October 19, 2017

Dear Potential Proponents:

Re: FC-10071, TechHire ATL Training Provider

Attached is one (1) copy of Addendum Number 2, which is hereby made a part of the above-referenced project.

For additional information, please contact Ms. Stacy E. Hobson, Contracting Officer, at (404) 546.1713 or by email at sehobson@atlantaga.gov.

Sincerely,

Susan M. Garrett
Interim Chief Procurement Officer

SMG/seh

cc: Mr. Michael Robertson
    Ms. Jacqueline Joyce
ADDENDUM NO. 2

This Addendum No. 2 forms a part of the Request for Proposals ("RFP") and modifies the original solicitation package and is issued to incorporate the following:

- **Responses to Questions:** Total of forty-five (45) questions, attached hereto as Attachment No. 1.
- **Revised Part 2, Contents of Proposals / Required Submittals:** Part 2, Contents of Proposals / Required Submittals is hereby modified and attached hereto as Attachment No. 2, Part 2, Contents of Proposals / Required Submittals (Revised 10.19.2017).
- **Revised Exhibit A.1, Cost Proposal:** Exhibit A.1, Cost Proposal is hereby modified and attached hereto as Attachment No. 3, Exhibit A.1, Cost Proposal (Revised 10.19.2017).
- **Advisory Board Meeting:** The official solicitation documents are hereby modified to attached hereto as Attachment No. 4, TechHire ATL Advisory Board Meeting Minutes.

All questions and inquiries concerning this project should be directed in writing to Ms. Stacy E. Hobson, Contracting Officer, Department of Procurement, 55 Trinity Avenue, S.W., City Hall South, Suite 1900, Atlanta, Georgia 30303 or questions may be e-mailed to sehobson@atlantaga.gov or by efax to (404) 979.7785.

The Proposal due date HAS BEEN modified and Bids are due on Tuesday, October 24, 2017 and should be time stamped in no later than 2:00 P.M. E.D.T. and delivered to the address listed below:

Susan M. Garett  
Interim Chief Procurement Officer  
Department of Procurement  
55 Trinity Avenue, S. W.  
City Hall South, Suite 1900  
Atlanta, Georgia 30303

**All other pertinent information is to remain unchanged**
Acknowledgment of Addendum No. 2

Bidders must sign below and return this form with Bid to the Department of Procurement, 55 Trinity Avenue, City Hall South, Suite 1900, Atlanta, Georgia 30303 as acknowledgment of receipt of this Addendum.

This is to acknowledge receipt of Addendum No. 2 for FC-10071, TechHire ATL Training Provider on this the _____ day of ____________, 20___.

__________________________________________
Legal Company Name of Bidder

__________________________________________
Signature of Authorized Representative

__________________________________________
Printed Name

__________________________________________
Title

__________________________________________
Date
ATTACHMENT NO. 1

QUESTIONS AND ANSWERS
Questions and Answers

1) It seems from the cost proposal section that the cost is not intended to be provided within 10 days of selection, but we understood from the pre-conference that cost was to be delivered (in a separate envelop) at the same due date. Can you clarify?

Answer:

Please submit the Cost Proposal in separately sealed envelope at the time of Proposal submission, on or before the Proposal Due Date.

2) Based on the pre-proposal meeting can we request a list of the Identified gaps by the two employer advisory sessions mentioned in the meeting? This would help us to ensure that we address any and all gaps identified by the participating corporations/Employers on the advisory boards?

Answer:

Please see Attachment No. 4, TechHire ATL Advisory Board Meeting Minutes.

3) Does the training facility have to be in the city of Atlanta, or can it be in metro Atlanta area, (i.e. Duluth)?

Answer:

The program has a very strong preference for locating within the City of Atlanta. We are required to work with City of Atlanta residents. It is preferred that the training facility be accessible by public transportation such as MARTA.

4) The cost sheet referenced transportation costs, is the training vendor intended to provide transportation for the candidates?

Answer:

No. The cost sheet referenced transportation costs, is the training vendor intended to provide transportation for the candidates.

5) In the Pre-proposal meeting it was mentioned that the WorkSource Atlanta has identified and will provide a list of potential candidates for training, and that the training partner is supposed to access the candidates for trainability. What happens, if the training partner deems the candidate is not appropriate?

Answer:

If the candidate is not a fit for the training partner after a thorough assessment, the training partner is not required to train the candidate.

6) If the Worksource Atlanta candidates identified aren’t sufficient to fulfill entire plan, what is the contingency plan for filling all slots?
In Exhibit A: Scope of Services, section 2.A.a requests training partners “assist in the deployment of the outreach plan for TechHire ATL programs. Work will entail marketing and advertising the program to target job seekers across the City of Atlanta.” In the WorkSource Atlanta is expecting all partners to participate in student recruitment as well as community partners. If there are not enough qualified applicants the partners will develop contingency plans together.

7) It was also mentioned that the training partners could also recruit potential candidates for the program. Can the training partners also recruit college graduates with non-IT degrees (or with IT degrees), who could benefit from this program as long as they are underemployed or unemployed.

Answer:

The eligibility requirements for this program are: be 17 years old to 29 years old, have at least high school diploma, be a city of Atlanta resident, lack the skills or experience to enter the IT industry, and be unemployed or underemployed.

Candidates can enter into three training tracks as described in Exhibit A: Scope of Services, Section 1 Background. The profile of an ideal candidate for each track is:

1. Track 1: Job seekers who already have IT hard skills, but are not successful in securing employment in the IT industry.
2. Track 2: Job seekers with little to no work experience in IT and need short term immersive software development training.
3. Track 3: Job seekers with little to no work experience in IT and interested in a degree or credential program at a WIOA Eligible Training Provider.

8) Why is the timeline to submit a proposal so short? Would there be an opportunity to extend this RFP until the end of October for the partners to have a better chance to be able to identify and negotiate with qualified DBE partners all partners and the E-Verify documents etc. have to be submitted in the proposal response?

Answer:

The timeline to submit a proposal is abbreviated to meet the requirements of the federal grant supporting the program. There will not be another opportunity to extend the due date until after the end of October to identify and negotiate with qualified DBE partners all partners and the E-Verify documents etc. have to be submitted in the proposal response.

9) As discussed in the Pre-Proposal meeting will the WorkSource Atlanta facility be available if a provider is located/headquartered in the greater Atlanta area vs. the city of Atlanta?

Answer:

Yes, the WorkSource Atlanta facility be available if a provider is located/headquartered in the greater Atlanta area vs. the city of Atlanta.
10) How much of grant of the original grant ($4m) is available for the remaining 2 years and 3 months?

**Answer:**

The City will disclose this information to the selected contractor upon award.

11) What percentage or amount is consumed by overhead by the city of Atlanta, versus what would be allocated to the awarded training partners?

**Answer:**

The City will disclose this information to the selected contractor upon award.

12) Can we do an online component?

**Answer:**

The grant requires training to be in-person training. It is our strong belief that collaboration and teamwork are key to any successful training. While some training resources may be online the grant requires both classroom training and industry engagement to prepare students for the workplace they will be moving into upon completion. Since many of our participants may not have internet access at home we do not want them to be disadvantaged by having to find a location with internet access to do their work.

13) Re: Under **Scoping Services 1.** Track 3 Ideal Candidate - Where can WIOA Eligible Training Provider(s) be located? Need exact listing/URL. (Currently links go to outside websites, which is inconclusive: [http://fultoncountyga.gov/wia-training](http://fultoncountyga.gov/wia-training) & [http://www.gcic.edu/](http://www.gcic.edu/)). Given that “ITA Vouchers” should be included as part of the training type provided, who is actually providing vouchers? If the awarded entity is to provide vouchers through respective training providers listed above, does this mean that voucher cost should be included? If so, is there an average cost? (50 participants * $X.00)

**Answer:**

Eligible training providers can be found by following the link below:


WorkSource Atlanta will be funding ITA Vouchers for training along an IT career pathway through WIOA. This is a training option for participants, but is not within the scope of training services requested in this RFP. A training partner for “Culture Competency” may train a participant that has completed technical training through an ITA training voucher.

14) Please expand on **Scoping Services 2.c.vi.** - “Whiteboarding.” Does this mean that each learner should be able to illustrate a process or design through “whiteboarding?” Is this a singular activity, group based, or can be either?

**Answer:**
Yes. Each learner should be able to illustrate a process or design through “whiteboard”. It can be either a singular or group based activity as part of the coding curriculum.

15) What percentage of training can be administered online?

**Answer:**

The grant requires training to be in-person training. It is our strong belief that collaboration and teamwork are key to any successful training. While some training resources may be online the grant requires both classroom training and industry engagement to prepare students for the workplace they will be moving into upon completion. Since many of our participants may not have internet access at home we do not want them to be disadvantaged by having to find a location with internet access to do their work.

16) Does WorkSource Atlanta currently have a screening/assessment tool that can be utilized by the training partners?

**Answer:**

The WorkSource Atlanta screening and assessment process is designed to meet the grant requirements. WorkSource Atlanta will be conducting TABE, ProveIt! and O*NET testing. However, training partners are encouraged to use their assessment tools to identify candidates who have the technical skills required to be successful in the training program.

17) Who are other Grant partners?

**Answer:**

Atlanta Technical College (ATC), the Metro Atlanta (MAC), and seven employers.

18) What marketing mechanisms are currently being used by WorkSource Atlanta to source/identify potential training candidates?

**Answer:**

We are currently utilizing multiple outreach and recruitment strategies as well as a referral system from our community partners. As the training becomes available we expect to use other methods including Social Media and Hackathons to promote TechHire.

19) Based on the pre-proposal meeting, the WSA ATL identified that they had a corporate team of advisors that can place candidates? Have the placement of these candidates also our responsibility? How much of this responsibility falls on the training partner?

**Answer:**

Per **Exhibit A: Scope of Services**, as listed in section 2.A.d.vi, training partners are to provide students job placement assistance.

20) We do not see Data Collection/Reporting cost in "Cost and Budget Proposal." Can this be added as an additional category?
Answer:

Please use line item “Miscellaneous Direct” to capture this expense.

21) What do mean by "Indirect Cost” in the Cost Budget Proposal?

Answer:

2 C.F.R. §200.56 Indirect (facilities & administrative (F&A)) costs.

Indirect (F&A) costs means those costs incurred for a common or joint purpose benefitting more than one cost objective, and not readily assignable to the cost objectives specifically benefitted, without effort disproportionate to the results achieved. To facilitate equitable distribution of indirect expenses to the cost objectives served, it may be necessary to establish a number of pools of indirect (F&A) costs. Indirect (F&A) cost pools must be distributed to benefitted cost objectives on bases that will produce an equitable result in consideration of relative benefits derived.

22) Would the city consider a flexible program for underemployed applicants? This type of format would allow students to keep their job while enrolled in the program alleviating the overall financial burden. It is also less expensive for us to provide/operate a flexible program.)?

Answer:

The current scope of work does not allow for part time training. Per Exhibit A: Scope of Services, as listed in Section 2.A.d.ii, accelerated bootcamp-style training must be immersive full-time training.

23) Does the supplier have 100% control over which applicants are accepted and denied from the coding bootcamp?

Answer:

If the candidate is not a fit for the training partner after a thorough assessment, the training partner is not required to train the candidate.

24) How many students has the city already identified for this particular training or would 100% of the recruiting efforts be a responsibility of the supplier?

Answer:

We are currently utilizing multiple outreach and recruitment strategies as well as a referral system from our community partners. As the training becomes available we expect to use other methods including Social Media and Hackathons to promote TechHire.

25) What is the ideal cost per student to attend the training program? Our cost per student can range based on the program length/format, number of students per class, experience level of instructors, so if we had an idea of the total budget being allocated towards the coding bootcamp training we could design the most effective program within budget?
The City will disclose this information to the selected contractor upon award.

26) Could the city please define "software development training" in more detail? This is a very broad term and any guidance on specific skills/technologies which are desired would be helpful?

Answer:

The original scope of this grant looked for front-end, back-end, or fully-stacked training programs. Suppliers can also define additional curriculum that meets the overall goal of training that leads to IT related employment.

27) If any research or work has been done previously to help identify the skills needed in the city, could the city please share?

Answer:

Please see Attachment No. 4, TechHire ATL Advisory Board Meeting Minutes.

28) What companies have been identified to support this initiative from a hiring perspective?

Answer:

WorkSource Atlanta’s Business Services Department will manage these relationships with the winning applicants.

29) Is the city planning to provide any equipment for training? Laptops will most likely be required and depending on the curriculum software licenses could be required?

Answer:

Laptops will be provided through the grant to students who enroll in the accelerated bootcamp-style training.

30) The grant calls for underemployed and unemployed, what about students who are employed yet can't afford or acquire financing for such a course? Could we consider these students for the program?

Answer:

Per grant requirements, TechHire ATL will serve students who are unemployed or underemployed.

31) What issues were encountered in the previous arrangement with Tech Square Labs, Iron Yard and then Thinkful that we could help alleviate and/or avoid to ensure success?

Answer:
The City will disclose this information to the selected contractor upon award.

32) How does the city define underemployed? How can we ensure we are accepting students who fit these guidelines?

**Answer:**

The Funding Opportunity Announcement for the H-1B TechHire Partnership Grant defines underemployed workers as “individuals who lost their job but have not yet reconnected with a full-time job commensurate with the individual’s level of education, skills, and wage or salary earned before the individual’s loss of permanent employment, or who have obtain only episodic, short-term, or part-time employment.” This definition can be found on page 109 of the RFP Solicitation Document.

33) Does the supplier(s) have complete control over the branding and marketing efforts for this initiative?

**Answer:**

No. TechHire ATL and WorkSource Atlanta have specific branding guidelines and federal language that is required to be on all outward facing materials. WorkSource Atlanta will need to review material before it is distributed.

34) Can vendors build in reimbursement for "ramp up" cost to cover services such as curriculum and platform building that need to be performed prior to the beginning of the grant period on March 1 to ensure participants can participate promptly at the beginning of the grant period?

**Answer:**

No. Vendors cannot build in reimbursement for "ramp up" cost to cover services such as curriculum and platform building that need to be performed prior to the beginning of the grant period on March 1 to ensure participants can participate promptly at the beginning of the grant period.

35) Cost Proposal submitted in sealed envelope or nothing at all until if selected and then within 10 days of being selected? Please clarify when the cost proposal is required?

**Answer:**

Please submit the Cost Proposal in sealed envelope at the time of Proposal submission, on or before the Proposal Due Date.

36) Proponents *may* submit their Contractor Affidavit Forms for review via the City’s IIREA Preview Participation Program, to iireapreview@atlantaga.gov not less than ten (10) days prior to the Proposal’s due date of October 20, 2017. Is this required or just the “may submit”?

**Answer:**

Participation in the City’s IIREA Preview Participation Program is not a requirement.
37) The cost sheet referenced transportation costs, is the training vendor intended to provide transportation for the candidates?

Answer:

No. This line item references transportation costs for the supplier.

38) How does the city define unemployed? How can we ensure we are accepting students who fit these guidelines?

Answer:

The City will disclose this information to the selected contractor upon award.

39) Does the supplier(s) have complete control over the branding and marketing efforts for this initiative?

Answer:

The City will disclose this information to the selected contractor upon award.

40) Would the city consider a supplier who was established in April 2015? Meaning, we do not have three full years of financials?

Answer:

The City will require (1) one year of financial statements for this solicitation along with the Proponent Financial Disclosure form and required supporting documents as defined in financial disclosure form to be considered for this solicitation. Tax returns will not be accepted.

41) I had a question in regard to the 3 years financials to be provided. If you are a new business in operation less than 1 year but have the experience needed to perform successfully as required, what should I provide? Or omit this section by providing 0’s?

Answer:

The City will require (1) one year of financial statements for this solicitation along with the Proponent Financial Disclosure form and required supporting documents as defined in the Proponent Financial Disclosure form to be considered for this solicitation. Tax returns will not be accepted.

42) As a non-profit organization, we're unsure if we will be able to meet the requirements for a (Disadvantaged Business Enterprise) DBE based on ownership, as we are not an owned company. Are there alternative qualifiers for non-profit organizations or should we proceed as a prime contractor ensuring that all sub-contracted partners are DBE certified?

Answer:
If you are unsure whether you will be able to meet the requirements for a (Disadvantaged Business Enterprise) DBE based on ownership, proceed as a prime contractor ensuring that all sub-contracted partners are DBE certified.

43) Please list what documents will be accepted as proof of Authority to Transact Business in the State of Georgia?

**Answer:**

Any official government documentation (federal, state, county or city) showing evidence are accepted as proof of Authority to Transact Business in the State of Georgia.

44) Please clarify what needs to be sealed and submitted in a separate envelope. When applying a corporate seal do we simply seal the cover page and the signature page or other pages as well?

**Answer:**

Attachment No. 2, Part 2, Contents of Proposals / Required Submittals *(Revised 10.19.2017)* needs to be sealed (closed) and submitted in a separate envelope. Apply a corporate seal and the sign all required documents.

45) I would like to get more information on how I can start the process of GDOT certification. I checked online on Solicitations page. But it would be nice If I can get more info on Contact person, webpage link where to upload the requested documents etc. I am very much new to this process. Any help is greatly appreciated

**Answer:**

For DBE certification go to the GDOT web page (www.dot.ga.gov).
ATTACHMENT NO. 2

EXHIBIT A
PART 2, CONTENTS OF PROPOSALS / REQUIRED SUBMITTALS
(REVISED 10.19.2017)
Part 2; Contents of Proposals/Required Submittals

1. General Contents of Proposals: A Proponent must submit a complete Proposal in response to this RFP in the format specified in this RFP; no other format will be considered.

2. Informational Proposals: An Informational Proposal is comprised of two (2) sources of information:

   2.1.1 **Volume IA, Job Readiness and Culture Competency**, information drafted and provided by a Proponent;
   2.1.2 **Volume IB, Bootcamp**, information drafted and provided by a Proponent; and
   2.1.3 Volume II, information provided by a Proponent on forms provided by the City (or required to be created by a Proponent) in this RFP.

   The Informational Proposals must be tabbed as indicated to reflect the sections listed in the below Outline.

3. Information Required to be Included in Informational Proposal:

   3.1.1 **Summary**: The following is a summary of information and presentation order required to be contained in an Informational Proposal:

   3.1.1.1. **Information Drafted and Provided by a Proponent**: This information should be included in a **Volume IA, Job Readiness and Culture Competency, Volume IB, Bootcamp** to a Proposal:

   3.1.1.2. Executive Summary;
   3.1.1.3. Organizational Structure;
   3.1.1.4. Overall Experience, Qualifications and Performance on Similar Projects (Scope of Services Section 5) should be included in this Section;
   3.1.1.5. Key Personnel;
   3.1.1.6. Management Plan; and
   3.1.1.7. Cost Proposal.

   3.1.1.8. Information Provided by a Proponent on Forms Provided by the City (“Required Submittals”): This information should be included in a Volume II to a Proposal:

   3.1.1.9. **Form 1**: Illegal Immigration Reform and Enforcement Act (IIREA) Forms;
   3.1.1.10. **Form 2**: Contractor Disclosure and Declaration Form;
   3.1.1.11. **Form 3**: Proponent Financial Disclosure;
   3.1.1.12. **Form 4.1**: Certification of Insurance Ability;
   3.1.1.13. **Form 4.2**: Certification of Bonding Ability (N/A);
   3.1.1.14. **Form 5**: Acknowledgment of Addenda;
3.1.1.15. **Form 6**: Proponent Contact Directory;
3.1.1.16. **Form 7**: Reference List;
3.1.1.17. **Form 8**: Proposal Bond (N/A);
3.1.1.18. Submittal Checklist;
3.1.1.19. Statement of Qualifications;
3.1.1.20. Authority to Transact Business in the State of Georgia; and
3.1.1.21. Appendix A: Office of Contract Compliance Requirements forms and submittals, including Joint Venture Agreement, if applicable.
NOTE: Every space on every form must be completed. If the form requires a Notary, please comply. Failure to complete each form as required may deem you non-responsive. If there are any questions regarding any form, it is strongly recommended that you submit your question(s) to the Contracting Officer listed in the RFP prior to the deadline for submitting questions.

3.1.2 Information Requirements Details: The following is a more detailed summary of the requirements of certain portions of the Informational Proposal. Each Outlined Item should be included in your Proposals and tabbed as indicated:

3.1.2.1. Executive Summary (Tab in Volume IA, Job Readiness and Culture Competency):

3.1.2.2. Cover Letter: The executive summary must include a letter with the Proponent’s name, address, telephone number and fax number, signed by a person authorized to act on behalf of the Proponent. The letter should also include the name, title, address, e-mail address, telephone number and fax number of the person signing the letter and the name, title, address, e-mail address, telephone number and fax number of one (1) contact person to whom all future correspondence and/or communications may be directed by the City concerning this procurement, if that person is different from the person executing the letter. The letter should also designate the type of business entity that proposes to enter into a Contract with the City and the identity of any other business entities that will comprise the Proponent and include a brief history of the Proponent and statement of the Proponent’s approach to providing the work solicited in this RFP.

3.1.2.3. Detailed Executive Summary: The purpose of the Detailed Executive Summary is to provide an overview of the Proponent’s qualifications to accomplish the project. At a minimum, the Detailed Executive Summary must contain the following information:

- Complete legal name of the Proponent and the name of the legal entities that comprise the Proponent. The Proponent must provide the domicile where each entity comprising it is organized, including entity name, brief history of the entity, contact name, address, phone number, and facsimile number, as well as the legal structure of the entity and a listing of major satellite offices;

- The general and specific capabilities and experience of the Proponent’s Team. Each Proponent must identify examples where team members have worked together to complete a project and discuss how the team was formed and how the team will function as an integrated unit in providing services to the City;

- A description of the Proponent’s plan for complying with the City’s EBO goals. This section should include detailed information regarding the essential subcontractors/subconsultants the Proponent intends to use and should indicate the role and
responsibilities these firms will be assigned. Each Proponent must provide a letter from each essential subcontractor/subconsultant indicating that the firm concurs with the role and responsibility Proponent has described; and

- **Litigation Disclosure Statement.** A declarative statement as to whether the Proponent or any member of the Proponent team has an open dispute with the City or is involved in any litigation associated with work in progress or completed in both the private and public sector during the past five (5) years.

- **The Executive Summary** will be evaluated based on completeness of the information requested in a concise, easily understood form.

### 3.1.3 Organizational Structure (Tab in **Volume IA, Job Readiness and Culture Competency**): The Proponent’s Organizational Structure Section of the Proposal should introduce the proposed Proponent Team by:

3.1.3.1. Providing the Proponent’s Management Organizational Chart, both graphically and in narrative format for personnel proposed to perform actual Services on the Project and estimated percentage of work performed on the Project (e.g., Principal 0.5% of time, Project Manager, 100%, etc.). The Organizational chart and narrative should provide a description of the Proponent’s views on how it will organizationally provide the Services, as well as depict the relationship of its key personnel roles to that of the Principal-in-Charge and other key members of the management team.

3.1.3.2. Providing a description of how this organizational structure will facilitate managing the Services requested and how an efficient flow of information will be realized from the organizational structure.

3.1.3.3. Providing the names of proposed candidates for each function on the chart.

### 3.1.4 Overall Experience, Qualifications and Performance on Similar Projects (Tab in **Volume IA, Job Readiness and Culture Competency**) Proponents should detail their relevant experience, qualifications, performance and capabilities for performing the services outlined in Exhibit A: Scope of Services, attached to the Services Agreement included in this RFP at Part 5. This narrative should include (update the below with your project specifics):

3.1.4.1. Specifically identify the team’s relevant qualifications and experience on similar projects and the tasks for which they will be responsible;

3.1.4.2. Provide evidence that prior Statements of Projected Project Cost estimates were accurate;

3.1.4.3. Demonstrate the ability to perform the work outlined in the scope of services on schedule and within budget;

3.1.4.4. Include a minimum of one (1) examples of similar or related projects
successfully completed within the last five (5) years; and

3.1.4.5. Include a preliminary work program and schedule. It is important that respondents confirm the availability of firm personnel and/or project team members for the duration of the project.

3.1.4.6. Describe at length your company’s/agency’s relevant experience working with career changers or non-traditional job seekers without a formal information technology background. Include discussion on:

3.1.4.7. Describe agency success rate. i.e. number of students who enrolled vs. number of students who have completed training and number of students who have complete training who were hired in IT-related jobs. Include performance metrics as attachments;

3.1.4.8. Describe agency experience with assessing aptitude for success in IT or other training programs;

3.1.4.9. Describe agency experience with developing industry-recognized certificate training.

3.1.4.10. **References of Past Performance**: The proponent shall submit a minimum of three (3) and up to six (6) project references containing the information below:

3.1.4.10.1. Client name, location, and dates during which services were performed.

3.1.4.10.2. Clear description of overall project and services performed by your firm.

3.1.4.10.3. Exact length of service performed by your firm, and overall project budget.

3.1.4.10.4. Current contact information for Client(s)

3.1.4.10.5. Project delivery statement concerning scope, budget and schedule (i.e. original scope/minor scope changes/major scope changes; completed on budget/completed over budget; completed on schedule/completed behind schedule)

3.1.4.10.6. Letters of reference from at least two (2) of those clients should be for projects of similar sizes and scope.

3.1.4.10.7. Contact names and telephone numbers must be included. Letters of reference should include a description of the work completed, and contain some specific examples on how quality products were delivered on schedule and within budget.

3.1.5 **Key Personnel (Tab in Volume IA, Job Readiness and Culture Competency)**: Identify and provide resumes the individuals that the Proponent will use as Key Personnel. At a minimum, Key Personnel should include:

3.1.5.1. Project Manager – (e.g., responsible party who is also the primary project contact for the City); and
3.1.5.1.1. Training Instructor(s).

3.1.5.2. Resume must be provided for Key Personnel identified in Section 3.1.5.1 above. Resumes should be organized as follows;

3.1.5.2.1. Name and Title;
3.1.5.2.2. Professional Background;
3.1.5.2.3. Current and Past Relevant Employment;
3.1.5.2.4. Education; and
3.1.5.2.5. Certifications/Registrations.

3.1.5.2.6. Submission of this name constitutes a requirement of the Proponent to use the individual if the Proponent is selected, and changes may be made only with the prior written consent of the City. In the event there is a need to replace Key Personnel during the project, Proponent must describe its back-up personnel plan.

3.1.5.3. Proponent shall provide information on previous projects of similar size and scope of services. Proponent and each of the Key Personnel identified in Paragraph 3.1.5.1 above shall provide the names, addresses, and current phone numbers of a minimum of three (3) references (Proponent may use Form 7 provided by City at Part 4; Required Procurement Documents).

3.1.6 Management Plan (Tab in Volume IA, Job Readiness and Culture Competency): Based on the Proponent’s Organizational structure, describe how the Proponent will manage the Services, specifically addressing the following:

3.1.6.1. How the Proponent will:

3.1.6.1.1. Ensure proper communications among pertinent project team members;
3.1.6.1.2. Assure the City that the Scope of Services will be kept within any established time and budget constraints;
3.1.6.1.3. Establish and maintain the necessary cooperative relationships;

3.1.6.2. Coordinate all necessary project activities within that team relationship; and

3.1.6.3. Ability to quickly react to increasing/decreasing needs and depth/strengths to meet WorkSource Atlanta requirements.

3.1.6.4. Proponent’s proposed method to:

3.1.6.4.1. Identify and resolve issues during the project duration; and
3.1.6.4.2. Make critical decisions.

3.1.6.5. Describe how your company/agency would structure its approach to the activities required in Scope of Services, Requirements, and Project Timeline. Be specific and use timelines. Include discussion on:
3.1.6.5.1. Describe how the agency will meet the target numbers with available funds? Include a detailed curriculum outline with learning objectives.

3.1.6.6. Describe how the Tech training prepare students for in-demand jobs in IT.

3.1.6.7. Provide employer-related basis for information given; key metrics, included in the Scope of Service.

3.1.6.8. Proponent’s proposed method to manage Resources and Workload Capacity:

3.1.6.8.1. Using form Appendix C-2, Identify Project Manager and other Key Team Leaders workload capacity.

3.1.6.9. Identify Resources dedicated to delivery of the project.

3.1.6.10. Identify ability (relevant experience) in meeting project schedules.

3.1.6.11. The evaluation criteria for the previous seven (7) sections (Sections 3.1.2 – 3.1.5) which will be used include completeness of the information provided, the team organization with appropriate level of involvement by listed personnel, the direct level of experience of the proponent(s) and key personnel compared to the proposed scope, the positive or negative nature of the References’ provided information, both as described and information provided by References.
4. Cost Proposal *(Job Readiness and Culture Competency):*

4.1 After a Qualified submittal has been chosen, a Cost Proposal must be submitted by the successful Proponent within ten (10) calendar days of notification. Should the Proponent fail to submit the Fee Proposal to the City within ten (10) calendar days after notification, the City can declare the negotiations failed and shall have the sole right without liability to notify the next qualified proponent. The Cost Proposal Form is attached to the Services Agreement attached to this RFP at Part 5. **This Form should be submitted in a separate sealed envelope and labeled “Cost Proposal Fee Schedule” (Submit one (1) original, marked “Original” and three (3) copies.)**

4.1.1 Please provide an all-inclusive estimated maximum fee per participant, including itemization of all costs for which the requested work will be done. Your submittal should include:

4.1.1.1. All staffing, materials, and business costs;
4.1.1.2. A cost schedule to justify the all-inclusive maximum fee; and
4.1.1.3. Submittal should identify the number of individuals to be trained by your services.

**NOTE:** Every space on every form must be completed. If the form requires a Notary, please comply. Failure to complete each form as required may deem you non-responsive. If there are any questions regarding any form, it is strongly recommended that you submit your question(s) to the Contracting Officer listed in the RFP prior to the deadline for submitting questions.

4.1.2 Information Requirements Details: The following is a more detailed summary of the requirements of certain portions of the Informational Proposal. Each Outlined Item should be included in your Proposals and tabbed as indicated:

4.1.2.1. Executive Summary (Tab in Volume IB, Bootcamp):

4.1.2.2. Cover Letter: The executive summary must include a letter with the Proponent’s name, address, telephone number and fax number, signed by a person authorized to act on behalf of the Proponent. The letter should also include the name, title, address, e-mail address, telephone number and fax number of the person signing the letter and the name, title, address, e-mail address, telephone number and fax number of one (1) contact person to whom all future correspondence and/or communications may be directed by the City concerning this procurement, if that person is different from the person executing the letter. The letter should also designate the type of business entity that proposes to enter into a Contract with the City and the identity of any other business entities that will comprise the Proponent and include a brief history of the Proponent and statement of the Proponent’s approach to providing the work solicited in this RFP.

4.1.2.3. Detailed Executive Summary: The purpose of the Detailed Executive Summary is to provide an overview of the Proponent’s qualifications to
accomplish the project. At a minimum, the Detailed Executive Summary must contain the following information:

- **Complete legal name of the Proponent and the name of the legal entities that comprise the Proponent.** The Proponent must provide the domicile where each entity comprising it is organized, including entity name, brief history of the entity, contact name, address, phone number, and facsimile number, as well as the legal structure of the entity and a listing of major satellite offices;

- **The general and specific capabilities and experience of the Proponent’s Team.** Each Proponent must identify examples where team members have worked together to complete a project and discuss how the team was formed and how the team will function as an integrated unit in providing services to the City;

- **A description of the Proponent’s plan for complying with the City’s EBO goals.** This section should include detailed information regarding the essential subcontractors/subconsultants the Proponent intends to use and should indicate the role and responsibilities these firms will be assigned. Each Proponent must provide a letter from each essential subcontractor/subconsultant indicating that the firm concurs with the role and responsibility Proponent has described; and

- **Litigation Disclosure Statement.** A declarative statement as to whether the Proponent or any member of the Proponent team has an open dispute with the City or is involved in any litigation associated with work in progress or completed in both the private and public sector during the past five (5) years.

- **The Executive Summary** will be evaluated based on completeness of the information requested in a concise, easily understood form.

### 4.1.4 Organizational Structure (Tab in Volume IB, Bootcamp):

The Proponent’s Organizational Structure Section of the Proposal should introduce the proposed Proponent Team by:

4.1.4.1. Providing the Proponent’s Management Organizational Chart, both graphically and in narrative format for personnel proposed to perform actual Services on the Project and estimated percentage of work performed on the Project (e.g., Principal 0.5% of time, Project Manager, 100%, etc.). The Organizational chart and narrative should provide a description of the Proponent’s views on how it will organizationally provide the Services, as well as depict the relationship of its key personnel roles to that of the Principal-in-Charge and other key members of the management team.
4.1.4.2. Providing a description of how this organizational structure will facilitate managing the Services requested and how an efficient flow of information will be realized from the organizational structure.

4.1.4.3. Providing the names of proposed candidates for each function on the chart.

4.1.5 Overall Experience, Qualifications and Performance on Similar Projects (Tab in Volume 1B, Bootcamp) Proponents should detail their relevant experience, qualifications, performance and capabilities for performing the services outlined in Exhibit A: Scope of Services, attached to the Services Agreement included in this RFP at Part 5. This narrative should include (update the below with your project specifics):

4.1.5.1. Specifically identify the team’s relevant qualifications and experience on similar projects and the tasks for which they will be responsible;

4.1.5.2. Provide evidence that prior Statements of Projected Project Cost estimates were accurate;

4.1.5.3. Demonstrate the ability to perform the work outlined in the scope of services on schedule and within budget;

4.1.5.4. Include a minimum of one (1) examples of similar or related projects successfully completed within the last five (5) years; and

4.1.5.5. Include a preliminary work program and schedule. It is important that respondents confirm the availability of firm personnel and/or project team members for the duration of the project.

4.1.5.6. Describe at length your company’s/agency’s relevant experience working with career changers or non-traditional job seekers without a formal information technology background. Include discussion on:

4.1.5.7. Describe agency success rate. i.e. number of students who enrolled vs. number of students who have completed training and number of students who have complete training who were hired in IT-related jobs. Include performance metrics as attachments;

4.1.5.8. Describe agency experience with assessing aptitude for success in IT or other training programs;

4.1.5.9. Describe agency experience with developing industry-recognized certificate training.

4.1.5.10. References of Past Performance: The proponent shall submit a minimum of three (3) and up to six (6) project references containing the information below:
4.1.5.10.1. Client name, location, and dates during which services were performed.

4.1.5.10.2. Clear description of overall project and services performed by your firm.

4.1.5.10.3. Exact length of service performed by your firm, and overall project budget.

4.1.5.10.4. Current contact information for Client(s)

4.1.5.10.5. Project delivery statement concerning scope, budget and schedule (i.e. original scope/minor scope changes/major scope changes; completed on budget/completed over budget; completed on schedule/completed behind schedule)

4.1.5.10.6. Letters of reference from at least two (2) of those clients should be for projects of similar sizes and scope.

4.1.5.10.7. Contact names and telephone numbers must be included. Letters of reference should include a description of the work completed, and contain some specific examples on how quality products were delivered on schedule and within budget.

4.1.6 Key Personnel (Tab in Volume IB, Bootcamp): Identify and provide resumes the individuals that the Proponent will use as Key Personnel. At a minimum, Key Personnel should include:

4.1.6.1. Project Manager – (e.g., responsible party who is also the primary project contact for the City); and

4.1.6.1.1. Training Instructor(s).

4.1.6.2. Resume must be provided for Key Personnel identified in Section 3.1.5.1 above. Resumes should be organized as follows;

4.1.6.2.1. Name and Title;

4.1.6.2.2. Professional Background;

4.1.6.2.3. Current and Past Relevant Employment;

4.1.6.2.4. Education; and

4.1.6.2.5. Certifications/Registrations.

4.1.6.2.6. Submission of this name constitutes a requirement of the Proponent to use the individual if the Proponent is selected, and changes may be made only with the prior written consent of the City. In the event there is a need to replace Key Personnel during the project, Proponent must describe its back-up personnel plan.

4.1.6.3. Proponent shall provide information on previous projects of similar size and scope of services. Proponent and each of the Key Personnel identified in Paragraph 3.1.5.1 above shall provide the names, addresses, and current phone numbers of a minimum of three (3) references (Proponent may use Form 7 provided by City at Part 4; Required
4.1.7 **Management Plan (Tab in Volume IB, Bootcamp):** Based on the Proponent’s Organizational structure, describe how the Proponent will manage the Services, specifically addressing the following:

4.1.7.1. How the Proponent will:

4.1.7.1.1. Ensure proper communications among pertinent project team members;

4.1.7.1.2. Assure the City that the Scope of Services will be kept within any established time and budget constraints;

4.1.7.1.3. Establish and maintain the necessary cooperative relationships;

4.1.7.2. Coordinate all necessary project activities within that team relationship; and

4.1.7.3. Ability to quickly react to increasing/decreasing needs and depth/strengths to meet WorkSource Atlanta requirements.

4.1.7.4. Proponent’s proposed method to:

4.1.7.4.1. Identify and resolve issues during the project duration; and

4.1.7.4.2. Make critical decisions.

4.1.7.5. Describe how your company/agency would structure its approach to the activities required in Scope of Services, Requirements, and Project Timeline. Be specific and use timelines. Include discussion on:

4.1.7.5.1. Describe how the agency will meet the target numbers with available funds? Include a detailed curriculum outline with learning objectives.

4.1.7.6. Describe how the Tech training prepare students for in-demand jobs in IT.

4.1.7.7. Provide employer-related basis for information given; key metrics, included in the Scope of Service.

4.1.7.8. Proponent’s proposed method to manage Resources and Workload Capacity:

4.1.7.8.1. Using form Appendix C-2, Identify Project Manager and other Key Team Leaders workload capacity.

4.1.7.9. Identify Resources dedicated to delivery of the project.

4.1.7.10. Identify ability (relevant experience) in meeting project schedules.

4.1.7.11. The evaluation criteria for the previous seven (7) sections (Sections 3.1.2 – 3.1.5) which will be used include completeness of the information provided, the team organization with appropriate level of involvement by listed personnel, the direct level of experience of the proponent(s) and key personnel compared to the proposed scope, the positive or negative nature of the References’ provided information, both as described and information provided by References.
5. Cost Proposal:

5.1.1 After a Qualified submittal has been chosen, A Cost Proposal must be submitted by the successful Proponent within ten (10) calendar days of notification. Should the Proponent Fail to submit the Fee Proposal to the City within ten (10) calendar days after notification, the City can declare the negotiations failed and shall have the sole right without liability to notify the next qualified proponent. The Cost Proposal Form is attached to the Services Agreement attached to this RFP at Part 5. This Form should be submitted in a separate sealed envelope and labeled “Cost Proposal Fee Schedule” (Submit one (1) original, marked “Original” and three (3) copies.)

5.1.2 Please provide an all-inclusive estimated maximum fee per participant, including itemization of all costs for which the requested work will be done. Your submittal should include:

5.1.2.1. All staffing, materials, and business costs;
5.1.2.2. A cost schedule to justify the all-inclusive maximum fee; and
5.1.2.3. Submittal should identify the number of individuals to be trained by your services.

6. Submission of Proposals:

6.1.1 A Proposal must be submitted in sealed envelope(s) or package(s) and the outside of the envelope(s) or package(s) must clearly identify the name of the project: FC 10071 - TechHire ATL Training Provider, and the name and address of the Proponent. All Proposals must be submitted to:

Susan M. Garrett
Interim Chief Procurement Officer
Department of Procurement
55 Trinity Avenue, S.W.
City Hall South, Suite 1900
Atlanta, Georgia 30303-0307

6.1.2 A Proponent is required to submit one (1) original and three (3) copies of its Informational Proposal. Each Informational Proposal must be submitted on 8½” x 11” single-sided, double-spaced, typed pages, using 12–point font size and such pages must be inserted in a standard three-hole ring binder. Each Informational Proposal must contain an index and separate sections for the information requirements set forth in this RFP, as well as for the forms required to be submitted.
6.1.3 In addition to the hard copy submission, each Proponent should submit two (2) digital versions of its Proposal in Adobe Portable Document Format (“PDF”) on compact disk (CDs). CD One (1) version should be a duplicate of the hard copy of the Proposal with no deviations in order or layout of the hard copy proposal. CD Two (2) version should be a redacted version of the hard copy Proposal. Please refer to the Georgia Open Records Acts (O.C.G.A. § 50-18-72) for information not subject to public disclosure.

6.1.4 The City assumes no liability for differences in information contained in the Proponent’s printed Proposal and that contained on the CDs. In the event of a discrepancy, the City will rely upon the information contained in the Proponent’s printed material (Hard Copy). Each CD should be labeled with the Project Number, Project Name, and the CD Number.

7. Responsiveness and responsibility for each Proponent can be observed as the following:

A. The responsiveness of a Proponent is determined by the following:
   1. A timely and effective delivery of all services, materials, documents, and/or other information required by the City;
   2. The completeness of all material, documents and/or information required by the City; and
   3. The notification of the City of methods, services, supplies and/or equipment that could reduce cost or increase quality.

B. The responsibility of a Proponent is determined by the following:
   1. The ability, capacity and skill of the Proponent to perform the Agreement or provide the Work required;
   2. The capability of the Proponent to perform the Agreement or provide the Work promptly, or within the time specified without delay or interference;
   3. The character, integrity, reputation, judgment, experience and efficiency of the Proponent;
   4. The quality of performance of previous contracts or work;
   5. The previous existing compliance by the Proponent with laws and ordinances relating to the Agreement or Work;
   6. The sufficiency of the financial resources and ability of the Proponent to perform Agreement or provide the Work;
   7. The quality, availability and adaptability of the supplies or contractual Work to the particular use required; and
   8. The successful Proponent shall assume full responsibility for the conduct of his agents and/or employees during the time such agents or employees are on the premises for the purpose of performing the Work herein specified.
7. Selection for Competitive Sealed Proposals:

The City will carefully evaluate the responsiveness and responsibility of each Proponent. The selection criteria shall include but not be limited to, those factors contained in subsection 2-1193 of the City of Atlanta Code of Ordinances; and the factors in Part 3: Evaluation Proposals:

1. Previous experience demonstrating competence to perform the services involved in the solicitation;
2. Past performance of previous contracts with respect to time of completion and quality of services;
3. The fee or compensation demanded for the services;
4. The ability to comply with applicable laws;
5. The ability to comply with the schedule for the performance of the services, as required by the City;
6. The financial ability to furnish the necessary bonds;
7. The financial condition of the offeror;
8. The ability to provide staffing of management personnel, satisfactory to the City; and
9. The offeror’s compliance with the requirements of equal employment opportunity (EEO) and, where applicable, equal business opportunity (EBO) programs, as may be required by ordinance.

Additionally, the evaluation criteria will include, but may not be limited to, a review of the following factors:

10. Clear understanding of the goals and objectives and demonstration by offer a comprehensive plan to accomplish goals;

11. Qualifications and experience of all proposed team members.
ATTACHMENT NO. 3

EXHIBIT A.1
COST PROPOSAL
(REVISED 10.19.2017)
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ATTACHMENT NO. 4

TECHHIRE ATL ADVISORY BOARD MEETING MINUTES
TechHire ATL Advisory Board Meeting
Thursday, September 7 | 10:00 AM – 12:00 PM
WorkSource Atlanta Room 240

Welcome and Introductions
Jacque Joyce – WorkSource Atlanta
Marc Hannon-White – WorkSource Atlanta
Michael Robertson – WorkSource Atlanta
Audrey Lawrence – WorkSource Atlanta
Linda Ross – City of Refuge
Brandy Lott – PerScholas
Hamid Aljmad – Emory University
Diamond Wiggins – for Cory Ruth
Thomas Peterson – Thinkful
Emily Schweiss– Treehouse
Ahmad Abdullah – ICE

Overview and Update of TechHire ATL
Goal: to develop an ecosystem that equips COA residents with skills to enter the IT industry. Develop partnerships with employers, community partners, and training providers. Create and champion solutions to address current needs.

- TechHire ATL is funded by a $4 Million grant from the United States Department of Labor
- Three tracks utilizing two different training components:
  - Hard skills through bootcamp training or WIOA leveraged training
  - Culture Competency and soft skills
- Starting with Track 3
- Selecting participants: using assessments of training providers. Considering “prework” for participant
- Supportive services are the key for a holistic approach to providing training to participants
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<th>Training Track</th>
<th>Training Type Provided</th>
<th>Ideal Candidates</th>
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<td>Track 1 – 40 people</td>
<td>• Soft Skills and Culture Competency</td>
<td>Job seekers who already have IT hard skills, but are not successful in securing employment in the IT industry.</td>
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<tr>
<td>Track 2 – 360 people</td>
<td>• Soft Skills and Culture Competency</td>
<td>Job seekers with little to no work experience in IT and need short term immersive software development training.</td>
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<tr>
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<td>• Bootcamp Training</td>
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<tr>
<td>Track 3 – 50 people</td>
<td>• Soft Skills and Culture Competency</td>
<td>Job seekers with little to no work experience in IT and interested in a degree or credential program at a WIOA Eligible Training Provider.</td>
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<td>• Leveraged WIOA ITA Vouchers</td>
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**Review of Data Provided by Employer Partners**

- Emailing the link to advisory board for more response
- Top job need: software development
- Top hiring challenges: aging workers and shortage of new workers entering the industry
- Reason for hiring and promotion: Candidate seems trainable and can learn skills quickly
- Hard skills gap: software development skills
- Soft skills gap: relationship management, problem solving skills, communications skills
  - Teaching soft skills – you teach them critical thinking.
- Coding Bootcamp recruitment – General Assembly top bootcamp response.
  - Does Year Up do coding bootcamp?
  - Definition of bootcamp: taking one year training program and condensing into 10 weeks. You cut the “fat” and each class builds on top of each other. After a full day of class, homework is to be completed after training.
Group Discussion

- What hard skills are needed for IT?
  - Excel
  - Java
  - SQL
  - Computer skills
  - Resourceful/flexibility
  - White boarding (Problem solving and critical thinking)
  - Discipline
  - Generalization (to learn multiple coding languages)
  - Using technology as a tool to solve a business need
  - Project management
  - Quality assurance
  - General knowledge of potential software (various software development tools students might use after graduation)
  - Knowledge of process (software development life cycle)
  - Mobile development
  - Designer/UX tools
  - Importance of continuous education
  - Networking

- What soft skills are needed for IT?
  - Self confidence
  - Communication
  - Problem solving
  - Professional development
  - Life skills
  - Mentorship
  - Support services + supportive services through first year of hiring
  - Entrepreneur skills
  - Mentorship and role models
  - Adaptability
  - Financial literacy
  - Teamwork
  - Interviewing and resume writing skills
  - Networking

- Key Points
  - It is important to provide success stories. Hamid brings in past graduates to new classes, so they can show it is possible for this class to achieve the same accomplishments.
Students need to work in a team environment. “Me against the world, we are going to lose. We against the world has a chance.”

Next Meeting: November 2, 2017 | Location TBD (1st Thursday of the month, every 2 months)
TECHHIRE ATL

ADVISORY BOARD

Friday, June 23rd | TechSquare Labs
INTRODUCTIONS
AGENDA

• Introductions – 20 mins.
• The Challenge – 40 mins.
• TechHire – 30 mins.
• Next Steps – 20 mins.
THE CHALLENGE
CHALLENGES & COSTS IN HIRING TECH TALENT

- Atlanta is among the top 10 cities with the greatest supply-demand gap in IT talent

**Discussion:**
- How is the shortage of qualified IT talent affecting your organization?
- How are you dealing with this shortage of talent?
- What factors have led to this shortage?

Source: CEB, Best Practices and Tools to Recruit Technology Talent from Non-Traditional Sources. Available [techhire.org/employers](http://techhire.org/employers)
WHERE IS THE OPPORTUNITY?

• 75% of IT vacancies nationwide are in entry to mid-level roles
• Approximately 74% of IT jobs in Atlanta require a Bachelor’s degree
• Discussion:
  • Can entry and mid-level IT jobs be done without a Bachelor’s degree (e.g. software developers, IT support specialists, database administrators)?
  • Can these jobs be fulfilled by candidates from nontraditional education programs (coding bootcamps, technical colleges etc.)? Have you hired from these programs?

Source: CEB, Best Practices and Tools to Recruit Technology Talent from Non-Traditional Sources. Available: techhire.org/employers
#CODESTART

• Immersive coding, entrepreneurship, career readiness and financial literacy training program created by TechSquare Labs, The Iron Yard, WorkSource Atlanta and Gifted Education Foundation

• 12 Atlanta youth participated and 7 obtained full-time employment

• Foundation for WorkSource Atlanta’s successful application for the $4 million Dept. of Labor TechHire grant and Atlanta's designation as a TechHire City by the White House
TechHire connects employers with qualified candidates who are frequently invisible in traditional recruiting processes.

National Initiative in 72 cities, states, and rural areas

TechHire succeeds due to collaboration of State and local gov’t, Employers, Educators, and Community-based organizations.
TechHire ATL will develop an ecosystem that equips City of Atlanta residents with the skills to meet the technology needs of employers in metro-Atlanta and strengthen the region’s economy.

- Regional partnership between employers, education institutions, training providers, and govt. agencies
- Create and champion solutions to address current and future skills shortages
- $4 million grant from Department of Labor to provide software development and soft skills training to 360 individuals aged 17-29
TECHHIRE ATL TECHSQUARE LABS TRAINING

• Training delivered by TechSquare Labs
• 5 months of front end software development and “culture fit” training
• Goal: train and place 450 individuals aged 17-29 by 2020
  • 360 will receive front end development and culture fit training
  • 90 will receive culture fit training
• The training curriculum will be driven by the TechHire ATL Advisory Board
TECHHIRE BENEFITS FOR EMPLOYERS

- Lower recruiting time and costs
- Improved workforce diversity
- Improved retention
- You drive the training
- You are able to work with TechHire trainees prior to hiring them
- TechHire is a region-wide ecosystem

Source: CEB, Best Practices and Tools to Recruit Technology Talent from Non-Traditional Sources. Available techhire.org/employers
NEXT STEPS
JOIN THE TECHHIRE ATL ADVISORY BOARD

The commitment:
- ATTEND MEETINGS
- SHARE DATA ON SKILLS SHORTAGES & HIRING PRACTICES
- GIVE FEEDBACK ON TRAINING PROGRAMS
- CREATE AND CHAMPION SOLUTIONS
- INTERVIEW AND HIRE GRADUATES

Next steps:
- Complete the workforce needs assessment
- Invite your peers to join the effort
- Next meeting - TBA
RECEPTION