



Hennepin-Carver Workforce Development Board

Hennepin-Carver Workforce Development Board

Action Request: 2024 - 1

Topic: Adult, Dislocated Worker, and Youth Programs - Request for Proposals Recommendations

Board Meeting Date: January 31st, 2024

Item Description

The Hennepin-Carver Workforce Development Board contracts with Community-Based Organizations to deliver Workforce Innovation and Opportunity Act (WIOA) funded Adult, Dislocated Worker, and Youth Services, and State funded Dislocated Worker and Youth Services in Suburban Hennepin County. The current service providers for these programs are:

WIOA Adult Program	Goodwill Industries, Inc., Avivo, HIRED
WIOA Dislocated Worker Program	Goodwill Industries, Inc., Avivo, HIRED
State Dislocated Worker Program	Goodwill Industries, Inc., Avivo, HIRED
WIOA Youth Program	Tree Trust, Brooklynk
Minnesota Youth Program	Tree Trust, Brooklynk, Ka Joog

Carver County staff provide these services within Carver County. The current Hennepin County Master Agreements with these service providers end June 30, 2024.

Action Needed

A motion and second to approve Hennepin County Workforce Development staff to enter into contract negotiations with the recommended organizations established by the RFP Evaluation Panel as WIOA Adult, Dislocated Worker, and Youth service providers for the Program Years 2024 and 2025 for suburban Hennepin County.

Background

Hennepin County, with the Hennepin-Carver Workforce Development Board, has requested proposals for adult and youth career development services in suburban Hennepin County funded by the federal **Workforce Innovation & Opportunity Act (WIOA)** as well as the **State Dislocated Worker Program and Minnesota Youth Program** funded by the Department of Employment and Economic Development (DEED). These programs serve adults and youth who have been dislocated from work or school, are unemployed, or underemployed facing barriers to employment including but not limited to homelessness, low-income, justice-involved, or basic skills deficient. The services provided include individualized career and pre-vocational services, individual plan development, supported work experiences, education and training services, attainment of recognized credentials and person-centered support services.

Hennepin County Workforce Development staff provide technical assistance, strategic planning, resources and support to providers while monitoring grant spending and program compliance. Hennepin County leadership is particularly committed to reducing and eliminating disparities affecting low-income residents and especially residents of color. Employment is a key disparity domain in these efforts alongside housing, health, transportation, income, and justice that must be addressed to increase opportunities and access for residents we serve. Reducing any individual disparity can leverage positive change and help reduce disparities in other areas. Workforce Development staff approach the work from this lens and bring county values and resources in addition to the federal and state funding to workforce development efforts that address these disparities.

The purpose of the *Hennepin-Carver Workforce Development Board (HCWDB)* is to ensure workforce services are provided within the service area via a coordinated intentional way therefore providing a pipeline of skilled workers to meet business demand. They partner with Hennepin & Carver Counties, Adult Basic Education, DEED Job Service, DEED Vocational Rehabilitation Services, Community Based Organizations serving populations with barriers to employment, Post-Secondary institutions, Labor Unions, and business representatives. Conversations with board members over the past month have informed many of the values that will provide direction for the resources and strategies of providers.

Youth Career Development Services RFP Evaluation and Funding

Questions & Evaluation: To determine the ability of selected provider(s) to execute services for adult participants in alignment with the values and goals of the HCWDB and Hennepin County, proposals were evaluated based on their responses to 16 questions covering the following topics:

- Organization overview and relevant experience
- Service design and approach to delivering services
- Cultural understanding, language capabilities, and resources to serve unique needs of ethnically, culturally, and socioeconomically diverse youth
- Outreach and recruitment strategies for hard-to-reach, disconnected, and out-of-school youth
- Youth-led program design
- Staff expertise and organizational capacity to serve geographical area
- Partnerships and collaboration with local employers, and other service providers in the local area

Funding: The Workforce Development Board receives funding annually; state and federal appropriation levels are determined by DEED based on a formula that considers several economic factors. The WIOA Youth amount below is an estimate based on recent funding levels. DEED will provide WDA-level PY24 WIOA Youth allocations once the PY24 WIOA allocations TEGL is issued by DOL. The Minnesota Legislature has already appropriated SFY25 funds for the Minnesota Youth Program, reflected in the amount listed below.

These estimates do not include the Hennepin County administration allocation, Hennepin County staff allocation, and Carver County allocation through the Joint Powers Agreement.

WIOA Youth: \$460,158

MYP: \$596,706

Adult and Dislocated Worker Career Development Services RFP Evaluation and Funding

Questions & Evaluation: To determine the ability of selected provider(s) to execute services for adult participants in alignment with the values and goals of the HCWDB and Hennepin County, proposals were evaluated based on their responses to 24 questions covering the following topics:

- Service delivery strategies that are individualized, culturally responsive and client-centered—based on the specific needs’ of the participant.
- Organizations and staff who have a demonstrated ability to serve a diverse community, including but not limited to, persons who: identify as persons of color, different abilities, are justice involved, identify as immigrants, refugees, asylees and are English Language learners)
- A demonstrated understanding of complex Adult and Dislocated Worker programs OR previous experience
- Identify and incorporate employer needs in services to reflect industry demand
- Identify and recruit eligible adults to participate in career development (adhering to Priority of Service)
- Incorporate new and current technology data in services and demonstrate an ability to implement and maintain a flexible service delivery
- Demonstrated understanding of existing disparities existing within suburban Hennepin County and a commitment to addressing disparities in alignment with the Hennepin County Disparity Reduction Line of Business and the Hennepin-Carver Workforce Development Board

Funding: The Workforce Development Board receives funding annually; state and federal appropriation levels are determined by DEED based on a formula that considers several economic factors. The following amounts are estimates based on recent funding levels. These estimates do not include the Hennepin County administration allocation, Hennepin County staff allocation, and Carver County allocation through the Joint Powers Agreement.

WIOA Adult: \$584,433*

WIOA Dislocated Worker: \$975,205*

State Dislocated Worker: \$1,560,638

*Provider(s) have the flexibility to transfer funding resources between the WIOA Adult & WIOA Dislocated Worker programs depending on the needs of the labor force.

Staff Recommendation: Approve

Attachments: HCWDB Adult-DW-Youth Recommendation Memo _ 01.2024
HCWDB Youth Recommendation Memo_01.2024