

Indianapolis Private Industry Council, Inc., d/b/a EmployIndy, is seeking proposals from qualified organizations to serve as **training providers** for the *Growth Opportunity Grant 5 (GO 5)*.

Multiple awards may be made. Proposers may submit for one or more pathways in:

- **Construction** (two separate training pathways)
- **Healthcare**
- **Advanced Manufacturing**

Introduction

EmployIndy drives growth in Marion County by investing over \$20 million annually in public, private, and philanthropic funds to reduce barriers to career pathways and equip residents with the skills needed to succeed in the workforce. As the Workforce Development Board (WDB) for Marion County, EmployIndy serves as a local intermediary, connecting training providers, educational institutions, employers, and community-based organizations.

Guided by 21 business, civic, education, and nonprofit leaders, EmployIndy's three-year strategic plan focuses on:

1. Elevate implementation of high-quality initiatives for individuals and employers to succeed in a rapidly changing 21st Century economy;
2. Build capacity among ecosystem partners to ensure quality services through training and support across Marion County;
3. Utilize data to prioritize equity among interventions in the workforce development ecosystem that lead to economic mobility; and
4. Promote and support systems change to ensure an enabling environment that promotes success in the education through workforce pipeline.

Project Overview

The purpose of the GO 5 Grant is to introduce and prepare justice-involved youth and young adults between the ages 18-24 years old for the world of work, and on a path to equitable career opportunities, through placement into paid work experiences. In addition to paid work experiences, the program encompasses occupational education and training in in-demand industries, leadership development, a mentorship component, and post-work experience placement into unsubsidized employment and/or education.

The goals of the grant are to:

- Strengthen conflict resolution skills and strategies to prevent and avoid violence.
- Introduce and prepare participants for the workplace.
- Help participants identify career interests, develop relevant skills, and gain hands-on experience.
- Provide income to set participants on the path toward living wages and quality careers.

The programs will consist of various training modules, workshops, and practical exercises designed to enhance participants' professional development and employability. Participants will be referred to services and training from various Justice Involved partners.

Phase 1 – Mental Toughness, and Job Readiness (4 Weeks): This phase will allow participants to enroll in Mental Toughness (which we call Power Huddle), Moral Reconation Therapy (MRT),

Leadership Development and Job Readiness. At this point, participants will also begin exploratory work experiences, group mentoring, and case management. During this phase, participants will receive a stipend.

Phase 2 – Occupational Training (Varies Depending on Training): This phase will allow participants to begin adult basic education (if needed) and occupational training with the training provider. Participants will start by taking a TABE test for basic skills assessment and determining if they need to enroll in adult basic education to pursue a High School Equivalency (HSE) credential. Through training, participants will have the opportunity to receive industry-renowned credentials. Participants will continue leadership training, case management, and barrier-buster support. During this phase, participants will receive a stipend.

Phase 3 – Work Experience (5 Weeks): This phase will allow participants to get hands-on work experience in their career pathway 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 receive a stipend.

Phase 4 – Job Placement Assistance 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 Training Providers within the GO 5 training programs. The provider(s) will play a pivotal role in managing the classroom instruction and testing and provide hands-on experience.

1. **Design and adapt curriculum materials** to meet the needs of youth and young adult learners.
2. **Develop instructional resources** for various skill levels and learning styles.
3. **Employ effective teaching strategies** to accommodate diverse learning needs and abilities.
4. **Deliver industry-specific instruction and requirements.**
 - *Healthcare* – Deliver Healthcare as an Integrated Education Training and proctor exam testing.
5. **Provide hands-on learning opportunities.**
 - *Healthcare* – Real-time hands-on clinical learning.
 - *Manufacturing* – Simulation-based hands-on learning.
 - *Construction* – Five weeks of real-time worksite, hands-on instructional learning.
6. **Maintain accurate records** of student enrollment, attendance, and progress.

Pathway Details

See Attachments 1-4 for details of each individual pathway.

Eligibility Requirements

Participants must:

- Be between 18–24 years old at enrollment
- Reside in Marion County
- Be U.S. citizens or eligible to work in the U.S.
- Be justice-involved youth or young adults

Payment Terms

Payment for training services will be on a cohort basis with 70% of the total training fee per participant payable after one day of instructional training, with the remaining 30% paid upon presentation of program completion certificate/certification. The provider will issue an invoice of 70% for participants who participate on the first day of training. The final invoice will be issued at 30% for participants who complete the training.

Proposal Requirements

Please provide a complete written response to this RFQ 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 delivery 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 Plan:

- a. Describe how your projects are prioritized to meet deadlines and deliverables.
- b. Describe the plan for implementing the above-mentioned responsibilities and deliverables.

3. Budget Narrative:

- a. Provide a budget narrative for occupational training costs.

Proposal Evaluation and Scoring

Proposals will be evaluated using the following scoring rubric:

Criteria	Description	Max Points
Organizational Overview		
Company Description	Clear, concise overview of the organization's mission, services, and relevance to the project	5
Staff Qualifications	Demonstrated qualifications and relevant experience of key staff, especially with 18–24-year-olds	10
Org Chart & Resumes	Inclusion and clarity of organizational chart and resumes; relevant experience of staff	10
Relevant Experience	Evidence of successful delivery of similar services, including past performance and outcomes	15

Project Plan		
Implementation Approach	Clear, detailed plan aligning with the responsibilities/deliverables outlined in the SOW.	25
Project Prioritization & Management	Clear process for prioritizing projects, meeting deadlines, and ensuring deliverables.	15
Budget		
Budget Narrative	Clear, detailed, and reasonable explanation of fees, cost justification, and efficient use of funds.	20
Total Points Available		100

Submission Requirements

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 10, 2025**, at www.employindy.org/contractopp.

Any questions should be submitted via www.employindy.org/contractopp no later than **5:00 p.m. on Tuesday, September 2, 2025**. Answers to submitted questions will be made available on the EmployIndy website by close of business September 4, 2025.

Attachment 1

Construction Training – Pathway One

Performance Period: September 1, 2025 – May 31, 2028

Cohorts: 4 (15 participants each)

- Cohort 1: September 2025
- Cohort 2: March 2026
- Cohort 3: September 2026
- Cohort 4: February 2027

Metric	Goal
Enrolled in Occupational Training	60
Completed Training	53

Training and Certifications:

Training courses may include, but are not limited to:

- Construction Math & Blueprint Reading
- Tool & Equipment Use Training
- Employability skills (communication, teamwork, conflict resolution, time management)
- OSHA Training

The examples provided are illustrative only and should not be interpreted as required or exhaustive.

Budget: \$99,640.00

Attachment 2

Construction Training – Pathway Two

Performance Period: August 1, 2026 – May 31, 2028

Cohorts: 2 (12-13 participants each)

- Cohort 1: August 2026
- Cohort 2: February 2027

Metric	Goal
Enrolled in Occupational Training	25
Completed Training	20

Training and Certifications:

- National Center for Construction Education and Research Certification (NCCER)

The NCCER is a required certification for this pathway.

Budget: \$90,000.00

Attachment 3

Advanced Manufacturing Training – Pathway Three

Performance Period: September 1, 2025 – May 31, 2028

Cohorts: 4 (9 participants each)

- Cohort 1: September 2025
- Cohort 2: March 2026
- Cohort 3: September 2026
- Cohort 4: February 2027

Metric	Goal
Enrolled in Occupational Training	35
Completed Training	30

Training and Certifications:

Training courses may include, but are not limited to:

- Lean Manufacturing Principles
- Strategic Thinking
- Creative Problem Solving
- Root Cause Analysis
- OSHA Safety and Environmental Concerns
- Introduction to Measurement
- Professionalism
- Work Ethics
- Fundamental Skills Training
- Conditioning
- Injury Prevention

Certifications may include, but are not limited to:

- Advanced Manufacturing Standardized Work Training

The examples provided are illustrative only and should not be interpreted as required or exhaustive.

Budget: \$30,000.00

Attachment 4

Healthcare Training – Pathway Four

Performance Period: October 1, 2025 – May 31, 2028

Cohorts: 2 (10 participants each)

- Cohort 1: October 2025
- Cohort 2: June 2026

Metric	Goal
Enrolled in Occupational Training	20
Completed Training	12

Training and Certifications:

Training courses and certifications may include, but are not limited to:

- Certified Nursing Assistant (CNA)
- Certified Medical Assistant (CMA)
- Pharmacy Technician
- Medical/Medication Assistant (MMA)
- Patient Care Technician (PCT)

The examples provided are illustrative only and should not be interpreted as required or exhaustive.

Budget: \$25,000.00