

State of Maine
Master Score Sheet

Bidder Name:		Mi'kmaq Nation	Wabanaki Public Health and Wellness
Proposed Cost:		\$250,000	\$250,000
Scoring Sections	Points Available		
Section I: Eligibility	Pass/Fail	Pass	Pass
Section II: Applicant Experience	25	24	24
Section III: Program Design	25	20	22
Section IV: Equity	5	5	5
Section V: Intended Outputs	10	8	7
Section VI: Sustainability Plan	5	3	4
Section VII: Budget & Narrative	30	25	25
TOTAL	<u>100</u>	<u>85</u>	<u>87</u>

Award Justification Statement
RFP# 202406121 Tribal Workers Fund

I. Summary

MDOL issued a Request for Applications for pilot projects or approaches that support tribal communities in connecting to employment, training opportunities, and/or to support workers to retain jobs. This could include addressing basic needs not effectively met by existing Division of Indian and Native American Programs (DINAP), Workforce Innovation Opportunity Act (WIOA) Adult, Dislocated, Youth, National Emergency Grant (NEG) or related programs to support job placement and job retention. This could include, but is not limited to, help with car repairs, childcare, resolution of a housing-related problem, uniforms, broadband access, or other items necessary to assist an individual in obtaining or retaining employment. Beyond addressing basic needs, the ideal applications would share a program design that would connect with individuals disengaged from the workforce not currently supported by existing DINAP, WIOA or Department of Labor (DOL) programs. Two proposals were submitted for review including a proposal from the Mi'kmaq Nation and Wabanaki Public Health and Wellness.

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 Maine Department of Labor Bureau of Employment Services, Maine Department of Labor Bureau of Vocational Rehabilitation, the Permanent Commission on the Status of Racial, Indigenous, and Tribal Populations as consultants all with expertise in workforce development, program design, equity.... The evaluation team received two applications.

III. Qualifications & Experience

The awardees demonstrate substantial experience working with tribal communities, along with substantial experience in managing federal, state, and philanthropic grants. Both applicants showed currently existing partnerships that are key players in the success of this work. The applicants 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 identifying opportunities for training, recruitment, and retention of workers. Some of the individuals served by the Tribal Workers Fund will

also receive assistance addressing the barriers faced by disconnected workers wanting to start careers in these varied sectors.

V. Cost Proposal

There was a total of \$500,000 available for potential awards under the Tribal Workers Fund.

Submitted proposals received both requested \$250,000 to fulfill their unique scope of work.

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 have pulled together a robust proposal to address the workforce barriers for tribal communities. Both proposals were clear about their scope of work and how they would bring partners together to achieve their goals.



**STATE OF MAINE
DEPARTMENT OF LABOR**

**Janet T. Mills
Governor**

**Laura A. Fortman
Commissioner**

September 11, 2024

Mi'kmaq Nation
7 Northern Road
Presque Isle, Maine 04769

SUBJECT: Notice of Conditional Contract Award under RFP # 202406121
Tribal Workers Fund

Dear Edward Peter-Paul,

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Labor for Tribal Workers Fun. 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:

- Wabanaki Public Health and Wellness
- Mi'kmaq Nation

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,

Angelina Klouthis Jean
Director of Innovation & Strategy, Bureau of Employment Services, Maine Department of Labor

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, Office of State Procurement Services [formerly the Division of Purchases], Chapter 120, § (2) (2).



**STATE OF MAINE
DEPARTMENT OF LABOR**

**Janet T. Mills
Governor**

**Laura A. Fortman
Commissioner**

September 11, 2024

Wabanaki Public Health and Wellness
PO Box 1356
Bangor, ME 04401

SUBJECT: Notice of Conditional Contract Award under RFP # 202406121
Tribal Workers Fund

Dear Dr. Rebecca Petrie and Lisa Sockabasin,

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Labor for Tribal Workers Fun. 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:

- Wabanaki Public Health and Wellness
- Mi'kmaq Nation

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.

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Angelina Klouthis Jean
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**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202406121

RFP TITLE: Tribal Workers Fund

BIDDER: Mi'kmaq Nation

DATE: August 23, 2024

SUMMARY PAGE

Department Name: Maine Department of Labor

Name of RFP Coordinator: Angelina Klouthis Jean

Names of Evaluators: Annette M. Stevens, Ariel Ricci, and Angelina Klouthis Jean

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Eligibility	Pass	
<u>Scoring Sections</u>	<u>Points Available</u>	<u>Points Awarded</u>
Section II: Applicant Experience	25	24
Section III: Program Design	25	20
Section IV: Equity	5	5
Section V: Intended Outputs	10	8
Section VI: Sustainability Plan	5	3
Section VII: Budget & Narrative	30	25
<u>Total Points</u>	<u>100</u>	<u>85</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202406121

RFP TITLE: Tribal Workers Fund

BIDDER: Mi'kmaq Nation

DATE: August 23, 2024

**OVERVIEW OF SECTION I
Preliminary Information**

I. Eligibility

Evaluation Team Comments:

Pass. This is a Federally recognized tribe and they meet the requirement.

**EVALUATION OF SECTION II
Applicant Experience**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section II. Applicant Experience	25	24

Evaluation Team Comments:

A. Overview of Organization

- Is a Native American Tribal Government.
- Intends to serve 50 individuals
- Has more than 33 years of experience supporting tribal members
- Although the high level summary of organizational experience is light, the examples provided demonstrate significant experience through collaborative projects funded through grants, including:
 1. Personal responsibility education, financial literacy, leadership and resiliency.
 2. Responses to juvenile delinquency, which includes support in educational and employment opportunities

B. Subcontractors

- NA

**EVALUATION OF SECTION III
Program Design**

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202406121

RFP TITLE: Tribal Workers Fund

BIDDER: Mi'kmaq Nation

DATE: August 23, 2024

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section III: Program Design	25	20

Evaluation Team Comments:

The applicant clearly identifies a preliminary community need in identifying and addressing basic supporting needs before moving on to additional education and training to enhance occupational success.

- Named individual who will be the overall project director, including ensuring compliance and meeting deadlines.
- Identifies a community need of community members seeking home-based positions since the COVID-19 pandemic, but lack necessary equipment and broadband.
- Identifies collaborations with local employers and schools to bring awareness to trade programs, including providing specific examples of opportunities such as working with employers to connect with tribal members regarding high-paying on the job training programs, such as for solar installations.
- The project description is somewhat vague; however, this aligns with the need articulated about needing to meet supportive needs before focusing on career development. Includes elements to meet barriers:
 - Adult education programming to support adults in obtaining high school equivalency, career training and workforce training.
 - Reduce barriers and provide outreach to members without a high school diploma
 - Work towards more work from home opportunities
 - Help with financial barriers for training after school
- Are they providing direct payment to training sites? What is co-enrollment process? How can these funds demonstrate supplementing instead of supplanting?

**EVALUATION OF SECTION IV
Equity**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section IV: Equity	5	5

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202406121

RFP TITLE: Tribal Workers Fund

BIDDER: Mi'kmaq Nation

DATE: August 23, 2024

Evaluation Team Comments: by members correctly

- A. As the applicant is a tribal government, their proposed program is focused on tribal members, but also connecting with non-tribal local partners, such as schools with trade and technical programs.
- B. Includes priority communities through partnership with corrections, behavioral health organizations, and tribal entities.
- C. Includes plan to enhance partnerships to resources beyond the tribe like Community College and Adult Ed
- D. Provides a thoughtful and honest account of the historical challenges between tribal members and Aroostook County school systems that then impacts the educational attainment of tribal members.

**EVALUATION OF SECTION V
Intended Outputs**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section V: Intended Outputs	10	8

Evaluation Team Comments:

- Clearly identifies metrics for a range of intended outcomes.
- Will serve a total of 50 jobseekers. About 40% will obtain a new job. About 60% will be enrolled in a training opportunity.

**EVALUATION OF SECTION VI
Sustainability Plan**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section VI: Sustainability Plan	5	3

Evaluation Team Comments: by members correctly

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202406121

RFP TITLE: Tribal Workers Fund

BIDDER: Mi'kmaq Nation

DATE: August 23, 2024

1. Explained potential continuation of work with the FAA, ACAP, etc
2. Unclear how the program will be financially sustainable in the long-term. Opportunity to foster MDOL resources like CSSP or WIOA that may be supportive for the long term sustainability.

**EVALUATION OF SECTION VII
Budget & Narrative**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section VII: Budget & Narrative	30	25

Evaluation Team Comments: by members correctly

- A. Administration + Overhead = 50% (includes full time program staff person)
- B. Tuition and training costs= 45%
- C. Support services = 5%

Price per person= \$5,000

How are “other program costs” different than “supportive services”?

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202406121

RFP TITLE: Tribal Workers Fund

BIDDER: Wabanaki Public Health and Wellness

DATE: August 23, 2024

SUMMARY PAGE

Department Name: Maine Department of Labor

Name of RFP Coordinator: Angelina Klouthis Jean

Names of Evaluators: Annette M. Stevens, Ariel Ricci, and Angelina Klouthis Jean

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Eligibility	Pass	
<u>Scoring Sections</u>	<u>Points Available</u>	<u>Points Awarded</u>
Section II: Applicant Experience	25	24
Section III: Program Design	25	22
Section IV: Equity	5	5
Section V: Intended Outputs	10	7
Section VI: Sustainability Plan	5	4
Section VII: Budget & Narrative	30	25
<u>Total Points</u>	<u>100</u>	<u>87</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202406121

RFP TITLE: Tribal Workers Fund

BIDDER: Wabanaki Public Health and Wellness

DATE: August 23, 2024

**OVERVIEW OF SECTION I
Preliminary Information**

I. Eligibility

Evaluation Team Comments:

Pass. This is a recognized tribal organization and nonprofit. They meet the requirement.

**EVALUATION OF SECTION II
Applicant Experience**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section II. Applicant Experience	25	24

Evaluation Team Comments:

1. Overview of Organization

- Is both a non-profit with demonstrated experience and a tribal organization
- Intends to serve 40 individuals
- Has more than 33 years of experience supporting tribal members
- Applicant describes substantial experience working with Wabanaki communities, along with substantial experience in managing federal, state, and philanthropic grants. (Wabanaki VR and AFL-CIO- Peer Workforce Navigators)
- Focus on DEIA

2. Subcontractors

- MCD/ Rural Behavioral Health- will connect peer recovery coaches to upskilling opportunities
 1. Did this organization have a role in creating the already existing peer recovery coach training that is free through DHHS?
- PHRI- will be charged with data collection and analysis

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202406121

RFP TITLE: Tribal Workers Fund

BIDDER: Wabanaki Public Health and Wellness

DATE: August 23, 2024

**EVALUATION OF SECTION III
Program Design**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section III: Program Design	25	22

Evaluation Team Comments:

Provides a clear description of a specific program to provide peer employment, vocational case management, and navigation of services for Wabanaki people engaged in healing and recovery services with focus to reduce barriers for members involved in healing and recovery services.

Direct case management, referrals to workforce system, and direct assistance to members.

1. This is an expansion of pre-existing program that has been developed as a pilot, which highlights organizational experience to scale up this program.
 - i. Funds specific 12-week training with a credential for Peer Recovery Specialists that is culturally competent.
 - ii. Allows for building upon the credential for MHRT
 - iii. How is this peer support specialist certificate different than the free option at DHHS? Can the final report help to document training needs for different cultural needs? Is the certificate stackable/applicable for MaineCare billing? Can it inform the future of DHHS training?
2. The timeline provided is very high level for this stage of the application – it might be beneficial to develop some additional milestones along the way to scaffold the project.

**EVALUATION OF SECTION IV
Equity**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section IV: Equity	5	5

Evaluation Team Comments:

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202406121

RFP TITLE: Tribal Workers Fund

BIDDER: Wabanaki Public Health and Wellness

DATE: August 23, 2024

- Program focuses on individuals graduating from recovery programs to develop skills as peer navigators. This intentional focus on those in recovery appropriately focuses on a population with significant barriers to engaging in the workforce.
- Peer Recovery Coaches can be from anywhere in the State if connected to tribe.
- Includes intersectional priority communities through partnership with behavioral health entities.
- Includes plan to enhance partnerships to resources beyond the tribe like Community College and Adult Ed.

EVALUATION OF SECTION V

Intended Outputs

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section V: Intended Outputs	10	7

Evaluation Team Comments: by members correctly

- Identifies metrics for a range of intended outcomes as defined in RFA.
- Will serve a total of 40 jobseekers who are indigenous people. About 62% will obtain a new credential.
- Opportunity to leverage MDOL programs like CSSP, WIOA, DINAP, VR, etc for sustainability and build trust with the State of Maine. Ex. WPHW will help folks get peer recovery coach and connect with MDOL for help for long term goal to become a social worker.

EVALUATION OF SECTION VI

Sustainability Plan

	<u>Points Availabl e</u>	<u>Points Awarde d</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202406121

RFP TITLE: Tribal Workers Fund

BIDDER: Wabanaki Public Health and Wellness

DATE: August 23, 2024

Section VI: Sustainability Plan	5	4
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Evaluation Team Comments: by members correctly

Describes that program design would include plans to ensure qualifications transfer and are marketable for people who go through the program to be able to obtain relevant jobs elsewhere.

- Describes a high level plan to seek continuation funding from other sources.
- Look towards MaineCare allowable costs and reimbursement for long-term.
- Leverages additional funding sources for outreach and recruitment.

**EVALUATION OF SECTION VII
Budget and Narrative**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section VII- Budget and Narrative	30	25

Evaluation Team Comments: by members correctly

1. Administration + Overhead = 79%
2. Tuition and training costs= 13%
3. Support services = 8%

Price per person= \$6,250

How are “other program costs” different than “supportive services”?

What is break down of personnel and fringe?

Does personnel cost include stipends for Peer Recovery Coaches?

Supportive services narrative says 40 individuals at \$250 each, which would be \$10,000 (not \$20,000). Is it appropriate to increase to \$500 per person?

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202406121

RFP TITLE: Tribal Workers Fund

BIDDER: Wabanaki Public Health and Wellness

DATE: August 23, 2024

The “employee seat charge” is a little confusing, as the narrative says it is \$450 per month, but then the amount is \$12,420. Are there other components to this?

How long will it take to recruit that FTE? Does it impact timeline and cost?

STATE OF MAINE
INDIVIDUAL EVALUATION NOTES

RFP #: 202406121
RFP TITLE: TRIBAL WORKERS FUND
BIDDER NAME: Mi'kmaq Nation
DATE: August 20, 2024
EVALUATOR NAME: Angelina Klouthis Jean
EVALUATOR DEPARTMENT: Maine Department of 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/ Applicant Experience
 1. Overview of Organization
 - Is a Native American Tribal Government.
 - Intends to serve 50 individuals
 - Has more than 33 years of experience supporting tribal members
 2. Subcontractors
 - NA
- II. Program Design
 1. Services to be Provided
 - Outreach to community members who have not yet obtained a high school degree or GD
 - Address community member basic needs and barriers to employment like transportation, childcare, technology equipment, and/or internet access
 - Provide direct payment for certificate programs (like Guide or Cosmetology) or education
 2. Implementation – Work Plan
 - Realistic timeline leveraging existing relationships.
 - Opportunity to partner with existing resources for training funds?
- III. Equity
 1. Includes priority communities through partnership with corrections, behavioral health organizations, and tribal entities.

STATE OF MAINE
INDIVIDUAL EVALUATION NOTES

- 2. Includes plan to enhance partnerships to resources beyond the tribe like Community College and Adult Ed
 - IV. Intended Outputs
 - 1. Will serve a total of 50 jobseekers. About 40% will obtain a new job. About 60% will be enrolled in a training opportunity.
 - V. Sustainability Plan
 - 1. Opportunity for continuation of work with the FAA, ACAP, etc
 - VI. Budget
 - 1. Administration + Overhead = 50%
 - 2. Tuition and training costs= 45%
 - 3. Support services = 5%
- Price per person= \$6,250

STATE OF MAINE
INDIVIDUAL EVALUATION NOTES

RFP #: 202406121
RFP TITLE: TRIBAL WORKERS FUND
BIDDER NAME: Wabanaki Public Health and Wellness
DATE: August 20, 2024
EVALUATOR NAME: Angelina Klouthis Jean
EVALUATOR DEPARTMENT: Maine Department of Labor

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Individual Evaluator Comments:

- I. Eligibility/ Applicant Experience
 1. Overview of Organization
 - Is both a non-profit with demonstrated experience and a tribal organization
 - Intends to serve 40 individuals
 - Has more than 33 years of experience supporting tribal members
 2. Subcontractors
 - MCD/ Rural Behavioral Health- will connect peer recovery coaches to upskilling opportunities
 - PHRI- will be charged with data collection and analysis
- II. Program Design
 1. Services to be Provided
 - Direct person to person navigation / case management,
 - Direct referrals to statewide services such as the AFLCIO Peer Workforce Navigator
 - Program, Wabanaki Vocational Program, and the Rural Behavioral Health Workforce Center,
 - Direct client assistance for clothing, childcare, transportation, and training/certifications.Implementation – Work Plan
 2. Would expand current pilot project.
 3. Funds specific 12 week training with a credential for Peer Recovery Specialists
 4. Allows for building upon the credential for MHRT

STATE OF MAINE
INDIVIDUAL EVALUATION NOTES

5. How is this peer support certificate different than the free option at DHHS? Can it inform the DHHS training? Is the certificate stackable/ applicable for MaineCare billing?
- III. Equity
1. Includes priority communities through partnership with behavioral health entities.
 2. Includes plan to enhance partnerships to resources beyond the tribe like Community College and Adult Ed
- IV. Intended Outputs
1. Will serve a total of 40 jobseekers. About 62% will obtain a new credential
- V. Sustainability Plan
- VI. Budget
1. Administration + Overhead = 79%
 2. Tuition and training costs= 13%
 3. Support services = 8%
- Price per person= \$5,000

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202406121

RFP TITLE: TRIBAL WORKERS FUND

BIDDER NAME: Mi'kmaq Nation

DATE: 8/21/2024

EVALUATOR NAME: Annette Stevens

EVALUATOR DEPARTMENT: Department of Labor/Bureau of Rehabilitation Services

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Individual Evaluator Comments:

- I. Eligibility/ Applicant Experience
 1. Overview of Organization
 - Native American Tribal Government.
 - 50 to be served
 - Over 30 years of supporting members of tribe
 2. Subcontractors
 - NA
- II. Program Design
 1. Services to be Provided
 - Reduce barriers and provide outreach to members without a high school diploma
 - Work towards more work from home opportunities
 - Help with financial barriers for training after school
 2. Implementation – Work Plan

Work plan seems reasonable- starting with outreach and leveraging already existing relationships-Health Fair, held annually
- III. Equity
 - Listed several partner opportunities that they can leverage to provide a broader range of services
 - Partners include those outside of tribal specific agencies
- IV. Intended Outputs
 - 50 to be served
- V. Sustainability Plan
 - Strengthening relationships during this program/pilot to foster sustainability
- VI. Budget detailed, explains costs.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202406121

RFP TITLE: TRIBAL WORKERS FUND

BIDDER NAME: Wabanaki Public Health and Wellness

DATE: 8/22/2024

EVALUATOR NAME: Annette Stevens

EVALUATOR DEPARTMENT: Department of Labor/Bureau of Rehabilitation Services

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/ Applicant Experience
 1. Overview of Organization
 - Native American Tribal Organization
 - 40 to be served
 - Multiple funding sources
 - Wabanaki focused
 - DEI
 2. Subcontractors
 - Rural Behavioral Health
 - Public Health Research Institute
- II. Program Design
 1. Services to be Provided
 - Reduce barriers for members involved in healing and recovery services
 - Vocational case management/recognize hiring barriers
 - 3 Elements: Direct case management, referrals to AFL-CIO, and direct assistance to members.
 2. Implementation – Work Plan

Work plan seems reasonable-contracts with subcontractors and enrolling in a Recovery Workforce Program
- III. Equity
 - Established already with MCD/Rural Behavioral Health
 - Partners include Wabanaki Vocational Rehabilitation Center
- IV. Intended Outputs
 - 40 to be served
 - Would like to see outputs for engaging employers and more involvement in MDOL programs.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202406121

RFP TITLE: TRIBAL WORKERS FUND

BIDDER NAME: Wabanaki Public Health and Wellness

DATE: 8/22/2024

EVALUATOR NAME: Annette Stevens

EVALUATOR DEPARTMENT: Department of Labor/Bureau of Rehabilitation Services

V. Sustainability Plan

- Leveraging additional funding sources
- Will look towards insurance reimbursement and MaineCare allowable costs

VI. Budget detailed, explains costs. (over half of budget in personnel and fringe)

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

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RFP #: 202406121

RFP TITLE: TRIBAL WORKERS FUND

BIDDER NAME: Mi'kmaq Nation

DATE: 8/22/24

EVALUATOR NAME: Ariel Ricci

EVALUATOR DEPARTMENT: Permanent Commission on the Status of Racial, Indigenous, and Tribal Populations

Individual Evaluator Comments:

I. Eligibility

P – Applicant meets eligibility requirements by virtue of being a federally recognized tribal government

II. Applicant Experience

P – although the high level summary of organizational experience is light, the examples provided demonstrate significant experience through collaborative projects funded through grants, including:

- Personal responsibility education, financial literacy, leadership and resiliency.
- Responses to juvenile delinquency, which includes support in educational and employment opportunities
- Adult education programming to support adults in obtaining high school equivalency, career training and workforce training.

III. Program Design

P – The applicant clearly identifies a preliminary community need in identifying and addressing basic supporting needs before moving on to additional education and training to enhance occupational success.

STATE OF MAINE INDIVIDUAL EVALUATION NOTES

P – they have a named individual who will be the overall project director, including ensuring compliance and meeting deadlines.

P – identifies a community need of community members seeking home-based positions since the COVID-19 pandemic, but lack necessary equipment and broadband.

P – identifies collaborations with local employers and schools to bring awareness to trade programs, including providing specific examples of opportunities such as working with employers to connect with tribal members regarding high-paying on the job training programs, such as for solar installations.

I – the project description is somewhat vague; however, this aligns with the need articulated about needing to meet supportive needs before focusing on career development.

IV. Equity

P – as the applicant is a tribal government, their proposed program is focused on tribal members, but also connecting with non-tribal local partners, such as schools with trade and technical programs.

P – applicant identifies partnerships with other entities as ways to engage with more vulnerable communities, such as young people, elders, and those that were involved with Department of Corrections.

P – provides a thoughtful and honest account of the historical challenges between tribal members and Aroostook County school systems that then impacts the educational attainment of tribal members.

V. Intended Outputs

P – clearly identifies metrics for a range of intended outcomes.

VI. Sustainability Plan

P – describes long-term partnerships that will be supported by the funding, such as with Aroostook County CAP and FAA

Q – unclear how the program will be financially sustainable in the long-term.

VII. Budget

P – provides an appropriate, high level budget within the available funding.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

P – it is nice to see a substantial percentage going to direct support through training costs and supportive costs.

Q – Is the line “other program costs” duplicative of “supportive services”?

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202406121

RFP TITLE: TRIBAL WORKERS FUND

BIDDER NAME: Wabanaki Public Health and Wellness

DATE: 8/22/24

EVALUATOR NAME: Ariel Ricci

EVALUATOR DEPARTMENT: Permanent Commission on the Status of Racial, Indigenous, and Tribal Populations

Individual Evaluator Comments:

I. Eligibility

P – applicant is eligible by virtual of being a tribal organization and/or a non-profit with demonstrated experience and success in serving tribal communities.

II. Applicant Experience

P – applicant describes substantial experience working with Wabanaki communities, along with substantial experience in managing federal, state, and philanthropic grants.

P – applicant provides several project examples that are directly relevant, including the peer navigator program in partnership with the AFLCIO, the workforce recovery program, and a partnership with the Wabanaki Vocational Program.

P – provides details of role and qualification of subcontractors.

III. Program Design

P – Provides a clear description of a specific program to provide peer employment, vocational case management, and navigation of services for Wabanaki people engaged in healing and recovery services.

P – this is an expansion of pre-existing program that has been developed as a pilot, which highlights organizational experience to scale up this program.

I – the timeline provided is very high level for this stage of the application – it might be beneficial to develop some additional milestones along the way to scaffold the project.

IV. Equity

P – program focuses on individuals graduating from recovery programs to develop skills as peer navigators. This intentional focus on those in recovery

STATE OF MAINE INDIVIDUAL EVALUATION NOTES

appropriately focuses on a population with significant barriers to engaging in the workforce.

V. Intended Outputs

I – Metrics provided. They are a bit on the vague side, though the guidance does not appear to require much detail.

VI. Suitability Plan

P – describes that program design would include plans to ensure qualifications transfer and are marketable for people who go through the program to be able to obtain relevant jobs elsewhere.

P – describes a high level plan to seek continuation funding from other sources.

VII. Budget

P – provides an appropriate high level budget.

I/Q – personnel costs are on the higher side, though the narrative notes that this includes 1 FTE workforce navigator.

Q – supportive services narrative says 40 individuals at \$250 each, which would be \$10,000 (not \$20,000). Is it appropriate to increase to \$500 per person?

Q – the “employee seat charge” is a little confusing, as the narrative says it is \$450 per month, but then the amount is \$12,420. Are there other components to this?



STATE OF MAINE
DEPARTMENT OF LABOR

Janet T. Mills
Governor

Laura A. Fortman
Commissioner

AGREEMENT AND DISCLOSURE STATEMENT
RFP #: 202406121
RFP TITLE: Tribal Workers Fund

I, Angelina Klouthis Jean 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.

Signature

8.23.2024

Date



STATE OF MAINE
DEPARTMENT OF Labor

Janet T. Mills
Governor

Laura A. Fortman
Commissioner

AGREEMENT AND DISCLOSURE STATEMENT
RFP #: 202406121
RFP TITLE: Tribal Workers Fund

I, Ariel Ricci _____
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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8/23/24

Signature

Date



STATE OF MAINE
DEPARTMENT OF LABOR

Janet T. Mills
Governor

Laura A Fortman
Commissioner

AGREEMENT AND DISCLOSURE STATEMENT
RFP #: 202406121
RFP TITLE: Tribal Workers Fund

I, Annette Stevens 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).

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Signature

8/23/2024

Date