, the following processes must be followed:

10.3.4.1 Requests for reimbursement of travel expenses must be submitted on the State Claim for Travel Expense Form with original receipts for all expenses.

10.3.4.2 The travel expense form, with original signatures, must be submitted with the vendor's invoice.

10.3.4.3 Vendor will be reimbursed travel expenses, per diem, and mileage rates at the rates allowed for State employees at the time travel occurs.

10.3.4.4 The State is not responsible for payment of any premium, deductible or assessments on insurance policies purchased by vendor for a rental vehicle.

10.3.5 Right to Publish

10.3.5.1 All requests for the publication or release of any information pertaining to this RFP and any subsequent contract must be in writing and sent to the Executive Director, Manny Lamarre, of OWINN or designee.

10.3.5.2 No announcement concerning the award of a contract as a result of this RFP can be made without prior written approval of the Executive Director, Manny Lamarre, of OWINN or designee.

10.3.5.3 As a result of the selection of the contractor to supply the requested services, the State is neither endorsing nor suggesting the contractor is the best or only solution.

10.3.5.4 The contractor shall not use, in its external advertising, marketing programs, or other promotional efforts, any data, pictures or other representation of any State facility, except with the specific advance written authorization of the Executive Director, Manny Lamarre, of OWINN or designee.

10.3.5.5 Throughout the term of the contract, the contractor must secure the written approval of the State prior to the release of any information pertaining to work or activities covered by the contract.

10.3.6 Protection of Sensitive Information

Protection of sensitive information will include the following:

10.3.6.1 Sensitive information in existing legacy applications will encrypt data as is practical.

10.3.6.2 Confidential Personal Data will be encrypted whenever possible.

10.3.6.3 Sensitive Data will be encrypted in all newly developed applications.

11. SUBMISSION CHECKLIST

This checklist is provided for vendor’s convenience only and identifies documents that must be submitted with each package in order to be considered responsive. Any proposals received without these requisite documents may be deemed non-responsive and not considered for contract award.

Part I – Technical Proposal Submission Requirements		Completed
Required number of Technical Proposals per submission requirements		
Tab I	Title Page	
Tab II	Table of Contents	
Tab III	Vendor Information Sheet	
Tab IV	State Documents	
Tab V	Attachment B – Technical Proposal Certification of Compliance with Terms and Conditions of RFP	
Tab VI	Section 3 – Scope of Work	
Tab VII	Section 4 – Company Background and References	
Tab VIII	Attachment G – Proposed Staff Resume(s)	
Tab IX	Other Informational Material	
Part II – Cost Proposal Submission Requirements		
Required number of Cost Proposals per submission requirements		
Tab I	Title Page	
Tab II	Cost Proposal	
Tab III	Attachment I - Cost Proposal Certification of Compliance with Terms and Conditions of RFP	
Part III – Confidential Information Submission Requirements		
Required number of Confidential Financial Proposals per submission requirements		
Tab I	Title Page	
Tab II	Confidential Technical Information	
Tab III	Confidential Financial Information	
USBs Required		
One (1)	Master USB with the technical and cost proposal contents only	
One (1)	Public Records USB with the technical and cost proposal public record contents only	
Reference Questionnaire Reminders		
Send out Reference Forms for Vendor (with Part A completed)		
Send out Reference Forms for proposed Subcontractors (with Part A completed, if applicable)		

ATTACHMENT A – CONFIDENTIALITY AND CERTIFICATION OF INDEMNIFICATION

Submitted proposals, which are marked “confidential” in their entirety, or those in which a significant portion of the submitted proposal is marked “confidential” **will not** be accepted by the State of Nevada. Pursuant to NRS 333.333, only specific parts of the proposal may be labeled a “trade secret” as defined in NRS 600A.030(5). All proposals are confidential until the contract is awarded; at which time, both successful and unsuccessful vendors’ technical and cost proposals become public information.

In accordance with the Submittal Instructions of this RFP, vendors are requested to submit confidential information in a separate binder marked “**Part III - Confidential Information**”.

The State will not be responsible for any information contained within the proposal. Should vendors not comply with the labeling and packing requirements, proposals will be released as submitted. In the event a governing board acts as the final authority, there may be public discussion regarding the submitted proposals that will be in an open meeting format, the proposals will remain confidential.

By signing below, I understand it is my responsibility as the vendor to act in protection of the labeled information and agree to defend and indemnify the State of Nevada for honoring such designation. I duly realize failure to so act will constitute a complete waiver and all submitted information will become public information; additionally, failure to label any information that is released by the State shall constitute a complete waiver of any and all claims for damages caused by the release of the information.

This proposal contains Confidential Information, Trade Secrets and/or Proprietary information as defined in **Section 2 “ACRONYMS/DEFINITIONS.”**

Please initial the appropriate response in the boxes below and provide the justification for confidential status.

Part III – Confidential Technical Information			
YES		NO	
Justification for Confidential Status			

A Public Records USB has been included for the Technical and Cost Proposal			
YES		NO	

Part III – Confidential Financial Information			
YES		NO	
Justification for Confidential Status			

Company Name

Signature

Print Name

Date

This document must be submitted in Tab IV of vendor’s technical proposal

**ATTACHMENT B – TECHNICAL PROPOSAL CERTIFICATION OF COMPLIANCE
WITH TERMS AND CONDITIONS OF RFP**

I have read, understand and agree to comply with **all** the terms and conditions specified in this Request for Proposal.

YES _____ I agree to comply with the terms and conditions specified in this RFP.

NO _____ I do not agree to comply with the terms and conditions specified in this RFP.

If the exception and/or assumption require a change in the terms in any section of the RFP, the contract, or any incorporated documents, vendors **must** provide the specific language that is being proposed in the tables below. If vendors do not specify in detail any exceptions and/or assumptions at time of proposal submission, the State will not consider any additional exceptions and/or assumptions during negotiations.

Company Name

Signature

Print Name

Date

Vendors MUST use the following format. Attach additional sheets if necessary.

EXCEPTION SUMMARY FORM

EXCEPTION #	RFP SECTION NUMBER	RFP PAGE NUMBER	EXCEPTION (Complete detail regarding exceptions must be identified)

ASSUMPTION SUMMARY FORM

ASSUMPTION #	RFP SECTION NUMBER	RFP PAGE NUMBER	ASSUMPTION (Complete detail regarding assumptions must be identified)

This document must be submitted in Tab V of vendor's technical proposal

ATTACHMENT C – VENDOR CERTIFICATIONS

Vendor agrees and will comply with the following:

- (1) Any and all prices that may be charged under the terms of the contract do not and will not violate any existing federal, State or municipal laws or regulations concerning discrimination and/or price fixing. The vendor agrees to indemnify, exonerate and hold the State harmless from liability for any such violation now and throughout the term of the contract.
- (2) All proposed capabilities can be demonstrated by the vendor.
- (3) The price(s) and amount of this proposal have been arrived at independently and without consultation, communication, agreement or disclosure with or to any other contractor, vendor or potential vendor.
- (4) All proposal terms, including prices, will remain in effect for a minimum of 180 days after the proposal due date. In the case of the awarded vendor, all proposal terms, including prices, will remain in effect throughout the contract negotiation process.
- (5) No attempt has been made at any time to induce any firm or person to refrain from proposing or to submit a proposal higher than this proposal, or to submit any intentionally high or noncompetitive proposal. All proposals must be made in good faith and without collusion.
- (6) All conditions and provisions of this RFP are deemed to be accepted by the vendor and incorporated by reference in the proposal, except such conditions and provisions that the vendor expressly excludes in the proposal. Any exclusion must be in writing and included in the proposal at the time of submission.
- (7) Each vendor must disclose any existing or potential conflict of interest relative to the performance of the contractual services resulting from this RFP. Any such relationship that might be perceived or represented as a conflict should be disclosed. By submitting a proposal in response to this RFP, vendors affirm that they have not given, nor intend to give at any time hereafter, any economic opportunity, future employment, gift, loan, gratuity, special discount, trip, favor, or service to a public servant or any employee or representative of same, in connection with this procurement. Any attempt to intentionally or unintentionally conceal or obfuscate a conflict of interest will automatically result in the disqualification of a vendor's proposal. An award will not be made where a conflict of interest exists. The State will determine whether a conflict of interest exists and whether it may reflect negatively on the State's selection of a vendor. The State reserves the right to disqualify any vendor on the grounds of actual or apparent conflict of interest.
- (8) All employees assigned to the project are authorized to work in this country.
- (9) The company has a written equal opportunity policy that does not discriminate in employment practices with regard to race, color, national origin, physical condition, creed, religion, age, sex, marital status, sexual orientation, developmental disability or handicap.
- (10) The company has a written policy regarding compliance for maintaining a drug-free workplace.
- (11) Vendor understands and acknowledges that the representations within their proposal are material and important, and will be relied on by the State in evaluation of the proposal. Any vendor misrepresentations shall be treated as fraudulent concealment from the State of the true facts relating to the proposal.
- (12) Vendor must certify that any and all subcontractors comply with Sections 7, 8, 9, and 10, above.
- (13) The proposal must be signed by the individual(s) legally authorized to bind the vendor per NRS 333.337.

Vendor Company Name

Vendor Signature

Print Name

Date

This document must be submitted in Tab IV of vendor's technical

ATTACHMENT D – CONTRACT FORM

The following State Contract Form is provided as a courtesy to vendors interested in responding to this RFP. Please review the terms and conditions in this form, as this is the standard contract used by the State for all services of independent contractors. It is not necessary for vendors to complete the Contract Form with their proposal.

If exceptions and/or assumptions require a change to the Contract Form, vendors **must** provide the specific language that is being proposed on ***Attachment B, Technical Proposal Certification of Compliance with Terms and Conditions of RFP.***

Please pay particular attention to the insurance requirements, as specified in Paragraph 16 of the embedded contract and *Attachment E, Insurance Schedule.*

CONTRACT FOR SERVICES OF INDEPENDENT CONTRACTOR

A Contract Between the State of Nevada
Acting By and Through Its

(NAME, ADDRESS, PHONE AND FACSIMILE NUMBER OF CONTRACTING AGENCY)

and

(NAME, CONTACT PERSON, ADDRESS, PHONE, FACSIMILE NUMBER OF INDEPENDENT CONTRACTOR)

WHEREAS, NRS 333.700 authorizes elective officers, heads of departments, boards, commissions or institutions to engage, subject to the approval of the Board of Examiners, services of persons as independent contractors; and

WHEREAS, it is deemed that the service of Contractor is both necessary and in the best interests of the State of Nevada;

NOW, THEREFORE, in consideration of the aforesaid premises, the parties mutually agree as follows:

1. **REQUIRED APPROVAL.** This Contract shall not become effective until and unless approved by the Nevada State Board of Examiners.

2. **DEFINITIONS.** "State" means the State of Nevada and any state agency identified herein, its officers, employees and immune contractors as defined in NRS 41.0307. "Independent Contractor" means a person or entity that performs services and/or provides goods for the State under the terms and conditions set forth in this Contract. "Fiscal Year" is defined as the period beginning July 1 and ending June 30 of the following year. "Current State Employee" means a person who is an employee of an agency of the State. "Former State Employee" means a person who was an employee of any agency of the State at any time within the preceding 24 months.

3. **CONTRACT TERM.** This Contract shall be effective from _____ subject to Board of Examiners' approval (anticipated to be _____) to _____, unless sooner terminated by either party as specified in paragraph ten (10).

4. **NOTICE.** Unless otherwise specified, termination shall not be effective until ____ calendar days after a party has served written notice of termination for default, or notice of termination without cause upon the other party. All notices or other communications required or permitted to be given under this Contract shall be in writing and shall be deemed to have been duly given if delivered personally in hand, by telephonic facsimile with simultaneous regular mail, or mailed certified mail, return receipt requested, postage prepaid on the date posted, and addressed to the other party at the address specified above.

5. **INCORPORATED DOCUMENTS.** The parties agree that this Contract, inclusive of the following attachments, specifically describes the scope of work. This Contract incorporates the following attachments in descending order of constructive precedence:

ATTACHMENT AA: STATE SOLICITATION OR RFP # _____ and AMENDMENT(S) # ____;
ATTACHMENT BB: INSURANCE SCHEDULE: And
ATTACHMENT CC: CONTRACTOR'S RESPONSE

A Contractor's Attachment shall not contradict or supersede any State specifications, terms or conditions without written evidence of mutual assent to such change appearing in this Contract.

6. CONSIDERATION. The parties agree that Contractor will provide the services specified in paragraph five (5) at a cost of \$ _____ per _____ (state the exact cost or hourly, daily, or weekly rate exclusive of travel or per diem expenses) with the total Contract or installments payable: _____, not to exceed \$ _____. The State does not agree to reimburse Contractor for expenses unless otherwise specified in the incorporated attachments. Any intervening end to a biennial appropriation period shall be deemed an automatic renewal (not changing the overall Contract term) or a termination as the results of legislative appropriation may require.

7. ASSENT. The parties agree that the terms and conditions listed on incorporated attachments of this Contract are also specifically a part of this Contract and are limited only by their respective order of precedence and any limitations specified.

8. BILLING SUBMISSION: TIMELINESS. The parties agree that timeliness of billing is of the essence to the contract and recognize that the State is on a fiscal year. All billings for dates of service prior to July 1 must be submitted to the State no later than the first Friday in August of the same calendar year. A billing submitted after the first Friday in August, which forces the State to process the billing as a stale claim pursuant to NRS 353.097, will subject the Contractor to an administrative fee not to exceed one hundred dollars (\$100.00). The parties hereby agree this is a reasonable estimate of the additional costs to the State of processing the billing as a stale claim and that this amount will be deducted from the stale claim payment due to the Contractor.

9. INSPECTION & AUDIT.

a. Books and Records. Contractor agrees to keep and maintain under generally accepted accounting principles (GAAP) full, true and complete records, contracts, books, and documents as are necessary to fully disclose to the State or United States Government, or their authorized representatives, upon audits or reviews, sufficient information to determine compliance with all state and federal regulations and statutes.

b. Inspection & Audit. Contractor agrees that the relevant books, records (written, electronic, computer related or otherwise), including, without limitation, relevant accounting procedures and practices of Contractor or its subcontractors, financial statements and supporting documentation, and documentation related to the work product shall be subject, at any reasonable time, to inspection, examination, review, audit, and copying at any office or location of Contractor where such records may be found, with or without notice by the State Auditor, the relevant state agency or its contracted examiners, the Department of Administration, Budget Division, the Nevada State Attorney General's Office or its Fraud Control Units, the State Legislative Auditor, and with regard to any federal funding, the relevant federal agency, the Comptroller General, the General Accounting Office, the Office of the Inspector General, or any of their authorized representatives. All subcontracts shall reflect requirements of this paragraph.

c. Period of Retention. All books, records, reports, and statements relevant to this Contract must be retained a minimum three (3) years, and for five (5) years if any federal funds are used pursuant to the Contract. The retention period runs from the date of payment for the relevant goods or services by the State, or from the date of termination of the Contract, whichever is later. Retention time shall be extended when an audit is scheduled or in progress for a period reasonably necessary to complete an audit and/or to complete any administrative and judicial litigation which may ensue.

10. CONTRACT TERMINATION.

a. Termination Without Cause. Any discretionary or vested right of renewal notwithstanding, this Contract may be terminated upon written notice by mutual consent of both parties, or unilaterally by either party without cause.

b. State Termination for Non-appropriation. The continuation of this Contract beyond the current biennium is subject to and contingent upon sufficient funds being appropriated, budgeted, and otherwise made available by the State Legislature and/or federal sources. The State may terminate this Contract, and Contractor waives any and all claim(s) for damages, effective immediately upon receipt of written notice (or any date specified therein) if for any reason the Contracting Agency's funding from State and/or federal sources is not appropriated or is withdrawn, limited, or impaired.

c. Cause Termination for Default or Breach. A default or breach may be declared with or without termination. This Contract may be terminated by either party upon written notice of default or breach to the other party as follows:

i. If Contractor fails to provide or satisfactorily perform any of the conditions, work, deliverables, goods, or services called for by this Contract within the time requirements specified in this Contract or within any granted extension of those time requirements; or

ii. If any state, county, city or federal license, authorization, waiver, permit, qualification or certification required by statute, ordinance, law, or regulation to be held by Contractor to provide the goods or services required by this Contract is for any reason denied, revoked, debarred, excluded, terminated, suspended, lapsed, or not renewed; or

iii. If Contractor becomes insolvent, subject to receivership, or becomes voluntarily or involuntarily subject to the jurisdiction of the bankruptcy court; or

iv. If the State materially breaches any material duty under this Contract and any such breach impairs Contractor's ability to perform; or

v. If it is found by the State that any quid pro quo or gratuities in the form of money, services, entertainment, gifts, or otherwise were offered or given by Contractor, or any agent or representative of Contractor, to any officer or employee of

the State of Nevada with a view toward securing a contract or securing favorable treatment with respect to awarding, extending, amending, or making any determination with respect to the performing of such contract; or

vi. If it is found by the State that Contractor has failed to disclose any material conflict of interest relative to the performance of this Contract.

d. Time to Correct. Termination upon a declared default or breach may be exercised only after service of formal written notice as specified in paragraph four (4), and the subsequent failure of the defaulting party within fifteen (15) calendar days of receipt of that notice to provide evidence, satisfactory to the aggrieved party, showing that the declared default or breach has been corrected.

e. Winding Up Affairs Upon Termination. In the event of termination of this Contract for any reason, the parties agree that the provisions of this paragraph survive termination:

i. The parties shall account for and properly present to each other all claims for fees and expenses and pay those which are undisputed and otherwise not subject to set off under this Contract. Neither party may withhold performance of winding up provisions solely based on nonpayment of fees or expenses accrued up to the time of termination;

ii. Contractor shall satisfactorily complete work in progress at the agreed rate (or a pro rata basis if necessary) if so requested by the Contracting Agency;

iii. Contractor shall execute any documents and take any actions necessary to effectuate an assignment of this Contract if so requested by the Contracting Agency;

iv. Contractor shall preserve, protect and promptly deliver into State possession all proprietary information in accordance with paragraph twenty-one (21).

11. REMEDIES. Except as otherwise provided for by law or this Contract, the rights and remedies of the parties shall not be exclusive and are in addition to any other rights and remedies provided by law or equity, including, without limitation, actual damages, and to a prevailing party reasonable attorneys' fees and costs. It is specifically agreed that reasonable attorneys' fees shall include, without limitation, one hundred and twenty-five dollars (\$125.00) per hour for State-employed attorneys. The State may set off consideration against any unpaid obligation of Contractor to any State agency in accordance with NRS 353C.190. In the event that the Contractor voluntarily or involuntarily becomes subject to the jurisdiction of the Bankruptcy Court, the State may set off consideration against any unpaid obligation of Contractor to the State or its agencies, to the extent allowed by bankruptcy law, without regard to whether the procedures of NRS 353C.190 have been utilized.

12. LIMITED LIABILITY. The State will not waive and intends to assert available NRS chapter 41 liability limitations in all cases. Contract liability of both parties shall not be subject to punitive damages. Liquidated damages shall not apply unless otherwise specified in the incorporated attachments. Damages for any State breach shall never exceed the amount of funds appropriated for payment under this Contract, but not yet paid to Contractor, for the fiscal year budget in existence at the time of the breach. Damages for any Contractor breach shall not exceed one hundred and fifty percent (150%) of the contract maximum "not to exceed" value. Contractor's tort liability shall not be limited.

13. FORCE MAJEURE. Neither party shall be deemed to be in violation of this Contract if it is prevented from performing any of its obligations hereunder due to strikes, failure of public transportation, civil or military authority, act of public enemy, accidents, fires, explosions, or acts of God, including without limitation, earthquakes, floods, winds, or storms. In such an event the intervening cause must not be through the fault of the party asserting such an excuse, and the excused party is obligated to promptly perform in accordance with the terms of the Contract after the intervening cause ceases.

14. INDEMNIFICATION. To the fullest extent permitted by law Contractor shall indemnify, hold harmless and defend, not excluding the State's right to participate, the State from and against all liability, claims, actions, damages, losses, and expenses, including, without limitation, reasonable attorneys' fees and costs, arising out of any alleged negligent or willful acts or omissions of Contractor, its officers, employees and agents.

15. INDEPENDENT CONTRACTOR. Contractor is associated with the State only for the purposes and to the extent specified in this Contract, and in respect to performance of the contracted services pursuant to this Contract, Contractor is and shall be an independent contractor and, subject only to the terms of this Contract, shall have the sole right to supervise, manage, operate, control, and direct performance of the details incident to its duties under this Contract. Nothing contained in this Contract shall be deemed or construed to create a partnership or joint venture, to create relationships of an employer-employee or principal-agent, or to otherwise create any liability for the State whatsoever with respect to the indebtedness, liabilities, and obligations of Contractor or any other party. Contractor shall be solely responsible for, and the State shall have no obligation with respect to: (1) withholding of income taxes, FICA or any other taxes or fees; (2) industrial insurance coverage; (3) participation in any group insurance plans available to employees of the State; (4) participation or contributions by either Contractor or the State to the Public Employees Retirement System; (5) accumulation of vacation leave or sick leave; or (6) unemployment compensation coverage provided by the State. Contractor shall indemnify and hold State harmless from, and defend State against, any and all losses, damages, claims, costs, penalties, liabilities, and expenses arising or incurred because of, incident to, or otherwise with respect to any such taxes or fees. Neither Contractor nor its employees, agents, nor representatives shall be considered

employees, agents, or representatives of the State. The State and Contractor shall evaluate the nature of services and the term of the Contract negotiated in order to determine "independent contractor" status, and shall monitor the work relationship throughout the term of the Contract to ensure that the independent contractor relationship remains as such. To assist in determining the appropriate status (employee or independent contractor), Contractor represents as follows:

		<u>Contractor's Initials</u>	
		YES	NO
1.	Does the Contracting Agency have the right to require control of when, where and how the independent contractor is to work?	_____	_____
2.	Will the Contracting Agency be providing training to the independent contractor?	_____	_____
3.	Will the Contracting Agency be furnishing the independent contractor with worker's space, equipment, tools, supplies or travel expenses?	_____	_____
4.	Are any of the workers who assist the independent contractor in performance of his/her duties employees of the State of Nevada?	_____	_____
5.	Does the arrangement with the independent contractor contemplate continuing or recurring work (even if the services are seasonal, part-time, or of short duration)?	_____	_____
6.	Will the State of Nevada incur an employment liability if the independent contractor is terminated for failure to perform?	_____	_____
7.	Is the independent contractor restricted from offering his/her services to the general public while engaged in this work relationship with the State?	_____	_____

16. **INSURANCE SCHEDULE.** Unless expressly waived in writing by the State, Contractor, as an independent contractor and not an employee of the State, must carry policies of insurance and pay all taxes and fees incident hereunto. Policies shall meet the terms and conditions as specified within this Contract along with the additional limits and provisions as described in Attachment BB, incorporated hereto by attachment. The State shall have no liability except as specifically provided in the Contract.

The Contractor shall not commence work before:

- 1) Contractor has provided the required evidence of insurance to the Contracting Agency of the State, and
- 2) The State has approved the insurance policies provided by the Contractor.

Prior approval of the insurance policies by the State shall be a condition precedent to any payment of consideration under this Contract and the State's approval of any changes to insurance coverage during the course of performance shall constitute an ongoing condition subsequent this Contract. Any failure of the State to timely approve shall not constitute a waiver of the condition.

Insurance Coverage: The Contractor shall, at the Contractor's sole expense, procure, maintain and keep in force for the duration of the Contract insurance conforming to the minimum limits as specified in Attachment BB, incorporated hereto by attachment. Unless specifically stated herein or otherwise agreed to by the State, the required insurance shall be in effect prior to the commencement of work by the Contractor and shall continue in force as appropriate until:

1. Final acceptance by the State of the completion of this Contract; or
 2. Such time as the insurance is no longer required by the State under the terms of this Contract;
- Whichever occurs later.

Any insurance or self-insurance available to the State shall be in excess of, and non-contributing with, any insurance required from Contractor. Contractor's insurance policies shall apply on a primary basis. Until such time as the insurance is no longer required by the State, Contractor shall provide the State with renewal or replacement evidence of insurance no less than thirty (30) days before the expiration or replacement of the required insurance. If at any time during the period when insurance is required by the Contract, an insurer or surety shall fail to comply with the requirements of this Contract, as soon as Contractor has knowledge of any such failure, Contractor shall immediately notify the State and immediately replace such insurance or bond with an insurer meeting the requirements.

General Requirements:

- a. **Additional Insured:** By endorsement to Contractor's general liability insurance policy, the State of Nevada, its officers, employees and immune contractors as defined in NRS 41.0307 shall be named as additional insureds for all liability arising from the Contract.
- b. **Waiver of Subrogation:** Each insurance policy shall provide for a waiver of subrogation against the State of Nevada, its officers, employees and immune contractors as defined in NRS 41.0307, for losses arising from work/materials/equipment performed or provided by or on behalf of the Contractor.

- c. Cross-Liability: All required liability policies shall provide cross-liability coverage as would be achieved under the standard ISO separation of insureds clause.
- d. Deductibles and Self-Insured Retentions: Insurance maintained by Contractor shall apply on a first dollar basis without application of a deductible or self-insured retention unless otherwise specifically agreed to by the State. Such approval shall not relieve Contractor from the obligation to pay any deductible or self-insured retention. Any deductible or self-insured retention shall not exceed fifty thousand dollars (\$50,000.00) per occurrence, unless otherwise approved by the Risk Management Division.
- e. Policy Cancellation: Except for ten (10) days notice for non-payment of premium, each insurance policy shall be endorsed to state that without thirty (30) days prior written notice to the State of Nevada, c/o Contracting Agency, the policy shall not be canceled, non-renewed or coverage and /or limits reduced or materially altered, and shall provide that notices required by this paragraph shall be sent by certified mailed to the address shown on page one (1) of this contract:
- f. Approved Insurer: Each insurance policy shall be:
 - 1) Issued by insurance companies authorized to do business in the State of Nevada or eligible surplus lines insurers acceptable to the State and having agents in Nevada upon whom service of process may be made; and
 - 2) Currently rated by A.M. Best as “A-VII” or better.

Evidence of Insurance:

Prior to the start of any Work, Contractor must provide the following documents to the contracting State agency:

1) Certificate of Insurance: The Acord 25 Certificate of Insurance form or a form substantially similar must be submitted to the State to evidence the insurance policies and coverages required of Contractor. The certificate must name the State of Nevada, its officers, employees and immune contractors as defined in NRS 41.0307 as the certificate holder. The certificate should be signed by a person authorized insurer to bind coverage on its behalf. The state project/contract number; description and contract effective dates shall be noted on the certificate, and upon renewal of the policies listed Contractor shall furnish the State with replacement certificates as described within Insurance Coverage, section noted above.

Mail all required insurance documents to the State Contracting Agency identified on page one of the contract.

- 2) Additional Insured Endorsement: An Additional Insured Endorsement (CG 20 10 11 85 or CG 20 26 11 85) , signed by an authorized insurance company representative, must be submitted to the State to evidence the endorsement of the State as an additional insured per General Requirements, subsection a above.
- 3) Schedule of Underlying Insurance Policies: If Umbrella or Excess policy is evidenced to comply with minimum limits, a copy of the underlying Schedule from the Umbrella or Excess insurance policy may be required.

Review and Approval: Documents specified above must be submitted for review and approval by the State prior to the commencement of work by Contractor. Neither approval by the State nor failure to disapprove the insurance furnished by Contractor shall relieve Contractor of Contractor’s full responsibility to provide the insurance required by this Contract. Compliance with the insurance requirements of this Contract shall not limit the liability of Contractor or its sub-contractors, employees or agents to the State or others, and shall be in addition to and not in lieu of any other remedy available to the State under this Contract or otherwise. The State reserves the right to request and review a copy of any required insurance policy or endorsement to assure compliance with these requirements.

17. COMPLIANCE WITH LEGAL OBLIGATIONS. Contractor shall procure and maintain for the duration of this Contract any state, county, city or federal license, authorization, waiver, permit, qualification or certification required by statute, ordinance, law, or regulation to be held by Contractor to provide the goods or services required by this Contract. Contractor will be responsible to pay all taxes, assessments, fees, premiums, permits, and licenses required by law. Real property and personal property taxes are the responsibility of Contractor in accordance with NRS 361.157 and NRS 361.159. Contractor agrees to be responsible for payment of any such government obligations not paid by its subcontractors during performance of this Contract. The State may set-off against consideration due any delinquent government obligation in accordance with NRS 353C.190.

18. WAIVER OF BREACH. Failure to declare a breach or the actual waiver of any particular breach of the Contract or its material or nonmaterial terms by either party shall not operate as a waiver by such party of any of its rights or remedies as to any other breach.

19. SEVERABILITY. If any provision contained in this Contract is held to be unenforceable by a court of law or equity, this Contract shall be construed as if such provision did not exist and the non-enforceability of such provision shall not be held to render any other provision or provisions of this Contract unenforceable.

20. ASSIGNMENT/DELEGATION. To the extent that any assignment of any right under this Contract changes the duty of either party, increases the burden or risk involved, impairs the chances of obtaining the performance of this Contract, attempts to operate as a novation, or includes a waiver or abrogation of any defense to payment by State, such offending portion of the assignment shall be void, and shall be a breach of this Contract. Contractor shall neither assign, transfer nor delegate any rights, obligations or duties under this Contract without the prior written consent of the State.

21. STATE OWNERSHIP OF PROPRIETARY INFORMATION. Any reports, histories, studies, tests, manuals, instructions, photographs, negatives, blue prints, plans, maps, data, system designs, computer code (which is intended to be consideration under the Contract), or any other documents or drawings, prepared or in the course of preparation by Contractor (or its subcontractors) in performance of its obligations under this Contract shall be the exclusive property of the State and all such materials shall be delivered into State possession by Contractor upon completion, termination, or cancellation of this Contract. Contractor shall not use, willingly allow, or cause to have such materials used for any purpose other than performance of Contractor's obligations under this Contract without the prior written consent of the State. Notwithstanding the foregoing, the State shall have no proprietary interest in any materials licensed for use by the State that are subject to patent, trademark or copyright protection.

22. PUBLIC RECORDS. Pursuant to NRS 239.010, information or documents received from Contractor may be open to public inspection and copying. The State has a legal obligation to disclose such information unless a particular record is made confidential by law or a common law balancing of interests. Contractor may label specific parts of an individual document as a "trade secret" or "confidential" in accordance with NRS 333.333, provided that Contractor thereby agrees to indemnify and defend the State for honoring such a designation. The failure to so label any document that is released by the State shall constitute a complete waiver of any and all claims for damages caused by any release of the records.

23. CONFIDENTIALITY. Contractor shall keep confidential all information, in whatever form, produced, prepared, observed or received by Contractor to the extent that such information is confidential by law or otherwise required by this Contract

24. FEDERAL FUNDING. In the event federal funds are used for payment of all or part of this Contract:

- a. Contractor certifies, by signing this Contract, that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any federal department or agency. This certification is made pursuant to the regulations implementing Executive Order 12549, Debarment and Suspension, 28 C.F.R. pt. 67, § 67.510, as published as pt. VII of the May 26, 1988, Federal Register (pp. 19160-19211), and any relevant program-specific regulations. This provision shall be required of every subcontractor receiving any payment in whole or in part from federal funds.
- b. Contractor and its subcontractors shall comply with all terms, conditions, and requirements of the Americans with Disabilities Act of 1990 (P.L. 101-136), 42 U.S.C. 12101, as amended, and regulations adopted thereunder contained in 28 C.F.R. 26.101-36.999, inclusive, and any relevant program-specific regulations.
- c. Contractor and its subcontractors shall comply with the requirements of the Civil Rights Act of 1964, as amended, the Rehabilitation Act of 1973, P.L. 93-112, as amended, and any relevant program-specific regulations, and shall not discriminate against any employee or offeror for employment because of race, national origin, creed, color, sex, religion, age, disability or handicap condition (including AIDS and AIDS-related conditions.)

25. LOBBYING. The parties agree, whether expressly prohibited by federal law, or otherwise, that no funding associated with this contract will be used for any purpose associated with or related to lobbying or influencing or attempting to lobby or influence for any purpose the following:

- a. Any federal, state, county or local agency, legislature, commission, counsel or board;
- b. Any federal, state, county or local legislator, commission member, counsel member, board member, or other elected official; or
- c. Any officer or employee of any federal, state, county or local agency; legislature, commission, counsel or board.

26. WARRANTIES.

- a. General Warranty. Contractor warrants that all services, deliverables, and/or work product under this Contract shall be completed in a workmanlike manner consistent with standards in the trade, profession, or industry; shall conform to or exceed the specifications set forth in the incorporated attachments; and shall be fit for ordinary use, of good quality, with no material defects.
- b. System Compliance. Contractor warrants that any information system application(s) shall not experience abnormally ending and/or invalid and/or incorrect results from the application(s) in the operating and testing of the business of the State.

27. PROPER AUTHORITY. The parties hereto represent and warrant that the person executing this Contract on behalf of each party has full power and authority to enter into this Contract. Contractor acknowledges that as required by statute or regulation this Contract is effective only after approval by the State Board of Examiners and only for the period of time specified in the

Contract. Any services performed by Contractor before this Contract is effective or after it ceases to be effective are performed at the sole risk of Contractor.

28. NOTIFICATION OF UTILIZATION OF CURRENT OR FORMER STATE EMPLOYEES. Contractor has disclosed to the State all persons that the Contractor will utilize to perform services under this Contract who are Current State Employees or Former State Employees. Contractor will not utilize any of its employees who are Current State Employees or Former State Employees to perform services under this contract without first notifying the Contracting Agency of the identity of such persons and the services that each such person will perform, and receiving from the Contracting Agency approval for the use of such persons.

29. ASSIGNMENT OF ANTITRUST CLAIMS. Contractor irrevocably assigns to the State any claim for relief or cause of action which the Contractor now has or which may accrue to the Contractor in the future by reason of any violation of state of Nevada or federal antitrust laws in connection with any goods or services provided to the Contractor for the purpose of carrying out the Contractor's obligations under this Contract, including, at the State's option, the right to control any such litigation on such claim for relief or cause of action. Contractor shall require any subcontractors hired to perform any of Contractor's obligations under this Contract to irrevocably assign to the State, as third party beneficiary, any right, title or interest that has accrued or which may accrue in the future by reason of any violation of state of Nevada or federal antitrust laws in connection with any goods or services provided to the subcontractor for the purpose of carrying out the subcontractor's obligations to the Contractor in pursuance of this Contract, including, at the State's option, the right to control any such litigation on such claim or relief or cause of action.

30. GOVERNING LAW; JURISDICTION. This Contract and the rights and obligations of the parties hereto shall be governed by, and construed according to, the laws of the State of Nevada, without giving effect to any principle of conflict of laws that would require the application of the law of any other jurisdiction. The parties consent to the exclusive jurisdiction of the First Judicial District Court, Carson City, Nevada for enforcement of this Contract.

31. ENTIRE CONTRACT AND MODIFICATION. This Contract and its integrated attachment(s) constitute the entire agreement of the parties and as such are intended to be the complete and exclusive statement of the promises, representations, negotiations, discussions, and other agreements that may have been made in connection with the subject matter hereof. Unless an integrated attachment to this Contract specifically displays a mutual intent to amend a particular part of this Contract, general conflicts in language between any such attachment and this Contract shall be construed consistent with the terms of this Contract. Unless otherwise expressly authorized by the terms of this Contract, no modification or amendment to this Contract shall be binding upon the parties unless the same is in writing and signed by the respective parties hereto and approved by the Office of the Attorney General and the State Board of Examiners.

ATTACHMENT E – INSURANCE SCHEDULE FOR RFP 1001

The following Insurance Schedule is provided as a courtesy to vendors interested in responding to this RFP. Please review the terms and conditions in the Insurance Schedule, as this is the standard insurance schedule used by the State for all services of independent contractors.

If exceptions and/or assumptions require a change to the Insurance Schedule, vendors **must** provide the specific language that is being proposed on ***Attachment B, Technical Proposal Certification of Compliance with Terms and Conditions of RFP.***

ATTACHMENT BB INSURANCE SCHEDULE

INDEMNIFICATION CLAUSE:

Contractor shall indemnify, hold harmless and, not excluding the State's right to participate, defend the State, its officers, officials, agents, and employees (hereinafter referred to as "Indemnitee") from and against all liabilities, claims, actions, damages, losses, and expenses including without limitation reasonable attorneys' fees and costs, (hereinafter referred to collectively as "claims") for bodily injury or personal injury including death, or loss or damage to tangible or intangible property caused, or alleged to be caused, in whole or in part, by the negligent or willful acts or omissions of Contractor or any of its owners, officers, directors, agents, employees or subcontractors. This indemnity includes any claim or amount arising out of or recovered under the Workers' Compensation Law or arising out of the failure of such contractor to conform to any federal, state or local law, statute, ordinance, rule, regulation or court decree. It is the specific intention of the parties that the Indemnitee shall, in all instances, except for claims arising solely from the negligent or willful acts or omissions of the Indemnitee, be indemnified by Contractor from and against any and all claims. It is agreed that Contractor will be responsible for primary loss investigation, defense and judgment costs where this indemnification is applicable. In consideration of the award of this contract, the Contractor agrees to waive all rights of subrogation against the State, its officers, officials, agents and employees for losses arising from the work performed by the Contractor for the State.

INSURANCE REQUIREMENTS:

Contractor and subcontractors shall procure and maintain until all of their obligations have been discharged, including any warranty periods under this Contract are satisfied, insurance against claims for injury to persons or damage to property which may arise from or in connection with the performance of the work hereunder by the Contractor, his agents, representatives, employees or subcontractors.

The insurance requirements herein are minimum requirements for this Contract and in no way limit the indemnity covenants contained in this Contract. The State in no way warrants that the minimum limits contained herein are sufficient to protect the Contractor from liabilities that might arise out of the performance of the work under this contract by the Contractor, his agents, representatives, employees or subcontractors and Contractor is free to purchase additional insurance as may be determined necessary.

A. **MINIMUM SCOPE AND LIMITS OF INSURANCE:** Contractor shall provide coverage with limits of liability not less than those stated below. An excess liability policy or umbrella liability policy may be used to meet the minimum liability requirements provided that the coverage is written on a "following form" basis.

1. **Commercial General Liability – Occurrence Form**

Policy shall include bodily injury, property damage and broad form contractual liability coverage.

- General Aggregate \$2,000,000
- Products – Completed Operations Aggregate \$1,000,000
- Personal and Advertising Injury \$1,000,000
- Each Occurrence \$1,000,000

- a. The policy shall be endorsed to include the following additional insured language: "The State of Nevada shall be named as an additional insured with respect to liability arising out of the activities performed by, or on behalf of the Contractor".

2. **Automobile Liability**

Bodily Injury and Property Damage for any owned, hired, and non-owned vehicles used in the performance of this Contract.

Combined Single Limit (CSL) \$1,000,000

- a. The policy shall be endorsed to include the following additional insured language: "The State of Nevada shall be named as an additional insured with respect to liability arising out of the activities performed by, or on behalf of the Contractor, including automobiles owned, leased, hired or borrowed by the Contractor".

3. **Worker's Compensation and Employers' Liability**

Workers' Compensation	Statutory
Employers' Liability	
Each Accident	\$100,000
Disease – Each Employee	\$100,000
Disease – Policy Limit	\$500,000

- a. Policy shall contain a waiver of subrogation against the State of Nevada.
- b. This requirement shall not apply when a contractor or subcontractor is exempt under N.R.S., **AND** when such contractor or subcontractor executes the appropriate sole proprietor waiver form.

B. **ADDITIONAL INSURANCE REQUIREMENTS:** The policies shall include, or be endorsed to include, the following provisions:

1. On insurance policies where the State of Nevada is named as an additional insured, the State of Nevada shall be an additional insured to the full limits of liability purchased by the Contractor even if those limits of liability are in excess of those required by this Contract.
2. The Contractor's insurance coverage shall be primary insurance and non-contributory with respect to all other available sources.

C. **NOTICE OF CANCELLATION:** Each insurance policy required by the insurance provisions of this Contract shall provide the required coverage and shall not be suspended, voided or canceled except after thirty (30) days prior written notice has been given to the State, except when cancellation is for non-payment of premium, then ten (10) days prior notice may be given. Such notice shall be sent directly to **(Nancy Feser, Buyer, Nevada State Purchasing, 515 E. Musser St. Carson City, NV. 89701**

D. **ACCEPTABILITY OF INSURERS:** Insurance is to be placed with insurers duly licensed or authorized to do business in the state of Nevada and with an "A.M. Best" rating of not less than A-VII. The State in no way warrants that the above-required minimum insurer rating is sufficient to protect the Contractor from potential insurer insolvency.

E. **VERIFICATION OF COVERAGE:** Contractor shall furnish the State with certificates of insurance (ACORD form or equivalent approved by the State) as required by this Contract. The certificates for each insurance policy are to be signed by a person authorized by that insurer to bind coverage on its behalf.

All certificates and any required endorsements are to be received and approved by the State before work commences. Each insurance policy required by this Contract must be in effect at or prior to commencement of work under this Contract and remain in effect for the duration of the project. Failure to maintain the insurance policies as required by this Contract or to provide evidence of renewal is a material breach of contract.

All certificates required by this Contract shall be sent directly to **(Nancy Feser, Buyer, Nevada State Purchasing, 515 E. Musser St., Suite 300, Carson City NV. 89403).**

The State project/contract number and project description shall be noted on the certificate of insurance. The State reserves the right to require complete, certified copies of all insurance policies required by this Contract at any time.

- F. **SUBCONTRACTORS:** Contractors' certificate(s) shall include all subcontractors as additional insureds under its policies **or** Contractor shall furnish to the State separate certificates and endorsements for each subcontractor. All coverages for subcontractors shall be subject to the minimum requirements identified above.

- G. **APPROVAL:** Any modification or variation from the insurance requirements in this Contract shall be made by the Attorney General's Office or the Risk Manager, whose decision shall be final. Such action will not require a formal Contract amendment, but may be made by administrative action.

ATTACHMENT F – REFERENCE QUESTIONNAIRE

The State of Nevada, as a part of the RFP process, requires proposing vendors to submit business references as required within this document. The purpose of these references is to document the experience relevant to the scope of work and provide assistance in the evaluation process.

INSTRUCTIONS TO PROPOSING VENDOR	
1.	Proposing vendor or vendor’s proposed subcontractor MUST complete Part A of the Reference Questionnaire.
2.	Proposing vendor MUST send the following Reference Questionnaire to EACH business reference listed for completion of Part B, Part C and Part D.
3.	<p>Business reference is requested to submit the completed Reference Questionnaire via email or facsimile to:</p> <p style="padding-left: 40px;">State of Nevada, Governor’s Office of Workforce Innovation (OWINN) Subject: RFP 1001 Attention: Ansara Martino, Program Administrator/Officer Email: amartino@gov.nv.gov Address: 555 East Washington Ave, Suite 4900, Las Vegas NV 89101</p> <p>Please reference the RFP number in the subject line of the email or on the fax.</p>
4.	The completed Reference Questionnaire MUST be received no later than 5:00 PM PT October 8, 2018
5.	Business references are NOT to return the Reference Questionnaire to the Proposer (Vendor).
6.	In addition to the Reference Questionnaire, the State may contact any and all business references by phone for further clarification, if necessary.
7.	Questions regarding the Reference Questionnaire or process should be directed to the individual identified on the RFP cover page.
8.	Reference Questionnaires not received, or not complete, may adversely affect the vendor’s score in the evaluation process.



**BUSINESS REFERENCE'S RESPONSE TO REFERENCE QUESTIONNAIRE FOR
 REQUEST FOR PROPOSAL (RFP) 1002
 NEVADA WORK-BASED LEARNING (WBL) CENTRALIZED WEBSITE HUB**

PART A – TO BE COMPLETED BY PROPOSING VENDOR:

Company Name Submitting Proposal:	
-----------------------------------	--

Reference is requested for vendor as identified above; or

Company Name acting as subcontractor for vendor identified above

PART B – BUSINESS REFERENCE INSTRUCTIONS	
1.	This Reference Questionnaire is being submitted to your organization for completion as a business reference for the company listed in Part A, above.
2.	Business reference is requested to submit the completed Reference Questionnaire via email or facsimile to: State of Nevada, Governor's Office of Workforce Innovation Subject: RFP 1001 Attention: Ansara Martino Email: amartino@gov.nv.gov Mailing Address: 555 East Washington Ave, Suite 4900, Las Vegas NV 89101 Please reference the RFP number in the subject line of the email or on mailing envelope.
3.	The completed Reference Questionnaire MUST be received no later than 5:00 PM PT on October 8, 2018
4.	Do NOT return the Reference Questionnaire to the Proposer (Vendor).
5.	In addition to the Reference Questionnaire, the State may contact references by phone for further clarification, if necessary.
6.	Questions regarding the Reference Questionnaire or process should be directed to the individual identified on the RFP cover page.
7.	When contacting the State, please be sure to include the RFP number listed at the top of this page.
8.	We request all questions be answered. If an answer is not known please answer as "U/K". If the question is not applicable please answer as "N/A".
9.	If you need additional space to answer a question or provide a comment, please attach additional pages. If attaching additional pages, please place your company/organization name on each page and reference the RFP # noted at the top of this page.

CONFIDENTIAL INFORMATION WHEN COMPLETED (Please print)

Company Providing Reference:	
Contact Name:	
Title:	
Contact Telephone Number:	
Contact Email Address:	

RATING SCALE:

Where a rating is requested and using the Rating Scale provided below, rate the following questions by noting the appropriate number for each item. Please provide any additional comments you feel would be helpful to the State regarding this contractor.

Category	Rating
Poor or Inadequate Performance	0
Below Average Performance	1 – 3
Average Performance	4 – 6
Above Average Performance	7 – 9
Excellent Performance	10

PART C – QUESTIONS:

1. In what capacity have you worked with this vendor in the past?

2. Rate the firm’s knowledge and expertise.	RATING:
Comments:	

3. Rate the vendor’s flexibility relative to changes in the project scope and timelines.	RATING:
Comments:	

4. Rate your level of satisfaction with hard copy materials produced by the vendor.	RATING:
Comments:	

5. Rate the dynamics/interaction between the vendor and your staff.	RATING:
Comments:	

6. Rate your satisfaction with the products developed by the vendor.	RATING:
Comments:	

7. Rate how well the agreed upon, planned schedule was consistently met and deliverables provided on time. <i>(This pertains to delays under the control of the vendor.)</i>	RATING:
Comments:	

8. Rate the overall customer service and timeliness in responding to customer service inquiries, issues and resolutions.	RATING:
Comments:	

9. Rate the knowledge of the vendor's assigned staff and their ability to accomplish duties as contracted.	RATING:
Comments:	

10. Rate the accuracy and timeliness of the vendor's billing and/or invoices.	RATING:
Comments:	

11. Rate the vendor's ability to quickly and thoroughly resolve a problem related to the services provided.	RATING:
Comments:	

12. Rate the vendor's flexibility in meeting business requirements.	RATING:
Comments:	

13. Rate the likelihood of your company/organization recommending this vendor to others in the future.	RATING:
Comments:	

14. With which aspect(s) of this vendor's services are you most satisfied?	
Comments:	

15. With which aspect(s) of this vendor's services are you least satisfied?
Comments:

16. Would you recommend this vendor to your organization again?
Comments:

PART D – GENERAL INFORMATION:

1. During what time period did the vendor provide these services for your organization?				
Month/Year:		TO:	Month/Year:	

ATTACHMENT G – PROPOSED STAFF RESUME

A resume must be completed for all proposed prime contractor staff and proposed subcontractor staff using the State format.

PROPOSED STAFF RESUME

A resume must be completed for all proposed contractor staff and proposed subcontractor staff.

COMPANY NAME:			
<input type="checkbox"/> Contractor		<input type="checkbox"/> Subcontractor	
Name:			<input type="checkbox"/> Key Personnel
Classification:		# of Years in Classification:	
Brief Summary: of Experience:			
# of Years with Firm:			
RELEVANT PROFESSIONAL EXPERIENCE			
<p><i>Required Information:</i></p> <p><i>MMYYYY to Present:</i></p> <p><i>Vendor Name:</i></p> <p><i>Client Name:</i></p> <p><i>Client Contact Name:</i></p> <p><i>Client Address, Phone Number, Email:</i></p> <p><i>Role in Contract/Project:</i></p> <p><i>Details and Duration of Contract/Project:</i></p>			
<p><i>Required Information:</i></p> <p><i>MMYYYY to MMYYYY:</i></p> <p><i>Vendor Name:</i></p> <p><i>Client Name:</i></p> <p><i>Client Contact Name:</i></p> <p><i>Client Address, Phone Number, Email:</i></p> <p><i>Role in Contract/Project:</i></p> <p><i>Details and Duration of Contract/Project:</i></p>			
<p><i>Required Information:</i></p> <p><i>MMYYYY to MMYYYY:</i></p> <p><i>Vendor Name:</i></p> <p><i>Client Name:</i></p> <p><i>Client Contact Name:</i></p> <p><i>Client Address, Phone Number, Email:</i></p> <p><i>Role in Contract/Project:</i></p> <p><i>Details and Duration of Contract/Project:</i></p>			
EDUCATION			
<p><i>Institution Name:</i></p> <p><i>City:</i></p> <p><i>State:</i></p> <p><i>Degree/Achievement:</i></p> <p><i>Certifications:</i></p>			
REFERENCES			
<p><i>Minimum of three (3) required, including name, title, organization, phone number, fax number and email address</i></p>			

**ATTACHMENT I – COST PROPOSAL CERTIFICATION OF COMPLIANCE
TERMS AND CONDITIONS OF RFP**

I have read, understand and agree to comply with **all** the terms and conditions specified in this Request for Proposal.

YES _____ I agree to comply with the terms and conditions specified in this RFP.

NO _____ I do not agree to comply with the terms and conditions specified in this RFP.

If the exception and/or assumption require a change in the terms in any section of the RFP, the contract, or any incorporated documents, vendors **must** provide the specific language that is being proposed in the tables below. If vendors do not specify in detail any exceptions and/or assumptions at time of proposal submission, the State will not consider any additional exceptions and/or assumptions during negotiations.

Note: Only cost exceptions and/or assumptions should be identified on this attachment. Do not restate the technical exceptions and/or assumptions on this attachment.

Company Name

Signature

Print Name

Date

Vendors MUST use the following format. Attach additional sheets if necessary.

EXCEPTION SUMMARY FORM

EXCEPTION #	RFP SECTION NUMBER	RFP PAGE NUMBER	EXCEPTION (Complete detail regarding exceptions must be identified)

ASSUMPTION SUMMARY FORM

ASSUMPTION #	RFP SECTION NUMBER	RFP PAGE NUMBER	ASSUMPTION (Complete detail regarding assumptions must be identified)

<p>This document must be submitted in Tab III of vendor’s cost proposal. This form MUST NOT be included in the technical proposal.</p>

ATTACHMENT K – FEDERAL LAWS AND AUTHORITIES

Since the 2018-2019 Work-Based Learning Grants are federally funded, please be sure to understand that the following is a list of Federal Laws and Authorities with which the awarded vendor will be required to comply.

ENVIRONMENTAL:

1. Archeological and Historic Preservation Act of 1974, PL 93-291
2. Clean Air Act, 42 U.S.C. 7506(c)
3. Endangered Species Act 16 U.S.C. 1531, ET seq.
4. Executive Order 11593, Protection and Enhancement of the Cultural Environment.
5. Executive Order 11988, Floodplain Management
6. Executive Order 11990, Protection of Wetlands
7. Farmland Protection Policy Act, 7 U.S.C. 4201 ET seq.
8. Fish and Wildlife Coordination Act, PL 85-624, as amended
9. National Historic Preservation Act of 1966, PL 89-665, as amended
10. Safe Drinking Water Act, Section 1424(e), PL 92-523, as amended

ECONOMIC:

1. Demonstration Cities and Metropolitan Development Act of 1966, PL 89-754, as amended
2. Section 306 of the Clean Air Act and Section 508 of the Clean Water Act, including Executive Order 11738, Administration of the Clean Air Act and the Federal Water Pollution Control Act with Respect to Federal Contracts, Grants or Loans

SOCIAL LEGISLATION

1. Age Discrimination Act, PL 94-135
2. Civil Rights Act of 1964, PL 88-352
3. Section 13 of PL 92-500; Prohibition against sex discrimination under the Federal Water Pollution Control Act
4. Executive Order 11246, Equal Employment Opportunity
5. Executive Orders 11625 and 12138, Women's and Minority Business Enterprise
6. Rehabilitation Act of 1973, PL 93, 112

MISCELLANEOUS AUTHORITY:

1. Uniform Relocation and Real Property Acquisition Policies Act of 1970, PL 91-646
2. Executive Order 12549 – Debarment and Suspension

ATTACHMENT L – PROJECT OVERVIEW

RFP #1001

2018-2019 WORK-BASED LEARNING PAY-FOR-PERFORMANCE GRANTS

All the requirements outlined in this Request for Proposal must be followed, but a summary of the RFP'S Project Overview follows.



2018 - 2019

**WORK-BASED LEARNING – PAY-FOR-
PERFORMANCE GRANTS**

APPLICATION INTRODUCTION, GOALS, ELIGIBILITY, AND FUNDING CATEGORIES

Section I: INTRODUCTION

Nevada's labor-market has experienced tremendous success over the past six years. During the peak of the recession, Nevada led the nation in unemployment and foreclosures. Nevada is now leading the nation in private sector job growth and is on track to continue its prosperity. This increase in prosperity creates an urgent need to have a workforce with individuals with the skills, experiences, and credentials needed to be successful.

Using WIOA Governor's Reserve funds, the Office of Workforce Innovation (OWINN) is excited to announce the **2018-2019 Work-Based Learning Grants Request For Proposal (RFP)** to accelerate opportunities for individuals to be prepared for today and tomorrow's labor market. Governor Brian Sandoval's 2017-2019 legislative agenda reflects the statewide strategic priority to align education with career training and workforce development, emphasizing the importance of work-based learning opportunities as being a vital component in bringing Nevadans to the newly created, high quality jobs. Expanding work-based learning opportunities to Nevadans is a priority. The Work-Based Learning Grants also are an excellent opportunity for organizations that are working to reduce barriers to youth and adults to access training, skills, and quality employment expand their impact.

To ensure continued system improvement, improved outcomes, and effective use of tax dollars, OWINN seeks to leverage a Pay-For-Performance structure for the **2018-2019 Work-Based Learning Grants**, wherein contractors or providers receive reimbursement based on their program's success or outcomes.

Successful applicants will need to have formal or informal partnerships with at least one (1) Nevada employer who is committing to providing individuals meaningful on-the-job experience, and provide a letter of support from that employer. The letter of support must explicitly state employer(s)' commitment to providing work-based learning at their site.

Successful applicants also must submit a budget and narrative describing how all partners and employers will be involved in and support the project, and the work-based learning framework to be used. Successful projects must be based on local labor market information, clearly connecting the proposed project with occupations available or expected to be available within the region as identified by the Governor's Office of Economic Development (GOED), the Department of Employment, Training and Rehabilitation's (DETR) Research & Analysis Division, and OWINN.

Section II: DEFINING WORK-BASED LEARNING

Work-based learning has emerged as an important workforce strategy nationally to address the skills gap and low labor-force participation rate. "Work-based learning experiences occur in a work setting and are coordinated with educational-based activities in an attempt to show students the "why" of what they are learning. Work-based learning strategies provide career awareness, career exploration opportunities, career planning activities, and help students reach competencies such as positive work attitudes and employability skills."

Work-based learning is often associated with young adults 16-29, yet work-based learning opportunities can be structured to meet the needs of individuals earlier than 16 and beyond 29 years of age. Work-based learning is effective in ensuring individuals are prepared for careers. **Nationally, high-quality work-based learning programs incorporate four critical components across any continuum: academic alignment, employer engagement, preparation or pursuit of industry-recognized credentials, and connection to employment.**

Work-based learning opportunities can be designed in various buckets. This grant will prioritize funding for these categories:

1. Internships/Co-Operatives that are paid
2. On-the-Job Learning (OJL)
3. Job Related Technical Instruction (RTI)
4. Pre-Apprenticeship/Apprenticeship Readiness Training or Registered Apprenticeship

“Work-based learning provides students with authentic work experiences where they apply and develop employability and technical skills that support success in careers and post-secondary education. Work-based learning activities culminate in an assessment and recognition of acquired knowledge and skills.”

–National Governor’s Association

“Work-based learning is an educational strategy that offers students an opportunity to reinforce and deepen their classroom learning, explore future career fields and demonstrate their skills in an authentic setting. Work-based learning is a continuum of experiences that helps prepare students for postsecondary education and careers.”

–Advance CTE/CCSSO

Defining Pre-apprenticeships and Registered Apprenticeships

- Pre-apprenticeship: “Pre-apprenticeship is defined here as a program or set of strategies designed to prepare individuals to enter and succeed in a Registered Apprenticeship program and has a documented partnership with at least one, if not more, Registered Apprenticeship program(s). – *Employment and Training Administration, U.S. Department of Labor*
- Registered Apprenticeships: “Registered apprenticeships are high-quality work-based learning and post-secondary earn-and-learn models that meet national standards for registration with the U.S. Department of Labor (or federally recognized State Apprenticeship Agencies).”
– *Employment and Training Administration, U.S. Department of Labor*

The Ultimate GOAL of the FY 2018 Work-Based Learning Grants is to:

1. Strengthen the alignment of workforce investment, education, and economic development systems in support of a comprehensive, accessible, and high-quality workforce development system that increases the prosperity of workers and employers.
2. Provide workforce investment activities, through statewide and local workforce development systems (for workers, jobseekers, and employers), that increase workers' knowledge/skills base and access to postsecondary credentials, so they can find and retain employment while increasing earnings. These efforts will result in economic self-sufficiency for individuals and families, as well as provide the skill requirements employers need for success in a global economy, enhancing the productivity and competitiveness of the nation.
3. Increase access for Nevadans, especially those faced with barriers to the employment, education, training, and support services opportunities they need to succeed in the labor market by promoting improvement in the structure of and delivery of services through the Nevada workforce development system.

Section III: HOW WILL THIS PAY-FOR-PERFORMANCE WORK?

- An organization submits an RFP to design or expand work-based learning program for a specific population (traditional adult, young adult 16-29 in school or out of school secondary and postsecondary, re-entry, individuals with disability or veterans)
 - The application has to be submitted with at least one employer partner if applicant is not the employer
 - Entity must specify their work-based learning program (paid internship/co-operative, on-the-job learning pre-apprenticeship, youth apprenticeship, or registered apprenticeships are the programs:
 - 1. Internship/Co-Operatives**

“An internship is a work-based learning experience where a student participates in the daily operations of a work site under the direct supervision of a business mentor. The internship provides a realistic environment within which a student intern learns about a particular industry or occupation and applies knowledge and skills learned in the classroom.” “Cooperative education is a method of instruction where technical classroom instruction is combined with paid employment that is directly related to the classroom instruction. The two experiences must be planned and supervised by the school and the employer so that each contributes to the student’s career objective/major and employability. The school and employer providing the training develop written cooperative agreements showing the instruction to be provided. School credit may be received for both the on-the-job training and the classroom components.”

2. On-the-Job Learning (OJL)

OJL combined with job related technical instruction comprise the core training components of any work-based learning or apprenticeship program. Grant funds may be used to support the OJL to reimburse employers for extraordinary costs of training. This reimbursement can help offset cost associated with providing the training, shadowing, mentoring and additional supervision that are part of a quality on-the-job learning. The majority of these training costs are typically borne by the employer.

3. Job Related Technical Instruction (RTI)

Grant funds may be used to support the RTI (sometimes referred to as classroom training). RTI allows the individual to learn the theoretical aspects of the job. Allowable costs may include (1) the development of courses at the post-secondary level that are integrated into the work-based learning program; (2) tuition or other educational fees; (3) and the delivery of instruction requirements (e.g., virtual learning technology, classroom instructors, etc.); (4) costs for training facilities; and (5) Costs related to awarding of industry-recognized credentials approved by OWINN.

4. Pre-Apprenticeship/Apprenticeship Readiness Training

Grant funds may be used to support quality pre-apprenticeships (as defined in Training and Employment Notice 13-12 at http://wdr.doleta.gov/directives/corr_doc.cfm?docn=5842) and other strategies that can serve as on-ramps to American Apprenticeship opportunities. Pre-Apprenticeship services and programs are designed to prepare a diverse pool of individuals to enter and succeed in American Apprenticeship by providing career specific training and readiness skills needed on the job. In addition to providing preparatory skills for future apprentices, pre-apprenticeship training can be an effective vehicle to streamline the recruitment process and help move job-ready apprentices into apprenticeship. The most effective pre-apprenticeship programs are those which utilize employers or other program sponsors to articulate eligibility requirements and qualifications that lead to hiring into an apprenticeship. OWINN is interested in funding pre-apprenticeship services that demonstrate clear pathways for underrepresented populations to career placements. Please note that YouthBuild programs that receive funding from the U.S. Department of Labor meet the quality preapprenticeship requirements outlined in ETA's definition within Training and Employment Notice 13-12.

5. Other Activities

In implementing work-based learning strategies, applicants may propose to use grants funds for additional activities that create an environment for individuals to succeed such as:

- Supportive services to support on-going participation of apprentices while in training (e.g., materials needed on the job including uniforms, tools, and supplies);
- Recruitment of eligible participants;
- Development of outreach and promotion to support increased awareness of American Apprenticeship for employers, potential participants (particularly underrepresented populations), educators, the general public, etc.;

Training must be completed during the contract period and the training must be completed in the quarter prior to the contract end date.

The performance outcomes below are the required outcomes for all proposed participants. Organizations must attain one or more of these outcomes for each of their program participants.

PERFORMANCE OUTCOMES	
<i>Internships; On the-Job Learning; Related Technical Instruction; Pre-apprenticeship</i>	<i>Registered Apprenticeship</i>
<ol style="list-style-type: none"> 1. Participant is hired by an employer with income of at least \$10.94ⁱ or more if they are a young adult between the ages of 16-24 or special population previously unemployed 2. Participant matriculates to a Registered Apprenticeship program at the duration of their WBL program; or 3. Participant is promoted and receives a pay increase of at least 2 percent (if already employed) 	<ol style="list-style-type: none"> 1. Participant completes Registered Apprenticeship education/ training program and receive a degree or industry-recognized credential; or 2. Participant completes Registered Apprenticeship program and employed by a Nevada employer consistent with a journey worker’s average wage for the occupation

- **The organization must explicitly state the performance outcomes above that they are seeking as acknowledgement for use of funding award**
 - The required outcomes above are aligned with the state and WIOA’s goals for funding:
 - A. Strengthen the alignment of workforce investment, education, and economic development systems in support of a comprehensive, accessible, and high-quality workforce development system that increases the prosperity of workers and employers.

- B. Provide workforce investment activities, through statewide and local workforce development systems (for workers, jobseekers, and employers), that increase workers' knowledge/skills base and access to postsecondary credentials, so they can find and retain employment while increasing earnings. These efforts will result in economic self-sufficiency for individuals and families, as well as provide the skill requirements employers need for success in a global economy, enhancing the productivity and competitiveness of the nation.
 - C. Increase access for Nevadans, especially those faced with barriers to the employment, education, training, and support services opportunities they need to succeed in the labor market by promoting improvement in the structure of and delivery of services through the Nevada workforce development system.
- Organization has to explicitly state the total number of individuals who will be attempted to be served and completed through the program. Performance baseline analysis will be based on proposed number of completers.
 - (1) Depending on the population, an organization will receive reimbursement for costs associated with the work-based learning program up to a certain percentage based on the population the organization seeks to serve
 - a) Traditional adult – 25% baseline reimbursement before performance-based or completion-based reimbursement is applied
 - b) Veterans populations – 30% baseline reimbursement before performance-based or completion-based reimbursement is applied
 - c) Young adult (16-24) – 35% baseline reimbursement before performance-based or completion-based reimbursement is applied
 - d) Re-entry or individuals with disability – 40% baseline reimbursement before performance-based or completion-based reimbursement is applied
 - e) Combination of special populations if 50% or more of total serviced (e.g., disabilities, veterans populations) is from a special population – 45% baseline reimbursement before performance-based or completion-based reimbursement is applied

Once the organization meets the baseline percentage, further reimbursements are provided only when the organization achieves the articulated outcomes they submitted in their proposal. An additional amount will be factored based on program completers (See chart below on page 9).

- After such point, for every outcome the organization receives a percentage of their total reimbursement remaining based on the success of the outcomes they proposed or completers.
- Organizations who do not meet outcomes do not receive additional funds.

Category: Program Completers/No Outcomes Achieved

If the contractor achieves a 60% completion rate for the program’s total number of participants, but none of those completing participants achieves at least one of the required program outcomes, the payment of remaining contract funds beyond the initial baseline payment will be as follows:

% Completion Rate	Below 60% Completion Rate	At Least 60% Completion Rate	At least 80% Completion rate	At least 90% Completion Rate
% Remaining Contract Funds for Payment	0%	25%	30%	35%

Category: Program Completers/Outcomes Achieved

If the contractor achieves a 60% completion rate for the program’s total number of participants and has at least the minimum percentages of those participants achieve at least one of the required program outcomes as outlined below, the payment of remaining contract funds beyond the initial baseline payment will be as follows:

% Completion Rate	60%	60%	60%	80%	80%	80%	90%	90%	90%	90%	90%
% Achieve One Program Outcome	25%	60%	90%	25%	60%	90%	25%	60%	75%	80%	90%
% Remaining Contract Funds for Payment	40%	45%	50%	55%	60%	65%	75%	80%	85%	90%	100%

Section IV: ELIGIBILITY

Organizations eligible to apply for the Work-Based Learning grants are:

- Established Nevada employer or employer associations
- Accredited Nevada institutions of higher education
- Nevada public school districts, schools, or charters
- Nonprofits (established and registered 501 C3s)
- Regional Development Authorities or Chambers of Commerce

- Local, County, or State agency (i.e., Nevada Department of Education, Nevada Department of Corrections, Nevada Department of Veteran Services, etc.,)

**State agencies applying must perform activities directly and cannot sub-grant funds

Projects that contain one or more of the following are particularly desirable:

- Pre-apprenticeship/Apprenticeship Readiness programs
- Compensated work-based learning opportunity connected to education
- Work experience required for credential or related to entry to occupation
- On-the-job training
- An entity targeting one of Nevada’s high-growth eight Industry Sectors and in-demand occupations (information on industries can be found here: <http://gov.nv.gov/OWINN/InDemandOccupation/>)
- An entity that is working with a hard-to-reach population (i.e., out of school youth, re-entry, people with disabilities, dislocated workers, low-income, Native Americans, etc.)

Section IV: FUNDING REQUESTED AND TIMELINE

Applicants can apply for funding ranging between \$50,000 – \$200,000 depending on the total number of individuals served and project category applied for to be spent over a twelve (12) month period commencing on the Nevada Board of Examiners (BOE) approval of the grant contract. The project proposals must include information describing how the project meets eligibility requirements to increase work-based learning opportunities for individuals and include a detailed budget.

- Request for Proposal (RFP) with application instructions available at: <http://gov.nv.gov/OWINN/> on August 23, 2018.
- Applications due by October 8, 2018 at 12:00 PM.
- Award finalists will be announced on or about October 25, 2018.
- Projects can begin and funds to pay for project expenditures will be available after Board of Examiners (BOE) approval and completion of a post-award contract meeting with OWINN. Note: All grants are contingent upon BOE approval expected in January 2019. Contracts will specify the begin and end date for each contract and project.
- Grants will be paid on a reimbursable basis upon receipt of approved invoices for allowable activities as specified in the accepted project proposal and grant contract
- Training must end by the last quarter prior to contract end date. (Please note: Training must be completed during the contract period and the training must be completed in the quarter prior to the contract end date.)
- Pre-award and post-commencement contract close-out meetings will need to be completed with OWINN.

Grant Funds Use – It is important to note that funds:

- CANNOT be used to cover food or beverage costs, promotional items (such as awards, t-shirts, prizes), staff salaries (although cost can be used for instructor), building maintenance, lease, or operations, unless a clear sustainability and funding plan is articulated for how salaries (not maintenance, lease, or operations) will be covered beyond the duration of the grant for an extended period. Sustainability plans based on “potential” funding or grants will not be considered.
- CAN be used to support stipends and travel as needed to reach outcomes in a proposal.
- Are federal WIOA funds and as such all contractors chosen are required to follow the standards including in the Federal Uniform Guidance contained at 2 CFR 200 including but not limited to: cost principals, allowable costs, assurances, procurement, and salary limitations.
- Are paid on a reimbursement basis and back-up documentation (e.g., copies of receipts, logs, timesheets, etc.) must be submitted with each invoice.
- The funds and contracts resulting from this RFP will be administered by OWINN.
- Depending on the vendor’s proposed project, WIOA Data Measures may required from the vendor. During the reporting period, vendors and/or service providers may need to provide OWINN the participants’ Social Security Number, the participation date and the exit date. The Average Earnings may be captured from the states UI statewide data bank as reported by the employers.

*** OWINN has the right to negotiate final award funding based on merit.

Section V: FUNDING CATEGORIES AND LIMITS

Funding will be provided for these six categories and funding limits of \$50,000 to \$200,000 depending on the breadth of the project, complexity of opportunity to be provided to students, and number of students to be served. A project can include one or all of the categories below.

6. Internship/Co-Operatives

“An internship is a work-based learning experience where a student participates in the daily operations of a work site under the direct supervision of a business mentor. The internship provides a realistic environment within which a student intern learns about a particular industry or occupation and applies knowledge and skills learned in the classroom.” “Cooperative education is a method of instruction where technical classroom instruction is combined with paid employment that is directly related to the classroom instruction. The two experiences must be planned and supervised by the school and the employer so that each contributes to the student’s career objective/major and employability. The school and employer providing the training develop written cooperative agreements showing the instruction to be provided. School credit is received for both the on-the-job training and the classroom components.”

7. On-the-Job Learning (OJL)

OJL combined with job related technical instruction comprise the core training components of any work-based learning or apprenticeship program. Grant funds may be used to support the OJL to reimburse employers for extraordinary costs of training. This reimbursement can help

offset cost associated with providing the training, shadowing, mentoring and additional supervision that are part of a quality on-the-job learning. The majority of these training costs are typically borne by the employer.

8. Job Related Technical Instruction (RTI)

Grant funds may be used to support the RTI (sometimes referred to as classroom training). RTI allows the individual to learn the theoretical aspects of the job. Allowable costs may include (1) the development of courses at the post-secondary level that are integrated into the work-based learning program; (2) tuition or other educational fees; (3) and the delivery of instruction requirements (e.g., virtual learning technology, classroom instructors, etc.); (4) costs for training facilities; and (5) Costs related to awarding of industry-recognized credentials approved by OWINN.

9. Pre-Apprenticeship/Apprenticeship Readiness Training

Grant funds may be used to support quality pre-apprenticeships (as defined in Training and Employment Notice 13-12 at http://wdr.doleta.gov/directives/corr_doc.cfm?docn=5842) and other strategies that can serve as on-ramps to American Apprenticeship opportunities. Pre-Apprenticeship services and programs are designed to prepare a diverse pool of individuals to enter and succeed in American Apprenticeship by providing career specific training and readiness skills needed on the job. In addition to providing preparatory skills for future apprentices, pre-apprenticeship training can be an effective vehicle to streamline the recruitment process and help move job-ready apprentices into apprenticeship. The most effective pre-apprenticeship programs are those which utilize employers or other program sponsors to articulate eligibility requirements and qualifications that lead to hiring into an apprenticeship. OWINN is interested in funding pre-apprenticeship services that demonstrate clear pathways for underrepresented populations to career placements. Please note that YouthBuild programs that receive funding from the U.S. Department of Labor meet the quality preapprenticeship requirements outlined in ETA's definition within Training and Employment Notice 13-12.

10. Other Activities

In implementing work-based learning strategies, applicants may propose to use grants funds for additional activities that create an environment for individuals to succeed such as:

- Supportive services to support on-going participation of apprentices while in training (e.g., materials needed on the job including uniforms, tools, and supplies);
- Recruitment of eligible participants;
- Development of outreach and promotion to support increased awareness of American Apprenticeship for employers, potential participants (particularly underrepresented populations), educators, the general public, etc.;

However, these costs should not be greater than the cost associated with On-the-Job Learning (OJL), Job Related Technical Instruction (RTI), or Pre-Apprenticeship/Apprenticeship Readiness Training.

APPLICATION SUBMISSION FORM AND SELECTION CRITERIA

Application Instructions

The application shall not exceed seven (7) pages, including this application submission form, but not including specific information requested as part of the instructions to be provided in appendix.

1. Applicant contact information

- A. Entity name submitting the application
- B. Name and title of individual completing the application
- C. Email address of representative
- D. Name and title of designated contact
- E. Email of designated contact
- F. Telephone number of the designated contact
- G. Funding category applying to (applicant can select more than one category for the application, but cannot submit more than one application)

2. Amount requested

Total amount (not to exceed \$200,000) - Asking for an amount aligned to your project is better than asking for the highest amount

3. Agreement(s) between applicant and industry partner

Please include employer(s) commitment letter in the appendix. The level of the employer's commitment to providing on-the-job opportunities will be considered.

4. Project summary (1 page maximum)

Provide a brief, one (1) paragraph project summary, including: (1) the project's purpose and goals; (2) the identification and description of the activities and associated costs of the WIOA activities or services of your organization and industry partner(s); and (3) the specific population your project will serve (young adult or adults, and any other sub-population such as veterans, out-of-school youth, etc.). Additionally, **please also include information A-F below in the project summary page.**

- A. One-paragraph summary of project objective and specific population to be served
- B. Industry partner(s)'s engagement and role
- C. Total training and related costs per participant
- D. Identify any out of pocket training and related costs the participant is responsible to pay
- E. Identify any other funding source, to include: total dollar amount, funding source, and intended use of the funds:
- F. Estimated total number to be assessed/trained (if applicable)
- G. List the designated industry and occupation to be supported by allowable services and activities

5. Project/application details

- A) **Articulating a clear and aligned vision (1 page or less):** Describe your project. How does your vision build on your organization and program’s prior record of success and improvements? What results are you expecting to see?
- B) **Implementation Plan (1 page maximum):** (B) (1) What strategies will your organization use to support participants? How will these strategies be implemented and monitored beyond the grant period? (B) (2) Describe how your staff will support the work outlined in the above vision. What roles will each staff member play in the design, development, governance, accountability and implementation of the proposal? Please be specific. In the appendices, please attach brief (one paragraph 3-5 sentence max) biographies of the key individuals who will be working to implement the program (although there may be more staff, please share the key staff only and clearly state who the lead staff will be.
- C) **Partners (1 page or less):** (C) (1) Who are the core partners for the program or strategy you are seeking funds for? Describe the nature of this partnership in achieving the goals and objectives of this proposal and partners’ roles. (C) (2) – If you are not an employer, please state your employer partner and how you will be working with them. Please include their letter of support. All applicants need to have a formal or informal relationship with at least one employer.
- D) **Proof of sustainability (1 page or less):** How will the program be sustained (financially and otherwise) once the grant period has expired? Please describe how the program will sustain proven best practices that others can learn from.
- E) **Data (see data chart below)**
- F) **Budget narrative (1 page maximum):** (F) (1) What exactly will grant funds be used for? How will the funding be leveraged during the grant term and sustained after expiration of the grant? How will financial and in-kind support be leveraged during the grant and beyond? What are your funding priorities? (F) (2) Please complete the Budget Summary Table in Section V below. Cash contribution is more desirable than simply “in-kind”.

ABOUT OWINN

[The Governor’s Office of Workforce Innovation](#) (OWINN) helps drive a skilled, diverse, and aligned workforce in the state of Nevada by promoting collaboration and cooperation among key public and private entities focused on workforce development. OWINN works to address Nevada’s workforce needs by leveraging labor-market data, scaling career pathways that leads to industry-recognized credentials, expanding apprenticeships and work-based learning, and designing responsive workforce policies. OWINN also provide strategy and support to the Governor’s Workforce Development Board. OWINN was originally created in March 2016 via [Executive Order 2016-08](#) signed by Governor Brian Sandoval. During the 79th Legislative Session, Senate Bill 516, approved by the legislature and signed by Governor Sandoval, codified OWINN in state statute.

THEORY OF ACTION

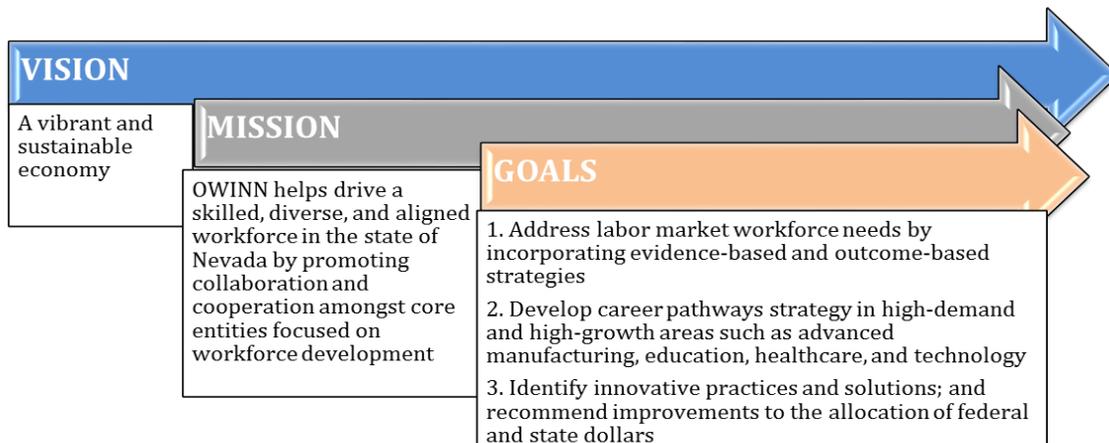
IF we engage youth, adults, and the employer community in workforce development issues; facilitate cooperation and collaboration amongst workforce develop entities; design effective career pathways in key growth sectors based on research and data; THEN we will have a skilled, diverse, and aligned workforce within a vibrant and sustainable Nevada economy.

OUTCOMES

1. Prepare all K-12 students for college and career success
2. Increase Nevadans with postsecondary degrees and credentials
3. Increase employment outcomes in training and credentialing programs

VISION, MISSION, AND GOALS

A foundation for OWINN’s statewide focus on workforce development leadership, strategy, and coordination is the office’s devotion to its vision, mission, and goals articulated below.



¹ Based on living wage calculator for one adult: <http://livingwage.mit.edu/states/32>