

**Request for Proposals: #2017 – 005**  
**Community Based Workforce Development**

1. Can CDBG funds be used for on-the-job training?
  - According to H.U.D. regulations “block grant funds could properly be used to pay for costs related to job training, including stipends for enrollees.”
2. Can CDBG funds be used for program participant salaries and benefits?
  - According to H.U.D. regulations “block grant funds could properly be used to pay for costs related to job training, including stipends for enrollees.”
3. Can CDBG funds be used for organization staff/personnel salaries and benefits?
  - Yes.
4. What does 80% of median income mean?
  - Please see the following link for the calculation for Marion County:  
<https://www.huduser.gov/portal/datasets/il/il2017/2017MedCalc.odn>
5. Targeted Area: Are points allotted all or nothing in evaluation or proportionate to activities in priority map? Can areas outside of priority map be justified by demographic and activity in area?
  - There can be partial award of points in any category. It is important to demonstrate that you are still serving clients from the target area even if you are not physically located in the area.
6. Can 2017 enrollments be carried over to 2018?
  - All participants should not have started any job training or placement until after the start date of the contract (January 1, 2018). All client profile forms should be signed between 1/1/2018-12/31/2018. So, a client could start a program in late 2017, but must not begin training or placement activities until after 2018. A new client profile form would have to be signed after January 1, 2018.
7. Can you define the Indianapolis Urban Core?
  - For EmployIndy, the target area neighborhoods are the primary urban core. An organization does not need to be located in the area to be seen as serving the urban core. In your proposal you should explain how the services provided meet the needs of the urban core.
8. In preparing budget expenses to be covered by the grant, is there a preference for certain types of expenses from the overall program budget?
  - There is no preference from the review committee standpoint.
9. Will collaborative efforts be valued?
  - There are points given for leveraging resources and partnerships.
10. Will 30- and 60-day retention be counted for consecutive employment or just on one job?
  - If a placement has been made and submitted towards KPI's, and the client does not stay at that job but receives another, the placement will not be counted again, but you can count retention off the starting date of the second job.
11. Please explain case management service in barrier busting ways?
  - In the past we have asked for a more comprehensive set of services that were only going to be supported with CDBG dollars. This year we have opened up funding for case management services only. Your proposal will be evaluated based on what outcomes you think you can accomplish and what other funding streams you have access to at your organization.
12. Is there any cap on how much we can apply for?



GUIDING MARION COUNTY'S WORKFORCE

- There is no cap for funding. The total funding available is \$500k. It is estimated that there will be 5 – 7 awards.
13. The RFP says the cap for overhead is 10%. If we have a negotiated indirect cost rate that is higher than that, how should we handle it
- If you have a negotiated indirect cost rate it can be higher than 10%.
14. In section III C #2 (page 15) there is a bullet that reads: “A description of the key performance indicators and qualitative outcomes collected for the proposed program, especially those by which an organization defines its own success, both immediately and long term. i. Provide suggested key performance indicators and qualitative outcomes to be collected to demonstrate success for your proposed program.” Are these indicators and outcomes in addition to the list of outcomes listed under section II E, Key Indicators?
- The outcomes listed that you are referring to are outcomes EmployIndy may ask you to report on. The desire is to have the proposing entity describe what they believe are the best indicators to demonstrate the success of their program.
15. Is it necessary that a recipient of funding address all of these indicators? If we are serving previously unemployed, high risk young adults (16 to 24) and they are receiving all required services to connect them to jobs and career pathways that lead to self-sufficiency and family sustaining wages, is it necessary that they work at least 30 hours a week if they are still in school?
- A participant does not have to meet each indicator. We are asking to describe in the proposal how many people will meet each indicator. Also, EmployIndy would like you to describe what outcomes you believe to best demonstrate the success of your proposed program. If they are not the outcomes that are listed, what are they?
16. Can you clarify the definition of “post-secondary training” versus “training”? Also, I know we had the discussion before, but is there now a formal definition of “self-sufficiency”?
- Post-secondary training is all courses/curriculum facilitated and issued by any higher education institution. Training is all courses/curriculum facilitated and issued by non-higher education institutions such as independent training providers.
  - There is no specific definition of self-sufficiency. In Federal Code it does mention the following:
    - “SEC. 672. PURPOSES AND GOALS. “The purposes of this subtitle are— “(1) to provide assistance to States and local communities, working through a network of community action agencies and other neighborhood-based organizations, for the reduction of poverty, the revitalization of low-income communities, and the empowerment of low-income families and individuals in rural and urban areas to become fully self-sufficient (particularly families who are attempting to transition off a State program carried out under part A of title
    - [http://www.nascsp.org/data/files/csbg\\_resources/csbg\\_statute.pdf](http://www.nascsp.org/data/files/csbg_resources/csbg_statute.pdf)