

**RFP 2023-002 Micro-Programs  
Questions & Answers**

1. *Will we have access to the powerpoint?*
  - Yes. It will be added to the EmployIndy website under the link to this RFP.
2. *Define qualified census track?*
  - QTCs – Under org requirements – one question is about target area, you can include it but it doesn't make a difference to scoring.
3. *Once received the reimbursement – how long does it take to receive the funding.*
  - Once the AER is received, EmployIndy will initiate funds the Friday after the AER is approved.
4. *Career navigator services – are those support to the org that you will bring on or are you asking that the organization has it?*
  - Both want to help orgs achieve the benchmark but ask that they have it.
5. *Can you please clarify the RFP reference to timing of 12 month grant with optional 6 month extension. Should KPI and budget be for 12 month or 18 month time frame?*
  - 12 month timeframe – as far as extensions, that is information I will provide in detail as we finalize questions
6. *Do you have a sense of how many grants you are anticipating making? Or what kind of dollar value range constitutes a 'micro program'?*
  - This will depend on the quality and quantity of the proposals received.
7. *XBE status is only available to for-profit firms, right?*
  - Typically yes. However, EmployIndy has added our own benchmark for XBE status independent of that award because we think it is an important measure to capture and know that not everyone is eligible to receive it. From the RFP; “Additionally, priority consideration will also be given to organizations with minority, women, veterans, and disabled persons in key leadership/board positions.” This means that organizations who do not have the certification from the city but meet the above statement will still receive points for XBE under the evaluation criteria.
8. *Foundational education means HSE, right?*
  - This term is inclusive of all education, including high school equivalency, that is needed for an individual to enter into training that takes them from a job, to a better job, to a career.
9. *Clarify difference between XBE and DEI.*
  - XBE status is the ownership of the certification from the city OR the representation of certain groups in key leadership or board positions. DEI is the expressed commitment to advancing diversity, equity, and inclusion efforts. The DEI questions pertains more to your organization's policies and procedures.
10. *Please clarify the timing of 12 months, with optional 6 month extension. Are you wanting a 12 month proposal or 18 month proposal for service delivery?*
  - See Question 5
11. *For KPI, for completion of key skills training that is other than “diploma, credential, degree,” would you like us to record under “industry credential” category or under “job readiness” category, or as separate professional skills training category?*
  - Separate professional skills training category

12. *To target Indy workforce sectors as defined in ARPA RFP, can ARPA support training and ongoing workforce strengthening and retention services provided to eligible and impacted individuals – both employed and unemployed - within targeted industry sectors? Or is it only focused on unemployed individuals finding first time jobs in those industry sectors?*
- Services can be provided to any eligible and impacted individuals, whether unemployed or not.
13. *As this seems like a one-time 12 month award, it may be hard to scale up all new work and retention services for only a 12 month horizon. Is there some allowable overlap between ARPA workforce services and other workforce work a provider may be doing, such as YES and CDBG? Or does ARPA project need to be distinct separate additional level of new workforce services? Or are you wanting ARPA to include the most comprehensive view of workforce a provider is delivering that meets the ARPA targets blended with other workforce services?*
- As long as ARPA funds are not used to replace existing operational funding, funds may be used to supplement/expand eligible activities an organization is currently undertaking.
14. *Does Employ Indy expect a maximum award for individual proposals?*
- This will depend on the quality and quantity of the proposals received.
15. *Does EmployIndy anticipate ARPA-defined Indianapolis industry sector priorities to be sustained in other future workforce funding streams or are these applicable to just this ARPA project?*
- For now it is just this project. That may change in the future. More funding for this project will also be available in the future and we will field proposals again when we it becomes available.