

**State of Maine
Master Score Sheet**

RFP# 202204054

Maine Industry Partnerships for Workforce Development Initiative

Grant Funding

FY 2022 Application

Bidder Name:		Educational Data Systems Inc. (EDSI)	Children's Oral Health Network of Maine	Maine Labor and Resource Center	Maine Tourism Association
Proposed Cost:		\$700,000	\$545,600	\$691,753	\$503,000
Scoring Sections	Points Available				
Part 1: Eligibility	Pass/Fail	Pass	Pass	Pass	Pass
Part 2: Applicant Experience	10	6	7	4	7
Part 3: Statement of Need	10	4	5	8	6
Part 4: Program Design	20	10	10	8	14
Part 5: Diversity, Equity, and Inclusion (DEI) Plan	10	4	9	9	2
Part 6: Proposed Outcomes/Metrics	15	7	10	6	11
Part 7: Sustainability	5	1	3	2	3
Part 8: Budget and Budget Narrative	20	5	15	8	18
Part 9: Partnership Table	10	2	9	5	9
TOTAL	<u>100</u>	<u>39</u>	<u>68</u>	<u>50</u>	<u>70</u>

Bidder Name:		Northeastern University	Maine Business Education Partnership	Maine Development Foundation	Summit Achievement
Proposed Cost:		\$699,963	\$440,839.25	\$665,651	\$410,000
Scoring Sections	Points Available				
Part 1: Eligibility	Pass/Fail	Pass	Pass	Pass	Fail
Part 2: Applicant Experience	10	6	9	10	NA
Part 3: Statement of Need	10	6	7	10	NA
Part 4: Program Design	20	<u>12</u>	<u>15</u>	<u>18</u>	<u>NA</u>
Part 5: Diversity, Equity, and Inclusion (DEI) Plan	10	<u>4</u>	<u>2</u>	<u>5</u>	<u>NA</u>
Part 6: Proposed Outcomes/Metrics	15	<u>8</u>	<u>10</u>	<u>12</u>	<u>NA</u>
Part 7: Sustainability	5	<u>2</u>	<u>2</u>	<u>2</u>	<u>NA</u>
Part 8: Budget and Budget Narrative	20	<u>7</u>	<u>14</u>	<u>10</u>	<u>NA</u>
Part 9: Partnership Table	10	<u>9</u>	<u>10</u>	<u>9</u>	<u>NA</u>
Total	<u>100</u>	<u>54</u>	<u>69</u>	<u>76</u>	<u>NA</u>

Award Justification Statement
RFP# 202204054 Maine Industry Partnerships for Workforce Development
Initiative Grant Funding FY 2022 Application

I. Summary

The Maine Industry Partnerships for Workforce Development Initiative is a program that will create industry partnerships that devise workforce development strategies for employers to attract and retain talented workers. Through the program, the Maine Department of Labor will adopt a sector-by-sector approach to workforce development, partnering with businesses in certain sectors to identify their most important workforce needs - including the talents and skills they need in their prospective employees - and then working with training and educational organizations to develop skilled workers who can meet those needs. The program aims to create a pipeline of workers through structured career pathways within sectors that can continually provide businesses with employees and Maine people with good-paying job opportunities. Each applicant was required to solve at least one of three goals:

1. Increase the labor pool in Maine.
2. Increase the number of workers with a credential of value.
3. Increase average wages for Maine workers

II. Evaluation Process

The evaluation process was comprised of an individual review followed by consensus scoring by a group of qualified reviewers. The reviewers rated each proposal according to the scoring guidelines included in the published RFA. The review team consisted of staff from the State Workforce Board, Department of Health and Human Services, Department of Education, and consultants all with expertise in workforce development, program design, industry partnerships, healthcare, education, and convening of workforce partners and businesses. There was one proposal that did not meet the minimum eligibility requirements, therefore, the proposal was not scored.

III. Qualifications & Experience

The awardees show an extensive network and understanding of the sectors they proposed to create industry partnerships in. Those four sectors include forestry, hospitality and leisure, retail, and healthcare. The lead applicants have pulled together a diverse network of knowledgeable partners who will be heavily involved in this work. There are also several opportunities for the awardees and respective partners to host a range of discussions critical to increasing recruitment and retention for workers in the targeted sectors. The applicants also have a good understanding of the partnerships required and the needs of the communities they hope to serve.

IV. Proposed Services

The awarded grantees will spend the next two years developing career pathway maps and identifying opportunities for training, recruitment, and retention of workers. Many of these plans are focused on identifying and addressing the barriers faced by disconnected workers wanting to start careers in these varied sectors. The awarded applicants have an understanding of their sectors and have brought together a wide-range of partners, including businesses.

V. Cost Proposal

- a. There was a total of \$3.7 million available for potential awards under the Maine Industry Partnership Grant Initiative.
- b. Submitted proposals received ranged from \$410,000 to the full \$700,000.
- c. Proposals receiving a score of at least 60 points will receive full funding. Those scoring 50-59 will receive partial awards that will require adjustments based on disallowed and/or high costs of specific budget line items.
- d. Fully funded proposals had a good understanding of costs and what their budgets would go towards in their budget narratives.

VI. Conclusion

The conditionally awarded applicants scored higher than other applicants due to the strong partnerships outlined in their proposals. They have pulled together a robust group of partners who understand the sector of interest in order to create a strong industry partnership with the capacity to address the problems outlined in their proposals. The strongest proposals were clear about their scope of work and how they would bring partners together to achieve their goals. Some successful applicants were also forthright with areas of concern and ways they see this will help them make necessary changes to benefit workers.



STATE OF MAINE
DEPARTMENT OF LABOR

Janet T. Mills
Governor

Laura A. Fortman
Commissioner

September 14, 2022

Benjamin Santlofer
Educational Data Systems Inc.
15300 N Commerce Drive, Suite 200
Dearborn, Michigan 48120

SUBJECT: Notice of Conditional Contract Awards under RFP # 202204054,
Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

Dear Benjamin Santlofer:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Labor for Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract awards to the following bidders:

- Maine Development Foundation
- Maine Tourism Association
- Maine Business Education Partnership
- Children's Oral Health Network of Maine
- Northeastern University
- Maine Labor and Resource Center

The bidders listed above received the evaluation team's highest rankings. The Department will be contacting the aforementioned bidders soon to negotiate a contract. As provided in the RFP, the Notice of Conditional Contract Award is subject to execution of a written contract and, as a result, this Notice does NOT constitute the formation of a contract between the Department and the apparent successful vendor. The vendor shall not acquire any legal or equitable rights relative to the contract services until a contract containing terms and conditions acceptable to the Department is executed. The Department further reserves the right to cancel this Notice of Conditional Contract Award at any time prior to the execution of a written contract.

As stated in the RFP, following announcement of this award decision, all submissions in response to the RFP are considered public records available for public inspection pursuant to the State of Maine Freedom of Access Act (FOAA). 1 M.R.S. §§ 401 et seq.; 5 M.R.S. § 1825-B (6).

This award decision is conditioned upon final approval by the State Procurement Review Committee and the successful negotiation of a contract. A Statement of Appeal Rights has been provided with this letter; see below.

Thank you for your interest in doing business with the State of Maine.

Sincerely,


Kimberly Smith
Deputy Commissioner

STATEMENT OF APPEAL RIGHTS

Any person aggrieved by an award decision may request an appeal hearing. The request must be made to the Director of the Bureau of General Services, in writing, within 15 days of notification of the contract award as provided in 5 M.R.S. § 1825-E (2) and the Rules of the Department of Administrative and Financial Services, Bureau of General Services, Division of Purchases, Chapter 120, § (2) (2).



STATE OF MAINE
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September 14, 2022

Rebecca Matusovich
Children's Oral Health Network of Maine
31 Hobbs Drive
New Gloucester, ME 04260

SUBJECT: Notice of Conditional Contract Awards under RFP # 202204054,
Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

Dear Rebecca Matusovich:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Labor for Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract awards to the following bidders:

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September 14, 2022

Edmond Kabagambe
Maine Labor and Resource Center
Peloton Labs, 795 Congress Street
Portland, ME 04102

SUBJECT: Notice of Conditional Contract Awards under RFP # 202204054,
Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

Dear Edmond Kabagambe

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Labor for Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract awards to the following bidders:

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Deputy Commissioner

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STATE OF MAINE
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September 14, 2022

Kathryn Ference
Maine Tourism Association
327 Water Street
Hallowell, ME 04347

SUBJECT: Notice of Conditional Contract Awards under RFP # 202204054,
Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

Dear Kathryn Ference:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Labor for Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract awards to the following bidders:

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Sincerely,



Kimberly Smith
Deputy Commissioner

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STATE OF MAINE
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September 14, 2022

Aileen Huang-Saad
Northeastern University, The Roux Institute
100 Fore Street
Portland, ME 04101

SUBJECT: Notice of Conditional Contract Awards under RFP # 202204054,
Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

Dear Aileen Huang-Saad:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Labor for Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract awards to the following bidders:

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Deputy Commissioner

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STATE OF MAINE
DEPARTMENT OF LABOR

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Laura A. Fortman
Commissioner

September 14, 2022

Mari O'Neil
Maine Business Education Partnership
45 Melville Street, Suite #1
Augusta, ME 04330

SUBJECT: Notice of Conditional Contract Awards under RFP # 202204054,
Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

Dear Mari O'Neil:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Labor for Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract awards to the following bidders:

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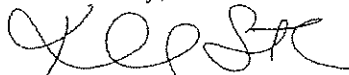
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Sincerely,

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Kimberly Smith
Deputy Commissioner

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STATE OF MAINE
DEPARTMENT OF LABOR

Janet T. Mills
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Laura A. Fortman
Commissioner

September 14, 2022

Erica Watson
Maine Development Foundation
2 Beech Street, Suite 203
Hallowell, ME 04347

SUBJECT: Notice of Conditional Contract Awards under RFP # 202204054,
Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

Dear Erica Watson:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Labor for Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract awards to the following bidders:

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Deputy Commissioner

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STATE OF MAINE
DEPARTMENT OF LABOR

Janet T. Mills
Governor

Laura A. Fortman
Commissioner

September 14, 2022

Nichol Ernst
Summit Achievement
69 Deer Hill Road
Stow, ME 04037

SUBJECT: Notice of Conditional Contract Awards under RFP # 202204054,
Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

Dear Nichol Ernst:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Labor for Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract awards to the following bidders:

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Thank you for your interest in doing business with the State of Maine.

Sincerely,

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Kimberly Smith
Deputy Commissioner

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**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER: Educational Data Systems Inc. (EDSI)

DATE: July 18, 2022

SUMMARY PAGE

Department Name: Labor

Name of RFP Coordinator: Chris Quint and Isaac Gingras

Names of Evaluators: Chris Quint, Isaac Gingras, Sarah Griffen, Auta Main, Joy Gould, Megan Dichter

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)	Pass	
•		
•		
•		
<u>Scoring Sections</u>	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Applicant Experience	10	6
Section III. Statement of Need	10	4
Section IV. Program Design	20	10
Section V. Equity	10	4
Section VI. Proposed Outcomes	15	7
Section VII. Sustainability	5	1
Section VIII. Budget	20	5
IX. Industry Partnership Membership	10	2
Total Points	100	39

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER: Educational Data Systems Inc. (EDSI)

DATE: July 18, 2022

**OVERVIEW OF SECTION I
Eligibility**

Section I. Eligibility

Evaluation Team Comments:

This proposal meets minimum eligibility requirements.

**EVALUATION OF SECTION II
Applicant Experience**

	Points Available	Points Awarded
Section II. Applicant Experience	10	6

Evaluation Team Comments:

The lead applicant, EDSI, is a workforce development consulting company founded in 1979 with experience under WIOA and with career pathways, primarily in Connecticut. The applicant has no experience in Maine.

**EVALUATION OF SECTION III
Statement of Need**

	Points Available	Points Awarded
Section III. Statement of Need	10	4

Evaluation Team Comments:

The applicant identifies the need for direct care and support staff in Maine, however, the applicant did not include any statements or data to support their proposed need, making their statement of need unclear. Additionally, the need outlined by the applicant does not align with their proposed budget.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER: Educational Data Systems Inc. (EDSI)

DATE: July 18, 2022

**EVALUATION OF SECTION IV
Program Design**

	Points Available	Points Awarded
Section IV. Program Design	20	10

Evaluation Team Comments:

The applicant identifies proposed staff being imbedded at each of the three local workforce boards, however, only one local workforce board signed on as a partner.

The applicant outlines ambitious goals to bring partners to the table, however, the partners who have signed on do not include any of the major health systems in Maine.

**EVALUATION OF SECTION V
Equity**

	Points Available	Points Awarded
Section V. Equity	10	4

Evaluation Team Comments:

The applicants DEI plan does not match with the overall goals outlined in their proposed plan. Additionally, their DEI plan is based on partnerships and knowledge of Maine that the applicant does not fully describe in their proposal.

Like the entire proposal, the DEI plan is prospective and based on partnerships with partners that have been formally identified in this proposal.

**EVALUATION OF SECTION VI
Proposed Outcomes**

	Points Available	Points Awarded
Section VI. Outcomes	15	7

Evaluation Team Comments:

The applicants' measurable outcomes are based on partnerships that are not clearly defined or established in their proposal. Additionally, the sustainability of the applicants' project is solely based on one identified partner. The applicants' long-term systems change is not concrete, rather, it is more of an aspiration.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
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BIDDER: Educational Data Systems Inc. (EDSI)

DATE: July 18, 2022

**EVALUATION OF SECTION VII
Sustainability**

	Points Available	Points Awarded
Section VII. Sustainability	5	1

Evaluation Team Comments:

The applicants' sustainability plan does not define the career pathways and is based on the buy in from only one partner.

**EVALUATION OF SECTION VIII
Budget**

	Points Available	Points Awarded
Section VIII. Budget	20	5

Evaluation Team Comments:

The proposed budget does not support the proposals scope or intent, including, but not limited to:

- The applicant did not allocate any resources to any of its partners. The personnel costs are not reflective with the scope or work not is the level of salary commensurate with what is required to achieve the goals of their project;
- The proposal does not allocate any costs for any physical space in Maine for staff to work;
- The proposal does not allocate any resources for supportive services, training costs, or leverage any matching or in-kind contributions; and
- The proposal does not adequately resource the supervision necessary.

**EVALUATION OF SECTION IX
Industry Partner Membership**

	Points Available	Points Awarded
Section IX. Industry Partnership Membership	10	2

Evaluation Team Comments:

The proposal includes only one regional partner for a statewide proposal. There is no other partner evident.

The employer partners are not representative of the scope of the project.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER: Children's Oral Health Network of Maine

DATE: July 22, 2022

SUMMARY PAGE

Department Name: Labor

Name of RFP Coordinator: Chris Quint and Isaac Gingras

Names of Evaluators: Chris Quint, Isaac Gingras, Sarah Griffen, Auta Main, Joy Gould, Megan Dichter

Pass/Fail Criteria	Pass	Fail
Section I. Preliminary Information (Eligibility)	Pass	
▪		
•		
Scoring Sections	Points Available	Points Awarded
Section II. Applicant Experience	10	7
Section III. Statement of Need	10	5
Section IV. Program Design	20	10
Section V. Equity	10	9
Section VI. Proposed Outcomes	15	10
Section VII. Sustainability	5	3
Section VIII. Budget	20	15
IX. Industry Partnership Membership	10	9
Total Points	100	68

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER: Children's Oral Health Network of Maine

DATE: July 22, 2022

**OVERVIEW OF SECTION I
Eligibility**

Section I. Eligibility

Evaluation Team Comments:

This proposal meets minimum eligibility requirements.

**EVALUATION OF SECTION II
Applicant Experience**

	Points Available	Points Awarded
Section II. Applicant Experience	10	7

Evaluation Team Comments:

The applicant has extensive industry experience, however, they do not have experience in workforce development.

**EVALUATION OF SECTION III
Statement of Need**

	Points Available	Points Awarded
Section III. Statement of Need	10	5

Evaluation Team Comments:

The state of need is strong in terms of demonstrated the need, however, the review team does not feel the solution will address the need.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER: Children's Oral Health Network of Maine

DATE: July 22, 2022

**EVALUATION OF SECTION IV
Program Design**

	Points Available	Points Awarded
Section IV. Program Design	20	10

Evaluation Team Comments:

The program design strongly relies on the creation of a new, yet to be proven, job category called "Oral Health Navigator". It does not address the existing need for dental assistants and dental hygienists. The review team expressed concerns about scope of practice and licensing regulations.

**EVALUATION OF SECTION V
Equity**

	Points Available	Points Awarded
Section V. Equity	10	9

Evaluation Team Comments:

The overall equity plan is strong and comprehensive.

**EVALUATION OF SECTION VI
Proposed Outcomes**

	Points Available	Points Awarded
Section VI. Outcomes	15	10

Evaluation Team Comments:

Given training hours, the number of trainees seems reasonable.

The review team has a question about the ability to reach employment numbers given potential licensing requirements.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER: Children's Oral Health Network of Maine

DATE: July 22, 2022

**EVALUATION OF SECTION VII
Sustainability**

	Points Available	Points Awarded
Section VII. Sustainability	5	3

Evaluation Team Comments:

The sustainability for workers is unclear.

The sustainability beyond the grant period and relationships with the workforce system are strong.

**EVALUATION OF SECTION VIII
Budget**

	Points Available	Points Awarded
Section VIII. Budget	20	15

Evaluation Team Comments:

The review team has concerns that the amount budgeted for a part-time consultant is too high.

The budgeted amount for the applicants DEI plan seems low.

**EVALUATION OF SECTION IX
Industry Partner Membership**

	Points Available	Points Awarded
Section IX. Industry Partnership Membership	10	9

Evaluation Team Comments:

The applicants proposed partners are very strong.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER: Maine Labor and Resource Center

DATE: July 19, 2022

SUMMARY PAGE

Department Name: Labor

Name of RFP Coordinator: Chris Quint and Isaac Gingras

Names of Evaluators: Chris Quint, Isaac Gingras, Sarah Griffen, Auta Main, Joy Gould, Megan Dichter

Pass/Fail Criteria	Pass	Fail
Section I. Preliminary Information (Eligibility)	Pass	
•		
•		
•		
Scoring Sections	Points Available	Points Awarded
Section II. Applicant Experience	10	4
Section III. Statement of Need	10	8
Section IV. Program Design	20	8
Section V. Equity	10	9
Section VI. Proposed Outcomes	15	6
Section VII. Sustainability	5	2
Section VIII. Budget	20	8
IX. Industry Partnership Membership	10	5
Total Points	100	50

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER: Maine Labor and Resource Center

DATE: July 19, 2022

**OVERVIEW OF SECTION I
Eligibility**

Section I. Eligibility

Evaluation Team Comments:

Applicant meets minimum eligibility requirements

**EVALUATION OF SECTION II
Applicant Experience**

	Points Available	Points Awarded
Section II. Applicant Experience	10	4

Evaluation Team Comments:

The lead applicant is a newly formed organization, less than 1 year old. The partners are also small, nonprofits without workforce development experience.

There are Board members who have workforce development experience.

The group has extensive ties to immigrant and refugee communities and community organizations.

**EVALUATION OF SECTION III
Statement of Need**

	Points Available	Points Awarded
Section III. Statement of Need	10	8

Evaluation Team Comments:

The applicants' statement of need is strong, and they propose a good plan to address underlying biases.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022

Application

BIDDER: Maine Labor and Resource Center

DATE: July 19, 2022

**EVALUATION OF SECTION IV
Program Design**

	Points Available	Points Awarded
Section IV. Program Design	20	8

Evaluation Team Comments:

The overall program design is overly ambitious and not in line with the scope of work outlined in the RFA.

Due to the number of partners, it is unclear how this project will be operationalized in a way that achieves the outcomes proposed by the applicant.

The target goals of the participants served appears to exceed the staffing levels proposed.

The RFA asked for the development of career pathways for specific industries, however, the applicant proposed developing career pathways for individuals. It may be more beneficial to develop a smaller number of pathways for the sector that better reflects immigrant's experience.

It is unclear how the applicants' proposal will increase existing capacity.

It is unclear how the strategies outlined by the applicant will achieve the goals in the proposal.

There are good elements in the scope of DEI. The scale of services appears to exceed the proposed staffing: a more modest, incremental approach may be warranted.

**EVALUATION OF SECTION V
Equity**

	Points Available	Points Awarded
Section V. Equity	10	9

Evaluation Team Comments:

The applicants' proposed equity plan is strong. The plan would be stronger if it were utilizing the capacity of its employer participants.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER: Maine Labor and Resource Center

DATE: July 19, 2022

**EVALUATION OF SECTION VI
Proposed Outcomes**

	Points Available	Points Awarded
Section VI. Outcomes	15	6

Evaluation Team Comments:

The proposed outcomes seem significantly out of the step with the proposed resources. The staffing line includes one project director (1 FTE), three (.25 FTE), and three (.5 FTE) staff

The proposed outcome of the development of total career maps do not seem to match the applicant's capacity, and additionally the RFA was looking for career maps for the sector, not the individual.

The applicants long term system changes were strong within the scope of the proposal.

**EVALUATION OF SECTION VII
Sustainability**

	Points Available	Points Awarded
Section VII. Sustainability	5	2

Evaluation Team Comments:

The applicant's sustainability strategy did not identify funding sources.

**EVALUATION OF SECTION VIII
Budget**

	Points Available	Points Awarded
Section VIII. Budget	20	8

Evaluation Team Comments:

The proposed outcomes seem significantly out of the step with the proposed resources. The staffing line includes one project director (1 FTE), three (.25 FTE), and three (.5 FTE) staff.

It is unclear who is funding the peer workforce navigators or how they would be funded in this proposal.

Giving the part-time staffing structure, it is unclear how the remaining portion of staff will be funded and how funding for this proposal will be kept separate from other initiatives.

The proposal estimates \$45k in training costs. The review committee recommends exploring using Health Care Training for ME and MJRP Tuition Remission funding.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER: Maine Labor and Resource Center

DATE: July 19, 2022

The applicant proposes using in-kind volunteer contributions which the review team is concerned may violate Maine labor standards laws.

The 9 individuals the applicant proposes contracting with are not identified anywhere in the proposal.

**EVALUATION OF SECTION IX
Industry Partner Membership**

	Points Available	Points Awarded
Section IX. Industry Partnership Membership	10	5

Evaluation Team Comments:

The scope of partners seems ambitious and unmanageable.

The proposal does not identify a CareerCenter or any of the Local Workforce Boards.

The number of businesses in the partnership appears to not line up with the applicants' proposed outcomes.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022

Application

BIDDER: Maine Tourism Association

DATE: July 18, 2022

SUMMARY PAGE

Department Name: Labor

Name of RFP Coordinator: Chris Quint and Isaac Gingras

Names of Evaluators: Chris Quint, Isaac Gingras, Sarah Griffen, Auta Main, Joy Gould, Megan Dichter

Pass/Fail Criteria	Pass	Fail
Section I. Preliminary Information (Eligibility)	Pass	
•		
•		
•		
Scoring Sections	Points Available	Points Awarded
Section II. Applicant Experience	10	7
Section III. Statement of Need	10	6
Section IV. Program Design	20	14
Section V. Equity	10	2
Section VI. Proposed Outcomes	15	11
Section VII. Sustainability	5	3
Section VIII. Budget	20	18
IX. Industry Partnership Membership	10	9
Total Points	100	70

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022

Application

BIDDER: Maine Tourism Association

DATE: July 18, 2022

**OVERVIEW OF SECTION I
Eligibility**

Section I. Eligibility

Evaluation Team Comments:

Meets base eligibility requirements.

**EVALUATION OF SECTION II
Applicant Experience**

	Points Available	Points Awarded
Section II. Applicant Experience	10	7

Evaluation Team Comments:

Experience with the industry sector and those businesses, but it is unclear the level of practical experience they have in workforce development.

**EVALUATION OF SECTION III
Statement of Need**

	Points Available	Points Awarded
Section III. Statement of Need	10	6

Evaluation Team Comments:

The lead applicant focused primarily on the negative image of jobs within the tourism/hospitality industry and how they can change that perception.

There is data but it is not specific to Maine.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022

Application

BIDDER: Maine Tourism Association

DATE: July 18, 2022

**EVALUATION OF SECTION IV
Program Design**

	Points Available	Points Awarded
Section IV. Program Design	20	14

Evaluation Team Comments:

The proposal targets the image of the industry without a clear plan to address the underlying barriers.

The strategy works to expand the opportunities in tourism, provide training for new and incumbent employees, and map career pathways, however, the strategy appears to be overly focused on marketing of the multi-faceted work force challenges within tourism.

**EVALUATION OF SECTION V
Equity**

	Points Available	Points Awarded
Section V. Equity	10	2

Evaluation Team Comments:

The primary strategy to bring workers with disabilities to the table is with the Chamber of Commerce, however, there is no plan for how they will bring workers of color to the industry.

There is no reference to a DEI strategy for the businesses or industry.

**EVALUATION OF SECTION VI
Proposed Outcomes**

	Points Available	Points Awarded
Section VI. Outcomes	15	11

Evaluation Team Comments:

The overall proposed outcomes appear aspirational given the outlined need, overall scope, and identified resources.

The proposal seeks to create at least 8 career maps by the end of 2022 and targeting wage increases by 10-15% over the duration of grant.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER: Maine Tourism Association

DATE: July 18, 2022

**EVALUATION OF SECTION VII
Sustainability**

	Points Available	Points Awarded
Section VII. Sustainability	5	3

Evaluation Team Comments:

The applicants identify their challenge with sustainability and connectivity to the workforce system, however, they do not outline a clear path to achieve that long term connectivity with the workforce system.

**EVALUATION OF SECTION VIII
Budget**

	Points Available	Points Awarded
Section VIII. Budget	20	18

Evaluation Team Comments:

The applicant's budget was very thoughtful and balanced.

**EVALUATION OF SECTION IX
Industry Partner Membership**

	Points Available	Points Awarded
Section IX. Industry Partnership Membership	10	9

Evaluation Team Comments:

The applicants were very thoughtful in the diversity of types of tourism industry partners, as well as leveraging MCCS resources.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022

Application

BIDDER: Northeastern University

DATE: July 21, 2022

SUMMARY PAGE

Department Name: Labor

Name of RFP Coordinator: Chris Quint and Isaac Gingras

Names of Evaluators: Chris Quint, Isaac Gingras, Sarah Griffen, Auta Main, Joy Gould, Megan Dichter

Pass/Fail Criteria	Pass	Fail
Section I. Preliminary Information (Eligibility)	Pass	
•		
•		
•		
Scoring Sections	Points Available	Points Awarded
Section II. Applicant Experience	10	6
Section III. Statement of Need	10	6
Section IV. Program Design	20	12
Section V. Equity	10	4
Section VI. Proposed Outcomes	15	8
Section VII. Sustainability	5	2
Section VIII. Budget	20	7
IX. Industry Partnership Membership	10	9
Total Points	100	54

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022

Application

BIDDER: Northeastern University

DATE: July 21, 2022

**OVERVIEW OF SECTION I
Eligibility**

Section I. Eligibility

Evaluation Team Comments:

Proposal meets base eligibility requirements.

**EVALUATION OF SECTION II
Applicant Experience**

	Points Available	Points Awarded
Section II. Applicant Experience	10	6

Evaluation Team Comments:

The Roux Institute was established in Maine in 2020.

The applicant has experience with grant management.

The applicant's experience in workforce development is not well defined.

**EVALUATION OF SECTION III
Statement of Need**

	Points Available	Points Awarded
Section III. Statement of Need	10	6

Evaluation Team Comments:

The applicant states that there is a strong need for healthcare workers to fill vacancies in the health care field, however, it is uncertain that strategy to address the need is the right strategy.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022

Application

BIDDER: Northeastern University

DATE: July 21, 2022

**EVALUATION OF SECTION IV
Program Design**

	Points Available	Points Awarded
Section IV. Program Design	20	12

Evaluation Team Comments:

The overall program design is unique and strong as it applies to the applicant's short-term strategy outlined in Part 4.1, while the long-term impact of utilizing gap year students as a workforce is unclear.

The review team feels that quarterly convening of partners is inadequate, and that additional work with partners to think about the long-term workforce should be undertaken.

The review team would like to see some needs-based guidelines for the distribution of the proposed housing stipends.

**EVALUATION OF SECTION V
Equity**

	Points Available	Points Awarded
Section V. Equity	10	4

Evaluation Team Comments:

The applicant's equity plan states they will focus their student recruitment from their student base, however, they didn't create a holistic DEI plan

**EVALUATION OF SECTION VI
Proposed Outcomes**

	Points Available	Points Awarded
Section VI. Outcomes	15	8

Evaluation Team Comments:

The review team feels the number of times the partners will convene is not adequate.

The number of proposed employer partners is good.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022

Application

BIDDER: Northeastern University

DATE: July 21, 2022

The outcomes for short term employment result in 0% retention in the chart because these are gap year students returning to school which questions the efficacy of the applicant's approach.

The recruitment events are inadequate in reaching the proposed recruitment goals.

**EVALUATION OF SECTION VII
Sustainability**

	Points Available	Points Awarded
Section VII. Sustainability	5	2

Evaluation Team Comments:

Given the nature of the structure of the applicant's program design, it is unclear that the outcomes will result in employers solving their in-demand occupation needs.

**EVALUATION OF SECTION VIII
Budget**

	Points Available	Points Awarded
Section VIII. Budget	20	7

Evaluation Team Comments:

The supportive services category seems top heavy, with most of the funds going to a housing stipend that is not needs based.

It appears the total cost per student of \$2,914 is incorrect. If you take the total funding request of \$699,963 divided by the proposed 40 students who would be placed into a healthcare job, the total cost per student is \$17,499. The review team is unclear how the applicant calculated their cost per student.

**EVALUATION OF SECTION IX
Industry Partner Membership**

	Points Available	Points Awarded
Section IX. Industry Partnership Membership	10	9

Evaluation Team Comments:

The role and engagement of some partners is unclear, however, the overall list of partners is strong.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022

Application

BIDDER: Maine Business Education Partnership

DATE: July 19, 2022

SUMMARY PAGE

Department Name: Labor

Name of RFP Coordinator: Chris Quint and Isaac Gingras

Names of Evaluators: Chris Quint, Isaac Gingras, Sarah Griffen, Auta Main, Joy Gould, Megan Dichter

Pass/Fail Criteria	Pass	Fail
Section I. Preliminary Information (Eligibility)	Pass	
•		
▪		
•		
Scoring Sections	Points Available	Points Awarded
Section II. Applicant Experience	10	9
Section III. Statement of Need	10	7
Section IV. Program Design	20	15
Section V. Equity	10	2
Section VI. Proposed Outcomes	15	10
Section VII. Sustainability	5	2
Section VIII. Budget	20	14
IX. Industry Partnership Membership	10	10
Total Points	100	69

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022

Application

BIDDER: Maine Business Education Partnership

DATE: July 19, 2022

**OVERVIEW OF SECTION I
Eligibility**

Section I. Eligibility

Evaluation Team Comments:

The proposal meets the minimum eligibility requirements

**EVALUATION OF SECTION II
Applicant Experience**

	Points Available	Points Awarded
Section II. Applicant Experience	10	9

Evaluation Team Comments:

The applicant has a very strong relationship to the retail industry in Maine, and they have experience with workforce development.

The applicant has launched a "Retail for ME" campaign.

**EVALUATION OF SECTION III
Statement of Need**

	Points Available	Points Awarded
Section III. Statement of Need	10	7

Evaluation Team Comments:

The applicants' statement of need does not offer a detailed explanation of the need within the Retail industry.

The applicant outlines a set of strategies that are focused on attracting more workers to the industry.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022

Application

BIDDER: Maine Business Education Partnership

DATE: July 19, 2022

**EVALUATION OF SECTION IV
Program Design**

	Points Available	Points Awarded
Section IV. Program Design	20	15

Evaluation Team Comments:

The applicant outlines a strong training proposal that moves workers up the career ladder within the retail industry, however, the training proposal lacked the details of other intermediary functions of an industry partner.

**EVALUATION OF SECTION V
Equity**

	Points Available	Points Awarded
Section V. Equity	10	2

Evaluation Team Comments:

The proposal lacked details that show the scope of DEI within the industry.

**EVALUATION OF SECTION VI
Proposed Outcomes**

	Points Available	Points Awarded
Section VI. Outcomes	15	10

Evaluation Team Comments:

The proposal did not include any projections of new hires within the Retail industry.

A number of the outcomes in the proposal are "TBD".

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022

Application

BIDDER: Maine Business Education Partnership

DATE: July 19, 2022

**VALUATION OF SECTION VII
Sustainability**

	Points Available	Points Awarded
Section VII. Sustainability	5	2

Evaluation Team Comments:

The applicant outlines a plan for fostering relationships for the training and funding sources, however, it is unclear how the industry will remain networked upon conclusion of the grant period.

**EVALUATION OF SECTION VIII
Budget**

	Points Available	Points Awarded
Section VIII. Budget	20	14

Evaluation Team Comments:

The applicants' budget is heavily reliant on one training program that might be able to be covered by other sources of funding.

**EVALUATION OF SECTION IX
Industry Partner Membership**

	Points Available	Points Awarded
Section IX. Industry Partnership Membership	10	10

Evaluation Team Comments:

Partners represent a good mix of those in the necessary, based on both size and type of retail establishment. Large amount of experience among those brought to the table.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022

Application

BIDDER: Maine Development Foundation

DATE: July 19, 2022

SUMMARY PAGE

Department Name: Labor

Name of RFP Coordinator: Chris Quint and Isaac Gingras

Names of Evaluators: Chris Quint, Isaac Gingras, Sarah Griffen, Auta Main, Joy Gould, Megan Dichter

Pass/Fail Criteria	Pass	Fail
Section I. Preliminary Information (Eligibility)	Pass	
•		
•		
•		
Scoring Sections	Points Available	Points Awarded
Section II. Applicant Experience	10	10
Section III. Statement of Need	10	10
Section IV. Program Design	20	18
Section V. Equity	10	5
Section VI. Proposed Outcomes	15	12
Section VII. Sustainability	5	2
Section VIII. Budget	20	10
IX. Industry Partnership Membership	10	9
Total Points	100	76

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022

Application

BIDDER: Maine Development Foundation

DATE: July 19, 2022

**OVERVIEW OF SECTION I
Eligibility**

Section I. Eligibility

Evaluation Team Comments:

This proposal meets minimum eligibility requirements.

**EVALUATION OF SECTION II
Applicant Experience**

	Points Available	Points Awarded
Section II. Applicant Experience	10	10

Evaluation Team Comments:

The applicant has a lot of experience in workforce development, with a focus on industry partnerships.

**EVALUATION OF SECTION III
Statement of Need**

	Points Available	Points Awarded
Section III. Statement of Need	10	10

Evaluation Team Comments:

The applicant clearly demonstrates the need within the forestry industry, and the need for mapping career pathways.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022

Application

BIDDER: Maine Development Foundation

DATE: July 19, 2022

**EVALUATION OF SECTION IV
Program Design**

	Points Available	Points Awarded
Section IV. Program Design	20	18

Evaluation Team Comments:

The applicants' program design was clear and easy to follow, with clear delineations between each year of the grant.

The applicant clearly laid out the role of each partner.

**EVALUATION OF SECTION V
Equity**

	Points Available	Points Awarded
Section V. Equity	10	5

Evaluation Team Comments:

The applicants' equity plan was not detailed and not prospective.

The review team notes that the applicants' budget includes significant funding for a DEI consultant.

**EVALUATION OF SECTION VI
Proposed Outcomes**

	Points Available	Points Awarded
Section VI. Outcomes	15	12

Evaluation Team Comments:

The applicants' proposed metrics were reasonable and seem achievable.

The review team notes that the proposed quarterly meeting schedule does not seem adequate to achieve the outcomes in the proposal.

It is unclear how many supervisors and managers of employers will participate in the DEI training and how the consultant will support pre- and post- training efforts on DEI.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022

Application

BIDDER: Maine Development Foundation

DATE: July 19, 2022

**EVALUATION OF SECTION VII
Sustainability**

	Points Available	Points Awarded
Section VII. Sustainability	5	2

Evaluation Team Comments:

The review team notes that the applicant plans to utilize MJRP funding, but they do not have a concrete plan to sustain the initiative after MJRP funding runs out, specifically related to ongoing training and education.

**EVALUATION OF SECTION VIII
Budget**

	Points Available	Points Awarded
Section VIII. Budget	20	10

Evaluation Team Comments:

The staffing plan is fragmented, and it is unclear what the roles and scope of work will be for MDF and the proposed Career Pathways Consultant.

It is unclear what the role of the equity partners will be.

**EVALUATION OF SECTION IX
Industry Partner Membership**

	Points Available	Points Awarded
Section IX. Industry Partnership Membership	10	9

Evaluation Team Comments:

It is unclear what the role of EMDC will be within this project.

The proposal includes a well-rounded list of partners.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER: Summit Achievement

DATE: July 18, 2022

SUMMARY PAGE

Department Name: Labor

Name of RFP Coordinator: Chris Quint and Isaac Gingras

Names of Evaluators: Chris Quint, Isaac Gingras, Sarah Griffen, Auta Main, Joy Gould, Megan Dichter

Pass/Fail Criteria	Pass	Fail
Section I. Preliminary Information (Eligibility)		Fail
• Does not meet criteria		
•		
•		
Scoring Sections	Points Available	Points Awarded
Section II. Applicant Experience	10	NA
Section III. Statement of Need	10	NA
Section IV. Program Design	20	NA
Section V. Equity	10	NA
Section VI. Proposed Outcomes	15	NA
Section VII. Sustainability	5	NA
Section VIII. Budget	20	NA
IX. Industry Partnership Membership	10	NA
Total Points	100	NA

The proposal does not meet the eligibility requirement for businesses included. The partners included were double counted which is not the intent. This is not an industry partnership.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: (Educational Data Systems Inc)

DATE: (7/15/2022)

EVALUATOR NAME: (Megan Dichter

EVALUATOR DEPARTMENT: (Maine Department of Education)

Instructions: *The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is required that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.*

Individual Evaluator Comments:

I. Eligibility

1. *Businesses involved*
 - 4
2. *Geographic scope*
 - *Statewide*
3. *Industry Served*
 - *Healthcare and Social Assistances*
4. *Communities of Focus*
 - *Un/underemployed*
 - *OSY 16-24*
 - *Adults 55 +*
 - *People w/o a degree*
 - *People of color*
 - *Veterans*
5. *Target Result*
 - *Increase Labor Pool*
 - *Increase credentials of value*
 - *Increase average wages*
6. *Total number of partners*
 - 8

II. Applicant Experience

•

III. Statement of Need

1. *Description of challenge*
 - *Strong need for direct care and support staff in Maine- need more details*
 -
2. *How project addresses need*
 - *Mentions partnering with DHHS- LoS?*

IV. Program Design

1. *Strategies to accomplish goals of project*
 - *3 local partnership coordinators – LoS from only 1 LWB- do others support?*
2. *Detailed Initiative*
 - *Phased initiative- Phase 1 ramp up, Phase 2 Education etc.*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: (Educational Data Systems Inc)

DATE: (7/15/2022)

EVALUATOR NAME: (Megan Dichter

EVALUATOR DEPARTMENT: (Maine Department of Education)

- *State and Local strategies*
- 3. *How does grant expand capacity*
 - *Phase 2- connect employers to funding opportunities*
- V. *Equity*
 - 1. *Vision*
 -
 - 2. *Overall DEI Plan*
 -
- VI. *Proposed Outcomes*
 - 1. *Metrics*
 -
 - 2. *Long-term system changes*
 -
- VII. *Sustainability*
 - 1. *Long-term relationships with workforce system*
 -
 - 2. *Sustainability for workers*
 -
 - 3. *Sustainability past grant period*
 -
 - 4. *Risks*
 -
- VIII. *Budget*
 - *Majority is salary*
- IX. *Industry Partner Membership*
 -

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Educational Data Systems Inc.

DATE: July 8, 2022

EVALUATOR NAME: Isaac Gingras

EVALUATOR DEPARTMENT: Labor

Instructions: *The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is required that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.*

Individual Evaluator Comments:

I. Eligibility

1. Businesses involved

- Four businesses are included in the partnership, which was the minimum required.

2. Geographic scope

- Statewide but the scope is broken into three regions.

3. Industry Served

- Healthcare

4. Communities of Focus

- Unemployed, out-of-school youth, adults 55 or older, people w/o college degree, POC, people with disabilities, and veterans.

5. Target Result

- Increase labor pool, increase credentials of value, and increase avg. wages.

6. Total number of partners

- 8

II. Applicant Experience

- Lead applicant is a workforce development and consulting company that has focused on helping companies focus on training and retainment.
- Partners with LWIBs and has staff in nine states.
- Has vast experience as management partner for implementation of industry partnerships in other states such as the Capital Workforce Partners in North central Connecticut.
- Current experience includes industry partnerships in healthcare sector.
- Experience has shown that regionalized IPs have the most affect.
- Has seen that IPs are key to building trust among partners.

III. Statement of Need

1. Description of challenge

- The applicant is looking to address all three of the grant goals: creasing labor pool, increasing credentials of value, and increasing avg. wages.

2. How project addresses need

- Enhancing current employers to increase skill of current workforce.
- Connecting training providers to employers looking to fill gap, which will lead to increase in wages.
- Offer individuals the chance to explore and understand career pathways.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER NAME: Educational Data Systems Inc.

DATE: July 8, 2022

EVALUATOR NAME: Isaac Gingras

EVALUATOR DEPARTMENT: Labor

- Also plans to bring together workforce system as a whole. This would include LWIBs, Adult Ed., Community Colleges, and employers.
- Focus is being placed on the Health Professional Shortage Area sectors and locations.
- Focus on multicultural and multigenerational workforce.
-

IV. *Program Design*

1. *Strategies to accomplish goals of project*
 - Hiring three regional project coordinators (one based in each LWIB).
2. *Detailed Initiative*
 - Two phases
 1. Phase 1: ramp up/pathway mapping (15 pathways in healthcare sector)
 2. Outreach, education, and sustainability
 - Career pathway mapping and technical work will take place throughout the remainder of 2022 through March 2023.
 - Four areas of focus within healthcare sector: Retail healthcare, primary care, behavioral health, and dentistry.
 1. Appreciate they are looking at different areas of recruitment/retention in several subsectors of healthcare industry.
3. *How does grant expand capacity*
 - Adds Partnership Coordinators to the workforce system that will help to manage the work taking place and assist the development of partnerships on a regional basis.
 - Work to address other programs and resources that may be leveraged moving forward.

V. *Equity*

1. *Vision*
 - Work with partners in the state who are connected to immigrant communities in order to help integrate them into the workforce system.
 - Bridge the gaps that exist and help those sidelined get the skills/training necessary to join the healthcare field.
2. *Overall DEI Plan*
 - Lead applicant is diverse in their hiring and works with partners to share their experience through workshops and trainings.
 - Cultivate relationships with CBOs and education providers that will adequately serve 9 WIOA populations.
 - EDSI will be a strong presence in the community, attending local events and working with local Chambers of Commerce and industry associations.
 - Positive that lead applicant has extensive DEI experience.
 - Question: How much have they worked in Maine, since it is not one of the states they are based in.
 1. They may need to lean heavily on experience of program partners.

VI. *Proposed Outcomes*

1. *Metrics*
 - Partnership Coordinators will collect necessary data on weekly basis.
 1. Includes documenting engagement with partners and outreach efforts
2. *Long-term system changes*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Educational Data Systems Inc.

DATE: July 8, 2022

EVALUATOR NAME: Isaac Gingras

EVALUATOR DEPARTMENT: Labor

- Creating a new understanding of workforce system challenges and future of the healthcare workforce.
- Interesting that there is the possibility of more employer engagement with workforce system.

VII. Sustainability

1. Long-term relationships with workforce system

- Creation of consistent partner meetings should lead to increased employer participation with workforce system partners.
- Good to offer employers opportunities to upskill themselves and their workers.
- Create engaged workforce that understands resources available.

2. Sustainability for workers

- Three-fold plan to benefit workers:
 1. Facilitate partnerships between training providers and employers;
 2. Identify career pathways in healthcare for future workers; and
 3. Opportunities for DEI training, which will help create a more socially conscious workforce.

3. Sustainability past grant period

- Hope to work with the LWIBs moving forward to try and sustain the project past its expiration.
 1. Wondering what the capacity is of the LWIBs to continue this work?
 2. Concern that not all are already included.

4. Risks

- There might be hesitancy to participate in the healthcare workforce.
- There is a disconnect between what job responsibilities are and what the potential workforce perceives them to be.

VIII. Budget

- Asking for full \$700,000 within their proposal. Majority of funding will go towards personnel costs for the three Project Coordinator positions.

IX. Industry Partner Membership

- Businesses offer a variety of experience in the healthcare sector as well as a regional diversity.
- Some partners are based out-of-state. Bring experience and expertise in industry partnerships.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Educational Data Systems

DATE: 7/15/22

EVALUATOR NAME: Joy Gould

EVALUATOR DEPARTMENT: DHHS

Instructions: The purpose of this form is to record proposal review notes written by **individual** evaluators for this Request for Proposals (RFP) process. It is **required** that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.

Individual Evaluator Comments: Educational Data Systems: Healthcare Sector

I. Eligibility

1. *Businesses involved*
 - 3 small, 1 medium,
2. *Geographic scope*
 - statewide
3. *Industry Served*
 - Health
4. *Communities of Focus*
 - Women, BIPOC, Unemployed, Out of school youth, people without college, PWD, VA
5. *Target Result*
 - Increase the labor pool, increase credentials of value, increase average wages

II. Applicant Experience

- Lead applicant is EDSI workforce development consulting company founded in 1979. Experience with WIOA. (for profit) Experience in CT. Experience with career paths

III. Statement of Need

1. *Description of challenge*
 - Establish partnerships in Maine, focus on HPSA shortage areas to embrace a multicultural and multigenerational workforce
2. *How project addresses need*
 - Partnership Coordinators

IV. Program Design

1. *Strategies to accomplish goals of project*
2. *Detailed Initiative*
 -
3. *How does grant expand capacity*
 -

V. Equity

1. *Vision*
2. *Overall DEI Plan*

VI. Proposed Outcomes

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER NAME: Educational Data Systems

DATE: 7/15/22

EVALUATOR NAME: Joy Gould

EVALUATOR DEPARTMENT: DHHS

1. *Metrics*
 - Regional partnership groups consisting of 40 employers and 25 other partners
 - 15 career pathway maps
 - 40 new employees (short term 1-2 years)
 2. *Long-term system changes*
 - Pilot program, unclear on long term effect
- VII. *Sustainability*
1. *Long-term relationships with workforce system*
 -
 2. *Sustainability for workers*
 3. *Sustainability past grant period*
 - Rely on local workforce boards. If that is the case, why not fund the LWBs directly?
 4. *Risks*
 - No major health system partners currently engaged. Out of state vendor with no local connection to Maine.
- VIII. *Budget* (high personnel costs, nothing for office space or other expenses) Proposes high numbers for impacted workers, but no support services? What is the added value here?
 - \$700,000
 - \$97,500 contractual (Capital Workforce Partners)
 - Personnel 494,583
 - \$89,787.49
- IX. *Industry Partner Membership*
- Healthy Communities of the Capital Area, Fundamental Footcare, Thrive at home, 1 adult ed partner, Northeastern WDB. Why no anchor healthcare partners? (Covenant, CMMC, smaller independent hospitals?)

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: EDSI

DATE: 7/15/22

EVALUATOR NAME: Sarah Griffen

EVALUATOR DEPARTMENT: Department of Labor Consultant

Instructions: The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is required that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.

Individual Evaluator Comments:

EDSI

I. Eligibility

1. Businesses involved

- Only three businesses and one intermediary; unclear if this meets eligibility; needs discussion.

2. Geographic scope

- statewide

3. Industry Served

- Health care

4. Communities of Focus

- Unemployed/underemployed, out of school youth

5. Target Result

- All three targets noted

6. Total number of partners

- 4, with some letters of support

II. Applicant Experience

- in Connecticut with WIOA (contracted partner) and in developing career pathways

- No experience in Maine

III. Statement of Need

1. Description of challenge

- No data provided
- No statement of need besides referring to 10 year DECD plan

2. How project addresses need

- Three pronged approach – but since there is no statement of need, not clear how the approach meets the need

IV. Program Design

1. Strategies to accomplish goals of project

- Partnership coordinators

2. Detailed Initiative

- Partnership coordinators are in all three regions but only one sign-on from a career center, also duplicates some of ARPA navigator positions. They have a HUGE set of responsibilities, without much supervision.
- 15 career pathway maps outlined

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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Application

BIDDER NAME: EDSI

DATE: 7/15/22

EVALUATOR NAME: Sarah Griffen

EVALUATOR DEPARTMENT: Department of Labor Consultant

- *Regional partnerships described but are prospective; with only three small employers signed on it is difficult to see how they will break into the healthcare field.*
- *Work is aspirational and ambitious but likely hard to achieve as an outside organization with no Maine experience.*
- *PCs appear to be really out there working with little to no support and guidance from the CT experience, and very little management time.*
- 3. *How does grant expand capacity*
 - *Unclear if it does – some replication of existing Maine initiatives, and it is so aspirational it is hard to know if it would happen, especially with only one WIB on board and no major employers.*
- V. *Equity*
 - 1. *Vision*
 - *Work with partners with experience in closing gaps for immigrants and others, but not sure who those partners are.*
 - 2. *Overall DEI Plan*
 - *DEI workshops will be offered*
 - *Will cultivate relationships; again, may be difficult coming from outside of Maine into a complex landscape and the work is aspirational.*
- VI. *Proposed Outcomes*
 - 1. *Metrics*
 - *Regional meetings sufficient*
 - *Not clear how they will engage this many employers and strategic partners*
 - *Given partners at the table, not clear how 8000 will be impacted and what impacted means.*
 - *Not clear how they will get to some of the numbers without partners already at the table.*
 - 2. *Long-term system changes*
 - *Not clear – suggest industry partners (who are these?) will make changes, but not detailed.*
- VII. *Sustainability*
 - 1. *Long-term relationships with workforce system*
 - *Seems to be developing a set of partnerships somewhat outside the workforce system.*
 - 2. *Sustainability for workers*
 - *Not clear*
 - 3. *Sustainability past grant period*
 - *Will look for continued partnerships and operations taken over by sustaining members – but not sure who these are.*
 - 4. *Risks*
 - *People not interested in health care*
 - *Suggest also it will be difficult to get buy-in as a new entity entering Maine, given all that is already underway. Lots rests on the success of the navigators, and they would need to be highly skilled, resourceful, and productive people to achieve the goals set out here.*
- VIII. *Budget*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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BIDDER NAME: EDSI

DATE: 7/15/22

EVALUATOR NAME: Sarah Griffen

EVALUATOR DEPARTMENT: Department of Labor Consultant

- *Staffing does not appear to support the scope of the work/strategies proposed, especially in lack of supervision/bringing CT expertise to Maine – there is very little supervision proposed. 2 hours/week for three staff in project management, and almost not time from the CT program director to transfer lessons and support the work in Maine.*
- *Unclear what Capital Workforce Partners in CT's role would be, and they are 20% of the proposed costs.*

IX. *Industry Partner Membership*

- *They only have one workforce partner at the table but have proposed a statewide project.*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Educational Data Systems Inc

DATE: 7/11/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

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Individual Evaluator Comments:

I. Eligibility

1. Businesses involved

- 3 Small, 1 Medium
- Number of Employees in Partnership 325

2. Geographic scope

- Statewide
- All 16 counties broken out by 3 Regions
- Region 1 – Central Maine Augusta/Lewiston Region
- Region 2 – Southern Maine York/Cumberland and coast
- Region 3 – Northern Maine Bangor to Aroostook

3. Industry Served

- Healthcare and Social Assistance

4. Communities of Focus

- Unemployed and underemployed, out of school youth, adults 55+, people without a college degree, people of color, people with disabilities, veterans

5. Target Result

- Increase Labor Pool
- Increase Credentials of Value
- Increase Average Wages

6. Total number of partners

- 8 (listed at bottom in IP member list)

II. Applicant Experience

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER NAME: Educational Data Systems Inc

DATE: 7/11/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

- *EDSI is a workforce development company, founded in 1979, that helps great companies and organizations train and retain great people. With a staff of 900+ professionals in 9 states they work with local workforce boards as a WIOA and TANF service provider. EDSI is a primary participant management entity in several programs and initiatives implemented on behalf of industry partnerships. They have a long standing history and expertise in developing IP in partnership with others. They have many years of experience developing projects, and delivering results along with reporting outcomes.*

III. *Statement of Need*

1. *Description of challenge*

- *EDSI believes strongly in Governor Mill's Maine Jobs & Recovery Plan goal of focusing on a data driven plan to effectively bring Maine's workforce into a changed post-pandemic economy. Their aim is to help to alleviate the severe healthcare staffing shortage that our state is experiencing. With our expertise in developing healthcare employer relationships, and our experience as a multistate workforce contractor, we believe we can meet this challenge head-on to increase capacity and staffing in Maine's healthcare industry.*

2. *How project addresses need*

- *Their goal is to establish a team dedicated to creating partnerships at the regional and state level that can come together to identify the following: 1. Enhance skill level of incumbent employees 2. Offer prospective jobseekers an opportunity to understand opportunities in healthcare 3. Bring together the workforce system – adult eds, community colleges, employers and workforce boards to move the needle on building a strong and diverse healthcare workforce.*

IV. *Program Design*

1. *Strategies to accomplish goals of project*

- *EDSI will work with the 3 local workforce boards in Maine, hiring 3 local partnership coordinators (PC). Each PC will be expected to become a subject matter expert on the regional healthcare systems, training providers and workforce population of their assigned area, and will come together as a team to initiate statewide projects.*

2. *Detailed Initiative*

- *Phase 1 will be the ramp up/pathway phase and Phase 2 will be the education, outreach, and sustainability phase. By the end of Phase 1, we will have completed 15 pathway maps outlining the various career pathways in the healthcare sector. The pathways will be completed in 2022 per grant requirement with additional discussion and distribution to the partners in early 2023. Pathway sectors will include: Retail healthcare, primary care, behavioral health, dentistry, regional partnership groups, statewide groups PCs will be responsible for developing relationships and ID partners at the regional and state levels, while facilitating meetings to develop career pathways, training topics and documenting metrics and later establishing DEI initiatives and presentations.*

3. *How does the grant expand capacity?*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Educational Data Systems Inc

DATE: 7/11/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

- Our intention is to use the partnership meetings in Phase 2 as an opportunity to introduce the Maine healthcare workforce to the funded training programs that are available to them. In order to ensure connections with multiple partners, we will host both in person and virtual partnership meetings. This will allow a greater opportunity for connection and sharing of resources. Additionally, we will host Meet and Greets for Employers and Training partners to connect their resources and identify future partnerships. Each meeting, we will provide an opportunity for an employer and training partner to share updates, information, and hiring/enrollment needs. This will further foster collaboration and long-term sustainability.

V. *Equity*

1. *Vision*

- The success of the healthcare sector in Maine in overcoming the workforce challenges it faces relies heavily upon the ability of employers in the state to embrace a multicultural and multigenerational workforce that values diversity in delivering an excellent care to the community. Our plan is to use Maine's own natural resource, its people, and the diversity that they bring to the workforce to improve workforce outcomes in healthcare. By working with partners who have experience in closing skills gaps for new Americans, reaching out to refugee and immigration populations, and identifying underserved populations who are invested in the workforce, we can meet the sector's workforce needs.

2. *Overall DEI Plan*

- Now more than ever, Diversity, Equity, and Inclusion (DEI) and cultural sensitivity training is essential in establishing effective community relationships. EDSI addresses numerous topics through our DEI webinars and in-person training for both our own professionals and for our program participants. We have created and led workshops on unconscious bias, diversity and inclusion, and cultural competency for use in academic and professional settings. EDSI provides our DEI workshops to raise awareness of many different types of diversity—gender, cultural, generational, ethnic, and racial, and sexual orientation—that are part of all environments. *We intend to share this expertise with IP partners and staff throughout the grant period. They are a woman owned majority and a persons of color owned majority.*

VI. *Proposed Outcomes*

1. *Metrics (not all but highlights)*

- *Partner Meetings throughout grant period – Regional 81; Statewide 23*
- *# Employer partners – Regional 60; Statewide 20*
- *# Strategic partners – Regional 25; Statewide 10*
- *# Career pathway maps – 15*
- *# of workers impacted – 27*
- *# of new individuals and workers trained w new credential – 60+375*
- *# of staff trained on DEI activities – 150*
- *# of trainees receiving support services -160*
- *# of workers from priority communities hired – 60*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER NAME: Educational Data Systems Inc

DATE: 7/11/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

- # of ESL classes - 10
- # workers in priority communities reached with recruitment activities – 700
- Wage increases – 4% over 2.5 year period

2. *Long-term system changes*

- We believe that all industry partners participating in this initiative will establish a new outlook on the future of the healthcare workforce. We believe that there will also be measurable increases in the number of employers interacting regularly in the workforce system, as a result of demonstrated increases in credentialed workers, and we're excited to see the changes that will come about through developing diverse partner relationships.

VII. *Sustainability*

1. *Long-term relationships with workforce system*

- By providing a consistent opportunity for partners to come together to better understand the availability of workforce solutions in the state, we believe we will produce long-lasting employerworkforce system relationships. In Phase 2, as we work to expand upon the employer needs identified in Phase 1, we will work to bring workforce solutions to the employer partners with extensive educational opportunities to meet with providers, better understand the system and offerings, and open new lines of communication between employer and system.

2. *Sustainability for workers*

- By facilitating partnerships between training providers and employers, workers will be able to improve their skills and become more capable and obtain credentials that will improve their overall career. • By identifying pathways in the healthcare industry, future workforce participants will be able to better identify the type of career options available, • In Phase 2, as we begin to offer education and training programs to the partners on Diversity, Equity, and Inclusion (DEI) to their workforce teams, we will help create a stronger and more socially conscious workforce, which will sustain long after the project is completed.

3. *Sustainability past grant period*

- As project operations begin to wind down, we will seek out partners who are willing to continue the healthcare partnerships at the regional and statewide level. We believe that the best resource for this is the regional Workforce Boards, and a collaboration of WDBs and partners will help to continue these partnership meetings after the grant period.

4. *Risks*

- There are several issues that may arise, including a workforce that is hesitant to participate in the healthcare field in a post-pandemic economy. As we discussed with partners, there is a disconnect noted by employers between what job responsibilities are and what the workforce believes that the job responsibilities are.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Educational Data Systems Inc

DATE: 7/11/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

VIII. *Budget*

- *Total Budget - \$700,000*
- *Personnel Costs - \$494,583*
- *Consultants / Contracts - \$97,500*
- *Training Costs – \$0 (question – assume using workforce system \$\$)*
- *Support Services for Trainees - \$0 (question – assume using workforce system \$\$)*
- *Travel - \$18,129*
- *Administration - \$89,787*
- *Cost per Worker - \$17.87*

IX. *Industry Partner Membership*

- *Project Lead*
 - o *Educational Data Systems, Inc.*
- *Business Association*
 - o *National Association of Therapeutic Schools and Programs (NATSAP)*
 - o *Maine Outdoor Brands*
- *Business Partners*
 - o *Healthy Communities of the Capital Area*
 - o *Fundamental Foot Care*
 - o *Compass 32*
 - o *Thrive at Home*
- *Training and Education Partners*
 - o *Houlton Hodgdon Adult and Community Education*
 - o *Technology for Tomorrow*
- *Community Based Organizations*
 - o *Associates for Training and Development A4TD*
- *Workforce Development*
 - o *Northeastern Workforce Development Board*
- *Other*
 - o *Capital Workforce Partners*

Letters of Support from: Healthy Communities of the Capital Area, Compass 32, Fundamental Footcare, Thrive at Home, Houlton/Hodgdon Adult and Community Education, Technology for Tomorrow, A4TD, Northeastern Workforce Development Board

Additional Evaluator Comments

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Educational Data Systems inc

DATE: 7/11/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

Meets minimum qualifications. Clear proposal but is this more of the same? Do we want to fund an out of state entity to grow an IP for Maine's healthcare? Is there experience with IP enough to warrant strong consideration?

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER NAME: Educational Data Systems Inc.

DATE: July 14, 2022

EVALUATOR NAME: Christopher Quint

EVALUATOR DEPARTMENT: MDOL

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Individual Evaluator Comments:

I. Eligibility

1. Businesses involved
 - Applicant has required number of businesses included
2. Geographic scope
 - Statewide & 3 local workforce areas
3. Industry Served
 - Healthcare and Social Assistance
4. Communities of Focus
 - Unemployed or underemployed adults; Out of school youth; People without a college degree; People of color; People with disabilities; Veterans
5. Target Result
 - Increase the labor pool; increase credentials of value; Increase average wages
6. Total number of partners
 - 8 total partners

II. Applicant Experience

- The has experience in workforce development

III. Statement of Need

1. Description of challenge
 - The applicant outlined the challenge they are seeking to address
2. How project addresses need
 - Outlined in proposal

IV. Program Design

1. Strategies to accomplish goals of project
 - The applicant outlined their strategies in their proposal
2. Detailed Initiative
 - The applicant outlines detailed strategies focused
3. How does grant expand capacity
 - It is included in the proposal

V. Equity

1. Vision
 - The applicant's vision is included in their proposal
2. Overall DEI Plan
 - Included in the proposal

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Educational Data Systems Inc.

DATE: July 14, 2022

EVALUATOR NAME: Christopher Quint

EVALUATOR DEPARTMENT: MDOL

VI. Proposed Outcomes

1. Metrics

- *Included in the proposal*

2. Long-term system changes

- *Outlined in the proposal*

VII. Sustainability

1. Long-term relationships with workforce system

- *Outlined in the proposal*

2. Sustainability for workers

- *Outlined in the proposal*

3. Sustainability past grant period

- *Outlined in the proposal*

4. Risks

- *Outlined in the proposal*

VIII. Budget

- *The applicant's budget is well balanced and clearly laid out.*

IX. Industry Partner Membership

- *Outlined in the proposal*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER NAME: (Harry E Davis Partnership for Children's Oral Health)

DATE: 7/14/2022

EVALUATOR NAME: Megan Dichter

EVALUATOR DEPARTMENT: (Maine Department of Education)

Instructions: The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is **required** that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.

Individual Evaluator Comments:

I. *Eligibility*

1. *Businesses involved*
 - 6
2. *Geographic scope*
 - Statewide
3. *Industry Served*
 - Healthcare and Social Assistance
4. *Communities of Focus*
 - Unemployed or underemployed adults, in school youth and OSY ages 16-24, people of color
5. *Target Result*
 - Increase labor pool and increase credentials of value
6. *Total number of partners*
 - 4- no educational partners – mentioned in the description but not officially partners – no LoS from CTE or Adult Ed

II. *Applicant Experience*

- A lot of industry experience, not as much workforce development experience

III. *Statement of Need*

1. *Description of challenge*
 - Shortage of dental workers coupled with expansion of MaineCare Dental benefit
2. *How project addresses need*
 - Creates a new role- oral health navigator- increases pool of people on the pathway to DA and DH- recruits from underserved populations-
 - Intentional strategy to build oral health workforce
 - Intention to work with UMS to build a micro-credential-
 - Includes a work experience
 - Expect higher wages when micro-credential is earned- anything in employer LoS?

IV. *Program Design*

1. *Strategies to accomplish goals of project*
 - Replicate Maine CDC School Oral Health Program
 - Hybrid training for Community Health Workers to allow them to become Oral Health Navigators and to provide in school services- MCD's E-Learning team is

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER NAME: (Harry E Davis Partnership for Children's Oral Health)

DATE: 7/14/2022

EVALUATOR NAME: Megan Dichter

EVALUATOR DEPARTMENT: (Maine Department of Education)

- *developing an 8-hour online training (including 1.5 hours real-time instruction- where does real time instruction take place- and 6.5 hours self-paced)*
- *Expand into all 550 k-12 schools in the state*
- *Train 250 individuals*

2. *Detailed Initiative*

- *Partner with adult education/CTE and DOL to recruit- LoS?*
- *Community centered recruitment strategies to access priority populations*
- *Draw from Best practices- examples provided*
- *Work with UMS around micro-credentialing - LoS*
- *Career pathway maps to promote stackable credentials*

3. *How does grant expand capacity*

- *Community oriented partnerships and leveraging of other ARPA initiatives*

V. *Equity*

1. *Vision*

- *By providing dental care in schools many barriers are removed*
- *Good Maine data provided*
- *Comprehensive and inclusive recruitment*

2. *Overall DEI Plan*

- *All partners will agree to commit to equity goals – how will they agree?*
- *Plan for collecting feedback (exit tickets/surveys)*
- *Cultural training for employers*
- *Wrap around supports from community-based partners*

VI. *Proposed Outcomes*

1. *Metrics*

- *Only 3 career maps?*
-

2. *Long-term system changes*

- *Grow dental workforce*
- *Get providers and patients ready for MaineCare benefits*

VII. *Sustainability*

1. *Long-term relationships with workforce system*

- *Increase dental providers knowledge of how workforce system can assist them*
-

2. *Sustainability for workers*

- *Create more pathways to these high growth occupations*

3. *Sustainability past grant period*

- *Oral Health Navigator is a reimbursable service under Maine Care?*
-

4. *Risks*

- *Recruitment*
- *Connecting to career ladders*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: (Harry E Davis Partnership for Children's Oral Health)

DATE: 7/14/2022

EVALUATOR NAME: Megan Dichter

EVALUATOR DEPARTMENT: (Maine Department of Education)

- VIII. Budget
 - *Cultural awareness*
 - *Professional incentives (\$550/per) – like an earn while you learn – but will need to be used to cover fees- how much are fees?*
- IX. *Industry Partner Membership*
 - *2022: MCD/E-Learning, MAIN, CCCS, MOHCA, Maine CDC- How is CDC involved in 2022?*

For example, we are a key partner in Maine's Virtual Dental Home initiative, which provides another opportunity for demonstrating the value of the proposed OH Navigator micro-credential and synergy with other employers for whom the Oral Health Navigator role could add value.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Children's Oral Health Network of Maine

DATE: July 15 2022

EVALUATOR NAME: Isaac Gingras

EVALUATOR DEPARTMENT: Labor

Instructions: The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is **required** that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.

Individual Evaluator Comments:

I. Eligibility

1. *Businesses involved*
 - Six (4 small, 1 medium, 1 small)
2. *Geographic scope*
 - Statewide
3. *Industry Served*
 - Healthcare
4. *Communities of Focus*
 - Unemployed/underemployed, in-/out-of-school youth 16-24, and POC
5. *Target Result*
 - Increase Labor Pool, Increase credentials of value
6. *Total number of partners*
 - 10

II. Applicant Experience

- Organization was founded in 2018 with the goal of transforming Maine into a state where children can grow up free from preventable dental disease.
- Non-profit organization.
- Has experience administering similar grant funding.
- Has brought together groups of partners and has experience acting as a convener, which is good given the scope of this grant.

III. Statement of Need

1. *Description of challenge*
 - There is a significant lack of professionals in the oral health career pathways.
 - It is critical to find a way to have people enter these jobs statewide and the grant project will expand on current work that COHN is trying to administer.
2. *How project addresses need*
 - The project seeks to scale up a current project of implementing Oral Health Navigators. They see a three-fold impact:
 1. Providing new group of workers in oral health workforce
 2. Increasing the labor pool in the field
 3. Recruiting more individuals from priority populations
 - Important to lay out clear pathways in this industry and make sure there are credentials of value for interested workers.

IV. Program Design

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Children's Oral Health Network of Maine

DATE: July 15 2022

EVALUATOR NAME: Isaac Gingras

EVALUATOR DEPARTMENT: Labor

1. *Strategies to accomplish goals of project*
 - Looking to replicate and scale an innovative training being developed by the Maine CDC.
 - Producing a hybrid/online training.
2. *Detailed Initiative*
 - Need to be able to train up to 100-150 navigators.
 - Comprehensive recruitment activities through partnerships with the workforce development system.
 - Training and education initiatives to help ensure workers are receiving the proper training and credentials for this field.
 - Focus on employer education and retention support activities.
3. *How does grant expand capacity*
 - There is not an overwhelming effort going towards fixing this issue and it is necessary to increase workforce in oral health field.
 - The grant would allow current efforts to be scaled up.

V. *Equity*

1. *Vision*

- It is critical to COHN's mission that all children and families have access to good oral healthcare.
- It is important for the workforce to be reflective of those being served by the programs.
- Increase the number of people in the priority populations in this field.

2. *Overall DEI Plan*

- Every employer that joins the partnership will be required to commit to overall equity plans.
- Work to ensure training and support services are culturally competent and inclusive.
- Identify wrap-around services necessary to have workers be successful.

VI. *Proposed Outcomes*

1. *Metrics*

- Meets standards for metrics.

2. *Long-term system changes*

- Would like to see large-scale growth in dental careers.
- Increase labor pool and workforce, especially those that serve People using MaineCare.
- Support providers.
- Financially stable field.

VII. *Sustainability*

1. *Long-term relationships with workforce system*

- Look to create relationships and partnerships with the traditional workforce system.

2. *Sustainability for workers*

- Once the program is proven to be successful, there may be more interest in the career pathways.
- Allow workers access to trainings where they can stack credentials and move up through their career

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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DATE: July 15 2022

EVALUATOR NAME: Isaac Gingras

EVALUATOR DEPARTMENT: Labor

3. *Sustainability past grant period*

- The work is being embedded into the industry systems to make sure there is a long-term impact.

4. *Risks*

- Ambitious plan and one of the major risks is actually recruiting people for the navigator positions.
- Competition in the job market can make it difficult to get workers.

VIII. *Budget*

- Requesting \$545,600

IX. *Industry Partner Membership*

- Ten members that seem to be a good group with experience in the field.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Children's Oral Health Network of Maine

DATE: 7/15/22

EVALUATOR NAME: Joy Gould

EVALUATOR DEPARTMENT: DHHS

Instructions: The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is required that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.

Individual Evaluator Comments:

I. Eligibility

1. Businesses involved

- 11

2. Geographic scope

- statewide

3. Industry Served

- Oral Health

4. Communities of Focus

- Unemployed or Underemployed Adults, particularly those impacted by the COVID-19 pandemic In-school youth ages 16-24 Out-of-school youth ages 16-24, BIPOC

5. Target Result

-

6. Total number of partners

- 11

II. Applicant Experience

- Children's Oral Health Network of Maine (COHN)*, which was founded in 2018 as the Harry E. Davis Partnership for Children's Oral Health by a small group of funders, public health partners, community organizations, healthcare and dental providers, and dental educators

III. Statement of Need

1. Description of challenge

- Significant shortage of dental practitioners. New MaineCare rates will provide increased coverage. There is a need for dental assistants and dental hygienists.

2. How project addresses need

- Proposes to create a new entry point into the dental field: "Oral Health Navigator". This position does NOT currently exist, proposal is focused on creating a new job category that leads into other roles

IV. Program Design

1. Strategies to accomplish goals of project

- Layering training on Community Health Workers, partnership with UMaine System microcredentials

2. Detailed Initiative

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER NAME: Children's Oral Health Network of Maine

DATE: 7/15/22

EVALUATOR NAME: Joy Gould

EVALUATOR DEPARTMENT: DHHS

- *This proposal does not address the need for dental assistants, hygienists or radiographers.*
- 3. *How does grant expand capacity*
 - *Proposes to add an additional type of worker to the dental healthcare workforce*
- V. *Equity*
 1. *Vision*
 - *Strong partnership with MAIN*
 2. *Overall DEI Plan*
 -
- VI. *Proposed Outcomes*
 1. *Metrics*
 - *3 maps, 273 workers impacted*
 2. *Long-term system changes*
 - *Possible long term impact on dental providers, only if the Oral Health Navigator role is implemented*
- VII. *Sustainability*
 1. *Long-term relationships with workforce system*
 -
 2. *Sustainability for workers*
 -
 3. *Sustainability past grant period*
 -
 4. *Risks*
 -
- VIII. *Budget*
 - *\$545,600. Significant portion of budget is for "consultant/project management fees"*
- IX. *Industry Partner Membership*
 - *Includes non-profit dental providers*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Oral Health Industry

DATE: 7/15/22

EVALUATOR NAME: Sarah Griffen

EVALUATOR DEPARTMENT: Department of Labor consultant

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Individual Evaluator Comments:

- I. *Eligibility*
 1. *Businesses involved*
 - *Meets eligibility*
 2. *Geographic scope*
 - *statewide*
 3. *Industry Served*
 - *Dental health*
 4. *Communities of Focus*
 - *Unemployed, youth, people of color*
 5. *Target Result*
 - *New position as navigator established and 88 employed*
 6. *Total number of partners*
 -
- II. *Applicant Experience*
 - *Good experience in the industry*
 - *Not as much workforce experience*
- III. *Statement of Need*
 1. *Description of challenge*
 - *Clearly states the challenge of vacancies in dental health at all levels of the sub-sector.*
 2. *How project addresses need*
 - *Not clear this new position will help fill existing vacancies*
 - *May help in recruiting new people to the profession through career exposure*
 - *Unclear what the position actually does, and how the credential will work (who approves it and how long would that take – just UME?)*
- IV. *Program Design*
 1. *Strategies to accomplish goals of project*
 - *Development of new position that will help with some community-based dental outreach/screening*
 - *Development of new position and training program.*
 - *Starting wage of \$20 – how does this line up within industry and other comparable jobs? Skill set being trained for is a bit unclear*
 -
 2. *How does grant expand capacity*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Children's Oral Health Network of Maine

DATE: 7/10/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

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Individual Evaluator Comments:

I. *Eligibility*

1. *Businesses involved*

- 4 Small, 1 Medium, 1 Large Employer

2. *Geographic scope*

- Statewide

3. *Industry Served*

- Healthcare and Social Assistance

4. *Communities of Focus*

- Underemployed and unemployed, in school and out of school youth and people of color

5. *Target Result*

- Increase Labor Pool and Increase Credentials of Value

6. *Total number of partners*

- 5 (listed at bottom in IP member list)

II. *Applicant Experience*

- Founded in 2018 with the goal of transforming Maine into a state where all children can grow up free from preventive dental disease. Over the past 5 years Children's Oral Health Network (COHN) has engaged with 100s of partners in an effort to improve children's oral health. COHN has a core action team of 80+ active partners and 2 dedicated and experienced staff, who are familiar with developing, implementing, and recording outcomes to a variety of projects.

III. *Statement of Need*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER NAME: Children's Oral Health Network of Maine

DATE: 7/10/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

1. *Description of challenge*

- *The dental sector in Maine is simultaneously managing a pent-up demand due to the pandemic and the influx of 1000s of adults who recently gained comprehensive MaineCare dental benefits while also experiencing a severe shortage of staffing.*

2. *How project addresses need*

- *The proposed project will drive a significant expansion of oral health workforce statewide by creating a new entry point on the career pathway with a training called the Oral Health Navigator (micro badge). Once in the industry, applicants will have the option to further their education to become dental techs or dental hygienists – both high wage and high demand jobs.*

IV. *Program Design*

1. *Strategies to accomplish goals of project*

- *COHN proposes to replicate and scale an innovative training model, currently under development by the Maine CDC school of Oral Health. Children benefit by receiving oral health screenings and dental care. The new role of the Oral Health Navigator visiting the schools (or employed in the schools) to provide oral health services will scale up the number of children receiving a screening. COHN anticipates training 150 Oral Health Navigators in the next 5 years.*

2. *Detailed Initiative*

- *A project coordinator will be hired by COHN. The coordinator will establish next steps with community-based partners, workforce and employers to recruit, train, hire (or train incumbent workers) and retain workers. The coordinator will work with other states to replicate and scale this new micro-credential. The credential can stand-alone or be included with other curriculums as an added value skill.*

3. *How does the grant expand capacity?*

- *Currently there is a huge need for growth in the Oral Health workforce. No cohesive workforce system is addressing this need. This project offers an integrated and community-based approach. Other grants we are received will support this work, as well.*

V. *Equity*

1. *Vision*

- *Ensuring that all children and families have opportunity and tools for good oral health is at the heart of our mission. Health equity is a core principle. Minority groups, historically, have much lower access to oral health and preventive care.*

2. *Overall DEI Plan*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Children's Oral Health Network of Maine

DATE: 7/10/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

- *Every employer who joins the oral health industry partnership will commit to equity goals of assurance that the oral health workforce is/will be racially and socio-economically diverse. Our plan is to increase the workforce to include more people of color (BIPOC) and low-income youth.*

VI. *Proposed Outcomes*

1. *Metrics (not all but highlights)*

- *Partner Meetings throughout grant period – 15*
- *# Employer partners – Start w 6 anticipate about 1*
- *# Strategic partners – Start w 5 anticipate 10*
- *# Career pathway maps – 2-3*
- *Increase wages by 10-15% (over 2.5 years)*
- *# of workers impacted – 273*
- *# of new individuals and workers trained w new credential – 273*
- *# workers receiving outreach information about the training – 520*
- *# Priority groups hired – 88*

2. *Long-term system changes*

- *Integrating oral health into primary care and expanding prevention by adding the oral health navigator micro-badge/training/skills to the portfolio for education for healthcare workers will result in long-term system changes.*

VII. *Sustainability*

1. *Long-term relationships with workforce system*

- *Connecting with MDOL CareerCenters and job sites on a broader scale will be tremendously helpful. Most of our small providers are not currently connected. Through this project we will leverage partner relationships and knowledge of the workforce system for the benefit of dental providers across the state.*

2. *Sustainability for workers*

- *With an established oral health navigator credential/role, workers will have the opportunity to go further down the career pathway to consider becoming a dental tech or dental hygienist and more. Adding the oral health navigator credential to the health care assistant role at physician's offices will also enhance skills of workers, adding value to what they offer employers. The oral navigator credential offers a quick and easy entry into the dental health field.*

3. *Sustainability past grant period*

- *MaineCare is increasing the reimbursement rate for dental care and making this new role/skill, oral health navigator re-imbursable to providers. Integrating this training/role into existing educational programs through adult eds, CTEs and sharing the information on CareerCenter websites will establish sustainability. The collaborative efforts of partners will also be sustained.*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Children's Oral Health Network of Maine

DATE: 7/10/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

4. *Risks*

- *Recruiting individuals from priority communities may be a challenge. Ensuring supervisors are culturally aware and getting the training they need to recruit, hire and retain priority communities is critical.*

VIII. *Budget*

- *Total Budget - \$545,600*
- *Personnel Costs - 0*
- *Consultants / Contracts - \$418,000 (\$96,000 per year for coordinator 25-30 hours a week – question this amount)*
- *Training Costs – 0 (question)*
- *Support Services for Trainees - \$68,000*
- *Travel - \$10,000*
- *Administration - \$49,600 (10%)*
- *Cost per Worker - \$1,999*

IX. *Industry Partner Membership*

- *Project Lead*
 - o *Children's Oral Health Network of Maine*
- *Business Association*
 - o *Maine Oral Health Center's Alliance*
 - o *Maine Primary Care Association*
- *Business Partners*
 - o *MCD Global Health*
 - o *Maine Access Immigrant Network*
 - o *Mainely Teeth*
 - o *Waterville Community Dental Center*
 - o *Jesse Albert Dental*
 - o *Community Dental of Maine*
- *Training and Education Partners*
 - o *MCD Global Health – Education*
- *Community Based Partners*
 - o *Cross Cultural Community Services of Maine*

Letters of Support from: MCD Global Health, Maine Access Immigrant Network, Cross Cultural Community Services, Maine Oral Health Center's Alliance, Mainely Teeth, Waterville Community Dental, Community Dental, Catholic Charities, Kennebec Valley Family Dentistry

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Children's Oral Health Network of Maine

DATE: 7/10/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

Additional Evaluator Comments

Meets minimum qualifications. Strong, clear, innovative proposal. Very high price tag on the cost of the coordinator at \$96,000 per year for a part-time gig (25-30 hours a week)

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Harry E. Davis Partnership for Children's Oral Health

DATE: July 14, 2022

EVALUATOR NAME: Christopher Quint

EVALUATOR DEPARTMENT: MDOL

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Individual Evaluator Comments:

I. Eligibility

1. Businesses involved
 - Applicant has required number of businesses included
2. Geographic scope
 - Statewide
3. Industry Served
 - Healthcare and Social Assistance
4. Communities of Focus
 - Unemployed or underemployed adults; In-school youth ages 16-24; Out of school youth; People of color
5. Target Result
 - Increase the labor pool; increase credentials of value
6. Total number of partners
 - 3 total partners

II. Applicant Experience

- The has experience in workforce development

III. Statement of Need

1. Description of challenge
 - The applicant outlined the challenge they are seeking to address
2. How project addresses need
 - Outlined in proposal

IV. Program Design

1. Strategies to accomplish goals of project
 - The applicant outlined their strategies in their proposal
2. Detailed Initiative
 - The applicant outlines detailed strategies focused
3. How does grant expand capacity
 - It is included in the proposal

V. Equity

1. Vision
 - The applicant's vision is included in their proposal
2. Overall DEI Plan
 - Included in the proposal

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Harry E. Davis Partnership for Children's Oral Health

DATE: July 14, 2022

EVALUATOR NAME: Christopher Quint

EVALUATOR DEPARTMENT: MDOL

VI. Proposed Outcomes

- 1. Metrics*
 - *Included in the proposal*
- 2. Long-term system changes*
 - *Outlined in the proposal*

VII. Sustainability

- 1. Long-term relationships with workforce system*
 - *Outlined in the proposal*
- 2. Sustainability for workers*
 - *Outlined in the proposal*
- 3. Sustainability past grant period*
 - *Outlined in the proposal*
- 4. Risks*
 - *Outlined in the proposal*

VIII. Budget

- *The applicant's budget is well balanced and clearly laid out.*

IX. Industry Partner Membership

- *Outlined in the proposal*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: (Maine Labor and Resource Center)

DATE: (7/13/2022)

EVALUATOR NAME: (Megan Dichter)

EVALUATOR DEPARTMENT: (Maine Department of Education)

Instructions: The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is **required** that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.

Individual Evaluator Comments:

I. Eligibility

1. Businesses involved
 - Unclear- upwards of 100
2. Geographic scope
 - Southern Maine) Portland) and Central Maine (Lewiston)
3. Industry Served
 - Healthcare and Social Assistances
4. Communities of Focus
 - All except Veterans
5. Target Result
 - Increase labor pool
 - Increase credentials of value
6. Total number of partners
 - 77- 5 LoS from co-chairs- does that count?

II. Applicant Experience

•

III. Statement of Need

1. Description of challenge
 - Healthcare is the hardest hit industry during the pandemic and employs the largest number of immigrants- reclaim and transform industry for immigrants
2. How project addresses need
 - Prepare career maps for employees and DEI plans for employers
 - Charge companies to help create plans (sliding scales from small to large company.) Will this work?
 - Will recruit 800 people to go through career mapping and receive education and support services to support healthcare employment
 - Address underlying biases in hiring immigrant in healthcare in ME -will

IV. Program Design

1. Strategies to accomplish goals of project
 - Continuous Mobilization – a little unclear
 - Credentials of value for 80% of participants- GED- Maine uses HiSET
 - DEI for employers
2. Detailed Initiative

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER NAME: (Maine Labor and Resource Center)

DATE: (7/13/2022)

EVALUATOR NAME: (Megan Dichter)

EVALUATOR DEPARTMENT: (Maine Department of Education)

- 75 DHHS contracted providers who represent employers?
- Create a Healthcare/Social Services Career/Job Training and Recruitment Pipeline
- Host focus groups
- 3. How does grant expand capacity
 - unclear
- V. Equity
 - 1. Vision
 - Increase number of under-represented workers with partners and other employers- who
 - Make DEI a part of all hiring, training and retention activities
 - 2. Overall DEI Plan
 - Template for DEI plans-
 - Unclear
- VI. Proposed Outcomes
 - 1. Metrics
 - How will so many (55) meetings be coordinated
 - Where does the number of employers come from- not statewide are there 125 employers in Portland and Lewiston?
 - 48 career maps before 2022- is this realistic?
 - 2. Long-term system changes
 - Eliminate bias in hiring, promoting
 - Word of mouth in immigrant community- others will join
- VII. Sustainability
 - 1. Long-term relationships with workforce system
 - Increase knowledge of the value immigrants bring to the workforce
 - 2. Sustainability for workers
 - Videos- this is good but how does it benefit workers?
 - 3. Sustainability past grant period
 - Will charging a minimal fee be enough to sustain.
 - \$180 per participant for training (9k/50 yr. 1 and the \$120 years 2 and 3- what does this cover?
 - 4. Risks
 -
- VIII. Budget
 - Administrative costs not split up over the 3 quarters
 - Thumb drive to every participant- what about those who may not have technology?
- IX. Industry Partner Membership
 - Construction?

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Maine Labor and Resource Center

DATE: July 14, 2022

EVALUATOR NAME: Isaac Gingras

EVALUATOR DEPARTMENT: Labor

Instructions: *The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is **required** that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.*

Individual Evaluator Comments:

I. *Eligibility*

1. *Businesses involved*
 - 87 (Mix of small, medium, and large companies.)
2. *Geographic scope*
 - Portland/Lewiston
3. *Industry Served*
 - Healthcare
4. *Communities of Focus*
 - All but veterans
5. *Target Result*
 - Increase labor pool, increase credentials of value
6. *Total number of partners*
 - 87

II. *Applicant Experience*

- Lead applicant is a non-profit organization that is dedicated to using community-based assets and the lived experiences of affected minority communities to improve their socio-economic status.
- Have worked with community groups and industry partners to improve the employment prospects of these communities.
- Non-profit has been operational for one-year.
- Knowledge of how to connect with populations in the immigrant community.
- Combined 36 years of experience working in Maine and want to help New Mainers connect to fair and equal employment.
- Question: is this non-profit on top of other careers they are currently working? If so, what is the capacity to do this work?

III. *Statement of Need*

1. *Description of challenge*

- The initiative seeks to reclaim and transform the hardest hit industry during the pandemic that is also the largest employer of immigrants, refugees, and asylum-seekers.
- Focus on the creation of career pathways in the industry and the creation of DEI plans for employers.
- Work in the initiative will be focused on increasing the pool of labor and increasing credentials of value.
- Need to work through some of the existing inequities in the workforce system that have a disproportionate impact on immigrant communities.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER NAME: Maine Labor and Resource Center

DATE: July 14, 2022

EVALUATOR NAME: Isaac Gingras

EVALUATOR DEPARTMENT: Labor

2. *How project addresses need*

- Would like to help increase the number of under-represented individuals.
- Small businesses included in the partnership are small healthcare business owned and managed by immigrants.
- Focus on helping transition these workers into higher-wage positions and help them take business English classes in order to help them feel more comfortable.
- Work with employers to start making organizational changes that are responsive to the needs of this specific workforce.

IV. *Program Design*

1. *Strategies to accomplish goals of project*

- Utilizing existing networks to lean on and carry out the work of the grant initiative.
- The group will use an integrative, flexible strategy called Continuous Mobilization.
- Need to be integrated into the economy in a stable manner, with thought given to the specific needs of these communities.
- Secure additional credentials of value for 80% of their program participants.
- Research the comparative education experience of those coming from other countries to better understand their training needs.

2. *Detailed Initiative*

- Interested in serving segment of workforce that work in home and community based service care that are Black, POC, Immigrants and Refugees, and Asylum Seekers.
- Rural needs are critical when we look at the lack of home care providers and workers.
- Establish and track metrics.
- Utilize MaineJobLink
- Helpful to have them include success stories and be mindful of Work Source Maine branding.

3. *How does grant expand capacity*

- Allows for more focus on some of the rural service areas around Lewiston and Portland.

V. *Equity*

1. *Vision*

- Would like to increase number of under-represented workers with partnership employers by 30% over grant period.
- Work with employers to help create DEI plans and integrate it into larger organizational change.

2. *Overall DEI Plan*

- Has template DEI plans that will be helpful with engaging priority communities.

VI. *Proposed Outcomes*

1. *Metrics*

- *Metrics seem to meet minimum qualifications.*
- *It seems very ambitious to have the number of meetings planned.*
- *Metrics as a whole seem to be very ambitious.*

2. *Long-term system changes*

- Create organizational changes to hiring practices.
- Increase awareness of DEI standards in recruitment and retention.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

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BIDDER NAME: Maine Labor and Resource Center

DATE: July 14, 2022

EVALUATOR NAME: Isaac Gingras

EVALUATOR DEPARTMENT: Labor

- Individuals will see the success of others and have a better understanding of the career pathways that do exist.

VII. *Sustainability*

1. *Long-term relationships with workforce system*

- Hopes that this grant will better position them within the workforce system.

2. *Sustainability for workers*

- Hopes that they can create training videos that have a lasting impact.

3. *Sustainability past grant period*

- Hoping this grant helps settle footing for a more sustainable company future.

4. *Risks*

- Need technical assistance to complete work for administrative, financial, and operational needs.
- Requesting use of DOL software.

VIII. *Budget*

- Requesting \$691,753

1. Seems like most costs will go towards admin staffing.

IX. *Industry Partner Membership*

- Meets membership requirements.
- Large group of partners.

1. Wondering if it might be too many to start with?

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Maine Labor and Resource Center

DATE: 7/14/22

EVALUATOR NAME: Joy Gould

EVALUATOR DEPARTMENT: DHHS

Instructions: *The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is required that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.*

Individual Evaluator Comments: Maine Labor and Resource Center

I. Eligibility

1. Businesses involved

- Proposal was unclear on how many partners were actively involved, vs who would be developed. "We have organized 75 DHHS contracted providers into an advisory committee."

2. Geographic scope

- Southern and Central Maine

3. Industry Served

- Health (focus on direct care workers)

4. Communities of Focus

- BIPOC, New Mainers,

5. Target Result

-

6. Total number of partners

- Unclear "we estimate we will have as few as 20 and as many as 120"

II. Applicant Experience

- Lead applicant was founded less than a year ago. Address is moving, organizational structure is unclear.

III. Statement of Need

1. Description of challenge

- Homecare provider shortages are significant. DEI needs are increasing as the workforce is becoming more diverse.

2. How project addresses need

- Proposes to create an employment agency to connect people to opportunity? Strong focus on DEI

IV. Program Design

1. Strategies to accomplish goals of project

- Unclear

2. Detailed Initiative

-

3. How does grant expand capacity

-

V. Equity

1. Vision

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER NAME: Maine Labor and Resource Center

DATE: 7/14/22

EVALUATOR NAME: Joy Gould

EVALUATOR DEPARTMENT: DHHS

-
- 2. *Overall DEI Plan*
-
- VI. *Proposed Outcomes*
 - 1. *Metrics*
 -
 - 2. *Long-term system changes*
 -
- VII. *Sustainability*
 - 1. *Long-term relationships with workforce system*
 -
 - 2. *Sustainability for workers*
 -
 - 3. *Sustainability past grant period*
 -
 - 4. *Risks*
 - *Is the lead applicant capable of managing this grant and meeting outcomes?*
- VIII. *Budget*
 - *\$691,753 (where did they come up with this number? Training costs are not consistent)*
- IX. *Industry Partner Membership*
 - *Partner list was unclear on who were employers, vs individuals. (hand written phone numbers and gmail accounts vs business email addresses)*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Maine Labor and Resource Center

DATE: July 15, 2022

EVALUATOR NAME: Sarah Griffen

EVALUATOR DEPARTMENT: Department of Labor Consultant

Instructions: The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is **required** that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.

Individual Evaluator Comments:

I. Eligibility

1. Businesses involved
 - yes
2. Geographic scope
 - Southern/central Maine
3. Industry Served
 - Health and human services contractors
4. Communities of Focus
 - Immigrant communities
5. Target Result
 - Increase number of immigrants and refugees in jobs
6. Total number of partners
 - A bit unclear exactly who the core partners are

II. Applicant Experience

- Work with immigrants and refugees to place in this industry
- Board members have some HR and workforce experience
- Exec Director has international HR experience

III. Statement of Need

1. Description of challenge
 - DEI focus and racism challenges encountered in hiring by immigrants
 - Need for workers in health care/social assistance
2. How project addresses need
 - Brings in diverse populations
 - Work with network of immigrant-owned businesses
 - Help companies integrate DEI into recruiting

IV. Program Design

1. Strategies to accomplish goals of project
 - Recruit refugees and asylum seeking residents
 - Conduct research to understand skills
 - Put in place credentials of value
 - This is a recruiting/placement strategy
 - Training HR managers in DEI
2. Detailed Initiative
 - Industry research to then put a pipeline in place

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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BIDDER NAME: Maine Labor and Resource Center

DATE: July 15, 2022

EVALUATOR NAME: Sarah Griffen

EVALUATOR DEPARTMENT: Department of Labor Consultant

- *Recruiting new employees*
- *Not clear what the career pathway work is – too many career pathway suggested – are these individual employer maps of their own positions, rather than an industry-focused career mapping process?*
- *Not clear what the training will be.*
- *DEI for employers suggested, but the solution stated is education and training along a continuum, not training or culture change in employers.*
- *Unclear if all the employment will occur within the consortium of immigrant-led organizations/businesses, or whether they will reach outside.*
- *Overall, the approach of working with immigrant-owned businesses to bring more immigrants into the workforce makes sense; it is a relatively insular strategy but one that supports overcoming the challenges communities face in hiring in white-owned businesses. What is unclear is how this contributes to long-term system change and how or whether it would change how large, white-owned businesses in this subsector approach hiring same population.*

3. *How does grant expand capacity*

- *Expands workforce in health care and human services*
- *Doesn't appear to connect to the larger workforce system much*

V. *Equity*

1. *Vision*

- *Increase # of underrepresented workers by 30%*
- *Note DEI integration with 100 companies – seems extremely ambitious given staffing levels*

2. *Overall DEI Plan*

- *To increase number of workers in these jobs – which is not a DEI plan*
- *There is a template, but that does not usually create culture change in agencies.*

VI. *Proposed Outcomes*

1. *Metrics*

- *Very ambitious given staffing levels, both in number of employers, hiring, career pathway maps, etc.*

2. *Long-term system changes*

- *Not clear the activities will lead to these long-term changes of hiring differently.*

VII. *Sustainability*

1. *Long-term relationships with workforce system*

- *Not clear how these are being embedded*
- *Not sure why AFL-CIO is called out specifically*

2. *Sustainability for workers*

- *Notes a video, and a \$10,000 grant, but not sure how this translates into long-term sustainability for workers.*

3. *Sustainability past grant period*

- *Small amount if charging employers is successful; but they are one-time fees that would not sustain in the long run.*

4. *Risks*

- *Need support for backbone operations; sounds like they are not in place.*
- *Unclear how old this organization is, given they don't have these things in place.*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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EVALUATOR NAME: Sarah Griffen

EVALUATOR DEPARTMENT: Department of Labor Consultant

VIII. Budget

- *Staffing is not adequate given proposed scope – 2 specialists to do an incredible amount of work.*
- *Training costs should be pulled from other ARPA funds.*
- *Large contractual and don't understand what they are doing in the grant that contributes to the outcomes.*
- *DEI funding to work with so many companies seems inadequate.*

IX. Industry Partner Membership

- *Unclear what the construction business is doing in this proposal.*
- *Not a lot of training partners for the volume suggested*
- *No public system partners noted*
- *Lots of small business partners*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: **Maine Labor and Resource Council**

DATE: 7/10/2022

EVALUATOR NAME: **Auta Main**

EVALUATOR DEPARTMENT: MDOL

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Individual Evaluator Comments:

I. Eligibility

1. Businesses involved

- 65 For Profit, 22 Nonprofit Small Employers
- 18 Medium Employers (mostly group homes)
- 20 Large Employers (healthcare facilities and social service)

2. Geographic scope

- Regions: Southern and Central Maine

3. Industry Served

- Healthcare and Social Assistance

4. Communities of Focus

- All are checked except veterans.

5. Target Result

- Increase Labor Pool and Increase Credentials of Value

6. Total number of partners

- 22 nonprofit partners and 65 companies and corporations (listed in IP member list)

II. Applicant Experience

- Founded in 2021, the Maine Labor and Resource Center, is dedicated to using community-based assets and lived experience of affected minority communities to develop and improve their socio-economic lives. Their 4 board members bring a lot of experience. One has legal accreditations and works with refugees and immigrants at Catholic Charities; Another is a legal studies scholar from Rwanda and works as a house manager at Safe Residential Care; Another is a workforce

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER NAME: Maine Labor and Resource Council

DATE: 7/10/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

development specialist at Goodwill Industries of NNE, and the last is an HR specialist and HR Director at the Portland Public Library. They are all from Africa or the Middle East and together they speak many, many different languages. Combined they have 36 years of experience working in the Maine economy.

III. *Statement of Need*

1. *Description of challenge*

- *Need to reclaim and transform healthcare and the social services industry in Maine. Hit so hard during the pandemic. Too many refugees and immigrants are underemployed or unemployed in a market that desperately needs them. Employers need to better recruit, hire and retain immigrants, refugees and asylum seekers.*

2. *How project addresses need*

- *Organize activities that meet the immediate, critical needs of employers and jobseekers, to include development of career maps and DEI plans. We are utilizing an integrative, flexible strategy, called Continuous Mobilization. We plan to assess the 9,000 refugees and immigrants from Africa and the Middle East with education levels and experience related to healthcare. Plan also to educate employers about cultural norms / compare and contrast and DEIA strategies.*

IV. *Program Design*

1. *Strategies to accomplish goals of project*

- *A strategy of continuous mobilization to increase the size of the workforce and enhance credentials of value. ID barrier behaviors, recruitment, training and education, and employer education and retention support.*

2. *Detailed Initiative*

- *Organize the 75 DHHS contracted providers (immigrant owned) into advisory committee. We estimate when at full capacity they are employing about 4,000 behavioral health professionals in these fields: (BHPs), DSPs, CRMAs, CNAs, PSS, Managers, Clinicians, Nurses and Doctors. Work with 22 nonprofits to recruit, hire, retain and train workers for these providers.*

3. *How does the grant expand capacity?*

- *Working in partnership with several organizations to increase credentials of value among refugees and immigrants, hiring stay at home moms as navigators to recruit and train others.*

V. *Equity*

1. *Vision*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: **Maine Labor and Resource Council**

DATE: 7/10/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

- *Expect to increase the number of under-represented workers with partners by 30% over the 2.5-year period with 40% obtaining further education credentials and training. Work with other employers including 950 group homes in Maine creating DEI plans and career maps.*

2. Overall DEI Plan

- *All participants of this proposal are people of color, including identified IP companies. We'll work with these companies to create DEI plans and already have templates ready to go.*

VI. Proposed Outcomes

1. Metrics (not all but highlights – very ambitious outcomes here)

- *Partner Meetings throughout grant period – 55*
- *# Employer partners – 125*
- *# Nonprofits - 22*
- *# Career pathway maps – 94*
- *# of workers impacted – 2,100*
- *# of workers trained - 175*
- *# of new individuals trained – 360*
- *# employees earning a credential – 275*
- *# of employees/jobseekers receiving support services – 195*
- *# of ESL trained individuals – 750*
- *# people of color hired – 870*
- *# of new workers hired – 330*
- *# of employees (employers?) trained in DEI – 90-130*

2. Long-term system changes

- *HR candidates hiring select among candidates maintain "strict blindness" regarding name, gender, ethnicity. Change in testing to accommodate culture/language. Changes in mentoring programs to assist minority groups. Continuous mobilization – if you see your brother doing well, you will want to do the same.*

VII. Sustainability

1. Long-term relationships with workforce system

- *Goal is to obtain a new level of respect for refugees and immigrants in the workforce system and amongst employers regarding refugee and immigrant's knowledge, skills and abilities in recruiting, hiring and advancing these workers.*

2. Sustainability for workers

- *Existing grant, already in place, is focused on creation of videos in 7 languages to assist refugee and immigrant jobseekers in application for jobs. Through this proposal we anticipate enhancing these videos and getting the word out in a bigger way.*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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DATE: 7/10/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

3. *Sustainability past grant period*

- *If looks like our MCF grant may be refunded and extended, which would help us with this proposal. In addition, MLRC plans to charge employers for DEI plans as a way to remain sustainable.*

4. *Risks*

- *Technical capacity to obtain/maintain document as required by DOL programs/applications. May need help with this piece.*

VIII. *Budget*

- *Total Budget - \$691,000*
- *Personnel Costs - \$350,000 (question)*
- *Consultants / Contracts - \$135,000*
- *Training Costs – \$45,000*
- *Support Services for Trainees - \$65,000*
- *Travel - \$10,000*
- *Administration - \$31,000*
- *Outreach - \$34,000*
- *Preparation DEI plans - \$21,000*
- *Cost per Worker - \$814*

IX. *Industry Partner Membership*

- *Project Lead*
 - o *Maine Labor and Resource Center*
- *Business Partners*
 - o *Touchstone Support Services*
 - o *Verita Care of Maine*
 - o *Saabing Construction Housing*
 - o *Authentic In Home Care LLC*
- *Training and Education Partners*
 - o *New Mainers Public Health*
 - o *Global Labor Maine*
 - o *Bright Stars LLC*
- *Community Based Partners*
 - o *Somali Bantu LA*
 - o *Action for Life*
- *All 22 nonprofits and other supporters/partners signed agreement (see proposal)*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
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BIDDER NAME: Maine Labor and Resource Council

DATE: 7/10/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

Letters of Support from: MCD Global Health, Maine Access Immigrant Network, Cross Cultural Community Services, Maine Oral Health Center's Alliance, Mainely Teeth, Waterville Community Dental, Community Dental, Catholic Charities, Kennebec Valley Family Dentistry

Additional Evaluator Comments

I question if this proposal meets minimum qualifications. The goals are extremely ambitious, the number of partners is somewhat unwieldy, the strategies for meeting the goals are not clear. The organization is very new but the advisory board members have years of experience. The refugee/immigrant focus is strong, but can the proposal, as it is written meet with success? Has possibilities. Many questions.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER NAME: Maine Labor and Resource Center

DATE: July 14, 2022

EVALUATOR NAME: Christopher Quint

EVALUATOR DEPARTMENT: MDOL

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Individual Evaluator Comments:

I. *Eligibility*

1. *Businesses involved*

- Touchstone Support Services; Veritas Care of ME; Saabino Construction; Authentic In-Home Care LLC

2. *Geographic scope*

- Southern and Central Maine

3. *Industry Served*

- Healthcare & Social Assistance

4. *Communities of Focus*

- Unemployed or Underemployed Adults; In -school youth; out-of-school youth; adults aged 55 & older; People without a college degree; Women; People of color; individuals involved in the justice system; People with disabilities

5. *Target Result*

- Increase the labor pool; increase credentials of value

6. *Total number of partners*

- 22 nonprofit partners coordinated by four co-chair organizations; 65 companies and corporations coordinated by five co-chairs

II. *Applicant Experience*

- The lead applicant and listed partner nonprofits do not have a lot of workforce development experience, however, they do have Board members with extensive workforce development experience

III. *Statement of Need*

1. *Description of challenge*

- *The recruitment and retention of immigrants, refugees, and asylum seekers in the healthcare and social services sectors.*

2. *How project addresses need*

- *The applicants plan focuses on increasing the number of under-represented individuals in high wage healthcare/social services jobs by, among other strategies, helping companies integrate DEI into their recruitment and retention programs.*

IV. *Program Design*

1. *Strategies to accomplish goals of project*

- *The applicant intends to use an "integrative, flexible strategy called Continuous Mobilization, the beat, the rhythm of the economy never lets up, at the same, we will never let each other or the state of Maine down."*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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BIDDER NAME: Maine Labor and Resource Center

DATE: July 14, 2022

EVALUATOR NAME: Christopher Quint

EVALUATOR DEPARTMENT: MDOL

2. *Detailed Initiative*
 - *The applicants were very vague about the specifics of their initiative, rather they focused on broad boiler plate type language.*
 3. *How does grant expand capacity*
 - *Unclear and vague*
- V. *Equity*
1. *Vision*
 - *To increase the number of under-represented workers with Partnership employers and increased the number of workers obtaining credentials of value.*
 2. *Overall DEI Plan*
 - *The overall plan is lacking specifics. The applicant simply restated their goal of increasing the number of under-represented workers in the healthcare/social services sectors and increase the number of those workers who have credentials of value.*
- VI. *Proposed Outcomes*
1. *Metrics*
 - *55 group/subgroup/assembly/conference meetings*
 - *As few as 20 and as many as 125 employers fully engaged over course of project*
 - *48 career pathway maps completed in 2022, 28 in 2023, and 18 in 2024*
 2. *Long-term system changes*
 - *How hiring managers select candidates to hire while maintaining strict "blindness" regarding name and gender*
 - *How employees are tested for specific job openings to ensure testing is fair*
 - *How employers select and promote employees for advancement within their chose career paths*
- VII. *Sustainability*
1. *Long-term relationships with workforce system*
 - *The applicant's description is vague in this section. They simply state they "expect that all of our work will bridge very large existing gaps."*
 2. *Sustainability for workers*
 - *Not well defined*
 3. *Sustainability past grant period*
 - *Applicant is working with the Maine Community Foundation on potential grant opportunities*
 4. *Risks*
 - *Applicant needs technical support for administrative, financial, and operation controls, progress reports, billing, payroll, etc.*
- VIII. *Budget*
 - *The applicant's budget is heavy on personnel and not a lot focused on program*
- IX. *Industry Partner Membership*
 - *The proposal has strong representation from CBO's, however, the employer members is weak and could be more diverse.*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: (Maine Tourism Association)

DATE: (7/11/2022)

EVALUATOR NAME: Megan Dichter

EVALUATOR DEPARTMENT: (Maine Department of Education)

Instructions: *The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is required that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.*

Individual Evaluator Comments:

I. Eligibility

- 1. Businesses involved*
 - *5 businesses represented?*
- 2. Geographic scope*
 - *Statewide*
- 3. Industry Served*
 - *Leisure and Hospitality*
- 4. Communities of Focus*
 - *In school youth 16-24, people w/o college degree and economically disadvantaged (what is their metric for this?)*
- 5. Target Result*
 - *Increase labor pool and increase in credentials of value*
- 6. Total number of partners*
 - *8*

II. Applicant Experience

- *Experience working with state agencies, employer partners, fiscal and administrative management, and program promotion. Experience with a career center website.*

III. Statement of Need

- 1. Description of challenge*
 - *Negative image of the industry in terms of potential employees – negative image when it comes to permanent employment and career advancement- data from New Zealand- any data from NE USA?*
 - *Data on high turnover rate in hospitality and leisure*
 -
- 2. How project addresses need*
 - *Increase credentials of value- tell story of profession- need more info here*

IV. Program Design

- 1. Strategies to accomplish goals of project*
 - *Change perceptions of hospitality and tourism industry through small group interactions (job seekers and employers)- connect with students, parents, public-*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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DATE: (7/11/2022)

EVALUATOR NAME: Megan Dichter

EVALUATOR DEPARTMENT: (Maine Department of Education)

- *Train managers and business owners to increase desirability of the work- focus on soft skills, conflict resolution etc. Partner with MCCS to develop training*
- *Listening sessions*

- 2. *Detailed Initiative*
 - *Industry research- listening session and career pathways work – surveys- data collection as part of this*
 - *Reference's customer service training/soft skills training - what training/credential is this?*
- 3. *How does grant expand capacity*
 - *Will help to increase awareness/enrollment in the Hospitality Maine Apprenticeship.*
 - *Create an industry on ramp- is this duplicative? Many partners already offer these foundational courses.*

- V. *Equity*
 1. *Vision*
 - *Only addresses youth*
 2. *Overall DEI Plan*
 - *New Mainers?*

- VI. *Proposed Outcomes*
 1. *Metrics*
 - *95% satisfaction rate from industry partners- how will this be measured- what are they satisfied with? Are 8 career pathways in the next 5 months realistic?*
 - *Industry on-ramp curriculum- certified through MTA- would this be an industry recognized credential?*
 2. *Long-term system changes*
 - *Better outcomes and in recruiting and retention of the industry*

- VII. *Sustainability*
 1. *Long-term relationships with workforce system*
 -
 2. *Sustainability for workers*
 - *Credentials of value will exist in perpetuity- is there no mechanism to update these trainings as skills needed evolve?*
 3. *Sustainability past grant period*
 - *unclear*
 4. *Risks*
 - *Real risks described but less clear on the supports needed*

- VIII. *Budget*
 - *How will salary be replaced after the grant ends?*
 - *If training and education is proposed as an expense, the applicant must demonstrate no other funds, including APRA funds, are available for the training. Not sure they have demonstrated this.*
 -

- IX. *Industry Partner Membership*

**STATE OF MAINE
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BIDDER NAME: (Maine Tourism Association)

DATE: (7/11/2022)

EVALUATOR NAME: Megan Dichter

EVALUATOR DEPARTMENT: (Maine Department of Education)

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**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Maine Tourism Association

DATE: July 15, 2022

EVALUATOR NAME: Isaac Gingras

EVALUATOR DEPARTMENT: Labor

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Individual Evaluator Comments:

I. *Eligibility*

1. *Businesses involved*
 - *Five (2 small, 2 medium, 1 large)*
2. *Geographic scope*
 - *Statewide*
3. *Industry Served*
 - *Hospitality and leisure*
4. *Communities of Focus*
 - *In-school youth ages 16-24, people without a college degree, Persons who are economically disadvantaged*
5. *Target Result*
 - *Increase labor pool, increase credentials of value.*
6. *Total number of partners*
 - *8*

II. *Applicant Experience*

- *The Maine Tourism Association has been actively advocating for the Maine hospitality and tourism industry since 1922.*
- *Long history of working with state agencies.*
- *Statewide distribution of visitor centers with a central office in Hallowell.*
 1. *Wide range within the state to achieve goals.*
- *Worked with Poland Spring Water to create the Maine Tourism Relief Fund to aided businesses impacted by COVID-19.*
- *Currently works with many partners including: Hospitality Maine, Retail Association of Maine, MCCA.*
- *Launched own career center site to disseminate/advertise positions throughout New England.*

III. *Statement of Need*

1. *Description of challenge*
 - *Hospitality and Leisure industries are facing a number of complex issues. Two are the major focus of this grant proposal.*
 1. *The perception that this industry is not a "real" career choice.*
 2. *Negative experiences some workers have had with the industry that perpetuates a negative image.*
 - *Part of what needs to be overcome is this negative industry image.*
 - *People don't understand what jobs and career pathways exist within the industry.*
2. *How project addresses need*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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DATE: July 15, 2022

EVALUATOR NAME: Isaac Gingras

EVALUATOR DEPARTMENT: Labor

- Working towards more clearly defined career pathways will help individuals understand the viability of the career field.
- Working to instill higher company culture will help with overall retainment.
- Need to help reinforce through the training of more management personnel to allow them to feel as if they are qualified for their positions and better understand the pathways that exist.
- This includes leadership and management training, DEI training, and the sharing of best workplace practices within our industry so that employers can attract and retain employees while making their businesses more positive and welcoming places to work.

IV. Program Design

1. Strategies to accomplish goals of project

- Change perception of the hospitality and tourism industry by connecting students and job seekers directly with employers and facilitating small group discussions.
- Provide training to managers and business owners that will make their businesses better places to work.
- Seems like a really reasonable plan moving forward to do this work.
- Like the idea of working towards a Workforce Development Summit, might be something to partner with the DOL/SWB/Gov's Office moving forward.

2. Detailed Initiative

- Hold multiple listening sessions for industry leaders to gather and talk about workforce issues.
 1. Discuss 2-3 career ladders per sector.
 2. MTA has already started similar work that the rest can stem from.
- Creation of surveys that will be administered to industry members.
- Creation of a statewide marketing plan that focuses on key areas of opportunity.
- Creation of tourism on-ramp curriculum to work in tandem of recruitment of younger workers to bring into the industry.
- Work with MCCS for creation of DEI training.

3. How does grant expand capacity

- There is a hope that this work will help to increase the awareness of jobs and opportunities.
- This could lead to an opportunity to help leverage current opportunities such as Hospitality Maine's Apprenticeship grant work.
- The industry on-ramp might provide a softer launch into work life than a rigorous Apprenticeship program.
- Leverage relationships with MCCS to create/expand DEI training and leadership/management trainings.

V. Equity

1. Vision

- DEI plan focuses on youth, unemployed individuals, and those without a college degree.
- Work to help individuals understand the opportunities that do exist in the industry.

2. Overall DEI Plan

- Using the current relationships that exist with the MTA to help make connections with the priority populations being served by the grant.
- Maine State Chamber of Commerce will support us through its Education Foundation to connect with youth throughout the state. Their Campus Career

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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DATE: July 15, 2022

EVALUATOR NAME: Isaac Gingras

EVALUATOR DEPARTMENT: Labor

Connect (C3) is an online group career readiness mentoring program that connects college students with disabilities in Maine with professional mentors in the workforce to reach their career goals.

VI. *Proposed Outcomes*

1. *Metrics*

- Metrics meet requirements.
- Helpful in understanding the long-term goals

2. *Long-term system changes*

- The workforce system is generally designed to interact with businesses on an individual level, but these small employers do not have the resources to create robust recruiting or retention programs on their own, nor do they have the time to navigate the workforce system on their own. By combining resources into a partnership, the industry can develop more cohesive messaging, recruiting, and training that will lead to overall better outcomes in recruiting and retention for the industry.

VII. *Sustainability*

1. *Long-term relationships with workforce system*

- This partnership will help to create connections between employers and the workforce system that do not currently exist in Maine.

1. This reminds me of conversations currently taking place in the Ind. Leadership committee of SWB.

2. *Sustainability for workers*

- Industry on-ramps and management/leadership training will last in perpetuity.
- Hope there will be a shift in attitude towards hospitality and leisure jobs.

3. *Sustainability past grant period*

- The hope is that once the industry businesses see the difference the program is making, they will be more willing to leverage with their own funds.

4. *Risks*

- Economic recession
- Resurgence of Covid-19
- Concern that not all sectors in the industry will be receptive.

VIII. *Budget*

- \$503,000 was requested.
- Price seems low for what they intend to accomplish.
- Narrative seems reasonable for work being done.

IX. *Industry Partner Membership*

- Appears to be a good membership group with the opportunity to leverages relationships and bring more people into the fold.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Maine Tourism Association

DATE: 7/15/22

EVALUATOR NAME: Joy Gould

EVALUATOR DEPARTMENT: DHHS

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Individual Evaluator Comments:

I. *Eligibility*

1. *Businesses involved*

- 2 small, 2 medium 1 large

2. *Geographic scope*

- statewide

3. *Industry Served*

- Tourism and Hospitality

4. *Communities of Focus*

- all

5. *Target Result*

-

6. *Total number of partners*

- 1462 industry association partners (not necessarily project partners)

II. *Applicant Experience*

- Founded in 1922 several years of collaboration with state and partners.

III. *Statement of Need*

1. *Description of challenge*

- focus on two connected and related issues: 1) the perception that hospitality and leisure is not a "real" career choice, and 2) negative experiences that some incumbent workers have had with the industry which perpetuates the perception of tourism as less than ideal.

2. *How project addresses need*

- Connecting students and job seekers directly with employers and facilitating small group interactions, leading to a larger pool of people from which the industry can recruit.
- Provide training to managers and business owners that will make their businesses better places to work, thus increasing recruitment and retention throughout the industry.

IV. *Program Design*

1. *Strategies to accomplish goals of project*

-

2. *Detailed Initiative*

- Yes

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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DATE: 7/15/22

EVALUATOR NAME: Joy Gould

EVALUATOR DEPARTMENT: DHHS

3. *How does grant expand capacity*

- Our plan will increase awareness of hospitality and tourism jobs and the career opportunities they provide. Our outreach to students and parents who may not see our industry as a viable or lucrative career path will help increase enrollment in apprenticeship programs. In addition, HospitalityMaine's programs are designed for lodging and food and beverage careers; our wider scope means that, in addition to these important industries, we will include arts and culture, attractions, and outdoor recreation careers as part of our initiatives.

V. *Equity*

1. *Vision*

- *Coordinate with MCCS on DEI*

2. *Overall DEI Plan*

- We also intend to leverage the Maine Community College System Workforce Training Programs through our partnership with MCCS to create our leadership/management and DEI training. As a statewide industry partnership, this will allow us to create industry-wide training created and supported by business leaders—this will make them more transferrable and recognized by multiple businesses, rather than a training specific to a single employer.

VI. *Proposed Outcomes*

1. *Metrics*

- *Strong metrics*

2. *Long-term system changes*

•

VII. *Sustainability*

1. *Long-term relationships with workforce system*

- *Continued engagement with system*

2. *Sustainability for workers*

•

3. *Sustainability past grant period*

•

4. *Risks*

•

VIII. *Budget*

- *Staffing training costs seem reasonable*

IX. *Industry Partner Membership*

- *5 core members and industry association members*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Maine Tourism Association

DATE: 7/15/22

EVALUATOR NAME: Sarah Griffen

EVALUATOR DEPARTMENT: Department of Labor Consultant

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Individual Evaluator Comments:

I. Eligibility

1. *Businesses involved*
 - *Five employers of different sizes*
2. *Geographic scope*
 - *statewide*
3. *Industry Served*
 - *tourism*
4. *Communities of Focus*
 -
5. *Target Result*
 -
6. *Total number of partners*
 -

II. Applicant Experience

- *Has deep experience in the industry and extensive connections*
- *no demonstrated experience in workforce development or strong ties to workforce system*
- *newly formed Career Coalition of associations; have launched a career website*

III. Statement of Need

1. *Description of challenge*
 - *Challenge is described though not specific data for Maine (uses New Zealand)*
 - *Recognition that turnover and poor industry image are significant problems*
 - *Incumbent worker dissatisfaction; notes variable quality of working conditions*
2. *How project addresses need*
 - *Doesn't address quality of jobs and how to improve that*
 - *Does suggest supervisor/owner credentials of value including leadership and DEI training.*

IV. Program Design

1. *Strategies to accomplish goals of project*
 - *Change image of industry as place to work and grow through marketing, outreach, and other strategies*
 - *Training of incumbents*
 - *Leadership training with MCCA*
 - *Not a focus on job quality in terms of wages and other terms*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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DATE: 7/15/22

EVALUATOR NAME: Sarah Griffen

EVALUATOR DEPARTMENT: Department of Labor Consultant

2. *Detailed Initiative*

- *Listening sessions to talk about workforce issues; discuss needs and career ladders*
- *Surveys to understand vacancies and other data*
- *Workforce summit in 2023*
- *Statewide marketing and recruitment plan focused on students (think it's secondary school) plus FedCap*
- *Tourism on-ramp curriculum*

3. *How does grant expand capacity*

- *Building a pipeline of interested participants through increased awareness of the industry*
- *Including a broader scope of "tourism" occupations*
- *On-ramp curriculum in hospitality, soft skills, career awareness – industry wide training through MCCS.*

V. *Equity*

1. *Vision*

- *They see their DEI work as recruiting to the industry*

2. *Overall DEI Plan*

- *Doesn't address the industry itself.*
- *No plan around changing industry or business culture with DEI lens.*
- *Also appears to assume that FedCap participants are people of color; this assumption needs significant checking.*

VI. *Proposed Outcomes*

1. *Metrics*

- *Not sure how they define career maps; 8 could be fine if they are basic*
- *Good training metrics*
- *Adding a few more employers, but to be industry-wide, may want more.*

2. *Long-term system changes*

- *Connect small tourism businesses with the workforce system via the partnership.*

VII. *Sustainability*

1. *Long-term relationships with workforce system*

- *They have relationship with FedCap and MCCS, not with rest of system; aspiration to create stronger connections to other parts of the system.*

2. *Sustainability for workers*

- *This is less clear – not sure how they are addressing turnover*

3. *Sustainability past grant period*

- *They don't really know the workforce system, so not sure at this point they can say what the sustainability should be.*
- *They do note FEDCAP and MCCS as ongoing training partners and costs covered there.*
- *Also note that they will ask for fees/contributions from employers over time.*

4. *Risks*

- *Economic recession and COVID*
- *Question about whether wage changes are a risk as well, or lack of job quality will continue to dissuade potential workers.*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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EVALUATOR DEPARTMENT: Department of Labor Consultant

VIII. *Budget*

- *Pretty balanced budget*
- *Question about whether the training suggested could be put on the ETPL and funded there.*

IX. *Industry Partner Membership*

- *Good balance of different kinds of tourism partners*
- *Some of workforce system represented*

STATE OF MAINE
INDIVIDUAL EVALUATION NOTES

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Maine Tourism Association

DATE: 7/10/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

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Individual Evaluator Comments:

I. Eligibility

1. Businesses involved

- 2 Small, 2 Medium, 1 Large (list on last page at bottom)

2. Geographic scope

- Statewide

3. Industry Served

- Leisure and Hospitality

4. Communities of Focus

- In school youth, people without a college degree and other economically disadvantaged jobseekers/workers

5. Target Result

- Increase Labor Pool and Increase Credentials of Value

6. Total number of partners

- 8 (listed at bottom in IP member list)

II. Applicant Experience

- Founded in 1922 (100 year anniversary!), Maine Tourism was chartered by the Maine State Legislature in 1938. Change the name in 1999 to Maine Tourism. They have 1,500 member businesses statewide all sizes. They lead the growth and sustainability of Maine Tourism businesses statewide and work closely with the hospitality association and other trade groups. As a participant and leader in many partnerships, they have dozens of years of experience working with grant funding, creating and delivering project outcomes and completing reporting

**STATE OF MAINE
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EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

aspects. Currently they are working on a grant as a co-partner with Poland Spring (covid relief funding for their industry. They raised 145k to help members during this difficult time). They also started a Ukraine relief fund amongst their membership.

III. *Statement of Need*

1. *Description of challenge*

- *There is a perception that hospitality and leisure jobs are not careers. The perception in these are part-time jobs that often include late nights and weekend work and they don't pay well. Why would anyone choose to go into this field as a career? Negative image as source of employment. Limited opportunity for career advancement.*

2. *How project addresses need*

- *Increases credentials of value to benefit managers and owners alike – including leadership, management and DEI trainings. Also by sharing best workplace practices with other employers in the industry.*

IV. *Program Design*

1. *Strategies to accomplish goals of project*

- *Change perception by connecting students and jobseekers to real life jobs in the industry. Facilitate small group interaction, increase the pool to recruit from, train managers and business owners on best practices for better places to work. Presentation showcasing open positions in the field and exciting career opportunities and training.*

2. *Detailed Initiative*

- *Will work with members and students and job seekers to facilitate listening sessions to learn with others are thinking/perception. Develop career pathways and on ramp curriculum so students and jobseekers have a clearer sense of what a career in the industry would look like. Survey industry members statewide, develop a marketing plan. Host workforce development summit. Participate with MCCS to develop and provide trainings to industry and students/jobseekers.*

3. *How does the grant expand capacity?*

- *Working directly with the hospitality association, we'll recruit apprentices for Tourism. Change the perception of Tourism through outreach, listening sessions and apprenticeship training, we'll expand staffing capacity.*

V. *Equity*

1. *Vision*

- *We'll introduce youth, people without a degree, unemployed and underemployed and people with disabilities (receiving vocational services) to opportunities in the industry they may not have been*

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EVALUATOR DEPARTMENT: MDOL

aware of in the past. They'll have the opportunity to speak directly to professionals in the field. Working with Campus Career Connect (C3) and MSCC, jobseekers will have opportunities for job shadow and internships.

2. Overall DEI Plan

- *Working with partners with strong DEI plans, for example, Fedcap and the MSCC, we'll definitely recruit, hire, and train a diversity of jobseekers and students who fall into priority communities. The chamber and the MCCS will assist with DEI trainings for industry employers.*

VI. Proposed Outcomes

1. Metrics (not all but highlights)

- *Partner Meetings throughout grant period – 14*
- *# Employer partners – Start w 8 anticipate about 16*
- *# Strategic partners – Start w 3 anticipate 5*
- *# Career pathway maps – 8*
- *Increase wages by 10-15% (over 2.5 years)*
- *# of workers impacted – 940*
- *# of new individuals and workers trained – 130*
- *# trained on DEI 60 (employers and staff)*
- *# of individuals earning a credential – 60*
- *# Priority groups hired – 75*
- *# jobseekers hired during grant period - 155*

2. Long-term system changes

- *It's mostly small employers in Tourism. They don't have robust recruiting plans/activities. Combining resources in partnership with industry we'll develop a more cohesive message to recruit, train, hire, and retain a diversity of staff.*

VII. Sustainability

1. Long-term relationships with workforce system

- *Individual Tourism members are often unaware of resources. No time to explore partnerships with workforce development. This partnership will create connections that will benefit all members of the hospitality and leisure industry and provide easier access to entry points for recruiting, hiring, training and retaining staff.*

2. Sustainability for workers

- *The industry on-ramp curriculum and leadership/management courses created will exist in perpetuity. Credentials of value and a marketing campaign aimed at workers and jobseekers to enter and/or advance in the industry will help provide a positive shift in image.*

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3. *Sustainability past grant period*

- *Value of relationship with workforce development system will become clear to industry employers and more will be willing to make a final commitment to these project goals to sustain the industry partnership by financially supporting some of these services: paying for transportation, site visits, job shadows, tours etc.*

4. *Risks*

- *Economic recession, covid resurgence or this project might work better for one sector of the industry than for another. Might not get total buy-in.*

VIII. *Budget*

- *Total Budget - \$503,000*
- *Personnel Costs - \$225,000*
- *Consultants / Contracts - \$145,000*
- *Training Costs - \$46,000*
- *Support Services for Trainees - \$30,000*
- *Travel - \$50,000 (question)*
- *Administration - \$12,000*
- *Event Costs - \$10,000*
- *Cost per Worker - \$1,550*

IX. *Industry Partner Membership*

- *Project Lead*
 - o *Maine Tourism*
- *Business Association*
 - o *Hospitality Association*
 - o *Maine State Chamber of Commerce*
- *Business Partners*
 - o *Side Street Café*
 - o *Maine Maritime Museum*
 - o *Samoset*
 - o *Sunday River*
 - o *Olympia Hotel Management*
- *Training and Education Partners*
 - o *Maine Community College System*
- *Government Entity Workforce*
 - o *Maine CareerCenter System*
 - o *Fedcap*
-

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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BIDDER NAME: Maine Tourism Association

DATE: 7/10/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

Letters of Support from: Families Forward/Fedcap, Maine State Chamber of Commerce, the Harold Alfond Center for the Advancement of Maine's Workforce, Samoset, Maine Maritime Museum, Sunday River, Side Street Café, Olympia Companies

Additional Evaluator Comments

Meets minimum qualifications. Relatively clear proposal, although it's not clear if the strategic goals can begin to reverse the negative perception they feel is haunting the industry. Price tag is reasonable with a big chunk for travel (\$50,000) bringing high school age kids to hospitality and leisure type businesses to introduce them in person.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Maine Tourism Association

DATE: July 14, 2022

EVALUATOR NAME: Christopher Quint

EVALUATOR DEPARTMENT: MDOL

Instructions: *The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is required that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.*

Individual Evaluator Comments:

I. *Eligibility*

1. *Businesses involved*
 - *Two small employers and two medium employers, and 1 large employer*
2. *Geographic scope*
 - *Statewide*
3. *Industry Served*
 - *Leisure and hospitality*
4. *Communities of Focus*
 - *In -school youth; People without a college degree; persons who are economically disadvantaged*
5. *Target Result*
 - *Increase the labor pool; increase credentials of value*
6. *Total number of partners*
 - *8 total partners*

II. *Applicant Experience*

- *The lead applicant, including a number of its partners, have extensive experience in tourism and hospitality*

III. *Statement of Need*

1. *Description of challenge*
 -
2. *How project addresses need*
 -

IV. *Program Design*

1. *Strategies to accomplish goals of project*
 - *Developing career and education pathways*
 - *Developing or expanding training opportunities in response to pathway articulation for at least two specific careers*
 - *Use new and existing equity partners to assess and address barriers to entry and progression through these pathways by historically underserved populations*
 - *Engage forest products industry HR employees, education, and equity partners on practices that promote DEI*
 - *Utilize the current workforce development infrastructure within the state to enhance and build upon applicants' efforts.*
2. *Detailed Initiative*
 - *The applicant outlines detailed strategies focused on:*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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BIDDER NAME: Maine Tourism Association

DATE: July 14, 2022

EVALUATOR NAME: Christopher Quint

EVALUATOR DEPARTMENT: MDOL

- o *the development of inclusive pathways;*
 - o *establishing a skills continuum;*
 - o *Working with education partners to develop training opportunities with supporting equity stipends for students;*
 - o *Assess and address barriers to entry and progression through pathways by historically underserved populations;*
 - o *Engaging with human resource employees to develop best practices*
 - 3. *How does grant expand capacity*
 - *This grant provides FOR/ME the opportunity to leverage research and work completed and expand specific career and education pathways to better articulate career opportunities within Maine.*
- V. *Equity*
- 1. *Vision*
 - *This project will increase the number of under-represented workers in Maine's forest products industry through improved hiring and workplace practices resulting in greater retention and clearer career development opportunities that open pathways for a more diverse*
 - 2. *Overall DEI Plan*
 - *The DEI plan for our partnership begins with professional consultation to engage partners in an assessment of the experience of a job-seeker from historically underserved populations and identify barriers and obstacles to progressing through a FPS career.*
- VI. *Proposed Outcomes*
- 1. *Metrics*
 - *Pathways equity assessment.*
 - *Industry partners will, at minimum, meet quarterly.*
 - *The FOR/ME workforce committee will continue to meet 6-10 times per year and support the strategies developed.*
 - *Seven to ten career specific pathways will be developed as part of the project.*
 - 2. *Long-term system changes*
 - *In service of longstanding systems change in the industry, this proposal advances both introductory and job-related DEI training to FPS professionals.*
- VII. *Sustainability*
- 1. *Long-term relationships with workforce system*
 - *Connecting pathways to MDOL, CareerCenters, Chambers, local ECD workforce initiatives, new DOL and jobs websites and higher education catalogs.*
 - 2. *Sustainability for workers*
 - *workers will have identified entry/re-entry and exit points for each pathway.*
 - *Utilizing navigators already in place through the State and MaineSpark Adult Promise Navigator Network and State Navigators newly hired as coaches and connectors to the wrap-around services and resources often necessary for adults to enter or advance along a career pathway.*
 - 3. *Sustainability past grant period*
 - *Applicant will continue to raise funds to ensure recommendations are fully implemented. is working with the Maine Community Foundation on potential grant opportunities*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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EVALUATOR DEPARTMENT: MDOL

- *Once the model is established for FOR/Maine with 7-10 pathways, the model and process may be expanded to work across the forestry industry and in new targeted industries.*

4. *Risks*

- *Developing pathways that no one will be attracted to. To mitigate that risk, applicant is seeking to fund on-going marketing and communications and will work within the current workforce system to raise awareness and ensure workers are connected to the right pathways and resources.*

VIII. *Budget*

- *The applicant's budget is well balanced and clearly laid out.*

IX. *Industry Partner Membership*

- *The proposal has strong representation from businesses, Maine Community College System, business associations, and EMDC.*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: (Northeastern University)

DATE: (7/13/2022)

EVALUATOR NAME: (Megan Dichter)

EVALUATOR DEPARTMENT: (Maine Department of Education)

Instructions: The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is **required** that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.

Individual Evaluator Comments:

I. Eligibility

- Businesses involved
 - 6
- Geographic scope
 - Statewide
- Industry Served
 - Healthcare and Social Assistance
- Communities of Focus
 - Women, people of color, recent grads from out of state interested in exploring clinical positions with the intent of further education in healthcare.
- Target Result
 - Increase the labor pool-
 -
- Total number of partners
 - 8

II. Applicant Experience

- Since 2020 they have established 106 partnerships and engaged over 1.2k learners
- Where is their experience with workforce development?

III. Statement of Need

- Description of challenge
 - Lack of healthcare workers in ME- good Maine data
- How project addresses need
 - Establishes access to a new labor pool in Maine – could compliment other MJRP Healthcare initiatives that look to upskill incumbent healthcare workers and will leave vacancies.
 - Will grow to include other universities- good.

IV. Program Design

- Strategies to accomplish goals of project
 - Addresses short term goals -fill open front end positions, and long-term goals - entice healthcare workers to live and work in ME expanding workforce.
 -
- Detailed Initiative

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER NAME: (Northeastern University)

DATE: (7/13/2022)

EVALUATOR NAME: (Megan Dichter)

EVALUATOR DEPARTMENT: (Maine Department of Education)

- *Industry input- a list of open front end HC positions and career maps and will recruit to fill these positions as part of a gap year*
- *Includes support services such as housing stipend \$500 p/month (low for Maine right now- depending on the area)*
- *Participants will have access to Roux PD and classes as well as support services.*

- *How does grant expand capacity*
 - *To create a channel for pre-clinical students to access clinical experience*
 - *Expand exposure to Healthcare Jobs in ME*
 -

- V. *Equity*
 - *Vision*
 - *Drawing from a more diverse population than Maine*
 - *Mention partner DEI plans but don't provide any info on the plans*
 - *They target women above- where are women in terms of data?*
 - *Overall DEI Plan*
 - *Good*

- VI. *Proposed Outcomes*
 - *Metrics*
 - *They want to fill 40 positions- can we require that a certain number of them be filled by women and people of color?*
 - *Short term outcome cost seen high*
 - *No retention metrics because outcomes are focused on temporary employment (gap year)*
 - *Long-term system changes*
 - *Establishes partnerships*
 - *Further collaborations between Roux and health industry*

- VII. *Sustainability*
 - *Long-term relationships with workforce system*
 - *Create an innovative new model like AmeriCorps for healthcare industry in ME and nationally.*
 - *Sustainability for workers*
 - *Are these supposed to be Maine workers?*
 - *Sustainability past grant period*
 - *How will these positions be filled after the grant completes? Shared funding model for partners to replicate.*
 - *Risks*
 - *Real risks and good supports*

- VIII. *Budget*
 - *Flat rate supportive services*
 - *Total costs per student?*

- IX. *Industry Partner Membership*
 - *Some roles are unclear*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022

Application

BIDDER NAME: (Northeastern University)

DATE: (7/13/2022)

EVALUATOR NAME: (Megan Dichter)

EVALUATOR DEPARTMENT: (Maine Department of Education)

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Northeastern University

DATE: July 15, 2022

EVALUATOR NAME: Isaac Gingras

EVALUATOR DEPARTMENT: Labor

Instructions: *The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is required that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.*

Individual Evaluator Comments:

I. *Eligibility*

1. *Businesses involved*
 - Six businesses (2 small, 2 medium, and 2 large)
2. *Geographic scope*
 - Statewide
3. *Industry Served*
 - Healthcare
4. *Communities of Focus*
 - Women, People of Color
5. *Target Result*
 - Increase Labor Pool
6. *Total number of partners*
 - 8

II. *Applicant Experience*

- The Roux Institute in Portland was founded in 2020 and is one of Northeastern University's 13 regional campuses.
- Has established 106 partnerships around the state and engaged with over 1.2 K learners.
- Hoping to utilize pool of graduating students.

III. *Statement of Need*

1. *Description of challenge*
 - There are not enough healthcare workers in Maine to sustain the current workforce needs.
2. *How project addresses need*
 - The project connects pre-clinical graduates from Northeastern University and other higher ed institutions with healthcare partners in Maine for unfilled entry-level positions.

IV. *Program Design*

1. *Strategies to accomplish goals of project*
 - Immediately fill entry-level positions.
 - Provide college graduates with experience in Maine prior to Med School and expose them to healthcare careers in Maine.
 - Expands capacity of the workforce.
 - Attract new talent to Maine.
 - Establish wrap-around services for certain participants to break down barriers.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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DATE: July 15, 2022

EVALUATOR NAME: Isaac Gingras

EVALUATOR DEPARTMENT: Labor

2. *Detailed Initiative*
 - The Roux Institute will convene a group of Maine healthcare partners to generate a list of open front end healthcare positions and career maps that span these entry level positions to higher skilled, and professional health care positions.
 3. *How does grant expand capacity*
 - Increase the labor pool by recruiting young people to Maine.
- V. *Equity*
1. *Vision*
 - Pulling from pools of recent graduates will help address equity goals.
 2. *Overall DEI Plan*
 - Engage partners in DEI planning.
 - Partner with Northeastern University's DEI resources.
- VI. *Proposed Outcomes*
1. *Metrics*
 - *Seem to be attainable.*
 1. *Seems like each healthcare partner is meant to create a career pathway map.*
 2. *Long-term system changes*
 - This would create longer term relationships with the partners in this proposal.
- VII. *Sustainability*
1. *Long-term relationships with workforce system*
 - *Necessary for the long term future of the healthcare workforce.*
 - *Opportunity to pilot an innovative program that could make a massive difference in the recruitment of healthcare professionals.*
 2. *Sustainability for workers*
 - Help the graduates get real-world experience and this will help inform future decision making.
 3. *Sustainability past grant period*
 - A successful pilot will help employers understand the added value.
 4. *Risks*
 - *Inability to recruit participants.*
- VIII. *Budget*
 - Majority of funding towards support services for housing stipends.
- IX. *Industry Partner Membership*
 - Membership partners provide good mix of experience.
 - Education partners seem to be involved as pipeline of potential students, not as training/education resource.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: NorthEastern

DATE: 7/14/22

EVALUATOR NAME: Joy Gould

EVALUATOR DEPARTMENT: DHHS

Instructions: The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is required that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.

Individual Evaluator Comments: Northeastern University: Roux Institute: Healthcare Sector

I. Eligibility

1. *Businesses involved*
 - 2 Small, 2 Medium, 2 large:
2. *Geographic scope*
 - statewide
3. *Industry Served*
 - Health (focus on pre-med gap year students)
4. *Communities of Focus*
 - Women, BIPOC, "recent out of state graduates interested in exploring clinical positions"
5. *Target Result*
 - Increase the labor pool by bringing in out of state gap year students
6. *Total number of partners*
 - Unclear "we estimate we will have as few as 20 and as many as 120"

II. Applicant Experience

- Lead applicant is Roux Institute in Portland, part of Northeastern University. Customized learning programs, blended with professional experience. Partnering with Bouve College of Health Science for a pilot program. (Names USM and UNE as partners)

III. Statement of Need

1. *Description of challenge*
 - Not enough healthcare workers in Maine.
2. *How project addresses need*
 - Proposes to pilot to connect college graduates aspiring to become health care providers to entry level clinical roles at Maine providers.
 - Provides wrap around support for students during their gap year

IV. Program Design

1. *Strategies to accomplish goals of project*
 - Roux will convene Maine Healthcare partners to generate open positions and career maps
 - Students receive housing stipend
2. *Detailed Initiative*
 -
3. *How does grant expand capacity*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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BIDDER NAME: NorthEastern

DATE: 7/14/22

EVALUATOR NAME: Joy Gould

EVALUATOR DEPARTMENT: DHHS

- V. *Equity*
 - 1. *Vision*
 - *Bringing 40 new gap year students into Maine Healthcare employers*
 - 2. *Overall DEI Plan*
 - *Pull from Northeastern's diverse student population*
 - *Relies on partnership DEI programs at employers as well as NE DEI program*
- VI. *Proposed Outcomes*
 - 1. *Metrics*
 - *6 healthcare industry partners and 2 education partners*
 - *10 career pathway maps*
 - *40 new employees (short term 1-2 years)*
 - 2. *Long-term system changes*
 - *Pilot program, unclear on long term effect*
- VII. *Sustainability*
 - 1. *Long-term relationships with workforce system*
 -
 - 2. *Sustainability for workers*
 - *Exposes new talent pool to Maine*
 - 3. *Sustainability past grant period*
 - *Shared funding model with employers after grant period*
 - 4. *Risks*
 - *Can they recruit gap year students to Maine?*
- VIII. *Budget*
 - *\$699,963*
 - *\$260,000 for support services (housing)*
 - *Personnel, contractual admin*
 - *\$10K per healthcare partner for up to 10 partners*
- IX. *Industry Partner Membership*
 - *MaineHealth, Northern Light, Oasis clinic, Maine family planning. UNE and USM Letters of support from Maine Primary Care and others.*

STATE OF MAINE
INDIVIDUAL EVALUATION NOTES

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Roux and Northeastern University

DATE: 7/15

EVALUATOR NAME: Sarah Griffen

EVALUATOR DEPARTMENT: Department of Labor consultant

Instructions: *The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is required that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.*

Individual Evaluator Comments:

I. *Eligibility*

1. *Businesses involved*
 - 6 are engaged
2. *Geographic scope*
 - statewide
3. *Industry Served*
 - Health care
4. *Communities of Focus*
 - Women, people of color, graduates from out of state
5. *Target Result*
 - 40 workers
6. *Total number of partners*

II. *Applicant Experience*

- Northeastern is experienced in education, training and placing health care professionals through Bouve College.
- Exec Director has international HR experience

III. *Statement of Need*

1. *Description of challenge*
 - Filling high level health care occupations and short-term filling entry-level occupations
2. *How project addresses need*
 - Brings in new workers to Maine for entry-level employment – fills short term need.
 - Does not appear to fill long-term positions because workers only stay for 1-2 years.

IV. *Program Design*

1. *Strategies to accomplish goals of project*
 - Recruitment strategy to bring in gap year students
 - Suggests it would result in long-term
 - Not robust recruitment plan but that is the mainframe part of the proposal
2. *Detailed Initiative*
 - Gap year students to fill positions; most are from outside Maine.
 - Expecting some might return after their continued training and education

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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BIDDER NAME: Roux and Northeastern University

DATE: 7/15

EVALUATOR NAME: Sarah Griffen

EVALUATOR DEPARTMENT: Department of Labor consultant

3. *How does grant expand capacity*
 - *It may bring partners together more systemically; it is less clear how it builds long term systemic capacity in filling positions.*
- V. *Equity*
 1. *Vision*
 - *Would build on Northeastern's equity work, but that is not spelled out explicitly in how it would translate to this project.*
 2. *Overall DEI Plan*
 - *Very general and few specifics*
 - *Unclear what their recruitment goal for gap students would be for BIPOC populations and a specific recruiting strategy for that population*
- VI. *Proposed Outcomes*
 1. *Metrics*
 - *Only 40 served; no long-term retention or outcomes*
 - *Seems very modest for grant funding requested*
 2. *Long-term system changes*
 - *Not clear because short-term outcomes does not appear to result in long-term gain for the health care system.*
 - *Potentially value for health care system change if employers and educational providers utilize partnership to identify step by step career progression for Maine residents and that could attract those out of state.*
- VII. *Sustainability*
 1. *Long-term relationships with workforce system*
 - *Relationships with higher education*
 2. *Sustainability for workers*
 - *Very low – they are gap year students who will go back to school*
 3. *Sustainability past grant period*
 - *Very unclear*
 4. *Risks*
 - *Model is not clear as a long-term solution to high-level occupations*
- VIII. *Budget*
 - *Cost per is very high – around 15K for outcomes of 40 entry-level employees*
- IX. *Industry Partner Membership*
 - *Good number of training and education partners, some employers*
 - *Unclear role of all training and education partners.*
 - *Would be beneficial to convene employers to discuss strategies to achieve similar goals.*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Northeastern University (Roux institute)

DATE: 7/10/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

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Individual Evaluator Comments:

I. Eligibility

1. Businesses involved

- 2 Small Employers, 2 Medium and 2 Large (see back page for list)

2. Geographic scope

- Statewide

3. Industry Served

- Healthcare

4. Communities of Focus

- Women and people of color

5. Target Result

- Increase Labor Pool

6. Total number of partners

- 8, possibly more (listed at bottom in IP member list)

II. Applicant Experience

- Northeastern's Roux Institute is a bold new model for learning, research and entrepreneurship. Established in 2020 it is one of 13 registered campuses in Northeastern's global university system. Falling under the umbrella of Northeastern and connected through this proposal, this project has the reach (of NE's 26,000 students) and focus and partnership with NE's Bouve College (Healthcare focus) which enrolls 5,000 students per year and graduates 650 with baccalaureate degrees (most are pre-med – the target population for this proposal. Grant funded

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER NAME: **Northeastern University (Roux Institute)**

DATE: 7/10/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

projects are common place within the University and at the Roux Institute. Plenty of experience carrying out projects and deliverables.

III. *Statement of Need*

1. *Description of challenge*

- *Not enough healthcare workers to sustain the current workforce need. A better system is needed to connect college grads (healthcare) embarking on post-graduate degrees, often taking a GAP YEAR to employment opportunities. Currently, many take a year off and volunteer somewhere or work menial jobs to make ends meet while they wait to get into med school.*

2. *How project addresses need*

- *Targeting healthcare students through NE's Bouve school in their GAP Year to consider professional healthcare opportunities in Maine for that year. Working with Maine healthcare employers to identify openings and make the connection for these students.*

IV. *Program Design*

1. *Strategies to accomplish goals of project*

- *With this proposal NE seeks to develop a pilot program that connect pre-clinical post-baccalaureate students with front-end healthcare opportunities in Maine to address both the short-term and long-term needs. S/T filling immediate openings. L/T attracting workers to Maine for these one (or two) year gigs and hoping that the exposure will entice them to come back after completing medical school or earning an advance degree.*

2. *Detailed Initiative*

- *Convene H/C providers in Maine*
- *Develop a list of job openings*
- *Use this info to recruit GAP YEAR students from NE's Bouve College and/or from USM and UNE, as well. The grant provides a \$500 housing stipend for students to help them transition to jobs in Maine.*

3. *How does the grant expand capacity?*

- *Development of a channel for pre-clinical students (gap year) to access clinical experience and paid jobs in Maine is a new concept. Students will also have the opportunity to learn about tuition assistance and other support services through the CareerCenter system and NE's Roux Institute.*

V. *Equity*

1. *Vision*

- *NE will draw from its diverse student base to attract healthcare workers (in their GAP year) to Maine. 15% of Northeastern's students are people of color, 17% are Asian and 43% are white –*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 - Application

BIDDER NAME: Northeastern University (Roux Institute)

DATE: 7/10/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

much more diverse than Maine's population – so the project would bring diversity to Maine and diverse hiring!

2. Overall DEI Plan

- *Partners in the proposal are both large and small employers who provide services to priority populations in Maine. By filling open positions we are helping to serve populations in need. All of our project partners have strong/ambitious DEI goals/strategies. Employers and students will have the opportunity to engage in DEI training, which is included as part of the wrap-around services at ROUX institute, as well.*

VI. Proposed Outcomes

1. Metrics (not all but highlights)

- *Partner Meetings throughout grant period – 13*
- *# Employer partners – 10 (30)*
- *# Strategic partners – 4*
- *# Career pathway maps – 10*
- *# of new individuals and workers trained – 40*
- *# of workers receiving support services - 40*
- *# people in priority groups reached – 300*
- *# people in priority groups hired - 40*

2. Long-term system changes

- *Ultimately systems change will occur with an array of academic partners offering/exposing bright talent in HC to an abundance of job opportunities in the healthcare sector in Maine – early in their careers! Recruiting, hiring and retention!*

VII. Sustainability

1. Long-term relationships with workforce system

- *Work with the CareerCenter system (will continue) to guide these new healthcare workers in Maine with opportunities for advancement and/or tuition and support services as they begin the 2nd phase of their education (med school and/or advanced education in healthcare arena)*

2. Sustainability for workers

- *Pilot project will offer an opportunity for post-baccalaureate students to access employment in the health care industry in Maine during their gap year(s). The project will provide a steady stream of workers to join an existing/understaffed healthcare workforce and will benefit those already working in the sector with much needed relief from staffing shortage.*

3. Sustainability past grant period

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Northeastern University (Roux Institute)

DATE: 7/10/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

- *Pilot project will provide value for partner organizations suffering from lack of talent and help to establish lower costs for recruitment – which is often as high as \$4,000 per new staff person in Maine (especially in rural areas). If it turns out that this pilot/approach adds value it will be shared widely and not limited to healthcare.*

4. *Risks*

- *Big risk is inability to recruit pre-clinical students to these job opportunities in Maine. Hoping the housing stipend offer and the wrap-around services/courses available through Roux Institute will be a draw.*

VIII. *Budget*

- *Total Budget - \$699,963*
- *Personnel Costs - \$189,000*
- *Consultants / Contracts - \$100,000*
- *Training Costs – \$46,000*
- *Support Services - \$260,000*
- *Travel - \$10,000*
- *Administration - \$139,000*
- *Event Costs - \$10,000*
- *Cost per Worker - \$2,914*

IX. *Industry Partner Membership*

- *Project Lead*
 - o *Northeastern University – Roux Institute*
- *Business Association*
 - o *Maine Primary Care Association*
 - o *Maine Family Planning Association*
- *Business Partners*
 - o *Maine Health*
 - o *Northern Light Health*
 - o *Oasis Free Clinic*
 - o *Knox Clinic*
 - o *Maine Family Planning Association*
- *Training and Education Partners*
 - o *Northeastern University's Bouve College and Roux*
 - o *University of Southern Maine*
 - o *University of New England*
- *Government Entity Workforce*
 - o *Maine CareerCenter System*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Northeastern University (Roux Institute)

DATE: 7/10/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

Letters of Support from: Maine Health, Northern Light Health, Knox Clinic, Maine Primary Care Association, Maine Family Planning Association, Oasis, University of New England, University of Southern Maine and letters from 3 students supporting this concept.

Additional Evaluator Comments:

Meets minimum qualifications. Strong, clear and innovative proposal. The costs are quite high. The emphasis on the participants with \$260,000 available for housing stipends is a plus in my mind.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER NAME: Northeastern University

DATE: July 14, 2022

EVALUATOR NAME: Christopher Quint

EVALUATOR DEPARTMENT: MDOL

Instructions: *The purpose of this form is to record proposal review notes written by **individual** evaluators for this Request for Proposals (RFP) process. It is **required** that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.*

Individual Evaluator Comments:

- I. *Eligibility*
 1. *Businesses involved*
 - *Applicant has required number of businesses included*
 2. *Geographic scope*
 - *Statewide*
 3. *Industry Served*
 - *Healthcare and social assistance*
 4. *Communities of Focus*
 - *Women; People of color; Recent graduates, primarily from out of state, interested exploring clinical positions with the intent of further education in healthcare*
 5. *Target Result*
 - *Increase the labor pool*
 6. *Total number of partners*
 - *8 total partners*
- II. *Applicant Experience*
 - *The has experience in workforce development*
- III. *Statement of Need*
 1. *Description of challenge*
 - *The applicant outlined the challenge they are seeking to address*
 2. *How project addresses need*
 - *Outlined in proposal*
- IV. *Program Design*
 1. *Strategies to accomplish goals of project*
 - *The applicant outlined their strategies in their proposal*
 2. *Detailed Initiative*
 - *The applicant outlines detailed strategies focused*
 3. *How does grant expand capacity*
 - *It is included in the proposal*
- V. *Equity*
 1. *Vision*
 - *The applicant's vision is included in their proposal*
 2. *Overall DEI Plan*
 - *Included in the proposal*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Northeastern University

DATE: July 14, 2022

EVALUATOR NAME: Christopher Quint

EVALUATOR DEPARTMENT: MDOL

VI. *Proposed Outcomes*

1. *Metrics*
 - *Included in the proposal*
2. *Long-term system changes*
 - *Outlined in the proposal*

VII. *Sustainability*

1. *Long-term relationships with workforce system*
 - *Outlined in the proposal*
2. *Sustainability for workers*
 - *Outlined in the proposal*
3. *Sustainability past grant period*
 - *Outlined in the proposal*
4. *Risks*
 - *Outlined in the proposal*

VIII. *Budget*

- *The applicant's budget is well balanced and clearly laid out.*

IX. *Industry Partner Membership*

- *Outlined in the proposal*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: (Maine Business Education Partnership)

DATE: (7/8/2022)

EVALUATOR NAME: (Megan Dichter)

EVALUATOR DEPARTMENT: (Maine Department of Education)

Instructions: *The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is required that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.*

Individual Evaluator Comments:

I. Eligibility

1. Businesses involved-
 - 11 businesses involved
2. Geographic scope-
 - starting regionally Greater Augusta, Aroostook and York county with an intention to grow statewide during the grant.
3. Industry Served-
 - retail
4. Communities of Focus-
 - all
5. Target Result-
 - increase labor pool, credentials of value and average wages
6. Total number of partners-
 - 7- why is this different than employers listed (11?) 9 listed on Partnership Table

II. Applicant Experience

- Good experience with retail and grant management- has already been partnering to offer RiseUp credentials. More info on Industry partnerships and the success of those who have earned the credential is needed? Quality outcomes?

III. Statement of Need

1. Description of challenge-
 - good description of challenge
2. How project addresses need-
 - project addresses the skills needed to work in retail and could increase the number of credentials earned and possibly the wages earned for those who earn the credential- -
 - unclear how this will actually increase the labor pool-

IV. Program Design

1. Strategies to accomplish goals of project-
 - retail career pathways partnership – increasing the knowledge regarding retail career pathways
 - employers will be involved in the introducing, marketing, and promoting courses and supporting employee completion.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: (Maine Business Education Partnership)

DATE: (7/8/2022)

EVALUATOR NAME: (Megan Dichter)

EVALUATOR DEPARTMENT: (Maine Department of Education)

- *Program design includes tracking of completion of credentials- what about tracking employment or wage increases?*
 - *Involvement of AE and C3- expansion to serve ELL through EnGen*
 - *No assessment of whether students have skills and/or technology for online learning*
2. *Detailed Initiative-*
 - *Who will be facilitating/teaching the classes?*
 3. *How does grant expand capacity*
 - *Attract new workers, fill vacant positions,*
- V. *Equity*
1. *Vision*
 - *Lacking data on the diversity of retail workforce in Maine*
 - *Lacking data on the diversity of eligible populations in the targeted regions*
 2. *Overall DEI Plan*
 - *Partnering with Goodwill NNE- good experience serving those with barriers*
 - *More info on recruiting diverse populations- to be addressed through partnerships not yet formalized at the time of submission.*
- VI. *Proposed Outcomes*
1. *Metrics*
 - *9 career pathway maps by the end of 2022 feels unrealistic*
 - *How will metric # 4 be collected- whose responsibility- what system?*
 2. *Long-term system changes*
 - *Transforms organizations systemically*
 - *Focus on collaboration*
 - *How will it focus on DEI and leadership?*
- VII. *Sustainability*
1. *Long-term relationships with workforce system*
 - *Emphasis on career exploration and development/training*
 - *Will bring trade associations and private sector together and foster long term relationships with educational partners*
 - *Stackable credentials*
 2. *Sustainability for workers*
 - *Will hopefully become permanent programming*
 - *Partnerships will live on*
 - *Add student voice to the Working Group as grant moves on?*
 3. *Sustainability past grant period*
 -
 4. *Risks*
 - *Low enrollment? People won't prioritize education?*
- VIII. *Budget*
- *Training costs shouldn't be more than personnel costs unless they include instruction. Why so high?*
 - *Support services funding*
 - *Who is providing instruction? Or course support to students?*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
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BIDDER NAME: (Maine Business Education Partnership)

DATE: (7/8/2022)

EVALUATOR NAME: (Megan Dichter)

EVALUATOR DEPARTMENT: (Maine Department of Education)

- *Employee reimbursement for sitting for the taking the course or earning credential? - Earn while you learn.*

IX. Industry Partner Membership

- *Ambitious numbers in terms of those served*
- *Bow street market and the Loyal Biscuit don't operate within any of the designated areas*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Maine Business Education Partnership

DATE: July 15, 2022

EVALUATOR NAME: Isaac Gingras

EVALUATOR DEPARTMENT: Labor

Instructions: *The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is required that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.*

Individual Evaluator Comments:

I. *Eligibility*

1. *Businesses involved*
 - 11 (5 small, 2 medium, 4 large)
2. *Geographic scope*
 - Greater Augusta, Aroostook, York County. Would expand to statewide through grant period.
3. *Industry Served*
 - Retail
4. *Communities of Focus*
 - All listed
5. *Target Result*
 - Increase labor pool, increase credentials of value, increase wages.
6. *Total number of partners*
 - 7 at time of submission

II. *Applicant Experience*

- MBEP was incorporated in 2020 and is managed by the Retail Association of Maine.
- The MBEP is a non-profit organization with a vision to foster partnerships resulting in well-trained and dynamic workforce.
- Retail Association of Maine has been advocating or retail voices in Maine since 1937.
- Did similar work through a grant in October of 2021 and launched the Retail Careers for ME Campaign.
- Plan to use some of this work moving forward with the grant.

III. *Statement of Need*

1. *Description of challenge*
 - There has been a significant challenge to fill retail jobs prior to the pandemic and since 2020, it has become significantly harder.
 - The lack of workers has made it so some companies have had to cut hours/days at peak times.
2. *How project addresses need*
 - Project will increase the labor pool by working with Adult and Community Education system and Community Coordinators Collaborative. Have employers join forces to focus on recruiting efforts.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

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BIDDER NAME: Maine Business Education Partnership

DATE: July 15, 2022

EVALUATOR NAME: Isaac Gingras

EVALUATOR DEPARTMENT: Labor

- Offer training to current and prospective workers that will allow people to earn industry recognized credentials.
- Training and credentials provide employable skills that all for higher wages to be earned.

IV. Program Design

1. Strategies to accomplish goals of project

- Create the Retail Career Pathways Partnership. This will be a partnership that will recruit, train, and seek opportunities to explore best practices.
- Facilitate access to the recognized training programs.
- Work with those who are in high school or adult education to facilitate career pathways and career exploration.

2. Detailed Initiative

- Connections to career training will be valuable and include:
 1. Retail fundamentals
 2. Customer service and sales
 3. Business of retail: operations and profit
 4. Warehouse inventory and logistics.
- Creation and distribution of career pathways.
- Increase access to DEIA trainings for employers.
- Credentialing curriculum. Partnerships with high schools to promote career exploration

3. How does grant expand capacity

- Grant funding will ensure that current and prospective employees develop skillsets that better position them in the workforce.

V. Equity

1. Vision

- Promote universal training opportunities for all.
- One of the more diverse sectors and important to recognize that.

2. Overall DEI Plan

- Adult Ed. will serve an incredibly diverse group.
- Training will be offered at no cost to the worker.
- Creation of DEIA training for employers in the sector.

VI. Proposed Outcomes

1. Metrics

- Meet standards

2. Long-term system changes

- More partnership between the retail work and training providers.

VII. Sustainability

1. Long-term relationships with workforce system

- The grant will allow for foundational building of skills that are integral to workforce growth.
- Greater relationships with education communities.

2. Sustainability for workers

- Training will be adopted for permanent programming.

3. Sustainability past grant period

- Employers will more readily adopt the training programs for their employees.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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BIDDER NAME: Maine Business Education Partnership

DATE: July 15, 2022

EVALUATOR NAME: Isaac Gingras

EVALUATOR DEPARTMENT: Labor

- Seek out other grants to help ensure long-term success.

4. *Risks*

- Restrained by Maine' demographics to meet some of the diversity goals.

VIII. *Budget*

- Requesting \$440,839

IX. *Industry Partner Membership*

- Good mix of partners and it is good to see a large mix of businesses as part of the partnership

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Maine Business Education Partnership

DATE: 7/15/22

EVALUATOR NAME: Joy Gould

EVALUATOR DEPARTMENT: DHHS

Instructions: *The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is required that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.*

Individual Evaluator Comments: Maine Business Education Partnership, Retail Sector

I. Eligibility

- 1. Businesses involved*
 - 5 small, 2 medium, 4 large
- 2. Geographic scope*
 - Initially regional, eventually statewide
- 3. Industry Served*
 - Retail
- 4. Communities of Focus*
 - Selected all
- 5. Target Result*
 - Increase the labor pool, increase credentials of value, increase average wages

II. Applicant Experience

- Incorporated in 2020 as 501c3, under the umbrella of the Retail Association of Maine.
- Executive Director has 35 years of experience in retail management. Retail Association of Maine incorporated in 1937
- MBEP is approved training provider on ETPL. For the RISE UP program

III. Statement of Need

- 1. Description of challenge*
 - Filling retail jobs remains challenging. Retailers have had to cut operation and service hours due to limited staff. The RISE UP course is available on a limited scale. This funding would allow for expansion.
- 2. How project addresses need*
 - Expand access to RISE UP credentials: Retail fundamentals, Customer Service and Sales, Business of Retail, Warehouse and Logistics
 - Expand partnerships
 - Build in access to job shadows, internships, career pathways

IV. Program Design

- 1. Strategies to accomplish goals of project*
- 2. Detailed Initiative*
 - Rise Up aims to impact recruitment
 - Focuses on job readiness
- 3. How does grant expand capacity*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

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DATE: 7/15/22

EVALUATOR NAME: Joy Gould

EVALUATOR DEPARTMENT: DHHS

4. *Key goal is workforce attraction and training. Proposal narrative does not provide further details on expanding capacity.*
 - *Budget includes info on expansion of training opportunities*
 - *See other sections for target metrics*
- V. *Equity*
 1. *Vision*
 2. *Overall DEI Plan: Partnership with Adult Education, utilize GNNE DEI, budgeted business/employer training for DEI.*
- VI. *Proposed Outcomes*
 1. *Metrics*
 - *11 employer partners year one, 30 total partners over grant period*
 - *9 career pathway maps*
 - *Increase employee retention 60%, 70%, 80% over 3 years.*
 2. *Long-term system changes*
 - *Pilot program, unclear on long term effect*
- VII. *Sustainability*
 1. *Long-term relationships with workforce system*
 -
 2. *Sustainability for workers*
 3. *Sustainability past grant period*
 4. *Risks*
 - *No major risks identified*
- VIII. *Budget*
 1. *Budget costs appear reasonable*
- IX. *Industry Partner Membership*
 1. *Strong identified partnerships*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Maine Business Education Partnership

DATE: 7/15/22

EVALUATOR NAME: Sarah Griffen

EVALUATOR DEPARTMENT: Department of Labor Consultant

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Individual Evaluator Comments:

I. Eligibility

1. Businesses involved
 - Yes, small/medium/large
2. Geographic scope
 - statewide with focus in Augusta, Aroostook, York counties
3. Industry Served
 - Retail
4. Communities of Focus
 - Range of unemployed, BIPOC, youth, and others
5. Target Result
 - All three results
6. Total number of partners
 - Seven plus employers

II. Applicant Experience

- Relatively new non-profit (2 years old) managed by Retail Assn of Maine
- Executive director experienced in grants mgmt.
- Mission is focused on workforce; did work with JMG and Kittery Adult Education to roll out initial credential
- Is on ETPL; is workig with targeted populations
- Ties to national industry association.
- Has recruitment campaign that is multi faceted

III. Statement of Need

1. Description of challenge
 - Significant job vacancies impacting ability of employers to operate regular hours
 - Important industry for Maine
 - Would be helpful to know turnover and vacancy rates in positions, and a bit more about the positions
2. How project addresses need
 - Plan to increase labor pool through recruitment, increasing credentials, and allow employees to access advancement opportunities in the sector.

IV. Program Design

1. Strategies to accomplish goals of project
 - Create career pathways so workers see a path upward; work with high schoos and others to recruit to the industry using career pathways.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER NAME: Maine Business Education Partnership

DATE: 7/15/22

EVALUATOR NAME: Sarah Griffen

EVALUATOR DEPARTMENT: Department of Labor Consultant

- *Expand use of RISE UP credentials (four programs) with employers who have committed to the courses.*
 - *Working with two industry intermediaries to reach to employers.*
 - *Partnerships with 11 employers; expect to expand*
 - *C3 partnership to bridge to schools and students*
2. *Detailed Initiative*
- *Using Rise Up credential as a marketing/atraction tool to students in particular*
 - *Offering training; describing pathways to higher level jobs*
 - *Focus on skills and credentials rather than postsecondary degrees*
 - *Not clear how they will work with adult workforce system – almost all descriptors focus on high school students, but the target population is much broader.*
3. *How does grant expand capacity*
- *A bit unclear – mostly through promoting careers in retail*
- V. *Equity*
1. *Vision*
- *Creates equal access to credentials; not sure that this will happen without concerted effort to recruit BIPOC communities and to move towards culture change by employers. Equal is not the same as equitable. There is an annual event to support employers; this may not be enough.*
2. *Overall DEI Plan*
- *See above notes in vision; think a more robust plan with employers, and identifying what communities need to succeed would result in better outcomes.*
- VI. *Proposed Outcomes*
1. *Metrics*
- *Goal of 30 partners total by the end;*
 - *Nine career pathway maps*
 - *Progressively higher retention – this seems ambitious given the industry, and the work they are proposing to bring in a range of possible employees who may need additional supports, where culture change is needed at employers (including in shift work/just in time scheduling that can upset retention rates because employees can't adjust)*
2. *Long-term system changes*
- *Not clear what the long-term system change is, beyond stronger relationships. DEI sustainability is unclear, and how Rise Up credential is embedded is not detailed.*
- VII. *Sustainability*
1. *Long-term relationships with workforce system*
- *Mostly focused on students, not on entire workforce system. Increased focus on breadth of system would benefit employers and workers alike.*
2. *Sustainability for workers*
- *Not clear how the career pathway will work beyond the initial credential.*
3. *Sustainability past grant period*
- *Expecting employers and educators to incorporate Rise Up credential*
4. *Risks*
- *Credential might not be taken up*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
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BIDDER NAME: Maine Business Education Partnership

DATE: 7/15/22

EVALUATOR NAME: Sarah Griffen

EVALUATOR DEPARTMENT: Department of Labor Consultant

- *Priority populations might not be sufficiently marketed to/relationships built with agencies working with those populations.*
- *Challenges around seasonality and retaining workers.*

VIII. *Budget*

- *Are there other sources to pay for the training costs especially through ARPA?*
- *Transportation costs seem very high*

IX. *Industry Partner Membership*

- *Good diversity of businesses*
- *Good set of partners at the table*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Maine Business Education Partnership

DATE: 7/9/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

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Individual Evaluator Comments:

I. Eligibility

1. Businesses involved

- 5 Small, 2 Medium and 4 Large Employers (list at bottom of last page)

2. Geographic scope

- Statewide through grant period but focus on Greater Augusta, Aroostook and York Counties where Adult Eds are very involved.

3. Industry Served

- Retail

4. Communities of Focus

- All are checked. Youth, Women, Refugees and Immigrants, Justice involved, Displaced workers, Veterans and other marginalized populations

5. Target Result

- Increase Labor Pool, Increase Credentials of Value and Increase Wages

6. Total number of partners

- 7 with anticipated more to come

II. Applicant Experience

- MBEP was established as a 501C3 in December of 2020. They fall under the umbrella of the Retail Association of Maine (RAM). The executive director of MBEP has 35+ years of experience in retail and management. RAM was founded in 1937, providing a lead voice for retail establishments in Maine. RAM works closely with DECD on Maine's 10-year plan and has been

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER NAME: Maine Business Education Partnership

DATE: 7/9/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

involved in many partnerships and collaborations. Together RAM and MBEP received a grant to launch Retail Careers for Maine project.

III. *Statement of Need*

1. *Description of challenge*

- *Retail jobs in Maine account for 28% of Maine's workforce (80,000 ppl). Since 2019 the number of employees in retail had declined by 9.5%. Maine retailers are being forced to cut hours of operation and lose revenue due to staffing shortages. The pandemic made the situation worse.*

2. *How project addresses need*

- *The project proposes to increase the number of people with relevant credentials by utilizing the national organization's RISE UP training for both new and incumbent workers. This includes work with Adult Eds and the Community Coordinator Collaborative (C3) to recruit staff and increase credentialing amongst adults and high school age students.*

IV. *Program Design*

1. *Strategies to accomplish goals of project*

- *If funded the title of this project will be: Retail Career Pathways Partnership. The goal is to recruit, train and advance using career development pathways. Retail employers will sign an MOA with MBEP that acknowledges their desire to promote and implement these goals.*

2. *Detailed Initiative*

- *There are 4 stackable RISE UP credential programs. These include: Customer Service and Sales, Business and Retail, Operations and Profit and Warehouse, Inventory and Logistics. Outreach will include Career Exploration at the HS level. The partnership with RAM and Maine Grocers and Food producers provides outreach through 600+ Maine retailers. Employers will agree to provide outreach to their staff, train, recruit, document, share success stories, host career exploration days/workshops. Eleven employers have signed on and we anticipate many more through the grant period.*

3. *How does the grant expand capacity?*

- *By training dozens of jobseekers and incumbent workers in the RISE UP curriculum, skilled staffing in the industry is increased quickly. Development of career ladders will also be complete and help to expand capacity. Work with HS students will help to build a continuous pipeline, as well.*

V. *Equity*

1. *Vision*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

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BIDDER NAME: Maine Business Education Partnership

DATE: 7/9/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

- *Retail is inherently one of the most diverse employer sectors in the country. Through partnerships with adult eds (who serve a very diverse and often marginalized population) and the community coordinator collaboration and employers, opportunities will be available to all.*

2. Overall DEI Plan

- *Through the project DEIA and leadership training will be available to employers (and their staff). For jobseekers, adult eds and the community coordinator collaboration both have a strong DEI commitment and serve diverse populations (priority communities). All will be served.*

VI. Proposed Outcomes

1. Metrics (not all but highlights)

- *Partner Meetings throughout grant period – 18*
- *# Employer partners – Start w 11 anticipate about 30*
- *# Strategic partners – Start w 7 anticipate 27*
- *# Career pathway maps – 9 - 14*
- *Increase retention from 60-80% (over 2.5 years)*
- *# of workers impacted – 300*
- *# of workers training – 50-100*
- *# incumbent workers trained – 100*
- *# people receiving ESL training – 17-87*
- *# Priority groups hired – TBD*

2. Long-term system changes

- *The collaboration between business and public education where businesses are directly interacting with students, nurturing career pathways and building skills will continue as a long term change. Retail businesses in the classroom. In addition more career exploration will continue in the schools.*

VII. Sustainability

1. Long-term relationships with workforce system

- *Collaboration with trade association partners and private sector businesses and public education partners will build a foundation upon which further growth and sustainability will be generated. The stackable credentials and opportunity for career advancement will continue.*

2. Sustainability for workers

- *Ideally the RISE UP training (ongoing) will be adopted by most retail employers in Maine and be integrated into adult ed training curriculums, as well, giving workers the opportunity advance and better understand the retail environment.*

3. Sustainability past grant period

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

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BIDDER NAME: Maine Business Education Partnership

DATE: 7/9/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

- *RISE UP trainings are affordable and employees and employers will see a direct benefit beyond the grant period. Established career ladders will also be sustainable.*

4. *Risks*

- *If there is any issue, it's just that it's hard to meet diversity hiring numbers on any scale because there is very little diversity in Maine! That said, we are confident our program will be successful.*

VIII. *Budget*

- *Total Budget - \$440,839*
- *Personnel Costs - \$115,780*
- *Consultants / Contracts - \$21,000*
- *Training Costs - \$158,740 (question?)*
- *Support Services for Trainees - \$60,300*
- *Travel - \$76,518 (includes funding for several trips for students to have tours of retail businesses and trips to schools)*
- *Administration - \$8,500*
- *Cost per Worker - \$692.74*

IX. *Industry Partner Membership*

- *Project Lead*
 - o *Maine Business Education Partnership*
- *Business Association*
 - o *Retail Association of Maine*
 - o *Maine Grocers and Food Producers Association*
- *Business Partners*
 - o *Kittery Trading Post*
 - o *Loyal Biscuit*
 - o *Reny's*
 - o *Kinney's IGA*
 - o *Goodwill*
 - o *Bow Street*
 - o *Bow Street Beverage*
 - o *Marden's*
 - o *Day's Jewelry*
- *Training and Education Partners*
 - o *MSAD 1*
 - o *Augusta Adult Education*
 - o *Kittery Adult Ed*
 - o *Community Coordinator's Collaboration (C3)*

Letters of Support from: National Retail Foundation, Mexicali Blues and the Wells Fashion Outlet

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Maine Business Education Partnership

DATE: 7/9/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

MOAs signed by all partners above

Additional Evaluator Comments

*Meets minimum qualifications. Strong, clear proposal for an industry hit hard during the pandemic.
Reasonable price tag.*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Maine Business Education Partnership

DATE: July 14, 2022

EVALUATOR NAME: Christopher Quint

EVALUATOR DEPARTMENT: MDOL

Instructions: *The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is required that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.*

Individual Evaluator Comments:

- I. Eligibility
 1. Businesses involved
 - Applicant has required number of businesses included
 2. Geographic scope
 - Greater Augusta, Aroostook County, York County, eventually expanding Statewide
 3. Industry Served
 - Retail
 4. Communities of Focus
 - Unemployed or underemployed adults; In-school youth ages 16-24; Out of school youth; Adults age 55 and older; People without a college degree; Women; People of color; Individuals involved in the justice system; People with disabilities; Veterans
 5. Target Result
 - Increase the labor pool; increase credentials of value; increase average wages
 6. Total number of partners
 - 7 total partners
- II. Applicant Experience
 - The has experience in workforce development
- III. Statement of Need
 1. Description of challenge
 - The applicant outlined the challenge they are seeking to address
 2. How project addresses need
 - Outlined in proposal
- IV. Program Design
 1. Strategies to accomplish goals of project
 - The applicant outlined their strategies in their proposal
 2. Detailed Initiative
 - The applicant outlines detailed strategies focused
 3. How does grant expand capacity
 - It is included in the proposal
- V. Equity
 1. Vision
 - The applicant's vision is included in their proposal
 2. Overall DEI Plan

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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BIDDER NAME: Maine Business Education Partnership

DATE: July 14, 2022

EVALUATOR NAME: Christopher Quint

EVALUATOR DEPARTMENT: MDOL

- *Included in the proposal*

VI. *Proposed Outcomes*

1. *Metrics*
 - *Included in the proposal*
2. *Long-term system changes*
 - *Outlined in the proposal*

VII. *Sustainability*

1. *Long-term relationships with workforce system*
 - *Outlined in the proposal*
2. *Sustainability for workers*
 - *Outlined in the proposal*
3. *Sustainability past grant period*
 - *Outlined in the proposal*
4. *Risks*
 - *Outlined in the proposal*

VIII. *Budget*

- *The applicant's budget is well balanced and clearly laid out.*

IX. *Industry Partner Membership*

- *Outlined in the proposal*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: (Maine Development Foundation)

DATE: (7/15/2022)

EVALUATOR NAME: (Megan Dichter)

EVALUATOR DEPARTMENT: (Maine Department of Education)

Instructions: *The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is **required** that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.*

Individual Evaluator Comments:

I. Eligibility

1. Businesses involved
 - 4
2. Geographic scope
3. Industry Served
 - Forestry
4. Communities of Focus
 -
5. Target Results
 - (increase labor pool, increase credentials of value)
6. Total number of partners
 - 10

II. Applicant Experience

▪

III. Statement of Need

1. Description of challenge
 - Retiring forestry workforce
 - Labor needs for emerging industries are higher than current needs
2. How project addresses need
 - Increasing recruitment efforts
 - Marketing campaign to correct misperceptions of industry and highlight career paths

IV. Program Design

1. Strategies to accomplish goals of project
 - Target most highly needed positions in industry
 - Career pathways education
 - Develop/expand training
 - Equity stipends to address barriers – everyone gets this?
 -
2. Detailed Initiative
 - Retain career pathways consultant to lead the development of inclusive pathways
 - Develop two new trainings- or expand two existing trainings

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: (Maine Development Foundation)

DATE: (7/15/2022)

EVALUATOR NAME: (Megan Dichter)

EVALUATOR DEPARTMENT: (Maine Department of Education)

- Year 2/3 work with education partners to develop training- equity stipends
 - DEI consultant
 - Marketing/publicity
3. *How does grant expand capacity*
- *Increases knowledge of career pathways in industry*
 - *EDA funding will support this work continuing*
 - *Improves hiring and workplace practices for greater retention*
 -
- V. *Equity*
1. *Vision*
- *Increase number of under-represented individuals in industry (who are the populations?)*
2. *Overall DEI Plan*
- *Equity analysis of career pathways developed*
 - *Expand training opportunities- for who?*
 - *MCCS Baseline DEI course*
- VI. *Proposed Outcomes*
1. *Metrics*
-
2. *Long-term system changes*
- *Focus on DEI will shift demographics of the industry*
- VII. *Sustainability*
1. *Long-term relationships with workforce system*
- *Strengthen relationships*
2. *Sustainability for workers*
- *Better info on jobs in the industry for potential employees*
3. *Sustainability past grant period*
- *Pathways will continue to be promoted*
 - *Model for developing career pathways can be expanded to other industries*
4. *Risks*
- *Recruitment – mitigate with an intentional marketing and recruitment campaign-*
- VIII. *Budget*
- *Equity stipends for up to 80 students*
- IX. *Industry Partner Membership*
-

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

BIDDER NAME: Maine Development Foundation

DATE: July 13, 2022

EVALUATOR NAME: Isaac Gingras

EVALUATOR DEPARTMENT: Labor

Instructions: *The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is required that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.*

Individual Evaluator Comments:

I. *Eligibility*

1. *Businesses involved*
 - *Four (two small, two large)*
2. *Geographic scope*
 - *Statewide*
3. *Industry Served*
 - *Forestry*
4. *Communities of Focus*
 - *Unemployed/underemployed, in-school/out-of-school youth ages 16-24, people w/out college degrees, women, people of color*
5. *Target Result*
 - *Increase labor pool, increase credentials of value*
6. *Total number of partners*
 - *Seven*

II. *Applicant Experience*

- *The Maine Development Foundation has been focusing on fostering, supporting, and assisting economic growth since 1978 when they were founded. One of their main goals has been to strengthen partnerships and bring stakeholders together to work on large scale projects.*
- *Examples of project: SeaMaine FOR/Maine, and Economic Growth Council.*
 1. *Required strategic, cross-sector partnerships.*
- *Managed large Community Block Grants with a history of success.*
- *Planning to focus on their Forest Opportunity Roadmap (FOR/Maine) industries to achieve workforce development goals.*
- *Work plan is aligned with 10-Year Economic Plan and the Maine Jobs and Recovery Plan.*

III. *Statement of Need*

1. *Description of challenge*
 - *It is critical to the future of the forest products sector that they increase the size of the labor pool that is trained with skills in existing and emerging fields. This includes replacing a large late of retirements are anticipated in the forest products sector.*
2. *How project addresses need*
 - *The project intends to build a resilient and diverse workforce through the creation of more detailed career pathways.*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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DATE: July 13, 2022

EVALUATOR NAME: Isaac Gingras

EVALUATOR DEPARTMENT: Labor

- The creation of a larger labor pool is a necessity for the forest products sector if they want to maintain and expand growth.
- Interested to see what the career pathways look like in the forestry industry.

IV. *Program Design*

1. *Strategies to accomplish goals of project*

- Developing transformational career and education pathways.
- Leveraging work of the FOR/Maine Workforce committee.
- Partner with new and existing partners to collectively develop new pathways that support 7-10 of the most high need positions in the industry.
- Expand training opportunities in response to the articulation of the career pathways.
 1. This will take place leveraging existing partnerships with MCCS and Adult Ed.
- Work with new and existing equity partners to assess and address barriers to entry and progression in the forest products sector.
- Utilization of equity stipends to help minimize barriers to program participation.
 1. This is a good idea in order to help address critical barriers that do exist.

2. *Detailed Initiative*

- Retain a consultant focused on career and education pathways.
- Provide training opportunities through MCCS and Adult Ed. for two of the high priority careers.
- Engage with a consultant in DEI to lead an equity analysis of career pathways while engaging CBOs/
- Utilization of current workforce development infrastructure.
- Engage with HR specialists in the forest products sector to create and promote DEI plans.

3. *How does grant expand capacity*

- The group has current funding that is set to end and this grant money would help continue and expand the work.
- Funding is being used to leverage existing opportunities.
- Elevate the forest products sector in discussions about workforce development.

V. *Equity*

1. *Vision*

- Increase the number of under-represented populations in the forest products sector.
- The use of an equity analysis of the industry would help to identify areas of opportunity and barriers in the career path.
- Training for HR staff in the forest product sector on DEI.

2. *Overall DEI Plan*

- Consultations with experts on DEI.
- Identify obstacles for underserved populations.
 1. Mitigation of those obstacles is critical.
- Baseline training from MCCS on DEI for partners looking to develop career pathways.
- Utilization of equity stipends.
 1. Appreciate this effort.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

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BIDDER NAME: Maine Development Foundation

DATE: July 13, 2022

EVALUATOR NAME: Isaac Gingras

EVALUATOR DEPARTMENT: Labor

- Work to improve hiring practices and cultural competency to ensure a new and open organizational culture.
 - DEI monitoring throughout the grant period.
- VI. *Proposed Outcomes*
1. *Metrics*
 - Metrics will be better defined through initial consultancy work.
 - Meeting 6-10 times per year.
 - Four employers are included in the application with the opportunity to engage more through the FOR/Maine workforce committee.
 - Post initiative survey will be included.
 2. *Long-term system changes*
 - The largest change is moving away from operating independently and understanding that partnerships are best for the entirety of the industry.
 - A long-term commitment to DEI is critical to making the industry more inclusive.
 - Organizational culture change.
- VII. *Sustainability*
1. *Long-term relationships with workforce system*
 - Development of career and education pathways are critical to the long-term connections with the workforce system and the
 2. *Sustainability for workers*
 - Identification of entry/re-entry pathways for workers within the different career pathways.
 - Leveraging of navigators would be critical for workers.
 3. *Sustainability past grant period*
 - FOR/Maine will continue to raise funds to do the work after the grant period.
 - Use the DOL to post pathways information so it is accessible to a wide-range of people.
 - With the model established, it may be used/expanded/replicated in other targeted industries.
 4. *Risks*
 - There is a lack of interest in the career pathways and a workforce does not materialize.
 - Incorrect data collection will make things more difficult to understanding the metrics.
- VIII. *Budget*
- Request is for \$665,651.
 1. Leveraging other funding sources.
 - Narrative fully explains all expenses.
- IX. *Industry Partner Membership*
- Membership exceeds minimum requirement and provides a wide-range of expertise and capacity to engage.
 - Group seems to be very well-rounded for what they aim to accomplish.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: (Maine Development Foundation)

DATE: (7/10/22)

EVALUATOR NAME: Joy Gould

EVALUATOR DEPARTMENT: DHHS

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Individual Evaluator Comments: Maine Development Foundation: Forestry

- I. Eligibility
 1. Businesses involved
 - 2 small, 2 large
 2. Geographic scope
 -
 3. Industry Served
 - Forestry
 4. Communities of Focus
 - Did not check
 5. Target Result
 -
 6. Total number of partners
 -
- II. Applicant Experience
 - Strong history of cross sector partnership and management of funds
- III. Statement of Need
 1. Description of challenge
 - Need to increase labor pool due to retirements and advancing technology
 2. How project addresses need
 - Will create education pathways, and increase training pipeline
- IV. Program Design
 1. Strategies to accomplish goals of project
 - Strategy was clear, building on existing framework of partnerships.
 2. Detailed Initiative
 - Outlined 5 strategies to build career maps, expand training, work on DEI initiatives and collaboration with workforce development system.
 3. How does grant expand capacity
 - Builds on existing framework. It would continue work begun in 2016 with grants ending in 2022
- V. Equity
 1. Vision
 - Will conduct an equity analysis to identify barriers and address them
 2. Overall DEI Plan
 - Includes training for partners, recruiting diverse candidates
- VI. Proposed Outcomes

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

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Application

BIDDER NAME: (Maine Development Foundation)

DATE: (7/10/22)

EVALUATOR NAME: Joy Gould

EVALUATOR DEPARTMENT: DHHS

1. *Metrics*
 - 7-10 career pathways
 - 180 impacted jobseekers
 2. *Long-term system changes*
 -
- VII. *Sustainability*
1. *Long-term relationships with workforce system*
 - Strong partnership with MCCS
 2. *Sustainability for workers*
 -
 3. *Sustainability past grant period*
 - Unclear
 4. *Risks*
 -
- VIII. *Budget*
- Budget was detailed, but did not explain \$175k for Career pathway consultant, \$120k for DEI consultant (who?, experience?, scope of work?)
 - \$665,651 total budget
- IX. *Industry Partner Membership*
- Solid mix of small and large employers, plus workforce system partners

STATE OF MAINE
INDIVIDUAL EVALUATION NOTES

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Maine Development Foundation

DATE: July 15, 2022

EVALUATOR NAME: Sarah Griffen

EVALUATOR DEPARTMENT: Department of Labor consultant

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Individual Evaluator Comments:

- I. Eligibility
 1. Businesses involved
 - 2 small, 2 large
 2. Geographic scope
 - Statewide (?)
 3. Industry Served
 - forestry
 4. Communities of Focus
 -
 5. Target Result
 -
 6. Total number of partners
 -
- II. Applicant Experience
 - Significant experience in the industry; has managed large grants
 - Has done a map of forestry industry with workforce recommendations
 - Experience with their partners
- III. Statement of Need
 1. Description of challenge
 - Image of industry needs correction
 - Skills needed in current and emerging (tech-focused) occupations
 - Aging of workers
 2. How project addresses need
 - Recruitment of new workers (with focus on diverse populations)
 - Will map pathways and then develop trainings that allow for progression
 - Improve equity practices of employers and partners
- IV. Program Design
 1. Strategies to accomplish goals of project
 - Implement recommendations from industry-based planning process
 - Develop pathways supporting 7-10 positions
 - Leverage existing training resources with partners
 - Engage HR and others in equity practices
 - Work to integrate their strategy with DOL and other partners in the system
 2. Detailed Initiative

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

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Application

BIDDER NAME: Maine Development Foundation

DATE: July 15, 2022

EVALUATOR NAME: Sarah Griffen

EVALUATOR DEPARTMENT: Department of Labor consultant

- *Map pathways*
 - *Identify training and education and implement in two of the pathways*
 - *Assess barriers to entry and then work with partners on equity approaches*
 - *Educate/inform workforce system stakeholders on opportunities in forestry*
 - *Solid approach*
3. *How does grant expand capacity*
- *Builds new pathways*
 - *Builds out work currently underway from previous EDA grant with specific goals and objectives*
 - *Focus on underrepresented Mainers*
 - *Elevate forestry across workforce system to meet hiring demand*
- V. *Equity*
1. *Vision*
- *Conduct equity analysis and then develop a plan; identify barriers to entry*
2. *Overall DEI Plan*
- *To be developed, will include working with HR*
 - *Might be helpful to consult with BIPOC communities on their perceptions of forestry and also their interest in locating to communities that may be very white.*
 - *Baseline training is recommended*
 - *Recognition that organizational culture change is important*
- VI. *Proposed Outcomes*
1. *Metrics*
- *Only commits to four employers engaged; though indicates their partnerships are broader – would be great to see more.*
2. *Long-term system changes*
- *Focused on DEI*
 - *Maintaining collaboration with employers and towns – the latter may be important from a DEI perspective as resident diversity may shift.*
- VII. *Sustainability*
1. *Long-term relationships with workforce system*
- *Plan to engage the workforce system more robustly including DOL, Chambers, etc.*
2. *Sustainability for workers*
- *Pathways for upward movement will be developed with wrap-around services*
 - *Plan to use state-sponsored websites.*
3. *Sustainability past grant period*
- *A bit less clear – notes work with DOL and MaineSpark, but not how the work can be sustained.*
4. *Risks*
- *Lack of interest in the pathways. They do note their strategy to mitigate against this.*
- VIII. *Budget*
- *Contractual consultant seems very high.*
 - *Not sure who equity partners are.*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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BIDDER NAME: Maine Development Foundation

DATE: July 15, 2022

EVALUATOR NAME: Sarah Griffen

EVALUATOR DEPARTMENT: Department of Labor consultant

- *Staffing is spread very thin across a number of people; not clear what someone working 2% of the time (less than one hour/week) will contribute to the project. Perhaps more focused staffing?*
- *Equity stipends are helpful*
- *Good leveraged funds*

IX. *Industry Partner Membership*

- *All the right partners at the table*
- *Would like to see expansion of employer partners*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Maine Development Foundation

DATE: 7/9/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

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Individual Evaluator Comments:

I. Eligibility

1. Businesses involved

- *2 Small Employers and 2 Large Employers (listed at end)*

2. Geographic scope

- *Statewide (not checked)*

3. Industry Served

- *Agriculture/Forestry*

4. Communities of Focus

- *Youth, Women, Refugees and Immigrants, Justice involved, Displaced workers and other marginalized populations*

5. Target Result

- *Increase Labor Pool and Increase Credentials of Value*

6. Total number of partners

- *4 business involved along with an education and industry partner (see list on last page)*

II. Applicant Experience

- *MDF has decades of experience (founded in 1978) with partnerships and collaborations. They are well known for fostering supports and assisting economic growth and revitalization in Maine. They identify an opportunity (with partners/collaborators), convene shareholders, partner and manage large scale projects such as: Maine's Downtown Centers/Main Street Communities, SeaMaine, FOR/Maine, Maine Spark and the Economic Growth Council. They are experienced in coordination, implementation and reporting of project grants.*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
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BIDDER NAME: Maine Development Foundation

DATE: 7/9/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

III. *Statement of Need*

1. *Description of challenge*

- *An estimated 5,000 workers are retiring in the Forest Products Services Industry in the next 10-15 years. In addition, 3,000 new workers will be needed due to emerging technologies. This proposal is part of the effort to scale back up with staffing and training needed.*

2. *How project addresses need*

- *MDF will collaborate with industry leaders, secondary and post-secondary education institutions, workforce, community development organizations, state agencies, and community based organizations serving historically marginalized populations to increase labor pool and increase credentials of value and build a resilient and diverse workforce for the Maine Forest Product Sector.*

IV. *Program Design*

1. *Strategies to accomplish goals of project*

- *The proposal implements strategic recommendations from the FOR/Maine's workforce development committee by first developing transformative career and educational pathways and partnering with new and long term partners. The Initiative will support/develop training and career ladders for 7 of the 10 most highly needed positions in the industry.*

2. *Detailed Initiative*

- *Develop career and education pathways for the top 7 jobs in the industry*
- *Provide training for jobseekers and incumbent workers through MCCS and Adult Eds*
- *Identify and address barriers to recruitment, hiring and retention*
- *Utilize workforce partners to include CareerCenters and job boards*
- *Engage HR promising practices that promote DEI and A*

3. *How does grant expand capacity*

- *The proposal provides FOR/Me the opportunity to leverage, research and work already completed and expand specific career and education pathways and focus on under-represented groups.*

V. *Equity*

1. *Vision*

- *This project will increase the number of under-represented groups in the Maine Forest Products Industry, improve hiring and workplace practices and training in DEI.*

2. *Overall DEI Plan*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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BIDDER NAME: Maine Development Foundation

DATE: 7/9/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

- *ID Barriers working with a professional consultant*
- *Mitigate obstacles*
- *Expand training (DEI) through industry (for employers and employees)*

VI. *Proposed Outcomes*

1. *Metrics (not all but highlights of most)*

- *Partner Meetings throughout grant period – 8*
- *# Employer partners – Min 4*
- *# Strategic partners – Min 7*
- *Increase retention by 25% (over 2.5 years)*
- *# of workers impacted – 180*
- *# of workers training – 80*
- *# incumbent workers trained – 100*
- *# trainees receiving support services – 80*
- *# trainees receiving credentials – 180*
- *# Priority groups hired – increase 20%*

2. *Long-term system changes*

- *White males have dominated this industry and it is clear that to mitigate anticipated staffing shortages, a commitment to DEI and under-served populations is critical. This new approach to recruitment, hiring and retention will be long-term, as will the development of career pathways.*

VII. *Sustainability*

1. *Long-term relationships with workforce system*

- *Development of career and education pathways with workforce is critical to the success of this project and will certainly continue beyond the grant period.*

2. *Sustainability for workers*

- *Career pathways entry, re-entry and exit points will have been identified for workers. State navigators and Spark Navigators are trained to walk workers and jobseekers through these pathways and wrap-around services. In addition, all information will be available on CareerCenter webpages.*

3. *Sustainability past grant period*

- *FOR/Me will continue fundraising to maintain this project ongoing*
- *MDOL will host career pathways (developed) on their website*
- *Maine Spark will ensure navigators are prepared to help once the model is established for the FPI including the 7-10 pathways. This work will be utilized statewide and possibly replicated in other industries.*

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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DATE: 7/9/2022

EVALUATOR NAME: Auta Main

EVALUATOR DEPARTMENT: MDOL

4. *Risks*

- *We'll develop pathways and no one will come! Nobody will be attracted to the positions! We'll market and communicate to attract workers!*

VIII. *Budget*

- *Total Budget - \$665,651*
- *MDF Personnel Costs - \$162,327*
- *Consultants / Contracts - \$395,000 (question this)*
- *Support Services for Trainees - \$96,000 (stipends)*
- *Travel - \$2,324*
- *Administration - \$2,500*
- *Cost per Worker - \$739.28*

IX. *Industry Partner Membership*

- *Project Lead*
 - o *Maine Development Foundation*
- *Business Association*
 - o *Maine Forest Products Council*
- *Business Partners*
 - o *LP Corporations*
 - o *Fox Forestry*
 - o *Hancock Lumber*
 - o *Lumbra Hardwood*
- *Training and Education Partners*
 - o *Maine Community College System*
 - o *Adult Education Systems*
- *Workforce Development Entity*
 - o *Eastern Maine Development Corporation*

Letters of Support from: MDF, Maine Forest Products Council, EMDC, Hancock Lumber, Harold Alfond Center for Advancement of Maine's Workforce, University of Maine, Fox Forestry, Lumbra Hardwood

Additional Evaluator Comments

Meets minimum qualifications. Strong, clear proposal. High price tag on consultants.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022
Application

BIDDER NAME: Maine Development Foundation

DATE: July 14, 2022

EVALUATOR NAME: Christopher Quint

EVALUATOR DEPARTMENT: MDOL

Instructions: *The purpose of this form is to record proposal review notes written by individual evaluators for this Request for Proposals (RFP) process. It is required that each individual evaluator make notes for each proposal that he or she reviews. No numerical scoring should take place on these notes, as that is performed only during team consensus evaluation meetings. A separate form is available for team consensus evaluation notes and scoring. Once complete, please submit a copy of this document to your Department's RFP Coordinator or Lead Evaluator for this RFP.*

Individual Evaluator Comments:

I. Eligibility

1. Businesses involved
 - Two small employers and two large employers
2. Geographic scope
 - Statewide
3. Industry Served
 - Agriculture, forestry, and fisheries
4. Communities of Focus
 - Unemployed or Underemployed Adults; In -school youth; out-of-school youth; People without a college degree; Women; People of color: Veterans
5. Target Result
 - Increase the labor pool; increase credentials of value
6. Total number of partners
 - 9 total partners

II. Applicant Experience

- The lead applicant, including a number of its partners, have extensive experience in workforce development, specifically in the agriculture, forestry, and fisheries industry

III. Statement of Need

1. Description of challenge
 - Transitioning the forest products industry from its focus on traditional products into value-added emerging technologies.
 - The forest products industry needs to keep pace with the need for skilled workers, across the career pathway.
2. How project addresses need
 - Creating workforce and education pathways, mitigating obstacles and misperceptions, expanding education and training, and creating a recruitment and retention strategies and supports for future workforce development.

IV. Program Design

1. Strategies to accomplish goals of project
 - Developing career and education pathways
 - Developing or expanding training opportunities in response to pathway articulation for at least two specific careers
 - Use new and existing equity partners to assess and address barriers to entry and progression through these pathways by historically underserved populations

**STATE OF MAINE
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- *Engage forest products industry HR employees, education, and equity partners on practices that promote DEI*
 - *Utilize the current workforce development infrastructure within the state to enhance and build upon applicants' efforts.*
2. *Detailed Initiative*
 - *The applicant outlines detailed strategies focused on:*
 - *the development of inclusive pathways;*
 - *establishing a skills continuum;*
 - *Working with education partners to develop training opportunities with supporting equity stipends for students;*
 - *Assess and address barriers to entry and progression through pathways by historically underserved populations;*
 - *Engaging with human resource employees to develop best practices*
 3. *How does grant expand capacity*
 - *This grant provides FOR/ME the opportunity to leverage research and work completed and expand specific career and education pathways to better articulate career opportunities within Maine.*
- V. *Equity*
1. *Vision*
 - *This project will increase the number of under-represented workers in Maine's forest products industry through improved hiring and workplace practices resulting in greater retention and clearer career development opportunities that open pathways for a more diverse*
 2. *Overall DEI Plan*
 - *The DEI plan for our partnership begins with professional consultation to engage partners in an assessment of the experience of a job-seeker from historically underserved populations and identify barriers and obstacles to progressing through a FPS career.*
- VI. *Proposed Outcomes*
1. *Metrics*
 - *Pathways equity assessment.*
 - *Industry partners will, at minimum, meet quarterly.*
 - *The FOR/ME workforce committee will continue to meet 6-10 times per year and support the strategies developed.*
 - *Seven to ten career specific pathways will be developed as part of the project.*
 2. *Long-term system changes*
 - *In service of longstanding systems change in the industry, this proposal advances both introductory and job-related DEI training to FPS professionals.*
- VII. *Sustainability*
1. *Long-term relationships with workforce system*
 - *Connecting pathways to MDOL, CareerCenters, Chambers, local ECD workforce initiatives, new DOL and jobs websites and higher education catalogs.*
 2. *Sustainability for workers*

**STATE OF MAINE
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- *workers will have identified entry/re-entry and exit points for each pathway.*
 - *Utilizing navigators already in place through the State and MaineSpark Adult Promise Navigator Network and State Navigators newly hired as coaches and connectors to the wrap-around services and resources often necessary for adults to enter or advance along a career pathway.*
3. *Sustainability past grant period*
- *Applicant will continue to raise funds to ensure recommendations are fully implemented, is working with the Maine Community Foundation on potential grant opportunities*
 - *Once the model is established for FOR/Maine with 7-10 pathways, the model and process may be expanded to work across the forestry industry and in new targeted industries.*
4. *Risks*
- *Developing pathways that no one will be attracted to. To mitigate that risk, applicant is seeking to fund on-going marketing and communications and will work within the current workforce system to raise awareness and ensure workers are connected to the right pathways and resources.*
- VIII. *Budget*
- *The applicant's budget is well balanced and clearly laid out.*
- IX. *Industry Partner Membership*
- *The proposal has strong representation from businesses, Maine Community College System, business associations, and EMDC.*



STATE OF MAINE
DEPARTMENT OF LABOR

Janet T. Mills
Governor

Laura Fortman
Commissioner

AGREEMENT AND DISCLOSURE STATEMENT
RFP #: 202204054

RFP TITLE: Maine Industry Partnership for Workforce Development Initiative

I, (print name at right) _____ Megan Dichter _____ accept the offer to become a member of the Request for Proposals (RFP) Evaluation Team for the State of Maine Department of Labor. I do hereby accept the terms set forth in this agreement AND hereby disclose any affiliation or relationship I may have in connection with a bidder who has submitted a proposal to this RFP.

Neither I nor any member of my immediate family have a personal or financial interest, direct or indirect, in the bidders whose proposals I will be reviewing. "Interest" may include, but is not limited to: current or former ownership in the bidder's company; current or former Board membership; current or former employment with the bidder; current or former personal contractual relationship with the bidder (example: paid consultant); and/or current or former relationship to a bidder's official which could reasonably be construed to constitute a conflict of interest (personal relationships may be perceived by the public as a potential conflict of interest).

I have not advised, consulted with or assisted any bidder in the preparation of any proposal submitted in response to this RFP nor have I submitted a letter of support or similar endorsement.

I understand and agree that the evaluation process is to be conducted in an impartial manner without bias or prejudice. In this regard, I hereby certify that, to the best of my knowledge, there are no circumstances that would reasonably support a good faith charge of bias. I further understand that in the event a good faith charge of bias is made, it will rest with me to decide whether I should be disqualified from participation in the evaluation process.

I agree to hold confidential all information related to the contents of Requests for Proposals presented during the review process until such time as the Department formally releases the award decision notices for public distribution.

Megan Dichter
Signature

7/7/2022
Date



STATE OF MAINE
DEPARTMENT OF LABOR

Janet T. Mills
Governor

Laura A. Fortman
Commissioner

AGREEMENT AND DISCLOSURE STATEMENT

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY
2022 Application

Way Gould accept the offer to become a member of the Request for Proposals (RFP) Evaluation Team for the State of Maine Department of Labor. I do hereby accept the terms set forth in this agreement AND hereby disclose any affiliation or relationship I may have in connection with a bidder who has submitted a proposal to this RFP.

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Way Gould
Signature

7/12/22
Date



STATE OF MAINE
DEPARTMENT OF LABOR

Janet T. Mills
Governor

Laura A. Fortman
Commissioner

AGREEMENT AND DISCLOSURE STATEMENT

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

I, Sarah Griffen accept the offer to become a member of the Request for Proposals (RFP) Evaluation Team for the State of Maine Department of Labor. I do hereby accept the terms set forth in this agreement AND hereby disclose any affiliation or relationship I may have in connection with a bidder who has submitted a proposal to this RFP.

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<i>Sarah Griffen</i>	7/12/22
_____ Signature	_____ Date



STATE OF MAINE
DEPARTMENT OF LABOR

Janet T. Mills
Governor

Laura A. Fortman
Commissioner

AGREEMENT AND DISCLOSURE STATEMENT
RFP #: 202204054

RFP TITLE: **Maine Industry Partnership for Workforce Development Initiative**

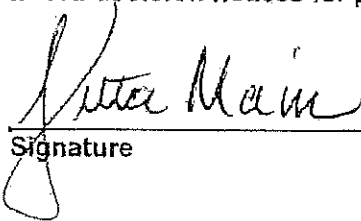
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Signature

7-6-2022
Date



STATE OF MAINE
DEPARTMENT OF LABOR

Janet T. Mills
Governor

Laura A. Fortman
Commissioner

AGREEMENT AND DISCLOSURE STATEMENT

RFP #: 202204054

RFP TITLE: Maine Industry Partnerships for Workforce Development Initiative Grant Funding FY 2022 Application

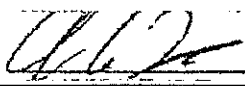
I, Christopher Quint accept the offer to become a member of the Request for Proposals (RFP) Evaluation Team for the State of Maine Department of Labor. I do hereby accept the terms set forth in this agreement AND hereby disclose any affiliation or relationship I may have in connection with a bidder who has submitted a proposal to this RFP.

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Signature: 

Date: August 3, 2022