



Request for Quotes: 2024-006

Employer of Record with Project Administration Duties - Construction

Indianapolis Private Industry Council, Inc., d/b/a EmployIndy is seeking proposals from qualified organizations to be the Employer of Record (EOR) and Project Administrator for the YouthBuild Department of Labor (DOL) Construction Training program on a reimbursement basis.

Introduction

EmployIndy drives growth in Marion County by investing \$20 million a year in public, private, and philanthropic funds in innovative strategies focused on reducing barriers for residents so they may have access to career pathways and gain needed skills to excel in the workforce, thus presenting employers with qualified candidates to fulfill their hiring needs.

As the Workforce Development Board (WDB) for Marion County, EmployIndy acts as a leader and local intermediary for training providers, education institutions, employers, service providers, and community-based organizations. EmployIndy has 170 education, training, community-based organization, and service providers partners and over 950 employer partners. Recently, EmployIndy, guided by 21 business, civic, education and non-profit community leaders, developed a new three-year strategic plan which identifies the three following strategies:

1. Ensure individuals and employers are prepared through a continuum of initiatives for a rapidly changing 21st Century economy.
2. Build the capacity of partners in the workforce ecosystem and leverage systems knowledge of barriers and opportunities.
3. Prioritize equitable interventions among institutions and employer partners to ensure economic mobility through good and promising jobs.

Project Overview

The YouthBuild DOL Construction Training program aims to create a career pathway for young adults ages 18-24 (disconnect from education and employment) to pursue a career in construction trades. The program will consist of various training modules, workshops, and practical exercises designed to enhance participants' professional development and employability. Participants will be referred to this training through YES Indy partners.

Phase 1 – Mental Toughness and Job Readiness (3 weeks): This phase will allow participants to enroll in mental toughness (which we call Power Huddle), job readiness, and other leadership training. At this point, participants will also begin exploratory work experiences, group mentoring, and case management. During this phase, participants will receive a stipend of \$12 an hour.

Phase 2 – Occupational Training (13 weeks): This phase will allow participants to begin adult basic education (if needed) and occupational training with the construction training provider. Participants will start by taking a TABE test for basic skills assessment and to determine if they need to enroll in adult basic education to pursue a High School Equivalency (HSE). Through training, participants will have the opportunity to earn a National Center for Construction Education and Research (NCCER) credential. Participants will continue leadership training, case

management, and barrier-buster support. During this phase, participants will remain employees of the EOR and receive a stipend of \$14 an hour.

Phase 3 – Work Experience (2 Weeks): This phase will allow participants to get hands-on work experience in the construction industry. Participants will continue to receive case management, barrier buster support, and meeting with their transition coordinator during this phase. During this phase, participants will remain employees of the EOR and receive a stipend of \$16 an hour.

Phase 4 – Placement and Follow-Up: Participants will be placed in employment, additional education, or an apprenticeship upon completion of the program. Participants will receive support and follow-up from their case manager and transition coordinator.

Scope of Work

The following Statement of Work (SOW) outlines the responsibilities and expectations for the EOR with project administration duties for YouthBuild DOL Construction Training program. The EOR will play a pivotal role in managing various aspects of the program to ensure its successful execution and delivery.

A. Employer of Record Responsibilities:

1. Serve as the official employer of record for program participants and handling all administrative tasks related to stipends.
2. Manage participant referrals, registration and the enrollment process, including the completion of necessary paperwork, background checks, and orientation sessions.
3. Act as the primary point of contact for program participants regarding stipend related issues and grievances.
4. Collaborate with program organizers and stakeholders to develop and implement effective training policies and procedures.

B. Project Administration Duties:

1. Coordinate scheduling and planning for training sessions and workshops, and other program activities, ensuring timely and efficient delivery.
2. Administer Job Ready Indy Badges 2,3,5, and 6.
3. Administer Customer Services Skills training.
4. Coordinate Work Based Learning (WBL) activities.
5. Maintain accurate records of participant attendance, progress, and performance throughout the program duration.
6. Assist in the development and dissemination of program materials, including training manuals, presentations, and online resources.
7. Collect and analyze feedback from program participants and stakeholders to identify areas for improvement and inform future program planning.
8. Prepare regular reports on program activities, milestones, and outcomes for program organizers and funding agencies.
9. Manage completion events and ceremonies.

Timeline

The project will commence on September 16, 2024, and continue for a duration of 37 months, with the possibility of extension based on program needs and funding availability.

- September 2024 – April 2026:
 - Program Period of Performance (4 cohorts of 15)

- Cohort 1: September 2024
- Cohort 2: April 2025
- Cohort 3: September 2025
- Cohort 4: April 2026
- Cohort Length
 - 18-weeks
- July 2026 – July 2027: follow up and grant close out

Performance Goals

Metric	Goal
Recruited/ Registered for Construction Training Program	80
PHASE 1: No. Participants Enrolled in Mental Toughness/Power Huddle Job Readiness Experience	60
PHASE 2: No. Participants Enrolled in Construction Occupational Training	40
PHASE 3: No. Participating in Work Based Learning Opportunities	35
PHASE 4: No. Participants in Job Placement	25

Eligible Participants

1. Participants must be between 18-24 at the time of enrollment.
2. Participants must be residents of Marion County.
3. Participants must be U.S. citizens or residents eligible to work in the United States.

Deliverables

The EOR is expected to deliver the following key deliverables:

1. Completed onboarding paperwork and employee records for all program participants.
2. Timely and accurate payroll processing for program participants.
3. Regular reports on program attendance, progress, and outcomes.
4. Recommendations for program improvements based on participant feedback and performance evaluations.

Budget Amount

The funding amount of this project is \$ \$379,200.00. The breakdown is as follows:

Budget Category	Amount
Program Administration	\$ 81,200.00
Participant Stipends <ul style="list-style-type: none"> • 40 OY: \$7,450 x 40 	\$ 298,000.00

Payment Terms

Payment for EOR and Project Administration services will be on a monthly reimbursement basis in accordance with the terms outlined in the contract agreement after approval of Accrued Expenditure Report (AER).

Project & Proposal Requirements

Please provide a complete written response to this RFP which is double-spaced and does not exceed 10 single-sided pages.

The following information should be included:

1. Organization Overview:
 - a. Provide a brief company description.
 - b. The qualifications of all key staff conducting the proposed services and their expertise providing program administration and training to the 18–24-year-old age group.
 - c. Provide an organizational chart and resumes describing the experience of key staff.
 - d. The experience and/or prior work that demonstrates expertise in executing and delivering the services described in this solicitation.

2. Project:
 - a. Describe how your projects are prioritized to meet deadlines and deliverables.
 - b. Describe the plan for implementing the above-mentioned responsibilities and deliverables.
 - c. Describe your recruitment strategy.

3. Budget:
 - a. Provide a budget narrative for Project Administration fees.

Applicants must submit one (1) electronic copy of the proposal. Please note that EmployIndy will not return any proposals it receives and will not reimburse applicants for any costs they incur in developing their proposals.

All proposals should be submitted no later than 11:59 p.m. EST, Wednesday, September 4, 2024, at www.employindy.org/contractopp.

Any questions should be submitted via www.employindy.org/contractopp no later than 5:00 p.m. on Wednesday, August 28, 2024. Answers to submitted questions will be made available on the EmployIndy website by close of business August 29, 2024.