

**State of Maine**  
**Master Score Sheet**

RFA# 202407131					
Actions to Improve Employer Attraction and Retention of Diverse Talent					
Bidder Name:		Black Travel Marketing dba Black Travel Maine	Central Maine Growth Council	Central Maine Healthcare	Maine Health Care Association
Proposed Cost:		\$165,000.00	\$165,000.00	\$142,459.50	\$165,000.00
Project Type:		Pilot Talent Project	Pilot Talent Project	Pilot Talent Project	Pilot Talent Project
Scoring Sections	Points Available				
Section I: Preliminary Information	Pass/Fail	Pass	Pass	Pass	Pass
Section II: Project Team Qualifications and Experience	20	12	14	15	18
Section III: Proposed Activities					
Program Design	30	17	10	26	28
Potential for Measurable Impact	20	12	12	15	19
Project Sustainability	5	3	4	2	4
Section IV: Budget	25	15	15	23	15
<b>TOTAL</b>	<b><u>100</u></b>	<b><u>59</u></b>	<b><u>55</u></b>	<b><u>81</u></b>	<b><u>84</u></b>

RFA# 202407131					
Actions to Improve Employer Attraction and Retention of Diverse Talent					
Bidder Name:		Maine Immigrants' Rights Coalition	Portland Adult Education, Portland Public Schools	Sweetser	The Bridge and Beyond
Proposed Cost:		\$250,000.00	\$165,000.00	\$163,961.88	\$165,000.00
Project Type:		Pilot Talent Project	Pilot Talent Project	Pilot Talent Project	Pilot Talent Project
Scoring Sections	Points Available				
Section I: Preliminary Information	Pass/Fail	Pass	Pass	Pass	Fail
Section II: Project Team Qualifications and Experience	20	19	19	15	
Section III: Proposed Activities					
Program Design	30	27	27	21	
Potential for Measurable Impact	20	16	16	14	
Project Sustainability	5	4	4	4	
Section IV: Budget	25	15	19	22	
<b>TOTAL</b>	<b><u>100</u></b>	<b><u>81</u></b>	<b><u>85</u></b>	<b><u>76</u></b>	<b><u>N/A</u></b>

RFA# 202407131					
Actions to Improve Employer Attraction and Retention of Diverse Talent					
Bidder Name:		The Third Place Inc.	United Way of Southern Maine	United Youth Empowerment Services	
Proposed Cost:		\$159,000.00	\$164,605.82	\$165,000.00	
Project Type:		Pilot Talent Project	Pilot Talent Project	Pilot Talent Project	
Scoring Sections	Points Available				
Section I: Preliminary Information	Pass/Fail	Pass	Pass	Pass	
Section II: Project Team Qualifications and Experience	20	18	15	17	
Section III: Proposed Activities					
Program Design	30	24	28	24	
Potential for Measurable Impact	20	15	19	16	
Project Sustainability	5	4	4	4	
Section IV: Budget	25	13	24	22	
<b>TOTAL</b>	<b><u>100</u></b>	<b><u>74</u></b>	<b><u>90</u></b>	<b><u>83</u></b>	

RFA# 202407131					
Actions to Improve Employer Attraction and Retention of Diverse Talent					
Bidder Name:		Ace Construction Services	City of Auburn, Maine	Educate Maine	Gateway Community Services
Proposed Cost:		\$250,000.00	\$275,000.00	\$275,000.00	\$275,000.00
Project Type:		Scaling Talent Project	Scaling Talent Project	Scaling Talent Project	Scaling Talent Project
Scoring Sections	Points Available				
Section I: Preliminary Information	Pass/Fail	Pass	Pass	Pass	Pass
Section II: Project Team Qualifications and Experience	20	13	12	15	15
Section III: Proposed Activities					
Program Design	30	25	22	20	25
Potential for Measurable Impact	20	17	16	13	15
Project Sustainability	5	4	4	4	5
Section IV: Budget	25	16	20	17	22
<b>TOTAL</b>	<b><u>100</u></b>	<b><u>75</u></b>	<b><u>74</u></b>	<b><u>69</u></b>	<b><u>82</u></b>

RFA# 202407131					
Actions to Improve Employer Attraction and Retention of Diverse Talent					
Bidder Name:		General Dynamics Bath Iron Works	Inclusion Maine	Industrial Roofing Company	IntWork, LLC
Proposed Cost:		\$275,000.00	\$275,000.00	\$275,000.00	\$274,940.00
Project Type:		Scaling Talent Project	Scaling Talent Project	Scaling Talent Project	Scaling Talent Project
Scoring Sections	Points Available				
Section I: Preliminary Information	Pass/Fail	Pass	Pass	Pass	Fail
Section II: Project Team Qualifications and Experience	20	15	15	12	
Section III: Proposed Activities					
Program Design	30	13	10	12	
Potential for Measurable Impact	20	10	9	8	
Project Sustainability	5	2	3	3	
Section IV: Budget	25	8	10	10	
<b>TOTAL</b>	<b><u>100</u></b>	<b><u>48</u></b>	<b><u>47</u></b>	<b><u>45</u></b>	<b><u>N/A</u></b>

RFA# 202407131					
Actions to Improve Employer Attraction and Retention of Diverse Talent					
Bidder Name:		Lewiston Public Schools	Maine Access Immigrant Network	Maine Aquaculture Association	Maine Immigrant and Refugee Services
Proposed Cost:		\$132,000.00	\$274,997.14	\$274,999.47	\$275,000.00
Project Type:		Scaling Talent Project	Scaling Talent Project	Scaling Talent Project	Scaling Talent Project
Scoring Sections	Points Available				
Section I: Preliminary Information	Pass/Fail	Pass	Pass	Pass	Pass
Section II: Project Team Qualifications and Experience	20	17	19	15	18
Section III: Proposed Activities					
Program Design	30	28	25	24	27
Potential for Measurable Impact	20	18	17	10	18
Project Sustainability	5	5	4	3	5
Section IV: Budget	25	23	15	15	19
<b>TOTAL</b>	<b><u>100</u></b>	<b><u>91</u></b>	<b><u>80</u></b>	<b><u>67</u></b>	<b><u>87</u></b>

RFA# 202407131					
Actions to Improve Employer Attraction and Retention of Diverse Talent					
Bidder Name:		Maine Labor and Resource Center	Maine Primary Care Association	Northeastern University	Northern Maine Community College
Proposed Cost:		\$258,544.00	\$275,000.00	\$274,999.95	\$274,549.00
Project Type:		Scaling Talent Project	Scaling Talent Project	Scaling Talent Project	Scaling Talent Project
Scoring Sections	Points Available				
Section I: Preliminary Information	Pass/Fail	Pass	Pass	Pass	Pass
Section II: Project Team Qualifications and Experience	20	17	19	15	10
Section III: Proposed Activities					
Program Design	30	15	24	25	15
Potential for Measurable Impact	20	15	13	13	10
Project Sustainability	5	4	3	4	3
Section IV: Budget	25	15	18	16	15
<b>TOTAL</b>	<b><u>100</u></b>	<b><u>66</u></b>	<b><u>77</u></b>	<b><u>73</u></b>	<b><u>53</u></b>

RFA# 202407131					
Actions to Improve Employer Attraction and Retention of Diverse Talent					
Bidder Name:		Portland Regional Chamber of Commerce	Quality Housing Coalition	Rassias Center - United Somali Women Of Maine	St. Joseph Hospital
Proposed Cost:		\$250,000.00	\$275,000.00	\$259,710.00	\$275,000.00
Project Type:		Scaling Talent Project	Scaling Talent Project	Scaling Talent Project	Scaling Talent Project
Scoring Sections	Points Available				
Section I: Preliminary Information	Pass/Fail	Pass	Pass	Pass	Pass
Section II: Project Team Qualifications and Experience	20	15	18	13	16
Section III: Proposed Activities					
Program Design	30	23	27	22	15
Potential for Measurable Impact	20	15	18	16	13
Project Sustainability	5	4	4	3	2
Section IV: Budget	25	16	20	20	17
<b>TOTAL</b>	<b><u>100</u></b>	<b><u>73</u></b>	<b><u>87</u></b>	<b><u>74</u></b>	<b><u>63</u></b>



RFA# 202407131					
Actions to Improve Employer Attraction and Retention of Diverse Talent					
Bidder Name:		Standard Care, LLC	Trinity Jubilee Center	Wabanaki Public Health and Wellness	
Proposed Cost:		\$275,000.00	\$208,991.20	\$275,000.00	
Project Type:		Scaling Talent Project	Scaling Talent Project	Scaling Talent Project	
Scoring Sections	Points Available				
Section I: Preliminary Information	Pass/Fail	Pass	Pass	Pass	
Section II: Project Team Qualifications and Experience	20	17	19	19	
Section III: Proposed Activities					
Program Design	30	19	28	28	
Potential for Measurable Impact	20	14	19	18	
Project Sustainability	5	3	4	4	
Section IV: Budget	25	18	24	22	
<b>TOTAL</b>	<b><u>100</u></b>	<b><u>71</u></b>	<b><u>94</u></b>	<b><u>91</u></b>	

**RFA# 202407131**
**Actions to Improve Employer Attraction and Retention of Diverse Talent**

<b>Bidder Name:</b>		<b>Lewiston Auburn Working Communities Challenge - United Somali Women of Maine</b>	<b>United Dynamics Maine, Inc.</b>		
<b>Proposed Cost:</b>		<b>\$249,535.00</b>	<b>\$275,000.00</b>		
<b>Project Type:</b>		<b>Industry Talent Partnership</b>	<b>Industry Talent Partnership</b>		
<b>Scoring Sections</b>	<b>Points Available</b>				
Section I: Preliminary Information	Pass/Fail	Fail	Pass		
Section II: Project Team Qualifications and Experience	20		5		
Section III: Proposed Activities					
Program Design	30		8		
Potential for Measurable Impact	20		5		
Project Sustainability	5		1		
Section IV: Budget	25		10		
<b>TOTAL</b>	<b><u>100</u></b>	<b><u>N/A</u></b>	<b><u>29</u></b>		

**Award Justification Statement**  
**RFA# 202407131 - Actions to Improve Employer Attraction and Retention of**  
**Diverse Talent**

**I. Summary**

The Department of Economic and Community Development sought to fund initiatives to broaden the talent pool of key industries by improving equitable workforce participation of racial, ethnic, and linguistic minorities at Maine employers. The evaluation team identified the following applications for award:

- The six highest-scoring Pilot Talent Projects:
  - Central Maine Healthcare
  - Maine Health Care Association
  - Maine Immigrants' Rights Coalition
  - Portland Public Schools
  - United Way of Southern Maine
  - United Youth Empowerment Services
- The seven highest-scoring Scaling Talent Projects:
  - Gateway Community Services
  - Lewiston Public Schools
  - Maine Access Immigrant Network
  - Maine Immigrant and Refugee Services
  - Quality Housing Coalition
  - Trinity Jubilee Center
  - Wabanaki Public Health and Wellness

No awards were made in the Industry Talent Partnership category due to applications either not being eligible or not meeting the stated criteria.

**II. Evaluation Process**

The Department followed the application evaluation process prescribed by State procurement procedures. Evaluation team members reviewed each application independently and took notes comparing the submissions against the RFA. Evaluators then met as a group and reviewed and discussed each proposal, assigning a score for each section. The team then met to confirm the scores were all correct and identify the package of awards to be made according to the parameters outlined in the RFA. Evaluation team members had expertise in workforce programming and strategies, wraparound service provision, grantmaking, and equity.

**III. Qualifications & Experience**

The evaluation team awarded the highest scores to those applications that:

- Demonstrated experience necessary to carry out the proposed activities.
- Included connections or representation of both employers and the target demographics the applicant intended to reach through their project.
- Included signed MOUs or letters of support from a partner describing a specific involvement in the project, if relevant, versus those that referenced intent to reach out to potential partners in the future.

#### **IV. Proposed Activities**

The evaluation team awarded the highest scores to those applications that:

- Identified a clear, specific challenge.
- Proposed a clear set of activities that would meaningfully address the identified challenge.
- Proposed activities that were achievable using the time, staff, and resources allocated to the project.
- Had clear goals, metrics, and a plan to evaluate success.
- Outlined ways to support and sustain the project beyond this grant opportunity.
- Presented a logical approach to positively impacting equitable workforce participation.

#### **V. Budget**

The evaluation team awarded the highest scores to those applications that:

- Explained what each cost was for and how each number was reached.
- Budgeted sufficient funds to ensure the project successfully attracts, supports, trains, and/or places participants.
- Would reach enough participants to have a notable impact with the funds provided, based on the type of activities proposed.

#### **VI. Conclusion**

Overall, the highest-scoring applications combined activities that will positively impact equitable workforce participation with capable teams to carry them out, supported by reasonable budgets.



JANET T. MILLS  
GOVERNOR

STATE OF MAINE  
DEPARTMENT OF ECONOMIC  
AND COMMUNITY DEVELOPMENT



November 12, 2024

Sent to all Applicants via electronic mail

**SUBJECT: Notice of Conditional Contract Awards under RFA# 202407131,  
Actions to Improve Employer Attraction and Retention of Diverse Talent**

Dear Applicant:

This letter is in regard to the subject Request for Applications (RFA), issued by the State of Maine Department of Economic and Community Development for Actions to Improve Employer Attraction and Retention of Diverse Talent. The Department has evaluated the applications received using the evaluation criteria identified in the RFA, and the Department is hereby announcing its conditional contract awards to the following bidders:

- Pilot Talent Projects:
  - Central Maine Healthcare
  - Maine Health Care Association
  - Maine Immigrants' Rights Coalition
  - Portland Public Schools
  - United Way of Southern Maine
  - United Youth Empowerment Services
- Scaling Talent Projects:
  - Gateway Community Services
  - Lewiston Public Schools
  - Maine Access Immigrant Network
  - Maine Immigrant and Refugee Services
  - Quality Housing Coalition
  - Trinity Jubilee Center
  - Wabanaki Public Health and Wellness

The applicants listed above received the evaluation team's highest rankings. The Department will be contacting the aforementioned applicants soon to negotiate a contract. As provided in the RFA, 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



JANET T. MILLS  
GOVERNOR

STATE OF MAINE  
DEPARTMENT OF ECONOMIC  
AND COMMUNITY DEVELOPMENT



HEATHER JOHNSON  
COMMISSIONER

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 RFA, following announcement of this award decision, all submissions in response to the RFA 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,

DocuSigned by:  
*Denise Garland*  
4817A48411CD4BF...

Denise Garland  
Deputy Commissioner, Department of Economic and Community Development



JANET T. MILLS  
GOVERNOR

STATE OF MAINE  
DEPARTMENT OF ECONOMIC  
AND COMMUNITY DEVELOPMENT



## 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  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Black Travel Marketing dba Black Travel Maine

**DATE:** 9/19/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>12</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>17</b>
Potential for Measurable Impact	<b>20</b>	<b>12</b>
Project Sustainability	<b>5</b>	<b>3</b>
Section IV. Budget	<b>25</b>	<b>15</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>59</u></b>



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Black Travel Marketing dba Black Travel Maine

**DATE:** 9/19/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

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**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Black Travel Marketing dba Black Travel Maine

**DATE:** 9/19/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>12</b>

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**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - 20 years experience in digital marketing
    - Noted impactful campaigns, but didn't explain what the metrics are for measuring impact on those campaigns. How are they measuring goals and achievements?
    - Good social media presence
    - No past grant management experience listed
    - Tremendous amount of expertise in social media and marketing. Thin on expertise about Maine. Only one team member is in Maine.
    - Unclear which team member had community organizing experience.
    - Team members held/hold senior positions, although it's hard to tell how large the organizations they work for are.
  2. Partner organizations
    - Past partnership experience with Black Student Coalition
    - No partners listed
  3. Subcontractors (if applicable)
    - None listed; budget indicates some relatively small contracted work
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Black Travel Marketing dba Black Travel Maine

**DATE:** 9/19/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>17</b>
Potential for Measurable Impact	<b>20</b>	<b>12</b>
Project Sustainability	<b>5</b>	<b>3</b>

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**Evaluation Team Comments:**

- I. Proposed Activities
- A. Project category:
- ☐ Industry Talent Partnership
  - ☒ Pilot Talent Project
  - ☐ Scaling Talent Project
- B. Employment challenge the project would address
- Overall limited talent pool of BIPOC people in outdoor rec, hospitality, and education
- C. Proposed activities; how they will address the identified challenge
- Connecting individuals to career opportunities, covering gaps
  - Social media, webinars, groups to support relocation, pipelines to connect with jobs.
  - Lacking some specificity: which employers, which jobs, how will they find them? Who are they reaching with the social media campaign?
  - Could address cultural knowledge gaps about what it's like living in Maine.
  - Say they would bring in realtors, educators, outdoor enthusiasts, etc.—give that idea, but it's not further explained. The sense is that they have broad connections as a team, but the specifics are not elaborated in the application.
  - Are webinars and other virtual activities likely to be impactful for their identified challenge?
- D. What demographic would be the focus and how they would engage
- Black and brown professionals and students—but which specific groups/organizations will they be targeting? They have an idea of where

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

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**BIDDER:** Black Travel Marketing dba Black Travel Maine

**DATE:** 9/19/24

they're going but need more info. Not totally clear if they're talking about in-state or out-of-state.

- E. Evidence or reasoning the activities would positively impact equitable workforce participation
  - Provide some info that storytelling and strategic marketing are effective strategies for relocating.
  - But why these industries? What's their representation like today?
- F. Goals, metrics, and evaluation plan
  - Seemed reasonable. Still a bit vague—what's the baseline they're starting from? 20% more than what? Lack of baseline makes the goals less meaningful.
- G. Matching funds (if applicable)
  - No concerns on this part.
- H. Timeline
  - Well thought-through
- I. Other notes on activities
  -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

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**BIDDER:** Black Travel Marketing dba Black Travel Maine

**DATE:** 9/19/24

**EVALUATION OF SECTION IV  
Cost Proposal**

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	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>15</b>

**Evaluation Team Comments:**

Proposed Cost: \$165,000.00

I. Budget

- A. Are the proposed costs necessary and reasonable to carry out the project?
  - Nothing that stands out as unreasonable. However, the budget lacked some specificity. Are the staff new? Where do the consulting fees go? What's the difference between the marketing and campaign platforms? Could use more clarity.
- B. How well will the budget maximize the impact of the funds if granted?
  -
- C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Central Maine Growth Council

**DATE:** 9/19/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>14</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>10</b>
Potential for Measurable Impact	<b>20</b>	<b>12</b>
Project Sustainability	<b>5</b>	<b>4</b>
Section IV. Budget	<b>25</b>	<b>15</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>55</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Central Maine Growth Council

**DATE:** 9/19/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

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**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Central Maine Growth Council

**DATE:** 9/19/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>14</b>

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**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Listed successful workforce program – unclear if this is the pre-apprenticeship program or others
    - Listed successful past partnerships
    - Technical assistance arm has led to 40 new jobs with employers
    - Finance and planning experience on team
    - Roles for this project are established but not hired for yet, planned via subcontractors. That is somewhat concerning given the types of roles and how crucial they will be.
  2. Partner organizations
    - Strong letters of support
    - Strong employer connections
    - No clear community-based organization connection
  3. Subcontractors (if applicable)
    - Criteria mentioned but no specific person identified
  4. Other notes on project team
    -



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

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**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Central Maine Growth Council

**DATE:** 9/19/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>10</b>
Potential for Measurable Impact	<b>20</b>	<b>12</b>
Project Sustainability	<b>5</b>	<b>4</b>

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**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☒ Pilot Talent Project
    - ☐ Scaling Talent Project
  - B. Employment challenge the project would address
    - Skills gap, challenges around diverse talent pool
  - C. Proposed activities; how they will address the identified challenge
    - A major activity of the project is a 6-10 week training program. However, there's no stipend or other incentive to attend, which may indicate lack of understanding of barriers people would encounter to do that type of training.
      - Is this for incumbent or new workers?
    - Key phase of the program is around convening, but unclear what the outcome of that will be.
  - D. What demographic would be the focus and how they would engage
    - Demographic identification doesn't seem to squarely fit in with eligible populations. Un- and underemployed is very broad.
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Doesn't align with proposed activity, again given issue of not providing financial support during bootcamp.
  - F. Goals, metrics, and evaluation plan
    - Reasonable for what they are proposing
  - G. Matching funds (if applicable)

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Central Maine Growth Council

**DATE:** 9/19/24

- Good matching funds, pulling in other streams
- H. Timeline
  - Reasonable for what they are proposing
- I. Other notes on activities
  -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Central Maine Growth Council

**DATE:** 9/19/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>15</b>

**Evaluation Team Comments:**

Proposed Cost: \$165,000.00

I. Budget

- A. Are the proposed costs necessary and reasonable to carry out the project?
  - Reasonable for what they proposed
  - Well detailed budget
- B. How well will the budget maximize the impact of the funds if granted?
  - Did not account for important costs, like stipends or incentives for participants from the target population
  - Relatively high costs per participant overall
- C. Other notes on budget
  - Well-constructed budget but missing critical elements to make the program a success.

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Central Maine Healthcare

**DATE:** 9/19/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

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<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)	X	
• Eligible organization type	X	
• Proposal focused on eligible industry	X	
• Proposing activities to improve equitable access to workforce participation	X	
• Will comply with American Rescue Plan Final Treasury Guidance	X	
<u>Scoring Sections</u>	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	20	15
Section III. Proposed Activities		
Program Design	30	26
Potential for Measurable Impact	20	15
Project Sustainability	5	2
Section IV. Budget	25	23
<u>Total Points</u>	<u>100</u>	<u>81</u>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Central Maine Healthcare

**DATE:** 9/19/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Central Maine Healthcare

**DATE:** 9/19/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>15</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Like that the two core members of the team have experience with adult learning, training, and onboarding.
    - Expertise in the key focus of the project.
    - Resumes were not included, but bios were.
  2. Partner organizations
    - Like the partnership with Lewiston Adult Education. Key part of the application. Partner that knows the community.
    - No specific community based organization connection.
  3. Subcontractors (if applicable)
    - None
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Central Maine Healthcare

**DATE:** 9/19/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>26</b>
Potential for Measurable Impact	<b>20</b>	<b>15</b>
Project Sustainability	<b>5</b>	<b>2</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☒ Pilot Talent Project
    - ☐ Scaling Talent Project
  - B. Employment challenge the project would address
    - Improving training and onboarding for linguistic minorities
    - Lacking some data on the challenge—what’s their current staff situation?
  - C. Proposed activities; how they will address the identified challenge
    - Really solid, clear set of activities. Translating orientation materials, providing interpretation systems, and setting up an internal, multi-lingual job fair.
    - Translating materials makes sense, number of languages is realistic.
    - Live interpretation is ambitious but impressive.
    - Not totally clear what they will do with survey feedback.
  - D. What demographic would be the focus and how they would engage
    - Multilingual adults, new Mainers. Identify top languages. Makes sense.
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Reasoning makes sense but isn’t necessarily explained in detail in the application. Linked to ONA creation. Doesn’t fully explain specific proposed solutions to the challenge, although it can be inferred.
  - F. Goals, metrics, and evaluation plan

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Central Maine Healthcare

**DATE:** 9/19/24

- Clear setup. But not clear how many employees they are planning to reach. Or what percentage of their staff are in the communities they are trying to engage.
- How many job fairs?
- G. Matching funds (if applicable)
  - Staff time paid for, but sustainability beyond the grant period not mentioned.
- H. Timeline
  - Clear, makes sense
- I. Other notes on activities
  -



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Central Maine Healthcare

**DATE:** 9/19/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>23</b>

**Evaluation Team Comments:**

Proposed Cost: \$142,459.50

I. Budget

A. Are the proposed costs necessary and reasonable to carry out the project?

- Reasonable overall.
- Some sections could use slightly more detail, e.g. cost for specific sessions

B. How well will the budget maximize the impact of the funds if granted?

- Helpful that they don't need to cover personnel costs; that is a significant match.
- Built in money for updating orientation documents.
- Include giveaways as incentives, which is smart.
- Since exact number of participants is unknown, it is difficult to judge the extent of the impact of the funds. That said, costs are primarily going to items that can extend beyond multiple years and touch more participants over time.

C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Health Care Association

**DATE:** 9/25/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>18</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>28</b>
Potential for Measurable Impact	<b>20</b>	<b>19</b>
Project Sustainability	<b>5</b>	<b>4</b>
Section IV. Budget	<b>25</b>	<b>15</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>84</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Health Care Association

**DATE:** 9/25/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Health Care Association

**DATE:** 9/25/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>18</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Maine Health Care Association is the lead. Regularly hosts popular seminars and conferences.
    - Highly skilled group with proven history. Impressed that they have someone with expertise in HR, as well as experience with targeted group as key partner.
  2. Partner organizations
    - Partnering with Inclusion Maine and Long Term Care Ombudsman
    - Inclusion Maine will help prepare training, guidance, and technical assistance for employers. Could have listed more about their background in this section.
  3. Subcontractors (if applicable)
    - Inclusion Maine will be a subcontractor.
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Health Care Association

**DATE:** 9/25/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>28</b>
Potential for Measurable Impact	<b>20</b>	<b>19</b>
Project Sustainability	<b>5</b>	<b>4</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☒ Pilot Talent Project
    - ☐ Scaling Talent Project
  - B. Employment challenge the project would address
    - Barriers to recruitment, training, and retention in the long-term care field.
  - C. Proposed activities; how they will address the identified challenge
    - Developing training program, providing educational programs.
    - Some concern about potential impact of white paper.
    - Overall excellent design.
    - Not clear if activities will fully match extent of challenge, but should make a difference. Helping employers understand challenge would help support retention.
    - Didn't say exactly how many people would participate. Not sure what demand would be. How big would the sessions be?
    - Long Term Care Ombudsman would provide info on worker perspectives. Inclusion Maine helping develop more of the background on cultural barriers.
  - D. What demographic would be the focus and how they would engage
    - Focus is immigrant population, but participants will be employers.
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation
    -
  - F. Goals, metrics, and evaluation plan

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Health Care Association

**DATE:** 9/25/24

- Solid goals. No major concerns here.
- G. Matching funds (if applicable)
  - Makes sense
- H. Timeline
  - Makes sense
- I. Other notes on activities
  - Commitment to integrating content into future trainings.

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Health Care Association

**DATE:** 9/25/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>15</b>

**Evaluation Team Comments:**

Proposed Cost: \$165,000.00

I. Budget

A. Are the proposed costs necessary and reasonable to carry out the project?

- Reasonable costs.
- Personnel and equipment costs could use more explanation.

B. How well will the budget maximize the impact of the funds if granted?

- Not knowing exact number of participants is a challenge. Is it 5 organizations or 25? That could affect impact of technical assistance as well.

C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Immigrants' Rights Coalition

**DATE:** 9/25/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>19</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>27</b>
Potential for Measurable Impact	<b>20</b>	<b>16</b>
Project Sustainability	<b>5</b>	<b>4</b>
Section IV. Budget	<b>25</b>	<b>15</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>81</u></b>



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Immigrants' Rights Coalition

**DATE:** 9/25/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Immigrants' Rights Coalition

**DATE:** 9/25/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>19</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Very well experienced. Knowledgeable for content areas of the proposal.
  2. Partner organizations
    - Partners are new, strong partners for this proposal.
    - Resilient Coders and IntWork are the key partners.
    - Very interesting collection of groups.
    - Employers coming onboard partway into project.
    - Letters mentioned but not in packet.
  3. Subcontractors (if applicable)
    - Subcontractors make sense.
  4. Other notes on project team
    - Strong supporting organizations, relevant to program.

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Immigrants' Rights Coalition

**DATE:** 9/25/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>27</b>
Potential for Measurable Impact	<b>20</b>	<b>16</b>
Project Sustainability	<b>5</b>	<b>4</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
- A. Project category:
- ☐ Industry Talent Partnership
  - ☒ Pilot Talent Project
  - ☐ Scaling Talent Project
- B. Employment challenge the project would address
- Tech employment community is not fully representative. Looking to build pathways for New Mainers.
- C. Proposed activities; how they will address the identified challenge
- Building a coalition focused on software development. Cohort through Resilient Coders program.
  - Will ECBOs get stipends for involvement or for providing referrals?
  - Will recruit individuals through ECBOs and community groups to train for coding careers.
  - Overall a very strong idea. Could have strong positive impact on community.
  - Could use more detail on employer commitments—that part is necessary to land people in good jobs.
- D. What demographic would be the focus and how they would engage
- Primarily focused on immigrant community.
- E. Evidence or reasoning the activities would positively impact equitable workforce participation
- Shared successful examples with similar populations in other cities.  
Could have shared a bit more detail on those previous cases.
- F. Goals, metrics, and evaluation plan

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Immigrants' Rights Coalition

**DATE:** 9/25/24

- Good, make sense. Not sure what their approach would be to getting feedback and how it will be incorporated.
- Would like more detail on the specific jobs that people will be placed in and what the employer connections are.

G. Matching funds (if applicable)

- 

H. Timeline

- Makes sense.

I. Other notes on activities

-

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Immigrants' Rights Coalition

**DATE:** 9/25/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>15</b>

**Evaluation Team Comments:**

Proposed Cost: \$250,000.00

I. Budget

A. Are the proposed costs necessary and reasonable to carry out the project?

- Not correct budget amount—applied for more than this type of project is eligible for.
- Costs are reasonable for what they are asking for.
- Contracted services budget line needs more info.

B. How well will the budget maximize the impact of the funds if granted?

- Glad they included transportation stipends.
- Stipends are low for full-time training—work out to about \$6/hour.

C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Portland Adult Education, Portland Public Schools

**DATE:** 9/25/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>19</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>27</b>
Potential for Measurable Impact	<b>20</b>	<b>16</b>
Project Sustainability	<b>5</b>	<b>4</b>
Section IV. Budget	<b>25</b>	<b>19</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>85</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Portland Adult Education, Portland Public Schools

**DATE:** 9/25/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Portland Adult Education, Portland Public Schools

**DATE:** 9/25/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>19</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Education instructor, ESL instructor, employer all involved.
    - PPS has clear organizational buy in.
    - Clear experience with population their aiming for.
  2. Partner organizations
    - Institute for Intercultural Diplomacy will provide training, facilitation.
    - Clear employer partner.
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Portland Adult Education, Portland Public Schools

**DATE:** 9/25/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>27</b>
Potential for Measurable Impact	<b>20</b>	<b>16</b>
Project Sustainability	<b>5</b>	<b>4</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☒ Pilot Talent Project
    - ☐ Scaling Talent Project
  - B. Employment challenge the project would address
    - Retaining BIPOC staff and providing leadership training.
  - C. Proposed activities; how they will address the identified challenge
    - Many different pieces of the program. Cohort training, providing social supports as they started in their careers, provide training to leadership on how to be good employer, cultivating peer support, providing a more robust preparatory program for Education Academy. Not as much detail on the Academy piece.
    - Wraparound supports for new educators is clear, training for PPS as an employer is clear, training for educators (Education Academy) is less clear.
    - Like that they mention they'll be doing assessments and debrief. Incorporating what they learn about the program into new iterations.
    - Clever idea. Focuses on culture and its impact on people's ability to stay in a field.
  - D. What demographic would be the focus and how they would engage
    - Primarily targeting people of color via Portland Adult Education and New Mainers via New Mainers Resource Center.
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Portland Adult Education, Portland Public Schools

**DATE:** 9/25/24

- Research on attrition among educators of color.
- F. Goals, metrics, and evaluation plan
  - Measuring attrition, comparing PPS employees to others, providing sensible comparison.
  - Unclear how many individuals they plan to support in total.
- G. Matching funds (if applicable)
  - Braiding city and state funds
- H. Timeline
  - Clear timeline
- I. Other notes on activities
  -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Portland Adult Education, Portland Public Schools

**DATE:** 9/25/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>19</b>

**Evaluation Team Comments:**

Proposed Cost: \$165,000.00

I. Budget

A. Are the proposed costs necessary and reasonable to carry out the project?

- Yes, costs are reasonable overall.
- Lacked detail on workforce navigator and adjunct in the rest of the proposal. What role are they playing in the activities?
- Why is part of an FTE under tech services? Not a substantive issue, but could have been placed under personnel.

B. How well will the budget maximize the impact of the funds if granted?

- Fairly straightforward budget—clear link overall between allocated funds and program results.

C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Sweetser

**DATE:** 9/25/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>15</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>21</b>
Potential for Measurable Impact	<b>20</b>	<b>14</b>
Project Sustainability	<b>5</b>	<b>4</b>
Section IV. Budget	<b>25</b>	<b>22</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>76</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Sweetser

**DATE:** 9/25/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Sweetser

**DATE:** 9/25/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>15</b>

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**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Project team appears to have expertise in training for adults. Organizations involved do good work.
    - Like that it is an employer leading the proposal.
  2. Partner organizations
    - Say they will work with community based orgs, but don't specify.
  3. Subcontractors (if applicable)
    - Will conduct RFP to get third partner to help with assessment. Concerned about that. RFPs can be a challenging process generally, and especially so in the field they are looking for. They may have a hard time getting a good person, and that person will be integral to the project.
    - Not having known partner identified makes it difficult to tell how well it will go.
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Sweetser

**DATE:** 9/25/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>21</b>
Potential for Measurable Impact	<b>20</b>	<b>14</b>
Project Sustainability	<b>5</b>	<b>4</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☒ Pilot Talent Project
    - ☐ Scaling Talent Project
  - B. Employment challenge the project would address
    - High turnover rate
  - C. Proposed activities; how they will address the identified challenge
    - Field-specific English classes
    - Increase pipeline of skills people need, as well as fine tuning Sweetser as an employer to create a comfortable environment.
    - Some solid aspects of the activities. Like the relevant English classes, very important to do that. Seen success with that model in other circumstances. Activity 1 is very strong.
    - Activity 2 on improving HR policies seems less feasible as described, in part from RFP plan.
    - However, not sure the activities will fully address the identified retention challenge.
    - What is advancement like from the entry-level jobs?
  - D. What demographic would be the focus and how they would engage
    - Focused on under/unemployed multi-lingual learners.
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Potentially weak connection here between activities and challenge—will this get at the core of why vacancy and turnover is so high?

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Sweetser

**DATE:** 9/25/24

F. Goals, metrics, and evaluation plan

- Fine. No clear baseline now for goals, however. Not sure if the goals are realistic.

G. Matching funds (if applicable)

- Very clear

H. Timeline

- Clear, seems reasonable

I. Other notes on activities

-



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Sweetser

**DATE:** 9/25/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>22</b>

**Evaluation Team Comments:**

Proposed Cost: \$163,961.88

I. Budget

- A. Are the proposed costs necessary and reasonable to carry out the project?
  - Yes, makes sense.
  - \$30,000 for HR evaluation
  - Will the chromebooks be used repeatedly, or per cohort?
- B. How well will the budget maximize the impact of the funds if granted?
  - Clear emphasis on English language training.
- C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** The Bridge and Beyond

**DATE:** 9/19/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

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<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		<b>X</b>

**OVERVIEW OF SECTION I**

**Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

A State employee is listed as one of the project team members, which makes the application ineligible. The first page of the application form, which applicants must attest to, states:

“No personnel currently employed by the Department or any other State agency participated, either directly or indirectly, in any activities relating to the preparation of the Applicant’s Application.”

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** The Third Place Inc.

**DATE:** 9/26/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

---

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<u>Scoring Sections</u>	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>18</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>24</b>
Potential for Measurable Impact	<b>20</b>	<b>15</b>
Project Sustainability	<b>5</b>	<b>4</b>
Section IV. Budget	<b>25</b>	<b>13</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>74</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** The Third Place Inc.

**DATE:** 9/26/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** The Third Place Inc.

**DATE:** 9/26/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>18</b>

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**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Very well experienced, including lived experience.
  2. Partner organizations
    - Key partners are Maine Health and Maine Department of Education.
  3. Subcontractors (if applicable)
    - IntWork will be a key subcontractor, which has very strong qualifications.
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** The Third Place Inc.

**DATE:** 9/26/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>24</b>
Potential for Measurable Impact	<b>20</b>	<b>15</b>
Project Sustainability	<b>5</b>	<b>4</b>

---

**Evaluation Team Comments:**

I. Proposed Activities

A. Project category:

- ☐ Industry Talent Partnership
- ☒ Pilot Talent Project
- ☐ Scaling Talent Project

B. Employment challenge the project would address

- Lack of infrastructure supporting long term career growth of BIPOC professionals in major industries in Maine, which can inhibit job opportunities, networking, and mentoring.
- Like that they are encouraging mentorship.

C. Proposed activities; how they will address the identified challenge

- Integrated BIPOC-led framework for recruitment and retention across industries. Culturally responsive mentorship.
- BIPOC Industry Insider group will include industry leaders, a BIPOC grant team, and sector organizations.
- Identifying mentors crucial to a person's professional growth and overall health.
- Good activity ideas related to addressing the challenge. However, it is a fairly long list of ideas, which don't necessarily form a clear, cohesive picture of how this project will impact the challenge.
- Assessing partner organizations and evaluating training programs could be too ambitious, and unclear if aligns with expertise.
- Didn't list expected number of participants.

D. What demographic would be the focus and how they would engage

- BIPOC

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** The Third Place Inc.

**DATE:** 9/26/24

- E. Evidence or reasoning the activities would positively impact equitable workforce participation
  - Research and personal evidence demonstrating that brown/black individuals face unique challenges in advancing their careers. Includes research references.
- F. Goals, metrics, and evaluation plan
  - Good goals and metrics, but how will they incorporate feedback from the planned surveys?
- G. Matching funds (if applicable)
  - Very strong
- H. Timeline
  - Makes sense
- I. Other notes on activities
  -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** The Third Place Inc.

**DATE:** 9/26/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>13</b>

**Evaluation Team Comments:**

Proposed Cost: \$159,000.00

I. Budget

- A. Are the proposed costs necessary and reasonable to carry out the project?
  - Yes, match activities.
  - Need more detail explaining budget lines, such as pay rates.
  - Note specific additional grant funding that will act as a match
- B. How well will the budget maximize the impact of the funds if granted?
  - Difficult to judge with full confidence due to lack of detail in explanations; however, there is promise based on the general descriptions.
- C. Other notes on budget



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** United Way of Southern Maine

**DATE:** 9/26/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>15</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>28</b>
Potential for Measurable Impact	<b>20</b>	<b>19</b>
Project Sustainability	<b>5</b>	<b>4</b>
Section IV. Budget	<b>25</b>	<b>24</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>90</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** United Way of Southern Maine

**DATE:** 9/26/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** United Way of Southern Maine

**DATE:** 9/26/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>15</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Team has experience with workforce programming, internationally trained talent, and grant management
  2. Partner organizations
    - Serving as backbone organization for partnership with 15 others, including multiple employers
  3. Subcontractors (if applicable)
    - Yet to be determined trainer and facilitators, which is a concern.
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** United Way of Southern Maine

**DATE:** 9/26/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>28</b>
Potential for Measurable Impact	<b>20</b>	<b>19</b>
Project Sustainability	<b>5</b>	<b>4</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☒ Pilot Talent Project
    - ☐ Scaling Talent Project
  - B. Employment challenge the project would address
    - Immigrants integrating into workforce across many industries, including healthcare, social services, and retail
  - C. Proposed activities; how they will address the identified challenge
    - Employer support through learning communities and credential assessment.
    - Employer engagement through forums and talent assessment.
    - Plan to create toolkits and run job fairs.
    - Suite of activity elements that form a clear picture.
    - Included employee engagement in creation of plans/tools
    - What supports/stipends will they offer for partner organizations/participants? Don't seem to plan to compensate ECBOs for their work.
    - Very employer focused, which is a positive.
  - D. What demographic would be the focus and how they would engage
    - New Mainers
    - Cited strong connections with ECBOs
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** United Way of Southern Maine

**DATE:** 9/26/24

- Cited evidence of brain waste when immigrants are not fully integrated into workforce
- F. Goals, metrics, and evaluation plan
  - Over 50 employers served
  - Aiming for 65% with inclusive hiring process and 25% changing a policy.
- G. Matching funds (if applicable)
  - Seeking funds from other foundations
- H. Timeline
  - Makes sense
- I. Other notes on activities
  -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** United Way of Southern Maine

**DATE:** 9/26/24

**EVALUATION OF SECTION IV  
Cost Proposal**

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	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>24</b>

**Evaluation Team Comments:**

Proposed Cost: \$164,605.82

- I. Budget
  - A. Are the proposed costs necessary and reasonable to carry out the project?
    - Yes, primarily staffing. Clear about how they reached the listed numbers.
  - B. How well will the budget maximize the impact of the funds if granted?
    - Overall makes sense. Well put-together budget and well aligned to purpose.
  - C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** United Youth Empowerment Services

**DATE:** 9/26/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>17</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>24</b>
Potential for Measurable Impact	<b>20</b>	<b>16</b>
Project Sustainability	<b>5</b>	<b>4</b>
Section IV. Budget	<b>25</b>	<b>22</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>83</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** United Youth Empowerment Services

**DATE:** 9/26/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** United Youth Empowerment Services

**DATE:** 9/26/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>17</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Very strong team, very connected to youth.
    - Key team members have expertise in targeted field and with community members.
    - UYES has done some farm workforce training; MEIRS is a cornerstone organization in the community.
    - Resumes missing.
  2. Partner organizations
    - New Roots, which has expertise in African farming practices and the Maine farm context.
    - Would have been nice to integrate other farm partners.
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** United Youth Empowerment Services

**DATE:** 9/26/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>24</b>
Potential for Measurable Impact	<b>20</b>	<b>16</b>
Project Sustainability	<b>5</b>	<b>4</b>

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**Evaluation Team Comments:**

- I. Proposed Activities
- A. Project category:
- ☐ Industry Talent Partnership
  - ☒ Pilot Talent Project
  - ☐ Scaling Talent Project
- B. Employment challenge the project would address
- Workforce skills in agriculture for target population.
- C. Proposed activities; how they will address the identified challenge
- Multiple components: workforce training, apprenticeships, mentorship networks, and events.
  - Paid internship with transportation. Strong program design elements.
  - Engaging other organizations and community members for network building and events.
  - Would be helpful to include other employers in the formation of the training--what do they need and what keeps them from hiring BIPOC youth now?
  - Like the connection to a successful farm and that it's led by an organization with real youth connections.
  - Will youth be engaged in program design?
  - What are the wages? How long will they be employed and in what specific jobs?
  - Like that they cover financial literacy, readiness, and worker's rights.
- D. What demographic would be the focus and how they would engage
- BIPOC youth in Lewiston/Auburn area, especially first and second generation immigrants.

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** United Youth Empowerment Services

**DATE:** 9/26/24

- E. Evidence or reasoning the activities would positively impact equitable workforce participation
  - Somewhat unclear. Are youth in the area interested in this and will want to engage? What employment opportunities will be available for these youth in farms in Maine?
- F. Goals, metrics, and evaluation plan
  - Solid goals and metrics.
- G. Matching funds (if applicable)
  - Plans to find matching funds mentioned. Attractive for local funders. Talk about earned revenue from employers.
- H. Timeline
  - Makes sense
- I. Other notes on activities
  -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** United Youth Empowerment Services

**DATE:** 9/26/24

**EVALUATION OF SECTION IV  
Cost Proposal**

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	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>22</b>

**Evaluation Team Comments:**

Proposed Cost: \$165,000.00

- I. Budget
  - A. Are the proposed costs necessary and reasonable to carry out the project?
    - Yes, costs fit the project.
  - B. How well will the budget maximize the impact of the funds if granted?
    - Great that they include stipends and transportation. But unclear how the overall stipends map onto an unknown number of hours for the interns.
    - Would have liked if they included funding for youth or other farm experts to contribute to program design.
    - Like that they will pay the mentors at the employer.
  - C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Ace Construction Services

**DATE:** 9/30/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

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<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)	X	
• Eligible organization type	X	
• Proposal focused on eligible industry	X	
• Proposing activities to improve equitable access to workforce participation	X	
• Will comply with American Rescue Plan Final Treasury Guidance	X	
<u>Scoring Sections</u>	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	20	13
Section III. Proposed Activities		
Program Design	30	25
Potential for Measurable Impact	20	17
Project Sustainability	5	4
Section IV. Budget	25	16
<u>Total Points</u>	<u>100</u>	<u>75</u>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Ace Construction Services

**DATE:** 9/30/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Ace Construction Services

**DATE:** 9/30/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>13</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - CEO buy-in, HR manager on team who has training experience and works with multilingual adults
    - No clear connection with community organizations on the direct project team and no subcontractors identified—unclear how they will recruit/build the hiring pipeline they are aiming for.
    - Project will be dependent on hiring someone who hasn't been identified yet, which is a concern.
  2. Partner organizations
    - None
  3. Subcontractors (if applicable)
    - None
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Ace Construction Services

**DATE:** 9/30/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>25</b>
Potential for Measurable Impact	<b>20</b>	<b>17</b>
Project Sustainability	<b>5</b>	<b>4</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - X Scaling Talent Project
  - B. Employment challenge the project would address
    - Need about 100 new workers and haven't been able to hire applicants with limited English—clearly stated problem
  - C. Proposed activities; how they will address the identified challenge
    - MLL trainer—will get OSHA certified themselves to ensure they can lead safety trainings (is this person an existing staff person or do they need to find?)
    - Create onboarding in 4 languages
    - Will create a dedicated classroom space, but the use and need is not fully explained.
    - Provide training for new hires and be available for on the job support—this is important but lacked detail on how long the training would be and how it would be rolled out to employees who speak 4 different languages
    - Full time jobs with benefits—can be quality jobs for people
  - D. What demographic would be the focus and how they would engage
    - Identified four key languages and several ECBOs to support recruitment, although they weren't identified as partners in the first section. Unclear if they have these relationships today or if they will be developed in the future?



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Ace Construction Services

**DATE:** 9/30/24

- E. Evidence or reasoning the activities would positively impact equitable workforce participation
  - Mentions that the roles will be full time with benefits—high quality jobs
  - Cites part of the challenge that immigrants earn lower wages than native Mainers—good awareness of the problem
- F. Goals, metrics, and evaluation plan
  - Goal is to train 30-50 new trainees
  - Clear goals and metrics, although the retention metric lacked detail.
  - Good they are capturing employee input regularly to inform program
  - Good capturing input from supervisors on skills needed
  - A lot of success is depending on new trainer hire and recruitment of staff without clear plan on how this will happen
  - Building the new classroom feels ambitious and lacks detail
- G. Matching funds (if applicable)
  - Company will cover indirect costs of existing staff needed to support program
  - Sustainability plan is that other companies will contract with them to use the program—creative approach
- H. Timeline
  - Feasibility of finding MLL trainer is key to program success and risk may be not finding someone
  - Clear detailed activities
  - Mention of looking at pre-apprenticeship in year 3, but a third year is not available for this grant
- I. Other notes on activities
  -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Ace Construction Services

**DATE:** 9/30/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>16</b>

**Evaluation Team Comments:**

Proposed Cost: \$250,000.00

I. Budget

A. Are the proposed costs necessary and reasonable to carry out the project?

- Majority of costs for the MLL trainer salary & benefits—explained in detail.
- This seems to be budgeting salary for 3 years? Likely would need to be adjusted, since this grant is not available for that long.
- Equipment costs seem reasonable

B. How well will the budget maximize the impact of the funds if granted?

- Classroom build costs are not fully explained; potentially listed twice in part. Could use at least a sentence in the proposal explaining why the lack of a classroom is a key barrier.
- Again, timeline and budget are for three years, which is not possible with this funding source.

C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** City of Auburn, Maine

**DATE:** 9/27/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>12</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>22</b>
Potential for Measurable Impact	<b>20</b>	<b>16</b>
Project Sustainability	<b>5</b>	<b>4</b>
Section IV. Budget	<b>25</b>	<b>20</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>74</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** City of Auburn, Maine

**DATE:** 9/27/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** City of Auburn, Maine

**DATE:** 9/27/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>12</b>

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**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Strong team in terms of executing prior program and connections to and understanding of employer needs
    - No clear source identified for ethnic community connections or cultural aspects of tool kit development. Who will be providing that content?
  2. Partner organizations
    - Didn't name specific community based organization partner.
    - Didn't name specific employer partner.
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** City of Auburn, Maine

**DATE:** 9/27/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>22</b>
Potential for Measurable Impact	<b>20</b>	<b>16</b>
Project Sustainability	<b>5</b>	<b>4</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - B. Employment challenge the project would address
    - Cultural and language barriers to employment in manufacturing
  - C. Proposed activities; how they will address the identified challenge
    - Very strong concept, providing easily accessible toolkit based on needs and experience of area employers. Excellent that it's rooted in existing project.
    - But there's no explanation of where the content of that toolkit will come from. Expertise in curriculum development and HR expertise is not identified. Who will lead that? If it's done well, it will have long term positive impact, but if not done well, it could have the opposite.
    - How will manufacturers be guided in implementing the tool kit? How will they know what they need to do?
    - Employers are already engaged, have relationships with the team, and appear interested in participating.
    - Planning to start project by bringing together employers and CBOs, which is great. Unfortunately, they did not specify which ones.
  - D. What demographic would be the focus and how they would engage
    - New Mainers in Lewiston/Auburn area.
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** City of Auburn, Maine

**DATE:** 9/27/24

- Great that they already have relationships and interest.
- F. Goals, metrics, and evaluation plan
  - Talk about doubling number of employers but didn't mention number of employees they're aiming for
- G. Matching funds (if applicable)
  - In-kind services
- H. Timeline
  - Makes sense
- I. Other notes on activities
  -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** City of Auburn, Maine

**DATE:** 9/27/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>20</b>

**Evaluation Team Comments:**

Proposed Cost: \$275,000.00

I. Budget

A. Are the proposed costs necessary and reasonable to carry out the project?

- Yes, reasonable overall.
- List specific rates for budget items

B. How well will the budget maximize the impact of the funds if granted?

- Lacks funding for curriculum development and connections/resources from target community, which seem to be important for the program to be successful.
- Like the inclusion of interpretation services, web-based delivery, and video focus.

C. Other notes on budget



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Educate Maine

**DATE:** 10/4/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>15</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>20</b>
Potential for Measurable Impact	<b>20</b>	<b>13</b>
Project Sustainability	<b>5</b>	<b>4</b>
Section IV. Budget	<b>25</b>	<b>17</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>69</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Educate Maine

**DATE:** 10/4/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Educate Maine

**DATE:** 10/4/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>15</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Solid team; members with significant educational background as well as support role with workforce development
    - No community based organization involvement in project team
  2. Partner organizations
    - Partnering with Portland Adult Ed and Westbrook Adult Ed. Could use a better sense of what their engagement will be in the activities.
  3. Subcontractors (if applicable)
    - TBD external evaluator
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Educate Maine

**DATE:** 10/4/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>20</b>
Potential for Measurable Impact	<b>20</b>	<b>13</b>
Project Sustainability	<b>5</b>	<b>4</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - B. Employment challenge the project would address
    - Schools face significant shortages of qualified educators.
  - C. Proposed activities; how they will address the identified challenge
    - Plan to expand outreach activities to recruit more racially and ethnically diverse individuals into their programs.
    - Adding 40 new apprentices
    - Aiming to develop pathways into teaching for educators of color. Said they will work with Third Place for recruitment and focus groups to identify barriers for educators of color.
  - D. What demographic would be the focus and how they would engage
    - Prioritize supporting racial and ethnic minorities.
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Scaling an existing pilot program with Gorham School District. Existing program has 25% participants who are people of color; don't seem to have a significant focus for increasing participation among this demographic.
  - F. Goals, metrics, and evaluation plan
    - Goals are good, but not seeing what the baseline is. Doesn't include individual numbers.

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Educate Maine

**DATE:** 10/4/24

- Engaging diverse community organizations, such as Third Place.
- G. Matching funds (if applicable)
  - Clear match
- H. Timeline
  - Very ambitious—potentially too ambitious.
- I. Other notes on activities
  -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Educate Maine

**DATE:** 10/4/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>17</b>

**Evaluation Team Comments:**

Proposed Cost: \$275,000.00

I. Budget

- A. Are the proposed costs necessary and reasonable to carry out the project?
  - No concerns about the budget. Clear cost allocations. Makes sense for what they are proposing.
- B. How well will the budget maximize the impact of the funds if granted?
  - Doing an RFP for one of the key players, which is a bit of an unknown.
  - Doesn't include supportive services for apprentices.
- C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Gateway Community Services Maine

**DATE:** 10/4/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

---

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>15</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>25</b>
Potential for Measurable Impact	<b>20</b>	<b>15</b>
Project Sustainability	<b>5</b>	<b>5</b>
Section IV. Budget	<b>25</b>	<b>22</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>82</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Gateway Community Services Maine

**DATE:** 10/4/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Gateway Community Services Maine

**DATE:** 10/4/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>15</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - 3 peer workforce navigators employed by Gateway & ProsperityME. Providing support to clients through biweekly clinics in Lewiston.
    - Currently running Portland clinics.
    - Two community health workers also on team with linguistic skills, connection to healthcare resources and digital resources.
  2. Partner organizations
    - Partners include ProsperityME, AFL-CIO, and Maine Equal Justice.
    - No clear employer partners.
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Gateway Community Services Maine

**DATE:** 10/4/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>25</b>
Potential for Measurable Impact	<b>20</b>	<b>15</b>
Project Sustainability	<b>5</b>	<b>5</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - B. Employment challenge the project would address
    - Need for culturally appropriate approaches to workforce development
    - Employers need support in connecting with immigrant community
    - Jobseekers face challenges accessing resources
  - C. Proposed activities; how they will address the identified challenge
    - Portland and Lewiston resource clinics will connect jobseekers to hiring managers, with interpreters on site
    - Connect jobseekers with education and training partners, UI, and basic needs services
    - Outreach to jobseekers about workforce services via text
    - What's the connection with employer partners in Lewiston? None cited.
  - D. What demographic would be the focus and how they would engage
    - New Mainers, engaged through current network and outreach via Hustle and WhatsApp
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Current work is cited in a report as best practice due to Abbot layoff impact
    - 1000 clinic visits in 2023, but only 35 from Lewiston due to capacity.

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Gateway Community Services Maine

**DATE:** 10/4/24

- 50 obtained jobs in 2024.
- F. Goals, metrics, and evaluation plan
  - Metrics include number of clinics, attendance, job placement, employers engaged, but no specific targets listed
  - Evaluation plan is a 6 month follow-up and wage report with MDOL
  - Without clear commitment or employer partners in mind, the feasibility of connections to jobs is less clear
- G. Matching funds (if applicable)
  - Cites other funding sources obtained through state resources and seeking additional funding to sustain. Very active in trying to sustain program.
- H. Timeline
  - Very clear, across several activities
  - Goal is to only bring on two employers?
- I. Other notes on activities
  -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Gateway Community Services Maine

**DATE:** 10/4/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>22</b>

**Evaluation Team Comments:**

Proposed Cost: \$275,000.00

I. Budget

- A. Are the proposed costs necessary and reasonable to carry out the project?
  - Most funds are for staffing between Gateway and partners
  - Transportation seems to be for staff, not participants.
  - Tech costs seem reasonable for platforms to reach potential participants.
- B. How well will the budget maximize the impact of the funds if granted?
  - Odd that transportation for participants not included for a program like this.
- C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** General Dynamics Bath Iron Works

**DATE:** 10/4/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>15</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>13</b>
Potential for Measurable Impact	<b>20</b>	<b>10</b>
Project Sustainability	<b>5</b>	<b>2</b>
Section IV. Budget	<b>25</b>	<b>8</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>48</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** General Dynamics Bath Iron Works

**DATE:** 10/4/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** General Dynamics Bath Iron Works

**DATE:** 10/4/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>15</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Team includes BIW staff with experience creating similar program.
    - Like that there is a dedicate sponsor, navigator, and manager.
    - No listed connections or partners with communities targeted by this program.
  2. Partner organizations
    - Partnering with the Maine Community College System, expanding prior program with Southern Maine Community College to Central Maine Community College.
    - Also partnering with American Apprenticeship Round Table.
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    - Strong connection to community college

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** General Dynamics Bath Iron Works

**DATE:** 10/4/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>13</b>
Potential for Measurable Impact	<b>20</b>	<b>10</b>
Project Sustainability	<b>5</b>	<b>2</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - B. Employment challenge the project would address
    - Limited pool of qualified applicants entering the pipeline
  - C. Proposed activities; how they will address the identified challenge
    - Creating a pre-apprenticeship program with CMCC, including a guaranteed interview for those who complete it, resulting in entrance to apprenticeship program.
    - Not clear how they would recruit and engage people of color for the program.
  - D. What demographic would be the focus and how they would engage
    - Hope to engage 20 people of color.
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation
    - General background info and metrics of apprenticeship program effectiveness. In past program, 250 trained and hired apprentices included 61 who were people of color.
  - F. Goals, metrics, and evaluation plan
    - 100 trained and hired apprentices, 20 of which are hoped to be from target populations for this grant.
  - G. Matching funds (if applicable)
    - In-kind funding and payments to CMCC



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** General Dynamics Bath Iron Works

**DATE:** 10/4/24

- Didn't discuss how the project would be sustained.
- H. Timeline
  - Makes sense
- I. Other notes on activities
  -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** General Dynamics Bath Iron Works

**DATE:** 10/4/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>8</b>

**Evaluation Team Comments:**

Proposed Cost: \$275,000.00

I. Budget

- A. Are the proposed costs necessary and reasonable to carry out the project?
  - All personnel costs. Percentages listed, but rates and exact relationship to programming not further explained.
- B. How well will the budget maximize the impact of the funds if granted?
  - Not clearly focused on target populations for this grant.
  - No support services for apprentices, nothing to diversify talent pool in terms of recruitment, outreach, etc.
- C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Inclusion Maine

**DATE:** 10/4/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

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<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)	X	
• Eligible organization type	X	
• Proposal focused on eligible industry	X	
• Proposing activities to improve equitable access to workforce participation	X	
• Will comply with American Rescue Plan Final Treasury Guidance	X	
<u>Scoring Sections</u>	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	20	15
Section III. Proposed Activities		
Program Design	30	10
Potential for Measurable Impact	20	9
Project Sustainability	5	3
Section IV. Budget	25	10
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>47</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Inclusion Maine

**DATE:** 10/4/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Inclusion Maine

**DATE:** 10/4/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>15</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Robust team with excellent representation. Background in HR, workforce.
    - Some project team resumes missing. Many others listed without real explanation.
  2. Partner organizations
    - Holiday Inn by the Bay for events
    - No employer partners or other community partners.
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Inclusion Maine

**DATE:** 10/4/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>10</b>
Potential for Measurable Impact	<b>20</b>	<b>9</b>
Project Sustainability	<b>5</b>	<b>3</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - B. Employment challenge the project would address
    - Workforce shortage in the education and healthcare sectors
  - C. Proposed activities; how they will address the identified challenge
    - Extending Inclusion Maine conferences, multiple day education and network platform
    - How will the industry-relevant certification program work?
      - 1. Missing information on what this would do.
    - What is the training? Who would do it? What is it for?
  - D. What demographic would be the focus and how they would engage
    - Somali, Sudanese, Angolan, Afghan, Congolese, Cambodian, Hispanic, Turkish, Arab, Iraqi, Desi (Hindi, Urdu, and Bengali)
    - Didn't mention specific partners in the network they would work with.
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Good discussion of evidence
  - F. Goals, metrics, and evaluation plan
    - How will they be training and certifying candidates and with who?
    - Evaluation plan is loose.
  - G. Matching funds (if applicable)
    - Okay.

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Inclusion Maine

**DATE:** 10/4/24

H. Timeline

- Makes sense

I. Other notes on activities

- Missing more detailed information on how the project will work.
- Fee for employers is high.

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Inclusion Maine

**DATE:** 10/4/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>10</b>

**Evaluation Team Comments:**

Proposed Cost: \$275,000.00

I. Budget

- A. Are the proposed costs necessary and reasonable to carry out the project?
  - Missing information on how pieces of the budget will be allocated, not all are fully explained.
- B. How well will the budget maximize the impact of the funds if granted?
  - Don't see how training budget matches up with expected number of participants.
- C. Other notes on budget



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Industrial Roofing Company

**DATE:** 10/4/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>12</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>12</b>
Potential for Measurable Impact	<b>20</b>	<b>8</b>
Project Sustainability	<b>5</b>	<b>3</b>
Section IV. Budget	<b>25</b>	<b>10</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>45</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Industrial Roofing Company

**DATE:** 10/4/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Industrial Roofing Company

**DATE:** 10/4/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>12</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Construction training experience and apprenticeship experience.
    - HR experience, including DEIA practices, but it does not specify what that means in the context of their project.
    - No clear connection to any community based organization.
  2. Partner organizations
    - None listed in partners section
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Industrial Roofing Company

**DATE:** 10/4/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>12</b>
Potential for Measurable Impact	<b>20</b>	<b>8</b>
Project Sustainability	<b>5</b>	<b>3</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - B. Employment challenge the project would address
    - Looking for the next generation of roofers and advancing them to foremen; always looking for new member to join team.
    - Challenge is not very clearly stated as relates to this RFA.
  - C. Proposed activities; how they will address the identified challenge
    - Plan to scale existing pre-apprenticeship and apprenticeship program
    - Listed current partners and stated that they want to expand partnerships, but no clear plan of how they'd do so.
    - No clear recruitment or training plan to intentionally create inclusive work environment for identified community.
    - Lacked detail on how they would scale the program.
  - D. What demographic would be the focus and how they would engage
    - New Mainers
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation
    - No evidence of success cited in current program
    - No evidence of work with New Mainer community—could have provided more detail on how they are working today, how effective it is, etc.
  - F. Goals, metrics, and evaluation plan

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Industrial Roofing Company

**DATE:** 10/4/24

- Aiming to train 12 New Mainers—unclear if that's pre-apprenticeships or apprentices.
- What are the wages for these roles?
- Evaluation plan is not explained.
- G. Matching funds (if applicable)
  - Yes, \$237k for training and tools
  - Currently making plans to sustain apprenticeship beyond grant
- H. Timeline
  - Lacked detail—no clear milestones or steps over two years
  - No mention of recruitment or program design
- I. Other notes on activities
  - Overall, this application is severely lacking detail.

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Industrial Roofing Company

**DATE:** 10/4/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>10</b>

**Evaluation Team Comments:**

Proposed Cost: \$275,000.00

I. Budget

A. Are the proposed costs necessary and reasonable to carry out the project?

- \$275k total—cost per person is very high (22k)
- Most of budget is trainers---but lacked detail on if these are existing staff, allocation, hourly rate, how many hours of training provided, etc.
- Equipment costs and other costs are clear

B. How well will the budget maximize the impact of the funds if granted?

- Equipment costs and other costs are clear
- Nothing for CBOs to help with recruitment
- Nothing for supportive services for participants

C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** IntWork

**DATE:** 10/4/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

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<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		<b>X</b>

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

A State agency employee is listed as one of the project team members, which makes the application ineligible. The first page of the application form, which applicants must attest to, states:

“No personnel currently employed by the Department or any other State agency participated, either directly or indirectly, in any activities relating to the preparation of the Applicant’s Application.”

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Lewiston Public Schools

**DATE:** 10/4/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>17</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>28</b>
Potential for Measurable Impact	<b>20</b>	<b>18</b>
Project Sustainability	<b>5</b>	<b>5</b>
Section IV. Budget	<b>25</b>	<b>23</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>91</u></b>



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Lewiston Public Schools

**DATE:** 10/4/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Lewiston Public Schools

**DATE:** 10/4/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>17</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - The project team is solid--prepared to reach the diverse community targeted for their activities.
    - Phlebotomy Certification Instructor and Program Support Specialist will both be new part time positions, yet to be identified. Project will rely a lot on these positions. However, they do have good connections to employers, so they will have a pipeline to recruit these individuals.
  2. Partner organizations
    - Partners are very well established
    - Did not list any community-based organizations
  3. Subcontractors (if applicable)
    - Partnering with:
      - Central Maine Health
      - St. Mary's Health System
      - Academy of Medical Professions
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Lewiston Public Schools

**DATE:** 10/4/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>28</b>
Potential for Measurable Impact	<b>20</b>	<b>18</b>
Project Sustainability	<b>5</b>	<b>5</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - X Scaling Talent Project
  - B. Employment challenge the project would address
    - Not too specific, refer to general need for employers looking for skilled workers and underrepresentation issues.
    - Sounds like this will fill a direct need at employers.
  - C. Proposed activities; how they will address the identified challenge
    - Additional classes with an emphasis on higher level medical vocabulary and English language acquisition. This will rely on the yet-to-be hired position.
    - Will do both day and evening trainings.
  - D. What demographic would be the focus and how they would engage
    - Lewiston's immigrant population, which totals around 8,000. In the previous school year, LAE served 1752 students; 82% were people of color, with 50% being women. Students are from 61 countries and speak 32 different languages. Very specific, well explained.
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Popular program—over 100 register for each cohort now. Currently have a waitlist.
    - Demand on both the employer and learner sides.

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Lewiston Public Schools

**DATE:** 10/4/24

- 50% of participants hold certifications and degrees in healthcare from prior countries.
- F. Goals, metrics, and evaluation plan
  - Okay goals and metrics.
- G. Matching funds (if applicable)
  - Okay; plans to braid together funds from multiple sources. Numbers not specifically listed.
- H. Timeline
  - Makes sense but will depend on hiring timeline for the new positions.
- I. Other notes on activities
  -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Lewiston Public Schools

**DATE:** 10/4/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>23</b>

**Evaluation Team Comments:**

Proposed Cost: \$132,000.00

I. Budget

A. Are the proposed costs necessary and reasonable to carry out the project?

- Yes, reasonable budget for proposed activities.
- Relatively low cost. Could have added more to fill out the program if needed. However, that cost is targeted based on experience of the costs of their existing program. They have done this multiple times before.

B. How well will the budget maximize the impact of the funds if granted?

- Well thought-through budget to maximize impact; includes transportation and student support supplies

C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Access Immigrant Network

**DATE:** 9/26/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>19</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>25</b>
Potential for Measurable Impact	<b>20</b>	<b>17</b>
Project Sustainability	<b>5</b>	<b>4</b>
Section IV. Budget	<b>25</b>	<b>15</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>80</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Access Immigrant Network

**DATE:** 9/26/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Access Immigrant Network

**DATE:** 9/26/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>19</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - MAIN has had many collaborations with Maine Health on several projects, and they received an excellent letter of support.
    - Very strong, diverse team with relevant experience. History of action steps based on community needs. Operates in sync with pace of community trust.
    - Shares that the community health workers are the cornerstone of its strength
  2. Partner organizations
    - Strong letter of support from Maine Health.
    - No new partners listed, which could have been beneficial. Lacking other partners, perhaps due to focus on supporting staff.
  3. Subcontractors (if applicable)
    - None
  4. Other notes on project team
    -



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Access Immigrant Network

**DATE:** 9/26/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>25</b>
Potential for Measurable Impact	<b>20</b>	<b>17</b>
Project Sustainability	<b>5</b>	<b>4</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
- A. Project category:
- ☐ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☒ X Scaling Talent Project
- B. Employment challenge the project would address
- Described its mission well, but didn't address specific employment challenges that the project would address
- C. Proposed activities; how they will address the identified challenge
- 1:1 wraparound services with case management
  - Increasing connections with employers in Maine, offering regular language assistance and resources, providing support groups for clients, and helping more people participate in and graduate from sewing groups at MAIN.
  - They see about 500-600 clients per month for 1 hour appointments, helping establish resumes, complete their authorizations work applications, apply for jobs online, and others. Great that they offer a range of wraparound services.
  - Sewing program doesn't seem as developed or integrated into rest of the activities.
  - Unclear how they will expand employer connections; unclear how they'll expand graduates of different trainings. Missing some detail in these areas.
- D. What demographic would be the focus and how they would engage

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Access Immigrant Network

**DATE:** 9/26/24

- New Americans in York, Cumberland, and Androscoggin counties, primarily from Angola, Congo, Djibouti, Iraq, France, Lebanon, Somalia, Sudan, Syria, Ethiopia, Cambodia, Colombia, Haiti, and Afghanistan.
- E. Evidence or reasoning the activities would positively impact equitable workforce participation
  - Background of providing jobs for clients
- F. Goals, metrics, and evaluation plan
  - Increase relationships, number of successful job placements, strengthen MAIN sewing group participation, in state hire graduates and social support programs.
  - Plan to evaluate every 4 months over the course of the 2 years.
  - Metrics not fully explained.
  - Secured Maine Council on Aging's Hannaford grant for sewing programs.
  - How will they address feedback from surveys?
- G. Matching funds (if applicable)
  - Solid
- H. Timeline
  - Makes sense, but could use more detail
- I. Other notes on activities
  - Could use further scaling for long term partners and collaborations that can reach more individuals.

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Access Immigrant Network

**DATE:** 9/26/24

**EVALUATION OF SECTION IV  
Cost Proposal**

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	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>15</b>

**Evaluation Team Comments:**

Proposed Cost: \$274,997.14

I. Budget

A. Are the proposed costs necessary and reasonable to carry out the project?

- Largely staff costs.
- Not sure why they included costs that would typically be included in indirect costs in a separate category, then also claimed indirect. Would need clarity if awarded.

B. How well will the budget maximize the impact of the funds if granted?

- Could use more detail on calculation for pay for staff.
- Didn't include clear costs for training components, particularly related to sewing. Or stipends.

C. Other notes on budget

-

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Aquaculture Association

**DATE:** 9/26/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

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<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>15</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>24</b>
Potential for Measurable Impact	<b>20</b>	<b>10</b>
Project Sustainability	<b>5</b>	<b>3</b>
Section IV. Budget	<b>25</b>	<b>15</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>67</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Aquaculture Association

**DATE:** 9/26/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Aquaculture Association

**DATE:** 9/26/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>15</b>

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**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Very strong team. Leads have strong experience with programs and connections to existing employers.
    - Vague connection to target communities; seem to have limited experience in that area.
    - Skilled and well connected team partners should be able to design effective program for employers.
  2. Partner organizations
    - GMRI is the one listed partner
    - Which organizations would be willing to partner for outreach?
    - Working with Minorities in Aquaculture
  3. Subcontractors (if applicable)
    - None
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Aquaculture Association

**DATE:** 9/26/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>24</b>
Potential for Measurable Impact	<b>20</b>	<b>10</b>
Project Sustainability	<b>5</b>	<b>3</b>

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**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - X Scaling Talent Project
  - B. Employment challenge the project would address
    - Limited pool of trained workers in the industry.
  - C. Proposed activities; how they will address the identified challenge
    - An intensive apprenticeship program. Strong amount of training hours (in line with apprenticeship requirements).
    - Good that this will pay employers to address cost of participation.
    - Limited attention to recruiting and engaging members of target population, not much detail on addressing needs of participants. Limited info on and time for recruitment.
    - How will this program be adapted to fit needs of the participants?
    - Who will they work with?
    - Doesn't address if there are any barriers on the employer side to better including these apprentices.
  - D. What demographic would be the focus and how they would engage
    - State "New Mainers, primarily immigrants" as focus. "Primary languages include Somali, Spanish, French, Arabic, and Vietnamese."
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Clear that apprenticeships work and note that roughly 20% of past participants were immigrants.

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Aquaculture Association

**DATE:** 9/26/24

F. Goals, metrics, and evaluation plan

- How many people will participate? What are the goals for engagement?
- No clear employer goal
- How many are they expecting to serve from the immigrant community?

G. Matching funds (if applicable)

- None for this project, but they mention potential to attract future investment.

H. Timeline

- Time allotted for recruitment seems unreasonably short, both for employer and apprentice applications, for the populations they intend to reach.

I. Other notes on activities

-



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Aquaculture Association

**DATE:** 9/26/24

**EVALUATION OF SECTION IV  
Cost Proposal**

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	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>15</b>

**Evaluation Team Comments:**

Proposed Cost: \$274,999.47

I. Budget

- A. Are the proposed costs necessary and reasonable to carry out the project?
  - Yes, match the proposed activities.
- B. How well will the budget maximize the impact of the funds if granted?
  - Like that it includes stipends for managers at employers.
  - Apprentice stipends to cover training hours is good
  - No expenses to engage community organizations and support recruitment
- C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Immigrant and Refugee Services (MEIRS)

**DATE:** 9/26/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>18</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>27</b>
Potential for Measurable Impact	<b>20</b>	<b>18</b>
Project Sustainability	<b>5</b>	<b>5</b>
Section IV. Budget	<b>25</b>	<b>19</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>87</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Immigrant and Refugee Services (MEIRS)

**DATE:** 9/26/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Immigrant and Refugee Services (MEIRS)

**DATE:** 9/26/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>18</b>

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**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Many years of experience
    - Have an internship program and employee services division
    - Over 200 workers involved, 100 placed in jobs
    - 8 years of services marketed to employers, including successful projects with Evergreen and Oakhurst
  2. Partner organizations
    - Clear connection to employers via MAME
  3. Subcontractors (if applicable)
    - Subcontractors include video services and graphic design
    - Graphic design experience of Synergy Workforce Solutions is unclear
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Immigrant and Refugee Services (MEIRS)

**DATE:** 9/26/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>27</b>
Potential for Measurable Impact	<b>20</b>	<b>18</b>
Project Sustainability	<b>5</b>	<b>5</b>

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**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - B. Employment challenge the project would address
    - Finding and developing skilled manufacturing workers, given language barriers
  - C. Proposed activities; how they will address the identified challenge
    - Plan to hire interns to help manufacturing companies promote job opportunities, screen applicants, onboard and support retention
    - Smart to focus on retention
    - Activities are mostly focused on material design and job promotion for 10 companies, as well as pockettalk devices.
    - Will videos be in multiple languages? Is there a language training or employer training component?
    - Unsure about capacity of interns to lead & coordinate this work, but it's good that the interns will be from target communities and trained by SHRM
    - Research with employers & immigrant workers will inform the work. Very glad they are doing interviews for the program design.
  - D. What demographic would be the focus and how they would engage
    - New Mainers
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Immigrant and Refugee Services (MEIRS)

**DATE:** 9/26/24

- Points to Panolam model which led to intern growth and success, although the nature of the success is unclear. What exactly was the success for the company, or for the interns?
  - Cite effective outreach campaign with Evergreen and video resume project which led to new hires.
  - One of the key challenges listed was language access, although that's not a fully explained part of the solutions proposed.
- F. Goals, metrics, and evaluation plan
- Goal is to place 200 clients in manufacturing jobs
  - Will support with a case worker
  - Create video assets for 10 employers
- G. Matching funds (if applicable)
- Nothing provided
  - Mentions charging employers a fee to continue to utilize intern services beyond grant.
  - EMDC will potentially support half the salary, but this is unlikely to be sustainable in the long term
  - Replacing device will be condition of employer receiving pockettalk
- H. Timeline
- Makes sense
- I. Other notes on activities
-

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Immigrant and Refugee Services (MEIRS)

**DATE:** 9/26/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>19</b>

**Evaluation Team Comments:**

Proposed Cost: \$275,000.00

I. Budget

A. Are the proposed costs necessary and reasonable to carry out the project?

- Yes, reasonable and necessary.
- Staff salaries seem low for two years. Unclear how many hours the interns will be working.

B. How well will the budget maximize the impact of the funds if granted?

- Could use more detail on how they reached this number of hours or total tech costs.
- \$275,000 budget to serve 200 placed hires.

C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Labor and Resource Center

**DATE:** 9/26/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>17</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>15</b>
Potential for Measurable Impact	<b>20</b>	<b>15</b>
Project Sustainability	<b>5</b>	<b>4</b>
Section IV. Budget	<b>25</b>	<b>15</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>66</u></b>



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Labor and Resource Center

**DATE:** 9/26/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Labor and Resource Center

**DATE:** 9/26/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>17</b>

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**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Firm foundation in Lewiston
    - Good experience; knowledgeable team
    - Majority of people listed are volunteer board positions.
  2. Partner organizations
    - Partnering with Lewiston Academy for training and Rwandan Community Association of Maine for further community connection. Lots of experience in relevant areas.
    - Somewhat unclear what the Academy would be doing.
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Labor and Resource Center

**DATE:** 9/26/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>15</b>
Potential for Measurable Impact	<b>20</b>	<b>15</b>
Project Sustainability	<b>5</b>	<b>4</b>

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**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - B. Employment challenge the project would address
    - List many barriers to employment they intend to address through the project.
  - C. Proposed activities; how they will address the identified challenge
    - Many listed activities: building employer relationships, marketing, improving participant pipeline, wraparound supports, transportation, presentations to individuals, monitoring events, evaluating program.
    - Like the wraparound support idea.
    - Very vague, unclear description of activities; missing specifics.
    - Don't see how they are going to meet all of the listed challenges.
    - Who will be providing all of this?
  - D. What demographic would be the focus and how they would engage
    - Focus on refugee and asylum-seeker communities in Androscoggin, Sagadahoc, York, Cumberland and Kennebec counties
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Between 800-900 participants in their programs have been hired across 150 employers. Could use more info on who. Say they have specific tracking for those individuals.
  - F. Goals, metrics, and evaluation plan

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Labor and Resource Center

**DATE:** 9/26/24

- Robust goals—aiming to reach 250 employers.
  - But planning to reach 1000 participants in a 12-month program seems very unrealistic.
- G. Matching funds (if applicable)
- Specific plan to get matching grant funds.
- H. Timeline
- 12-month program.
- I. Other notes on activities
-

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Labor and Resource Center

**DATE:** 9/26/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>15</b>

**Evaluation Team Comments:**

Proposed Cost: \$258,544.00

I. Budget

- A. Are the proposed costs necessary and reasonable to carry out the project?
  - Yes, most sections are well explained. But they didn't explain which staff person is associated with which activities.
  - Did not fully explain how they reached amounts for contracted services.
- B. How well will the budget maximize the impact of the funds if granted?
  - Training provided by board and staff, which is a contracted line, but then they have separate staff lines that seem to overlap.
- C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Primary Care Association

**DATE:** 11/12/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)		
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>19</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>24</b>
Potential for Measurable Impact	<b>20</b>	<b>13</b>
Project Sustainability	<b>5</b>	<b>3</b>
Section IV. Budget	<b>25</b>	<b>18</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>77</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Primary Care Association

**DATE:** 11/12/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Primary Care Association

**DATE:** 11/12/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>19</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Experience in recruitment, training, and retention through previous workforce focused projects
  2. Partner organizations
    - Critical community-based organizations involved
    - 12 partner centers committed (some subcontracted)
  3. Subcontractors (if applicable)
    - 2 training providers in addition to immigrant refugee serving organizations
    - 2 community-based organizations
  4. Other notes on project team
    -



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Primary Care Association

**DATE:** 11/12/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>24</b>
Potential for Measurable Impact	<b>20</b>	<b>13</b>
Project Sustainability	<b>5</b>	<b>3</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - B. Employment challenge the project would address
    - Recruitment for community health centers, specifically for entry levels roles
    - Ensuring staff are representative of community served
  - C. Proposed activities; how they will address the identified challenge
    - Outreach to target populations with community partners
    - Promoting awareness in training and employment opportunities
    - Culturally and linguistically relevant trainings
    - Evaluating CHCs, onboarding, training
    - Cross cultural communication and equity
    - Mentioned AI tool
    - Not clear who was conducting the employer focused training – potentially ME WIN?
  - D. What demographic would be the focus and how they would engage
    - Immigrant and refugee communities
    - Will engage through community partners
    - Haiti, Ukraine, DRC, Syria
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Pilot project had some success – 45 trainees

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Primary Care Association

**DATE:** 11/12/24

- Research by ECBOs identified lack of information about career options and limited English as significant barriers
- Plan to address limited English was not clearly articulated - only mentioned in budget
- Content of presentations focused on the history of CHCs – may not be particularly compelling for recruitment
- F. Goals, metrics, and evaluation plan
  - Unclear who will create and deliver these trainings
  - Metrics around CBO partnerships, trainings, and individual placed in CHCS, but lacked clear targets
  - No metrics related to quality or reception of training programs, retention rates
  - Reliant on focus groups for data collection – potential cultural barriers
- G. Matching funds (if applicable)
  - No match
  - Will use HRSA funds and will seek philanthropic funds
- H. Timeline
  - Seems reasonable
- I. Other notes on activities
  - Mentioned transportation/child care wraparound barriers – no clear plan in place to address it

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Maine Primary Care Association

**DATE:** 11/12/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>18</b>

**Evaluation Team Comments:**

Proposed Cost: \$275,000.00

I. Budget

A. Are the proposed costs necessary and reasonable to carry out the project?

- Large amount dedicated to AI tool – effectiveness/use is unclear
- Compensated ECBOs, but unclear if ECBOs are being compensated appropriately for the level of work to be completed – work to be done was not well defined
- Listed the amount to be paid for staff, but lacked details – roles, hours, salaries

B. How well will the budget maximize the impact of the funds if granted?

- Not clear how many individuals will be served

C. Other notes on budget

-

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Northeastern University

**DATE:** 9/26/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>15</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>25</b>
Potential for Measurable Impact	<b>20</b>	<b>13</b>
Project Sustainability	<b>5</b>	<b>4</b>
Section IV. Budget	<b>25</b>	<b>16</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>73</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Northeastern University

**DATE:** 9/26/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Northeastern University

**DATE:** 9/26/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>15</b>

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**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Background in experiential learning and student advising.
    - Experience in workforce development via current pilot program.
    - Clinical healthcare experience.
  2. Partner organizations
    - Current relationship with 11 employer partners with 6 committed to participate if project continues.
    - Mention partnering with NMRC to focus on recruitment of foreign-trained professionals
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Northeastern University

**DATE:** 9/26/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>25</b>
Potential for Measurable Impact	<b>20</b>	<b>13</b>
Project Sustainability	<b>5</b>	<b>4</b>

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**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - B. Employment challenge the project would address
    - Shortage of healthcare workers is leading to gaps in care
  - C. Proposed activities; how they will address the identified challenge
    - Gap year program brings college grads to Maine and pairs them with healthcare employers for clinical training
    - Delivers wraparound services including housing stipend to offset lower wages in Maine. Strong feature of program.
  - D. What demographic would be the focus and how they would engage
    - 38% of current participants are racial or ethnic minorities.
    - Will partner with New Mainers Resource Center to focus more on immigrants. Also states they will partner with Boots to Roots on vets, which is good but not a target for this RFA.
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation
    - 54 participants recruited in program so far, 60% from outside Maine
    - 38% of participants so far have been BIPOC
    - Some employed in rural counties after, but not clear how many
  - F. Goals, metrics, and evaluation plan
    - 40 hires for 8 employers

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Northeastern University

**DATE:** 9/26/24

- Targeting 38% of participants being BIPOC and 25% immigrants or vets (not sure why lumped together), 50% out of state.
- Plan to engage public evaluation lab to evaluate the program, beyond participant exit surveys
- G. Matching funds (if applicable)
  - Will leverage philanthropic funds
  - Exploring blended models of philanthropy and partner investment
- H. Timeline
  - Makes sense
- I. Other notes on activities
  -



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Northeastern University

**DATE:** 9/26/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>16</b>

**Evaluation Team Comments:**

Proposed Cost: \$274,999.95

I. Budget

- A. Are the proposed costs necessary and reasonable to carry out the project?
  - Why only two months of staff time included?
  - Why no budget for instructors, outreach, or CBO recruitment?
- B. How well will the budget maximize the impact of the funds if granted?
  - Based on the budget, this would essentially be a grant for housing stipends for program participants. That does make sense as a necessary and useful part of the program. However, that was only one part of the listed project activities. Is everything else adequately covered? Why include the two months of an FTE's salary?
- C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Northern Maine Community College

**DATE:** 9/27/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

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<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>10</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>15</b>
Potential for Measurable Impact	<b>20</b>	<b>10</b>
Project Sustainability	<b>5</b>	<b>3</b>
Section IV. Budget	<b>25</b>	<b>15</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>53</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Northern Maine Community College

**DATE:** 9/27/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Northern Maine Community College

**DATE:** 9/27/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>10</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Experience in bringing employers to the table, working in that field.
    - Lack of info regarding the New Mainers Workforce Development Coordinator. Why aren't they part of the project team? Don't explain other expertise related to working with the target community.
    - Who the ESOL teacher will be is unknown.
  2. Partner organizations
    - Good engagement of the Northern Maine Growth Initiative to bring in area employers.
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Northern Maine Community College

**DATE:** 9/27/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>15</b>
Potential for Measurable Impact	<b>20</b>	<b>10</b>
Project Sustainability	<b>5</b>	<b>3</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - B. Employment challenge the project would address
    - Addressing English language needs in the workforce
  - C. Proposed activities; how they will address the identified challenge
    - Focused on English language learning classes.
    - Seems to be a very general approach to the classes, when the needs are likely to vary by industry/occupation. No info on course design. What exactly will be taught, to who, and how will this improve specific job access? Those lines not fully drawn.
    - How exactly will it improve access to employment for those already employed, who employers refer to the program?
  - D. What demographic would be the focus and how they would engage
    - Limited info about target populations. New Mainers the general focus.
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation
    - General info on need for English language acquisition and interest from partners. Mention past/current work but not the specific outcomes.
  - F. Goals, metrics, and evaluation plan
    - Acceptable goals and metrics. Unclear how many participants they are aiming for.
  - G. Matching funds (if applicable)

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Northern Maine Community College

**DATE:** 9/27/24

- In kind match from NMCC, will seek future funds from local employers.
- H. Timeline
  - Makes sense
- I. Other notes on activities
  -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Northern Maine Community College

**DATE:** 9/27/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>15</b>

**Evaluation Team Comments:**

Proposed Cost: \$274,549.00

I. Budget

A. Are the proposed costs necessary and reasonable to carry out the project?

- Most of the budget is for two years of mid-career-level salary.

B. How well will the budget maximize the impact of the funds if granted?

- Nothing included for students or for workforce development staff.
- Not sure exactly why classroom upgrade is needed for the program, but that could be helpful if it allows for asynchronous learning for employed adults.

C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Portland Regional Chamber of Commerce

**DATE:** 9/27/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>15</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>23</b>
Potential for Measurable Impact	<b>20</b>	<b>15</b>
Project Sustainability	<b>5</b>	<b>4</b>
Section IV. Budget	<b>25</b>	<b>16</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>73</u></b>



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Portland Regional Chamber of Commerce

**DATE:** 9/27/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Portland Regional Chamber of Commerce

**DATE:** 9/27/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>15</b>

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**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Great team, lots of experience in the field
  2. Partner organizations
    - Small business organization partner, which is good
    - Lack of detail on which organizations will be supporting/involved in the project.
    - Didn't mention working with any community based organizations
  3. Subcontractors (if applicable)
    - None
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Portland Regional Chamber of Commerce

**DATE:** 9/27/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>23</b>
Potential for Measurable Impact	<b>20</b>	<b>15</b>
Project Sustainability	<b>5</b>	<b>4</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - X Scaling Talent Project
  - B. Employment challenge the project would address
    - Challenge of equitably and organically increasing, educating, and integrating Maine's diverse talent pool into the workforce.
    - Mention statewide strategic plan goal
  - C. Proposed activities; how they will address the identified challenge
    - They aim to expand services, leveraging partnership with many businesses
    - List of 7 activities, some of which lack detail
    - Don't mention stipends or other supports to help people attend events or workshops
    - Training and regional expansion piece very unclear
    - Will they provide any type of language support for these networking pieces?
    - Say that they will do outreach via Amjambo, which is a positive.
    - Need more detailed plan on how they will bring people into the program.
  - D. What demographic would be the focus and how they would engage
    - Immigrant population
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Good evidence from pilot program

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Portland Regional Chamber of Commerce

**DATE:** 9/27/24

- F. Goals, metrics, and evaluation plan
  - Strong list of goals and metrics—provide baseline, target, and how they will track for each one
  - Potentially too ambitious, unclear exactly how they will be doing these engagements
- G. Matching funds (if applicable)
  - None, plan to include program as a budget item or leverage for sponsorships
- H. Timeline
  - Makes sense, good detail
- I. Other notes on activities
  - Who will be designing connections to communities? How will they recruit?

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Portland Regional Chamber of Commerce

**DATE:** 9/27/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>16</b>

**Evaluation Team Comments:**

Proposed Cost: \$250,000.00

I. Budget

- A. Are the proposed costs necessary and reasonable to carry out the project?
  - Don't explain how certain categories were calculated, e.g. pay rates. Budget detail sheet was included but largely blank—perhaps uploaded wrong file?
- B. How well will the budget maximize the impact of the funds if granted?
  - They do mention transportation coverage for people to attend events.
  - Training and credential funds is loose. Training costs seem low.
  - Has promise, but needs further explanation.
- C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Quality Housing Coalition

**DATE:** 9/27/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

---

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<u>Scoring Sections</u>	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>18</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>27</b>
Potential for Measurable Impact	<b>20</b>	<b>18</b>
Project Sustainability	<b>5</b>	<b>4</b>
Section IV. Budget	<b>25</b>	<b>20</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>87</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Quality Housing Coalition

**DATE:** 9/27/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Quality Housing Coalition

**DATE:** 9/27/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>18</b>

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**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Experience with English language learners and New Mainers, including providing housing
    - Experience in helping New Mainers connect with jobs
    - ELL instructor to be hired—though there is a shortage here, which could be a challenge
    - Social workers on the team with experience with BIPOC foster youth
    - Strong team overall
  2. Partner organizations
    - Three employer partners provided letters of support
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Quality Housing Coalition

**DATE:** 9/27/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>27</b>
Potential for Measurable Impact	<b>20</b>	<b>18</b>
Project Sustainability	<b>5</b>	<b>4</b>

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**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ Scaling Talent Project
  - B. Employment challenge the project would address
    - Language gaps, need for support during first year of employment, as well as drivers ed classes
  - C. Proposed activities; how they will address the identified challenge
    - For housing participants: providing contextualized ELL, workforce preparation, job retention counseling, and driver's ed courses.
    - Who is providing OSHA counselling?
    - Potentially duplicative of other organizations that do things like paying for driver's ed—would want to discuss that with them if awarded.
    - Good structure, like the employer connections. Meeting people where they are, literally.
  - D. What demographic would be the focus and how they would engage
    - People of color will be the focus, and currently make up majority of program participants.
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Cites specific research.
  - F. Goals, metrics, and evaluation plan
    - Aiming for 150 students in courses, 100 matched with jobs
  - G. Matching funds (if applicable)

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Quality Housing Coalition

**DATE:** 9/27/24

- How long is housing paid for?
- H. Timeline
  - Makes sense
- I. Other notes on activities
  -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Quality Housing Coalition

**DATE:** 9/27/24

**EVALUATION OF SECTION IV  
Cost Proposal**

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	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>20</b>

**Evaluation Team Comments:**

Proposed Cost: \$275,000.00

I. Budget

- A. Are the proposed costs necessary and reasonable to carry out the project?
  - Staffing line lacked detail in terms of hours/proportion of costs.
  - Costs make sense overall.
- B. How well will the budget maximize the impact of the funds if granted?
  - How are they connecting with workforce solutions, peer navigators and career centers?
- C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Rassias Center - United Somali Women of Maine

**DATE:** 9/27/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>13</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>22</b>
Potential for Measurable Impact	<b>20</b>	<b>16</b>
Project Sustainability	<b>5</b>	<b>3</b>
Section IV. Budget	<b>25</b>	<b>20</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>74</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Rassias Center - United Somali Women of Maine

**DATE:** 9/27/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Rassias Center - United Somali Women of Maine

**DATE:** 9/27/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>13</b>

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**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Three highly experienced program leads. No concerns with the experience level of the team members.
  2. Partner organizations
    - Connection to FedCap and general assistance. Will they help with placement?
    - No specific employer connection.
    - Say they will partner with other groups, but they haven't actually set those partnerships up. Or at least that is not clear from the application.
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Rassias Center - United Somali Women of Maine

**DATE:** 9/27/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>22</b>
Potential for Measurable Impact	<b>20</b>	<b>16</b>
Project Sustainability	<b>5</b>	<b>3</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - B. Employment challenge the project would address
    - English language barriers to employment
  - C. Proposed activities; how they will address the identified challenge
    - Focus is on intensive language program, which can be life-changing for successful participants
    - Clear ability to engage participants; they are likely to have success in building language skills
    - No employer connection, which is a significant downside for this arrangement
  - D. What demographic would be the focus and how they would engage
    - Immigrants and refugees in Lewiston-Auburn and Brunswick areas from Central Africa, primarily DRC and Angola.
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation
    - English skills for those who lack them should increase workforce access
    - Like that they linked to a former evaluation that was strong
  - F. Goals, metrics, and evaluation plan
    - Expertly designed evaluation plan, providing detail on expected number of participants and timeline, but less strong on other outcomes
  - G. Matching funds (if applicable)

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Rassias Center - United Somali Women of Maine

**DATE:** 9/27/24

- In-kind from area agencies?
- Is this fundable after this grant ends?

H. Timeline

- Not much detail

I. Other notes on activities

-



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Rassias Center - United Somali Women of Maine

**DATE:** 9/27/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>20</b>

**Evaluation Team Comments:**

Proposed Cost: \$259,710.00

I. Budget

- A. Are the proposed costs necessary and reasonable to carry out the project?
  - Like that they include stipends and transportation
  - What exactly are the training and education costs?
  - Otherwise reasonable costs.
- B. How well will the budget maximize the impact of the funds if granted?
  - Needs more explanation of what program staff will be doing to support this.
  - Rest of budget is well designed.
- C. Other notes on budget
  - Some elements in indirect are unclear. What is Harvest?

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** St. Joseph Hospital

**DATE:** 9/27/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>16</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>15</b>
Potential for Measurable Impact	<b>20</b>	<b>13</b>
Project Sustainability	<b>5</b>	<b>2</b>
Section IV. Budget	<b>25</b>	<b>17</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>63</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** St. Joseph Hospital

**DATE:** 9/27/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** St. Joseph Hospital

**DATE:** 9/27/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>16</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Solid team
    - 15 years of experience in talent acquisition for senior director
    - Missing a bit of experience on the community connection side
  2. Partner organizations
    - Maine Multicultural Center is the key partner, but concerned that may not be sufficient to help settle the individuals the project will be recruiting from
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** St. Joseph Hospital

**DATE:** 9/27/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>15</b>
Potential for Measurable Impact	<b>20</b>	<b>13</b>
Project Sustainability	<b>5</b>	<b>2</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - B. Employment challenge the project would address
    - Retention in the nursing field, such as in the ICU, ER, OR, and physician offices.
  - C. Proposed activities; how they will address the identified challenge
    - Plan to expand their existing pilot project to recruit new providers for their fellowship residency programs
    - Include testimonials of diverse workers currently employed
    - Will hire a support coordinator to recruit and train volunteers; concerned they don't have that in place yet
    - Support team connects families to resources and services while providing cultural interpretations
    - Rely a lot on the visa piece, which is unpredictable. What happens when visa ends?
    - Like the volunteer network design. Love the whole-family approach.
  - D. What demographic would be the focus and how they would engage
    - Focusing on those with J1 visa, such as recent experience with nurses from the Philippines.
    - The nature of the program design means they may or may not get J1 holders and may or may not get anyone in the target communities. They

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** St. Joseph Hospital

**DATE:** 9/27/24

can't target individuals with the marketing materials that way; they could get anyone on a visa who needs any kind of advice.

- E. Evidence or reasoning the activities would positively impact equitable workforce participation
  - Provide solid evidence from the MMCC volunteer support team
- F. Goals, metrics, and evaluation plan
  - Double international hires from 20 to 40
  - Retain new hires and reduce turnover
  - At the end of the 8 months, aiming for all school-age students, including spouses that wish to work outside the home, will be employed or enrolled in job training or English acquisition programs
- G. Matching funds (if applicable)
  - None, just in-kind
- H. Timeline
  - Looks good
- I. Other notes on activities
  -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** St. Joseph Hospital

**DATE:** 9/27/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>17</b>

**Evaluation Team Comments:**

Proposed Cost: \$275,000.00

I. Budget

- A. Are the proposed costs necessary and reasonable to carry out the project?
  - Yes, accurate
  - Transportation doesn't have a clear allocation
- B. How well will the budget maximize the impact of the funds if granted?
  - For what they are trying to do, the costs make sense. But not sure this is an effective way to meet project goals.
  - Money set aside for immigration attorney retainer
- C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Standard Care, LLC

**DATE:** 9/30/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>17</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>19</b>
Potential for Measurable Impact	<b>20</b>	<b>14</b>
Project Sustainability	<b>5</b>	<b>3</b>
Section IV. Budget	<b>25</b>	<b>18</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>71</u></b>



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Standard Care, LLC

**DATE:** 9/30/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Standard Care, LLC

**DATE:** 9/30/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>17</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Lived experience on the team
    - Maine Care approved provider of disability support services; employs 100+ staff in direct care field in Bangor area.
    - Financial management, compliance and program development expertise
    - HR expertise on board with recruitment expertise
  2. Partner organizations
    - No partners but will share learnings with industry association
  3. Subcontractors (if applicable)
    - No subcontractors
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Standard Care, LLC

**DATE:** 9/30/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>19</b>
Potential for Measurable Impact	<b>20</b>	<b>14</b>
Project Sustainability	<b>5</b>	<b>3</b>

---

**Evaluation Team Comments:**

I. Proposed Activities

A. Project category:

- ☐ Industry Talent Partnership
- ☐ Pilot Talent Project
- ☒ X Scaling Talent Project

B. Employment challenge the project would address

- Direct care worker shortage, which will increase as Maine ages
- High turnover rate, which leads to shortage of needed care

C. Proposed activities; how they will address the identified challenge

- Aiming to improve retention
- Training focus on cultural competence, communication and community life
- Trainings will increase in frequency from bimonthly to monthly
- Hosted in community and online
- DSPs will also get mentoring training
- Training will enhance connection to community—and connection to resources for new residents such as housing, employee networking and will join Bangor chamber to develop more partnerships
- Do trainings lead to advancement? Credential? Wage gain?
- Who is delivering the training? What is their expertise?
- What is their recruitment strategy? Partner with ECBO not mentioned

D. What demographic would be the focus and how they would engage

- Current staff—86% are New Mainers from African countries
- Focus is those in Bangor area—73 individuals there

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Standard Care, LLC

**DATE:** 9/30/24

- E. Evidence or reasoning the activities would positively impact equitable workforce participation
  - Created 130 jobs and support 14 new individuals
  - Estimated that they need 8-15 new staff for each new client—that seems very high.
  - Points to evidence of Maine’s DSP gap and importance of focusing on retention
  - Staff feedback mention cultural competence and training as highest needs for job satisfaction (what is the source of this info?)
- F. Goals, metrics, and evaluation plan
  - Recruit 48-50 new staff to support increase of 6 new customers—that feels like a huge jump in staff. Also seems more focused on adding clients than improving quality for staff.
  - Retain 80% of DSPs—20% above industry average
  - Employee feedback surveys are the main evaluation plan. Who will design and administer them?
- G. Matching funds (if applicable)
  - No clear match identified
  - Sustainability will be achieved through employee satisfaction which will drive referrals and growth
- H. Timeline
  - Lacks detail—how will they add the 45 employees? No clear recruitment part of this strategy. And less clear on retention connection.
- I. Other notes on activities
  -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Standard Care, LLC

**DATE:** 9/30/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>18</b>

**Evaluation Team Comments:**

Proposed Cost: \$275,000.00

I. Budget

A. Are the proposed costs necessary and reasonable to carry out the project?

- Staff will be compensated for time in training though unclear how much.
- \$45k for training materials and technology—unclear exactly how those costs were calculated

B. How well will the budget maximize the impact of the funds if granted?

- Not sure how sustainable this is if it depends on a temporary HR worker to coordinate
- Contracted trainings to two organizations identified—though unclear why they weren't listed as subs with more detail on their qualifications
- Good they included mileage for staff to attend trainings and reimbursement
- Cost for organization & staff to become integrated into chamber events

C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Trinity Jubilee Center

**DATE:** 9/27/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>19</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>28</b>
Potential for Measurable Impact	<b>20</b>	<b>19</b>
Project Sustainability	<b>5</b>	<b>4</b>
Section IV. Budget	<b>25</b>	<b>24</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>94</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Trinity Jubilee Center

**DATE:** 9/27/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Trinity Jubilee Center

**DATE:** 9/27/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>19</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Highly skilled, experienced staff
    - Direct connections to communities served and to employers
    - Includes administrative support
    - Only concern is if the level of training for the staff would be sufficient—would want to ensure they are trained by a lawyer or someone who is fully knowledgeable about the process
  2. Partner organizations
    - Partners with a number of employers, including signed MOUs
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Trinity Jubilee Center

**DATE:** 9/27/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>28</b>
Potential for Measurable Impact	<b>20</b>	<b>19</b>
Project Sustainability	<b>5</b>	<b>4</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - B. Employment challenge the project would address
    - Access to work authorization for asylum seekers
  - C. Proposed activities; how they will address the identified challenge
    - Work authorization filing for asylum seekers
    - Excellent design—an already successful program ready to scale up
    - No doubts about impact
    - No concerns about program design
    - How exactly will people coming in without an employer link get connected to a specific job?
  - D. What demographic would be the focus and how they would engage
    - Asylum seekers from central and eastern Africa in Lewiston/Auburn area
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Very logical, and some participants will be referred by their prospective employers
  - F. Goals, metrics, and evaluation plan
    - Ambitious but well designed and relatively easily measured goals and objectives
  - G. Matching funds (if applicable)
    - Lots of supports from other funders, plenty of potential participants

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Trinity Jubilee Center

**DATE:** 9/27/24

- Only concern regarding sustainability is if one new person can process 30 applications per week indefinitely
- H. Timeline
- They'll start whenever they get the funds, then carry out the work
- I. Other notes on activities
-

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Trinity Jubilee Center

**DATE:** 9/27/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>24</b>

**Evaluation Team Comments:**

Proposed Cost: \$208,991.20

I. Budget

- A. Are the proposed costs necessary and reasonable to carry out the project?
  - Solid budget
  - Like that stipends and transportation are included
- B. How well will the budget maximize the impact of the funds if granted?
  - Cost for staffing seems relatively low to cover one full time and three part time positions
  - Would like to see them include local interpreters
- C. Other notes on budget
  - What client tracking software will they use? Who will train them on it?
  - Do they have the best translation option, and how much will they need it?

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Wabanaki Public Health and Wellness

**DATE:** 9/27/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

---

<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>19</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>28</b>
Potential for Measurable Impact	<b>20</b>	<b>18</b>
Project Sustainability	<b>5</b>	<b>4</b>
Section IV. Budget	<b>25</b>	<b>22</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>91</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Wabanaki Public Health and Wellness

**DATE:** 9/27/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

- None

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Wabanaki Public Health and Wellness

**DATE:** 9/27/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>19</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Robust team
    - Knows and understands the indigenous community
    - Overall, no issues with the team
  2. Partner organizations
    - None listed, which is not a concern in this case given the team and focus, which covers both employer and community connection aspects of program.
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Wabanaki Public Health and Wellness

**DATE:** 9/27/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>28</b>
Potential for Measurable Impact	<b>20</b>	<b>18</b>
Project Sustainability	<b>5</b>	<b>4</b>

---

**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ Scaling Talent Project
  - B. Employment challenge the project would address
    - Workforce retention is the primary challenge, specifically for indigenous community
  - C. Proposed activities; how they will address the identified challenge
    - The project will provide a more robust onboarding process, initiate a performance review system with rewarding benchmarks, create a workplace wellness program to strengthen communication, provide transportation, childcare/elder care, and clear opportunities to advance in their career.
    - Multiple activities, including assigning ambassadors, having managers provide clear expectations, establishing communications channels, improving work-life balance, and training new employees to improve advancement.
    - Creative approach to dealing with challenges of growth.
    - Workplace wellness and wraparound supports are big ideas but lack some detail.
  - D. What demographic would be the focus and how they would engage
    - WPHW already has a strong working relationship with the Passamaquoddy, Penobscot, Maliseet, and Mi'k Maq tribes.
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Wabanaki Public Health and Wellness

**DATE:** 9/27/24

- Building on programs at other companies.
- F. Goals, metrics, and evaluation plan
  - Provide clear metrics and have software to track
  - Like the indigenous evaluation model
- G. Matching funds (if applicable)
  - In-kind match
- H. Timeline
  - Good timeline
- I. Other notes on activities
  -



**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** Wabanaki Public Health and Wellness

**DATE:** 9/27/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>22</b>

**Evaluation Team Comments:**

Proposed Cost: \$275,000.00

I. Budget

A. Are the proposed costs necessary and reasonable to carry out the project?

- Primarily for staff; could use further detail on how this line is allocated in terms of who and how many hours
- Overall reasonable costs
- Work life balance fund is undefined—how will it be dispersed?

B. How well will the budget maximize the impact of the funds if granted?

- Clear connection between funds and desired results; good inclusion of supports.

C. Other notes on budget

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** LA Working Communities Challenge – United Somali Women of Maine

**DATE:** 10/4/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

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<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		<b>X</b>

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

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**Evaluation Team Comments:**

A State employee is listed as one of the project team members and subcontractors, which makes the application ineligible. The first page of the application form, which applicants must attest to, states:

“No personnel currently employed by the Department or any other State agency participated, either directly or indirectly, in any activities relating to the preparation of the Applicant’s Application.”

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** United Dynamics Maine, Inc.

**DATE:** 10/4/24

**SUMMARY PAGE**

**Department Name:** Department of Economic and Community Development

**Name of RFP Coordinator:** Phoenix McLaughlin

**Names of Evaluators:** Lelia DeAndrade, Samantha Dina, Chanbopha Himm

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<b><u>Pass/Fail Criteria</u></b>	<b><u>Pass</u></b>	<b><u>Fail</u></b>
Section I. Preliminary Information (Eligibility)	<b>X</b>	
• Eligible organization type	<b>X</b>	
• Proposal focused on eligible industry	<b>X</b>	
• Proposing activities to improve equitable access to workforce participation	<b>X</b>	
• Will comply with American Rescue Plan Final Treasury Guidance	<b>X</b>	
<b><u>Scoring Sections</u></b>	<b><u>Points Available</u></b>	<b><u>Points Awarded</u></b>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>5</b>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>8</b>
Potential for Measurable Impact	<b>20</b>	<b>5</b>
Project Sustainability	<b>5</b>	<b>1</b>
Section IV. Budget	<b>25</b>	<b>10</b>
<b><u>Total Points</u></b>	<b><u>100</u></b>	<b><u>29</u></b>

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** United Dynamics Maine, Inc.

**DATE:** 10/4/24

**OVERVIEW OF SECTION I  
Preliminary Information**

Section I. Preliminary Information

---

**Evaluation Team Comments:**

MOUs with employer partners were a requirement for Industry Talent Partnership projects, which this application did not include.

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** United Dynamics Maine, Inc.

**DATE:** 10/4/24

**EVALUATION OF SECTION II  
Project Team Qualifications and Experience**

	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Project Team Qualifications and Experience	<b>20</b>	<b>5</b>

---

**Evaluation Team Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Project team has demonstrated experience in business.
    - Generally a skilled, ambitious group. But only one with medical experience and one able to provide relevant supports. Who would be helping with exam prep?
    - Only one appears to have experience with relevant medical institutions.
    - No obvious skills or experience related to the United Medical Licensing Exam or medical residencies.
    - No clear connection to community-based organizations.
  2. Partner organizations
    - In discussions with hospitals, but nothing firm.
    - MOUs with employer partners were a requirement for Industry Talent Partnership projects, which this application did not include.
  3. Subcontractors (if applicable)
    - None
  4. Other notes on project team
    -

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** United Dynamics Maine, Inc.

**DATE:** 10/4/24

**EVALUATION OF SECTION III  
Proposed Services**

	<u>Points Available</u>	<u>Points Awarded</u>
Section III. Proposed Activities		
Program Design	<b>30</b>	<b>8</b>
Potential for Measurable Impact	<b>20</b>	<b>5</b>
Project Sustainability	<b>5</b>	<b>1</b>

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**Evaluation Team Comments:**

- I. Proposed Activities
  - A. Project category:
    - ☒ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☐ Scaling Talent Project
  - B. Employment challenge the project would address
    - Limited talent pool of physicians
    - Lack of access to credentialing for foreign-trained doctors.
  - C. Proposed activities; how they will address the identified challenge
    - Providing software and mentorship support for participants to take medical licensing exams.
    - Ultimately the proposed activities provide no clear path to assist participants in achieving goals other than providing software and work space.
    - Not clear that the project team experience is aligned with the activities.
  - D. What demographic would be the focus and how they would engage
    - Foreign-trained physicians. Could be clearer.
  - E. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Concerned about the fact that there are so many medical licensing boards and regulations, and if the hospitals are not clearly bought in, then this will not be useful.
  - F. Goals, metrics, and evaluation plan
    - Assist 5 individuals to pass the exam and have 4 placed in residency within the project period. Why so few reaching the end of the pipeline?

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** United Dynamics Maine, Inc.

**DATE:** 10/4/24

G. Matching funds (if applicable)

- In-kind match, well detailed

H. Timeline

- Very general

I. Other notes on activities

- Not sustainable, no employers committed

**STATE OF MAINE  
TEAM CONSENSUS EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER:** United Dynamics Maine, Inc.

**DATE:** 10/4/24

**EVALUATION OF SECTION IV  
Cost Proposal**

---

	<u>Points Available</u>	<u>Points Awarded</u>
Section IV. Budget	<b>25</b>	<b>10</b>

**Evaluation Team Comments:**

Proposed Cost: \$275,000.00

- I. Budget
  - A. Are the proposed costs necessary and reasonable to carry out the project?
    - Focuses on personnel and basic operational costs for new organization—cell phones, office space, insurance, etc.
    - Incredibly high cost per person.
  - B. How well will the budget maximize the impact of the funds if granted?
    - Like that it will cover exam prep materials.
  - C. Other notes on budget



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Black Travel Marketing dba Black Travel Maine

**DATE:** 9.18.2024

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services – DHHS

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview

- How many team players will be working on this project?
- 20 yrs of marketing experience

2. Partner organizations

- There are no partners and no descriptions

3. Subcontractors (if applicable)

- None

4. Other notes on project team

- 

II. Proposed Activities

1. Project category:

- ☐ Industry Talent Partnership
- ☒ Pilot Talent Project
- ☐ Scaling Talent Project

2. Employment challenge the project would address

- Limited pool of candidates

3. Proposed activities; how they will address the identified challenge

- Career centers, social media
- What are their targets?

4. What demographic would be the focus and how they would engage

- 

5. Evidence or reasoning the activities would positively impact equitable workforce participation

- Missing the foundations of evidence

6. Goals, metrics, and evaluation plan

- Unclear on project measurements – how are they addressing their goals?
- Lack of baseline for goals

7. Matching funds (if applicable)

- Matching funds is okay

8. Timeline

- Timeline was good

9. Other notes on activities

-

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Black Travel Marketing dba Black Travel Maine

**DATE:** 9.18.2024

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services – DHHS

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Lacking detail
    1. Hrs. to staff , payrate for staff
    2. Who are the consultants detailed on this is missing – what will they be doing?
    3. What is in the conferences are they hosting, or will they be using this for travel to conferences and events?
2. How well will the budget maximize the impact of the funds if granted?
  - Limited/ lack of information
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Central Maine Growth Council

**DATE:** 9.18.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services – DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Letters of support
    - 40 New jobs supported
    - Four new employers in Kennebec and Somerset counties over 18 months
    - 6-10-week boot camps combine technical and business training, mentorship, and hands-on learning to build a skilled workforce
  2. Partner organizations
    -
  3. Subcontractors (if applicable)
    - Talent Catalyst Practitioner in Residence
    - Focus on specific recruitment and training needs for MTOP Cohort 1.0
    - Shaping training should align with what the industry needs to support practical talent efforts and to advance diversity and equity goals
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☒ Pilot Talent Project
    - ☐ Scaling Talent Project
  2. Employment challenge the project would address
    - Addressing the skills gaps is a significant concern.
    - Diverse talent tools
    - To improve job opportunities for marginalized communities.
  3. Proposed activities; how they will address the identified challenge
    - Targeting regional labor market
    - Two strategic phases
      - Phase one - establish collaborations with organizations and industry
      - Phase two introduces 6-10 weeks of model and training
  4. What demographic would be the focus and how they would engage

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Central Maine Growth Council

**DATE:** 9.18.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services – DHHS

- Maine's BIPOC, AAPI, LatinX, Linguistic and Gender minorities with this programming
- 5. Evidence or reasoning the activities would positively impact equitable workforce participation
  - Data driven
- 6. Goals, metrics, and evaluation plan
  - No concerns here
- 7. Matching funds (if applicable)
  - Matching fund is good – no concerns
- 8. Timeline
  - Impressive timeline
- 9. Other notes on activities
  -

**III. Budget**

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Yes
2. How well will the budget maximize the impact of the funds if granted?
  - Yes – no concerns for budget
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Central Maine Healthcare

**DATE:** 09.19.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services – DHHS

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview

- Language barriers can make it difficult for new employees to fully integrate into organizations. The team aims to improve accessibility and understanding, making the onboarding process smoother for non-English speaking staff.
- Key focus on their projects
- No overall community experiences

2. Partner organizations

- Lewiston Adult Education

3. Subcontractors (if applicable)

- 

4. Other notes on project team

- 

II. Proposed Activities

1. Project category:

- ☐ Industry Talent Partnership
- ☒ Pilot Talent Project
- ☐ Scaling Talent Project

2. Employment challenge the project would address

- Providing training programs for employees in entry-level positions to help them advance to higher levels with better pay and positions. With a focus on supporting employees for whom English is a second language.
- Robust orientation activities will continue to warmly welcome and support new employees for whom English is a second language and whose English proficiency is low.

3. Proposed activities; how they will address the identified challenge

- Training Healthcare industry.
- Translations of Orientation, Oral Translations Systems for Orientations, and Internal Job Fair for Multilingual Learners.

4. What demographic would be the focus and how they would engage

- Central Maine Healthcare is located in Lewiston, Maine, and serves a diverse community, with spoken languages including Somali, Arabic, Spanish, French, Portuguese, top 5-7 languages

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Central Maine Healthcare

**DATE:** 09.19.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services – DHHS

5. Evidence or reasoning the activities would positively impact equitable workforce participation
  - Translating orientation documents into the top 5-7 languages spoken within the healthcare system is crucial for ensuring that everyone can access important information.
6. Goals, metrics, and evaluation plan
  - Metrics: track the number of documents translated, the languages covered, and completion rates, and gather feedback from employees to understand how well they comprehend the translated materials
  - Question: How do they plan to share their feedback?
  - Implement oral translation systems during orientations to ensure non-English speaking employees fully understand key policies and procedures.
  - Metrics to be considered include usage rates, language coverage, employee feedback, participation rates, and technical issues.
  - Again how are they going to share feedback: Providing feedback can be really helpful for individuals, offering valuable insight and a chance for growth.
7. Matching funds (if applicable)
  - Some, not clear
8. Timeline
  - Job fairs - how many do they plan to do?
  - Percentage of employees
9. Other notes on activities
  -

**III. Budget**

1. Are the proposed costs necessary and reasonable to carry out the project?
  -
2. How well will the budget maximize the impact of the funds if granted?
  - Thought it was good, but missing some formulas and clarity.
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Health Care Association

**DATE:** 9.19.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

**1. Project team overview**

- The team members have many experiences relevant to the project proposed.
- Aims to provide employers with the tools and best practices needed to successfully integrate diverse talent, ensuring a sustainable workforce that can meet the growing needs of Maine's older adults and disabled populations.

**2. Partner organizations**

- Inclusion Maine

1. This expert will provide guidance on cultural and linguistic barriers and offer ongoing technical assistance to interested long term care employers to support their implementation of best practices.

**3. Subcontractors (if applicable)**

- 

**4. Other notes on project team**

- By combining expert guidance, technical assistance, peer learning, and multimedia resources, these activities will help long term care employers build a sustainable, diverse workforce.

**II. Proposed Activities**

**1. Project category:**

- ☐ Industry Talent Partnership
- ☒ Pilot Talent Project
- ☐ Scaling Talent Project

**2. Employment challenge the project would address**

- 

**3. Proposed activities; how they will address the identified challenge**

- Host Four In-Person Workshops and Record Short Films
- Develop a White Paper and Share Films
- Partner with a Subject Matter Expert, Inclusion Maine

**4. What demographic would be the focus and how they would engage**

- These communities include individuals from diverse racial and ethnic backgrounds, including but not limited to Somali, Congolese, Angolan, and Central American populations. Many of these

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Health Care Association

**DATE:** 9.19.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

individuals speak limited English or require workplace support to bridge linguistic gaps.

5. Evidence or reasoning the activities would positively impact equitable workforce participation

- 

6. Goals, metrics, and evaluation plan

- Long term improve the ability care employers to attract retain, and integrate new Mainers, linguistic minorities, and other underrepresented groups.
- Through workshops, best practices, technical assistance, and videos, the project will foster more inclusive hiring and retention strategies.
- Workshop with 50+

7. Matching funds (if applicable)

- Good matching

8. Timeline

- Clear goals and clear timeline set

9. Other notes on activities

- 

### III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?

- Fund for project is okay

2. How well will the budget maximize the impact of the funds if granted?

- 

3. Other notes on budget

- On the PDF stated that excel form was attached but there was nothing attached to the PDF. And no detail for staff, equipment supplies, travel.



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Immigrants' Rights Coalition

**DATE:** 9.22.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services – DHHS

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview
  - Resumes included
  - Wealth of knowledge and plenty of lived experience
2. Partner organizations
  - Resilient Coders
  - IntWork
3. Subcontractors (if applicable)
  -
4. Other notes on project team
  -

II. Proposed Activities

1. Project category:
  - ☒ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☐ Scaling Talent Project
2. Employment challenge the project would address
  - On one side, there is a flourishing tech community, primarily comprised of white, college-educated individuals, searching for more talent.
  - On the other side, we have New Mainers, who are working hard to establish themselves in their cities' growing industries and are seeking opportunities to improve their lives and elevate their communities.
  - We aim to explore how we can break down this barrier and focus on a specific industry to create pathways to prosperity for all.
3. Proposed activities; how they will address the identified challenge
  - Build meaningful coalitions
  - Both talent community and industry.
  - Shared mission and passion, intentions, accountability, others
  - Young cohort will be trained by Resilient Coders.
  - Software coding training
4. What demographic would be the focus and how they would engage
  - Young adults of color aiming for high tech careers

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Immigrants' Rights Coalition

**DATE:** 9.22.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services – DHHS

5. Evidence or reasoning the activities would positively impact equitable workforce participation
    -
  6. Goals, metrics, and evaluation plan
    - The phase planning is amazing.
    - Each phase has a purpose
    - Where feedback is planned for, since it is a pilot?
  7. Matching funds (if applicable)
    -
  8. Timeline
    -
  9. Other notes on activities
    - Resilient Coders worked on successfully similar populations for a decade in Boston and expanded to Philadelphia. Would like to hear more on this success?
    - If there are community based organizations working to help build this support, why aren't stipends available for them as well?
- III. Budget
1. Are the proposed costs necessary and reasonable to carry out the project?
    - Budget seems to be lacking information on how they come up with certain numbers such as Program Management, development, so on.
  2. How well will the budget maximize the impact of the funds if granted?
    -
  3. Other notes on budget
    -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Portland Adult Education, Portland Public Schools

**DATE:** 9.25.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Service DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    -
  2. Partner organizations
    - Portland Public Schools (PPS)
    - Institute for Intercultural Diplomacy (IID)
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☒ Pilot Talent Project
    - ☐ Scaling Talent Project
  2. Employment challenge the project would address
    - Challenge of retaining racial, ethnic, or linguistic minorities at PPS and in Maine more broadly
  3. Proposed activities; how they will address the identified challenge
    - Provide leadership training in collaboration with IID that focuses on racial, ethnic, and linguistic minorities, and engage participants in thinking through how to intervene when faced with or bear witness to micro- (and macro-) aggressions.
    - They will also engage in facilitated conversations on how to identify and build supportive social networks, and how to confront their own biases.
    - In turn, PAE and PPS staff (regardless of affinity) will also receive leadership training around diversity and bystander intervention.
  4. What demographic would be the focus and how they would engage
    - Over 92% of registrants (unduplicated individuals) identified as Black, Hispanic/Latino, Asian, or more than one race.
    - The top 5 languages spoken at PAE are: Portuguese, French, Lingala, Arabic, and Spanish.
  5. Evidence or reasoning the activities would positively impact equitable workforce participation

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Portland Adult Education, Portland Public Schools

**DATE:** 9.25.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Service DHHS

- 
- 6. Goals, metrics, and evaluation plan
  -
- 7. Matching funds (if applicable)
  - Looks amazing
- 8. Timeline
  - Looks great! Clear goals are set
  - Love the assessment and the action right after the assessment, staff debrief and impact assessment!
- 9. Other notes on activities
  -

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Reasonable, although lacking some information
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Sweetser

**DATE:** 9.25.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services – DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    -
  2. Partner organizations
    - South Portland Adult Education
    - Gorham Adult Education
    - Project team is employer
    - No Ethic Based Community Organization
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    - RFP for key component is a bit concerning
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☒ Pilot Talent Project
    - ☐ Scaling Talent Project
  2. Employment challenge the project would address
    - Maine faces a severe shortage of behavioral health workers, starting with early career front line positions such as Youth & Family Counselors (Y&FCs) that require a high school diploma and agency provided job-specific training, including Behavioral Health Professional.
  3. Proposed activities; how they will address the identified challenge
    -
  4. What demographic would be the focus and how they would engage
    - Support individuals from last five years from countries in East Africa, including Angola and the Democratic Republic of Congo, whose primary languages include French, Portuguese, and Lingala.
    - BIPOC participants living in York and Cumberland counties, which are near many Sweetser jobs in Saco.
    - Outreach to 3,000 recent and current adult education English language students throughout Cumberland and York counties.
  5. Evidence or reasoning the activities would positively impact equitable workforce participation

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Sweetser

**DATE:** 9.25.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services – DHHS

- Enjoyed reading the evidence portion
- 6. Goals, metrics, and evaluation plan
  - Good
- 7. Matching funds (if applicable)
  - Nice
- 8. Timeline
  -
- 9. Other notes on activities
  -

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Looks good.
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** The Third Place Inc.

**DATE:** 9.23.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services – DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Very well experienced
    - Rich lived experience
  2. Partner organizations
    - IntWork
    - Maine Health
    - Maine Department of Education / Educate Maine (part of the work but not subcontractors)
  3. Subcontractors (if applicable)
    - IntWork
    - Qualification is amazing, Spanish, Portuguese, French and Mandarin Chinese
    - Developed training for 3000+ Cross Cultural Communication
    - Founder and Lead of Intwork is a diversity recruiter matching diverse professionals with jobs in their profession.
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☒ Pilot Talent Project
    - ☐ Scaling Talent Project
  2. Employment challenge the project would address
    - Lack of infrastructure supporting BIPOC to support long term growth, for BIPOC professionals in Maine major industries.
    - This lack is crucial in creating opportunities for BIPOC employees, networking, visibility, encouraging mentoring and fostering community connections.
  3. Proposed activities; how they will address the identified challenge
    - Integrated BIPOC-led framework for recruitment retention across industries.
    - BIPOC Industry Insider group includes industry leaders, BIPOC grant team, implantation and sectors organizations.

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** The Third Place Inc.

**DATE:** 9.23.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services – DHHS

- Identifying mentors so crucial to a person's growth and overall health
- 4. What demographic would be the focus and how they would engage
  - BIPOC
- 5. Evidence or reasoning the activities would positively impact equitable workforce participation
  - Addressing barriers to advancement: Research and personal evidence have proven that brown/black monotonies face unique challenges in advancing their careers. Their focus on this barrier is huge, and their approach is respectful and understanding
  - They included links to evidence for us to review--showing this problem does exist.
  - Mentorship is an invaluable form of support that we all need at some point in our lives.
  - The activities listed are all valid and important for the system change we need.
- 6. Goals, metrics, and evaluation plan
  - Love how they have set their goals and metrics, but when surveys are conducted, how will they address the feedback given?
- 7. Matching funds (if applicable)
  - Amazing
- 8. Timeline
  - Fabulous
- 9. Other notes on activities
  -

**III. Budget**

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Lacking information on budget, formulas on what makes up those numbers; for example staff hrs and pay rate etc.
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** United Way of Southern Maine

**DATE:** 9.25.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services – DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Great team; very knowledgeable
  2. Partner organizations
    - None
  3. Subcontractors (if applicable)
    - TBD for some staff
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☒ Pilot Talent Project
    - ☐ Scaling Talent Project
  2. Employment challenge the project would address
    - Lack of knowledge from employers in understanding, emphasizing the importance of the immigrant workforce and connecting supportive resources and services.
  3. Proposed activities; how they will address the identified challenge
    - The focus for this project will be on supporting industries from the healthcare, social services and retail services, with employers from assisted living communities, hospitals, medical providers, banking institutions, and automotive and retail storefronts.
  4. What demographic would be the focus and how they would engage
    - This includes, but is not limited to, individuals originating from the Democratic Republic of Congo, Afghanistan, Burundi, Congo Brazzaville and Angola. Their primary native languages are French, Portuguese and Lingala.
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Connection and support this diverse trained professional through the robust employer, provided partnerships and engagement within the community.
    - Strong connections with ethnic community-based organizations
  6. Goals, metrics, and evaluation plan

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** United Way of Southern Maine

**DATE:** 9.25.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services – DHHS

- Good, but not clear on impact for employees
- 7. Matching funds (if applicable)
  -
- 8. Timeline
  -
- 9. Other notes on activities
  - Mention a lot of work with ECBO's but doesn't an incentive or stipend to pay the organizations

**III. Budget**

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Looks good. Under budget.
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** United Youth Empowerment Services

**DATE:** 9/19/24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview
  - Team are well experienced
2. Partner organizations
  -
3. Subcontractors (if applicable)
  -
4. Other notes on project team
  - Resumes missing

II. Proposed Activities

1. Project category:
  - ☐ Industry Talent Partnership
  - X Pilot Talent Project
  - ☐ Scaling Talent Project
2. Employment challenge the project would address
  - Immigrant youth
3. Proposed activities; how they will address the identified challenge
  - Financial literacy, language and works
  - Mentorship
4. What demographic would be the focus and how they would engage
  - Immigrant youth
  -
5. Evidence or reasoning the activities would positively impact equitable workforce participation
  - Enjoyed reading the evidence
6. Goals, metrics, and evaluation plan
  - Good
7. Matching funds (if applicable)
  - Strong
8. Timeline
  -
9. Other notes on activities
  -

III. Budget

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** United Youth Empowerment Services

**DATE:** 9/19/24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Unclear on some roles and lack of detail
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Ace Construction Services

**DATE:** 9.30.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Team is great
    - Doesn't have representation from target community
    - Not seeing community engagement--how do they plan to engage?
  2. Partner organizations
    -
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  2. Employment challenge the project would address
    - 100 new workers, not successful in hiring appicate with limited English
  3. Proposed activities; how they will address the identified challenge
    - Onboarding 4 languages
    - Training for new hires
  4. What demographic would be the focus and how they would engage
    - Non- English speaking
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    - High quality jobs
  6. Goals, metrics, and evaluation plan
    - To hire 30 to 50 new non English employees within the next 3 yrs
    - Total of 8 goals looks promising
    - List ECBO's and CBO's as well as partners
    - (English/Portuguese/Spanish/French) Trainer
    - How are they going to get the word out? What does their marketing strategy look like?
  7. Matching funds (if applicable)

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Ace Construction Services

**DATE:** 9.30.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

- Good
- 8. Timeline
- Great
- 9. Other notes on activities
- 

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Classroom build and setup- What is the detailed for those expenses?
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** City of Auburn, Maine

**DATE:** 9.21.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Team is well experienced
    - No connection with ECBOs or CBOs
  2. Partner organizations
    -
  3. Subcontractors (if applicable)
    - City of Auburn Economic Development
    - Lewiston Auburn Metropolitan Chamber of Commerce
    - City of Lewiston Economic and Community Development Department
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - X Scaling Talent Project
  2. Employment challenge the project would address
    - Nothing clear
  3. Proposed activities; how they will address the identified challenge
    - Cultural education
    - Universal job application
  4. What demographic would be the focus and how they would engage
    - Lewiston/Auburn New Mainers
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    -
  6. Goals, metrics, and evaluation plan
    - Lack of detail
  7. Matching funds (if applicable)
    -
  8. Timeline
    -
  9. Other notes on activities

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** City of Auburn, Maine

**DATE:** 9.21.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

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III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Majority of the cost will go to materials and creation of videos
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Educate Maine

**DATE:** 9.27.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Solid team – significant education and workforce development backgrounds.
    - Lack of representation from target communities.
  2. Partner organizations
    - TBD external evaluator, which they will issue RFP for
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  2. Employment challenge the project would address
    - Maine's public schools face significant shortages of qualified educators.
  3. Proposed activities; how they will address the identified challenge
    - Educate Maine will also expand outreach activities to recruit more racially and ethnically diverse individuals into these programs.
    - Portland Adult Education and Westbrook Adult Education.
    - This activity will add 40 new apprentices
    - Our goal is to develop pathways into teaching to welcome additional educators of color.
  4. What demographic would be the focus and how they would engage
    - Prioritize supporting racial and ethnic minorities to diversify our teaching workforce
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Scale the educator apprenticeship pilot begun in August 2022 by the Gorham School District with participation from area schools.
  6. Goals, metrics, and evaluation plan
    - Engage diverse communities, such as The Third Place

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Educate Maine

**DATE:** 9.27.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

- Goals are good
- But I'm not seeing how many individuals
- Metrics – there really no numbers showing the before hand
- 7. Matching funds (if applicable)
  - Matching is great
- 8. Timeline
  - Very ambitious
- 9. Other notes on activities
  -

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Nothing concerning about the budget
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Gateway Community Services Maine

**DATE:** 9.21.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Service- DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Robust team
    - Well connected to the community
    - Plenty of lived experiences
  2. Partner organizations
    - ProsperityME
    - Maine Equal Justice
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  2. Employment challenge the project would address
    - Lack of connection to job seekers
    - Lack of culturally appropriate supports for workforce
  3. Proposed activities; how they will address the identified challenge
    - Linking individuals to job careers
    - Expand their weekly job seeker clinics
    - Fostering strong, ongoing relationship with employers and immigrant jobs
  4. What demographic would be the focus and how they would engage
    - New Mainers and walk-ins
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Great
  6. Goals, metrics, and evaluation plan
    - Goals kind of high?
  7. Matching funds (if applicable)
    - Good
  8. Timeline

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Gateway Community Services Maine

**DATE:** 9.21.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Service- DHHS

- Clear timeline with list of activity
- 9. Other notes on activities

- 

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Lack of transportation for participants
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** General Dynamics Bath Iron Works

**DATE:** 9.21.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Service- DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Team is well experienced
    - No target community connection
  2. Partner organizations
    - Strong connection with Adult Ed, CBO's but did not list any organizations
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  2. Employment challenge the project would address
    - Shipyard recruitment
  3. Proposed activities; how they will address the identified challenge
    - Current staff for recruitment; apprenticeship program
  4. What demographic would be the focus and how they would engage
    - Unclear on populations
    - Women's center one approach
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    - 18% BIPOC
  6. Goals, metrics, and evaluation plan
    - Unclear
  7. Matching funds (if applicable)
    - Good
  8. Timeline
    - Lacking detail
  9. Other notes on activities
    -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** General Dynamics Bath Iron Works

**DATE:** 9.21.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Service- DHHS

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Staff salaries
  - No effort for wraparound support
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Inclusion Maine

**DATE:** 9.30.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Service- DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Robust team with excellent representation.
  2. Partner organizations
    - Holiday Inn By the Bay – event
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  2. Employment challenge the project would address
    - Shortage in Education and Healthcare Sector
  3. Proposed activities; how they will address the identified challenge
    - Through the Inclusion Maine Conferences – Multiple day educational and networking platform
  4. What demographic would be the focus and how they would engage
    - Somali, Sudanese, Angolan, Afghan, Congolese, Cambodian, Hispanic, Turkish, Arab, Iraqi, Desi (Hindi, Urdu, and Bengali)
    - Industry-Relevant Certification Program: How?
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Enjoy reading the evidence base
  6. Goals, metrics, and evaluation plan
    - Train and Certify Candidates: With who and how?
  7. Matching funds (if applicable)
    - Ok
  8. Timeline
    - Good
  9. Other notes on activities
    - Missing information and more detailed of information

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Inclusion Maine

**DATE:** 9.30.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Service- DHHS

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Missing allocation information, without clear explanation
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Industrial Roofing Company

**DATE:** 9.21.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and family Service- DHHS

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview
  - Team has experience in the industry
  - No connections with community based organizations
2. Partner organizations
  -
3. Subcontractors (if applicable)
  - None
4. Other notes on project team
  -

II. Proposed Activities

1. Project category:
  - ☐ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☒ X Scaling Talent Project
2. Employment challenge the project would address
  - Lack of new gen of roofers
3. Proposed activities; how they will address the identified challenge
  - Nice listing of CBO partner plans
4. What demographic would be the focus and how they would engage
  - New mainers
5. Evidence or reasoning the activities would positively impact equitable workforce participation
  - Lack of evidence
6. Goals, metrics, and evaluation plan
  - Okay, lacking detail
7. Matching funds (if applicable)
  -
8. Timeline
  - Lacked clarity
9. Other notes on activities
  -

III. Budget

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Industrial Roofing Company

**DATE:** 9.21.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and family Service- DHHS

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Lacking details
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Lewiston Public Schools

**DATE:** 9.30.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Service- DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - The project team is a solid, representation of the diverse community and the population they are going to reach.
  2. Partner organizations
    - Partners are very well established
    - Did not list any community based organizations
  3. Subcontractors (if applicable)
    - Central Maine Health
    - St. Mary's Health System
    - Academy of Medical Professions
  4. Other notes on project team
    - Phlebotomy Certification Instructor (New PT position) TBD
      1. This individual is responsible for teaching the technical skills and knowledge required for students to successfully earn their phlebotomy certification.
    - Program Support Specialist (New PT) TBD
      1. Compliance of the grant
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  2. Employment challenge the project would address
    -
  3. Proposed activities; how they will address the identified challenge
    - Did not address the challenge.
    - Additional classes with an emphasis on higher level medical vocabulary and English language acquisition. This seems to rely on the position TBD.
  4. What demographic would be the focus and how they would engage
    - Lewiston population includes 8000 immigrants. LAE served 1752 students; 82% were people of color, with 50% being women. Students are from 61 countries and speak 32 different languages

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Lewiston Public Schools

**DATE:** 9.30.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Service- DHHS

5. Evidence or reasoning the activities would positively impact equitable workforce participation
  - Both day and evening training
  - Popular program--over 100 students register for each current cohort
  - 50% hold certifications and degree in Healthcare from countries.
  - Developing multiple cohorts
6. Goals, metrics, and evaluation plan
  - Goals and metrics are okay but this depends on them hiring a full time trainer.
7. Matching funds (if applicable)
  - Looks good
8. Timeline
  - Make sense, but again this depends on them hiring for the 2 positions.
9. Other notes on activities
  -

**III. Budget**

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Reasonable budget, very low cost
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Access Immigrant Network

**DATE:** 9.23.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services DHHS

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

**1. Project team overview**

- MAIN has had many collaborations with Maine Health on several projects. That partnership has been truly remarkable, and receiving a letter of support from them is absolutely fantastic.
- The team is fabulous; all have significant lived experience
- Team takes many action steps based on community needs
- MAIN operates in sync with the pace of their community's trust.
- MAIN shares that the CHWs in the community are the cornerstone of its strength; they embody the spirit of the community.
- MAIN has a diverse team, with many different perspectives.

**2. Partner organizations**

- Strong letter of support from Maine Health. They highlighted the incredible success of their wrap-around services and case management, demonstrating the positive impact on people's lives.
- However, MAIN could collaborate with more partners, not only for the current project but also for the long-term stability of the organization. Collaboration can bring about new professional developments and many other benefits for both teams involved.

**3. Subcontractors (if applicable)**

- None

**4. Other notes on project team**

- None

**II. Proposed Activities**

**1. Project category:**

- ☐ Industry Talent Partnership
- ☐ Pilot Talent Project
- ☒ X Scaling Talent Project

**2. Employment challenge the project would address**

- MAIN did a fabulous job describing its mission, but it seems to have missed specific employment challenges that the project would address and for what industries.

**3. Proposed activities; how they will address the identified challenge**

- Wrap around services with case management.
- 1:1 services

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Access Immigrant Network

**DATE:** 9.23.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services DHHS

- Increasing connections with employers in Maine, offering regular language assistance and resources, providing support groups for our clients, and helping more people participate in and graduate from our sewing groups at MAIN
  - MAIN sees about 500-600 clients a month; 1 hr for each appointment, helping establish resumes, complete their authorizations work applications, apply for jobs online, many more.
4. What demographic would be the focus and how they would engage
    - New Americans in York, Cumberland and Androscoggin counties.
    - Angola, Congo, Djibouti, Iraq, France, Lebanon, Somalia, Sudan, Syria, Ethiopia, Cambodia, Colombia, Haiti, and Afghanistan.
  5. Evidence or reasoning the activities would positively impact equitable workforce participation,
    - more than 170 jobs for this pool of clients
    - help with social determinants of health
  6. Goals, metrics, and evaluation plan
    - Increase relationships, number of successful job placements, strengthen MAIN sewing group participation, in-state hires, graduates and social support programs.
    - Metrics to evaluate every 4 months course of 2 yrs.
    - Ensuring the 1:1 support
    - Secured Maine Council on Aging's Hannaford grant for sewing programs.
    - Surveys and feedback--how will they address them?
  7. Matching funds (if applicable)
    - Great
  8. Timeline
    - Good, but lacking detail.
  9. Other notes on activities
    - Lack of scaling for long term partners
    - Lack of collaborations--this could reach more individuals, growth in team and developments.

**III. Budget**

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Lack of detailed on formulas explain for salaries lack of hourly pay and rate and etc.

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Access Immigrant Network

**DATE:** 9.23.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services DHHS

2. How well will the budget maximize the impact of the funds if granted?

•

3. Other notes on budget

•

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Aquaculture Association

**DATE:** 9.20.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview

- Team Members are well experienced
- Mention employers, but unclear what the employers' roles will be

2. Partner organizations

•

3. Subcontractors (if applicable)

•

4. Other notes on project team

•

II. Proposed Activities

1. Project category:

- ☐ Industry Talent Partnership
- ☐ Pilot Talent Project
- ☒ Scaling Talent Project

2. Employment challenge the project would address

- Lack of Talent recruitment for shellfish and seaweed businesses

3. Proposed activities; how they will address the identified challenge

- Expand and improve pilot shellfish apprenticeship program
- Registered apprentice programs

4. What demographic would be the focus and how they would engage

- BIPOC/ New Mainers

5. Evidence or reasoning the activities would positively impact equitable workforce participation

•

6. Goals, metrics, and evaluation plan

- How many people?

7. Matching funds (if applicable)

- None

8. Timeline

- Good

9. Other notes on activities

•

III. Budget



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Aquaculture Association

**DATE:** 9.20.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

1. Are the proposed costs necessary and reasonable to carry out the project?
  - No funding dedicated to CBOs or recruitment
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Immigrant and Refugee Services (MEIRS)

**DATE:** 9/20/2024

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Team is robust
  2. Partner organizations
    -
  3. Subcontractors (if applicable)
    - Sonic Pictures for video and graphic design
    - Synergy Workforce Solutions
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  2. Employment challenge the project would address
    - Skills development for manufacturing workers with language barriers.
  3. Proposed activities; how they will address the identified challenge
    - Hire interns (not sure if interns can maintain the work)
    - Materials design
    - Job promotion--could use more info on how
  4. What demographic would be the focus and how they would engage
    - New Mainers
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Mention DO at Evergreen Home performance
  6. Goals, metrics, and evaluation plan
    - Good
  7. Matching funds (if applicable)
    - None
  8. Timeline
    - Good
  9. Other notes on activities
    -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Immigrant and Refugee Services (MEIRS)

**DATE:** 9/20/2024

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Need more detail
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

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

**DATE:** 9.23.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services – DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - 4 Board Members
    - Executive Director
    - Firm foundation in Lewiston
  2. Partner organizations
    - Lewiston Academy
    - Rwandese Community Association of Maine
  3. Subcontractors (if applicable)
    - Listed above
    - Lots of experiences in this field
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  2. Employment challenge the project would address
    - List 10 challenges
  3. Proposed activities; how they will address the identified challenge
    - Love the wrap around services for family address childcare, encouragement in going back to school to further their potential.
  4. What demographic would be the focus and how they would engage
    - Androscoggin, Sagadahoc, York, Cumberland and Kennebec counties.
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    - 150 Employers hired more than 800-900 individuals
    - Aiming to ensure 900 individuals jobs are located.
  6. Goals, metrics, and evaluation plan
    - Robust goals and metrics
  7. Matching funds (if applicable)
    - Great
  8. Timeline

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

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

**DATE:** 9.23.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services – DHHS

- Timeline is fabulous
- 9. Other notes on activities

- 

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Budget is missing formulas/detail for contracted services
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine primary Care Association

**DATE:** 11.11.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Team is good
    - Huge collaborations with CBO's
  2. Partner organizations
    - Great amazing partnership
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  2. Employment challenge the project would address
    -
  3. Proposed activities; how they will address the identified challenge
    - Recruiting clinical support staff – across
  4. What demographic would be the focus and how they would engage
    - Minority populations
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Great
    - ME WIN and aligned with Career Step, supporting the cost of tuition

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine primary Care Association

**DATE:** 11.11.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

6. Goals, metrics, and evaluation plan

- Good metrics

7. Matching funds (if applicable)

- Nice

8. Timeline

- Good

9. Other notes on activities

- 

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?

- Missing Excel Budget

2. How well will the budget maximize the impact of the funds if granted?

- 

3. Other notes on budget

-

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Northeastern University

**DATE:** 9.20.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Team is well experienced
  2. Partner organizations
    -
  3. Subcontractors (if applicable)
    - None
  4. Other notes on project team
    - Has relationship with multiple employers and partners
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  2. Employment challenge the project would address
    - Healthcare workforce shortage
  3. Proposed activities; how they will address the identified challenge
    - Bridge gap, encourage college graduates to work together with healthcare employers
  4. What demographic would be the focus and how they would engage
    - Ethnic minorities
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Enjoyed reading the evidence
  6. Goals, metrics, and evaluation plan
    -
  7. Matching funds (if applicable)
    -
  8. Timeline
    -
  9. Other notes on activities
    -

III. Budget



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Northeastern University

**DATE:** 9.20.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Lacked detail
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Northern Maine Community College

**DATE:** 9.27.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The office of Child and Family Services- DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Team is good
    - No stated collaboration with community based organizations
  2. Partner organizations
    -
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  2. Employment challenge the project would address
    - Lack of education in the English language
    - ESL English Second Language
  3. Proposed activities; how they will address the identified challenge
    - Good approach
    - Missing details
  4. What demographic would be the focus and how they would engage
    -
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Good to read, but lacking more on outcomes
  6. Goals, metrics, and evaluation plan
    - Good metrics
  7. Matching funds (if applicable)
    - Nice
  8. Timeline
    - Good
  9. Other notes on activities
    -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Northern Maine Community College

**DATE:** 9.27.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The office of Child and Family Services- DHHS

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Lacking detail, questions on classroom upgrade
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Portland Regional Chamber of Commerce

**DATE:** 9.23.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Great project team
    - Lot of experiences within the field
  2. Partner organizations
    - Small Business Association
    - Supporting Organizations
      1. Lack of detail on which organizations
    - Did not mention working with community based organization and/or ethic community based organizations
  3. Subcontractors (if applicable)
    - None
  4. Other notes on project team
    - None
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  2. Employment challenge the project would address
    - Challenge of equitably and organically increasing, educating, and integrating Maine's diverse talent pool into the workforce.
    - To address Maine's goal of attracting 75,000 workers by 2030, PPC aims to expand its services, leveraging partnerships with the Chamber of Commerce's access to 50+ business connections.
  3. Proposed activities; how they will address the identified challenge
    - 7 proposed activities are robust
    - Missing stipends, and access to childcare for events and workshops etc..
  4. What demographic would be the focus and how they would engage
    - Targets foreign-born job seekers
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    -
  6. Goals, metrics, and evaluation plan

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Portland Regional Chamber of Commerce

**DATE:** 9.23.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

- Remember to monitor progress
- Goals and metrics are robust
- 7. Matching funds (if applicable)
  -
- 8. Timeline
  - Timeline is well established
- 9. Other notes on activities
  -

**III. Budget**

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Budget is missing and lacking formula; for example staff hrly pay and hrs committed to the project
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Quality Housing Coalition

**DATE:** 9.26.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Service- DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Robust team with lived experience
    - Letters of support
  2. Partner organizations
    -
  3. Subcontractors (if applicable)
    - None
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ x Scaling Talent Project
  2. Employment challenge the project would address
    - Languages, resources and support for the first year of work
  3. Proposed activities; how they will address the identified challenge
    - Workforce prep; employer connection; driver education
  4. What demographic would be the focus and how they would engage
    - Asylum seekers, young adults
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Project home
    - Task-based English teaching
    - Career navigation
  6. Goals, metrics, and evaluation plan
    - 15 students for 40hrs; 2-month course
    - 150 students in 20 months
    - Match 5 participants per month
    - 90% maintain employment for 12 months
    - Professional coaching
  7. Matching funds (if applicable)
    - Good
  8. Timeline

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Quality Housing Coalition

**DATE:** 9.26.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Service- DHHS

- Great

9. Other notes on activities

- 

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?

- Lacking some detail

2. How well will the budget maximize the impact of the funds if granted?

- 

3. Other notes on budget

-

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Rassias Center - United Somali Women of Maine

**DATE:** 9.27.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Team looks great
    - No resume attached
  2. Partner organizations
    - Institutional Partnerships
    - Dartmouth College's Rassias Center
    - Community-Based Organizations (CBOs)- help with transportation & Childcare etc.
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    - Non connections to employers
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - X Scaling Talent Project
  2. Employment challenge the project would address
    - Non-existent English language competency which inhibits job-readiness.
  3. Proposed activities; how they will address the identified challenge
    - Issue of linguistic job readiness
    - The goal of the project is to apply a highly effective immersive ESL teaching model that has been successfully piloted in Maine to a larger cohort of recent immigrants to Maine from Central Africa
  4. What demographic would be the focus and how they would engage
    - Lewiston, Auburn and Brunswick communities.
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    -
  6. Goals, metrics, and evaluation plan
    - 3 month assessments, 1 individual post-program interview external specialist.
  7. Matching funds (if applicable)



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Rassias Center - United Somali Women of Maine

**DATE:** 9.27.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

- 
- 8. Timeline
- 
- 9. Other notes on activities
- 

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Not a clear allocation, no stipend or incentives for CBOs that are helping with services such as childcare or transportation.
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** St. Joseph Hospital

**DATE:** 9.25.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview

- Solid team
- 15 yrs of experience in senior director talent acquisition

2. Partner organizations

- Maine Multicultural Center

3. Subcontractors (if applicable)

- 

4. Other notes on project team

- 

II. Proposed Activities

1. Project category:

- ☐ Industry Talent Partnership
- ☐ Pilot Talent Project
- ☒ X Scaling Talent Project

2. Employment challenge the project would address

- The challenge is retention in the nursing field.
- Such as the Intensive Care Unit, Emergency Room, Operating Room, and Physician offices.

3. Proposed activities; how they will address the identified challenge

- Expanding from their exiting pilot project
- To recruit new providers in their fellowship residency programs
- Testimonies of diverse workers currently employed
- 1-6 responsible time - to get their team ready, Nick Huff DEI certificate
- During this time, MMC will hire a support coordinator to recruit and train volunteers for the support team.
- The volunteer support team compassionately connects families to resources and services in the community while also providing cultural interpretations.

1. There is a fund set aside for appreciations/ gifts. We hope the volunteers will contribute to this application's funding

4. What demographic would be the focus and how they would engage

- Diverse Community & Nurse from Philippines
- Including those with J1 Visa

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** St. Joseph Hospital

**DATE:** 9.25.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

5. Evidence or reasoning the activities would positively impact equitable workforce participation
  - Providing solid evidence from the MMCC volunteer support team
6. Goals, metrics, and evaluation plan
  - Increase the number of international hires 20 to at least 40 by September 2026, 100%
  - Retain new hires, reduce turnover, provider clear metrics
  - At the end of the 8 months, all school-age students including spouses that wish to work outside the home will be employed or enrolled in job training or English acquisition programs. Metrics provided.
7. Matching funds (if applicable)
  - None
8. Timeline
  - Looks great
  - MMCC will be hiring Support Coordinator
9. Other notes on activities
  -

**III. Budget**

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Good
  - Note: transportation doesn't have a clear allocation
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Standard Care, LLC

**DATE:** 9.27.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Lived experience
  2. Partner organizations
    - No partners
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  2. Employment challenge the project would address
    - Direct Support Professional Care, Health Care
  3. Proposed activities; how they will address the identified challenge
    - DSP training
    - College Direct Support
    - Enhance connection to community
  4. What demographic would be the focus and how they would engage
    - New Mainers
    - Bangor
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Enjoyed reading the evidence
  6. Goals, metrics, and evaluation plan
    - Okay
  7. Matching funds (if applicable)
    - None
  8. Timeline
    - Lacking some detail
  9. Other notes on activities
    -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Standard Care, LLC

**DATE:** 9.27.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Lacking detail
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Trinity Jubilee Center

**DATE:** 9.27.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Service- DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Robust team
    - Has connections with community
  2. Partner organizations
    - List employer partners
  3. Subcontractors (if applicable)
    - None
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  2. Employment challenge the project would address
    - Lack of resources for asylum seekers--Employment Authorization Document
  3. Proposed activities; how they will address the identified challenge
    - Complete work permit application
    - Work directly with asylum seekers to prepare work application
    - To help prevent interruption to employment eligibility
  4. What demographic would be the focus and how they would engage
    - Asylum-Seekers
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Great
  6. Goals, metrics, and evaluation plan
    - Good
  7. Matching funds (if applicable)
    - Nice
  8. Timeline
    -
  9. Other notes on activities
    -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Trinity Jubilee Center

**DATE:** 9.27.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Service- DHHS

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - No concerns
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Wabanaki Public Health and Wellness

**DATE:** 9.27.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Robust
    - Knows with and understands the indigenous community
  2. Partner organizations
    - None
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  2. Employment challenge the project would address
    - Workforce retention
    - Focus on their workforce retention and for the Indigenous community
  3. Proposed activities; how they will address the identified challenge
    - The project provided a more robust onboarding process; Initiated a performance review system with rewarding benchmarks, created a workplace wellness program to strengthen communication, prioritized work/life balance, transportation, childcare/elder care, and clear opportunities to advance in their career.
    - Activity 1: assign ambassador where WPHW works to provide guidance.
    - Activity 2: managers will provide clear expectations and quarterly goals
    - Activity 3: Establish communication channels
    - Activity 4: provide work life balance improvements
    - Activity 5: Training new employees in new skills to advance in workforce development, with a focus on skill gaps.
  4. What demographic would be the focus and how they would engage



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Wabanaki Public Health and Wellness

**DATE:** 9.27.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Services- DHHS

- WPHW already has a strong working relationship with the Passamaquoddy, Penobscot, Maliseet, and Mi'k Maq tribes.
- 5. Evidence or reasoning the activities would positively impact equitable workforce participation
  - 45-200 employees
- 6. Goals, metrics, and evaluation plan
  - To develop programs to increase retention of diverse staff
  - Provided clear goals and metrics
  - Tracked with Data software
- 7. Matching funds (if applicable)
  -
- 8. Timeline
  -
- 9. Other notes on activities
  -

**III. Budget**

1. Are the proposed costs necessary and reasonable to carry out the project?
  -
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** United Dynamics Maine, Inc.

**DATE:** 9.21.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Service- DHHS

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Great team experience in general
    - Lack of CBO connections
  2. Partner organizations
    -
  3. Subcontractors (if applicable)
    - None
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - X Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☐ Scaling Talent Project
  2. Employment challenge the project would address
    - Trained physician barriers
    - Not enough detailed in support lack of physicians in Maine
  3. Proposed activities; how they will address the identified challenge
    - Mentorship, covering cost of certification, workplace training, prep for testing.
    - Lack of support from Health Care entity in making this possible, need much more partnership in the Health Care industry.
  4. What demographic would be the focus and how they would engage
    - Diverse community
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Good
  6. Goals, metrics, and evaluation plan
    - Lacking; 4 completed and 40 participants; lack of information gathering and detail
  7. Matching funds (if applicable)
    -
  8. Timeline
    -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** United Dynamics Maine, Inc.

**DATE:** 9.21.24

**EVALUATOR NAME:** Chanbopha Himm

**EVALUATOR DEPARTMENT:** The Office of Child and Family Service- DHHS

9. Other notes on activities

- 

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Lack of detail
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Black Travel Marketing dba Black Travel Maine

**DATE:** 9/18/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview

- Team appears to be highly qualified, however, limited in connections to Maine. Only one member in Maine, and only here for a short time. Doesn't include connections to industries.
- Mentions key team member that is seasoned community organizer but not apparent from CV's.

2. Partner organizations

- 

3. Subcontractors (if applicable)

- 

4. Other notes on project team

- 

II. Proposed Activities

1. Project category:

- ☐ Industry Talent Partnership
- ☒ Pilot Talent Project
- ☐ Scaling Talent Project

2. Employment challenge the project would address

- Attracting Black and Brown professionals to education, outdoor recreation and hospitality
- supporting relocation efforts.

3. Proposed activities; how they will address the identified challenge

- Will use story telling and strategic marketing to promote Maine and educate members of desired demographic about opportunities here.
- Not clear how they will connect to industries.
- Will the connection be to institutions outside of Maine or in Maine?

4. What demographic would be the focus and how they would engage

- Black and brown professionals and students; using social media.

5. Evidence or reasoning the activities would positively impact equitable workforce participation

- Evidence of effectiveness of digital marketing and targeted relocation programs.

## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- Identification of lack of diversity in targeted fields.
  - Does this include webinars and networking events?
  - 6. Goals, metrics, and evaluation plan
    - What is the baseline for these increases?
      1. Attract 20% more in first year- It is not clear what this is based on.
      2. 50 relocations and job placements
      3. 10 new collaborations
      4. 90% satisfaction rate.
  - 7. Matching funds (if applicable)
    - \$25k investment in business
  - 8. Timeline
    -
  - 9. Other notes on activities
    -
- III. Budget
1. Are the proposed costs necessary and reasonable to carry out the project?
    - Difficult to determine
  2. How well will the budget maximize the impact of the funds if granted?
    -
  3. Other notes on budget
    -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Central Maine Growth Council

**DATE:** 9/18/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview

- Very difficult to evaluate the project team- it is unclear which programs they are referencing, and there is a lot of jargon.

2. Partner organizations

- They seem to have lots of partnerships in the region.

3. Subcontractors (if applicable)

- Will hire 2 new positions- talent Catalyst PiR#1 and #2 for recruitment and training and curriculum development. These positions are very important but not hired yet so can't evaluate their quality.

4. Other notes on project team

- 

II. Proposed Activities

1. Project category:

☐ Industry Talent Partnership

☒ Pilot Talent Project

☐ Scaling Talent Project

2. Employment challenge the project would address

- Skills gap in targeted industries
- Skills gap in targeted populations

3. Proposed activities; how they will address the identified challenge

- Application filled with acronyms that make it difficult to evaluate the proposed program- CWRI, ERIH.... using data/quantitative based methodology for outreach to small population.
- Activities are not well designed to address challenge.

4. What demographic would be the focus and how they would engage

- Not consistent in terms of who they are targeting- they list BIPOC, AAPI, Latinx- which suggests that maybe they don't know what BIPOC means? Also references "blighted" communities, socially disadvantaged, low-income communities, linguistic minorities, and gender minorities. Evidence or reasoning the activities would positively impact equitable workforce participation

## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- Program design not likely to accomplish stated goals because of gaps in understanding about the barriers to their targeted populations. Goals, metrics, and evaluation plan
- Goals and metrics are well articulated. However, they are missing consideration of engagement.

5. Matching funds (if applicable)

- Very impressive.

6. Timeline

- Solid

7. Other notes on activities

- 

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?

- What was included is reasonable. Unfortunate that they didn't include consideration for engaging target population.

2. How well will the budget maximize the impact of the funds if granted?

- 

3. Other notes on budget

-

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Central Maine Healthcare

**DATE:** 9/18/2024

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview
  - Lead partner has experience with adult learners, HR
  - Based with an employer.
  - Already started adapting organization to work with ELL staff.
2. Partner organizations
  - Reliant on Lewiston Adult Ed- no other partners or direct collaboration with organizations based on targeted communities.
3. Subcontractors (if applicable)
  -
4. Other notes on project team
  -

II. Proposed Activities

1. Project category:
  - ☐ Industry Talent Partnership
  - ☒ Pilot Talent Project
  - ☐ Scaling Talent Project
2. Employment challenge the project would address
  -
3. Proposed activities; how they will address the identified challenge
  - Like that it is enhancing orientation and thinking about ways to promote existing staff.
  - Also like the plan to pilot before full launch.
  - Mixes up translation and interpretation in some instances.
4. What demographic would be the focus and how they would engage
  - Linguistic minorities already employed, and new employees- using internal job fairs and improving onboarding/orientation
5. Evidence or reasoning the activities would positively impact equitable workforce participation
  - Improving understanding of rules/policies should increase retention; providing information about internal opportunities should attract more applicants.
6. Goals, metrics, and evaluation plan



## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- Will surveys and other feedback tools be translated? Doesn't seem to address building trust and cultural competence – evaluation will be limited if participants don't feel safe.

7. Matching funds (if applicable)

- 

8. Timeline

- 

9. Other notes on activities

- This organization is thinking critically about how they can improve their systems and be better at connecting with and supporting immigrants. Addressing language barriers is a huge first step. Could only be improved by addressing cultural barriers – particularly in the evaluation.

### III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Solid budget although job fair seems expensive.
2. How well will the budget maximize the impact of the funds if granted?
  - Long term sustainability/impact possible with addition of translated onboarding and orientation documents.
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Health Care Association

**DATE:** 9/25/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview
  - All identified members are skilled with proven history.
  - MCHA regularly hosts popular education events and symposia
2. Partner organizations
  - Long term care ombudsman to provide worker perspectives
  - M. Khan and Inclusion Maine to provide expertise on demo population and their events are always impressive
3. Subcontractors (if applicable)
  -
4. Other notes on project team
  -

II. Proposed Activities

1. Project category:
  - ☐ Industry Talent Partnership
  - ☒ Pilot Talent Project
  - ☐ Scaling Talent Project
2. Employment challenge the project would address
  - Help employers understand and bridge barriers that demographic group experiences.
3. Proposed activities; how they will address the identified challenge
  - Excellent design--focused on educating employers about barriers to target population and assistance for attracting and retaining them.
  - Promising approach- Using an HR expert with focus on immigrants/BIPOCS and Ombudsman with expertise in frontline worker experience, but delivering with trusted partner to employers
  - Films and white papers may extend impact, but white paper is questionable- ROI dependent on making it known and accessible on a regular basis.
4. What demographic would be the focus and how they would engage
  - Linguistic minorities/immigrants/refugees
5. Evidence or reasoning the activities would positively impact equitable workforce participation
  -

## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

6. Goals, metrics, and evaluation plan
  - Well designed; Will conduct baseline and post workshop assessments; track retention, participation, etc.
7. Matching funds (if applicable)
  -
8. Timeline
  -
9. Other notes on activities
  - Solid on multiple levels:
    - Will develop white paper, short films and website to continue distribution of information. Will also integrate into their ongoing programs.
    - Unknown how they will engage participants and how likely LTC employers will want to participate.
    - Partner with experience engaging employers;
    - Focused on employer not just employees focused;
    - immediate and longer-term training opportunities, both in-person and virtual

### III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Seems solid with reasonable costs and plan to maximize outputs
  - lack of info about # of participants is a challenge for evaluating total cost.
  - Given undefined # the amount of tech assistance and labor for IM is unknown.
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

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INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Immigrants' Rights Coalition

**DATE:** 9/24/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview
  - Partner organizations have lots of experience
  - Strong connections to targeted community
  - Expertise in HR, and in tech.
2. Partner organizations
  - Letters of support referenced but not included--commitment of employers would have helped.
3. Subcontractors (if applicable)
  -
4. Other notes on project team
  -

II. Proposed Activities

1. Project category:
  - ☐ Industry Talent Partnership
  - ☒ Pilot Talent Project
  - ☐ Scaling Talent Project
2. Employment challenge the project would address
  - Barrier to tech center for BIPOC youth
3. Proposed activities; how they will address the identified challenge
  - Intensive bootcamp that will provide marketable skills/experience
  - Focus on STEM as a way of addressing disparities.
  - Focus on young adults.
  - Paying stipends to participants
4. What demographic would be the focus and how they would engage
  - BIPOC youth
5. Evidence or reasoning the activities would positively impact equitable workforce participation
  - Established successes with 2 key programs (PWN and Resilient Coders)
6. Goals, metrics, and evaluation plan
  - Reasonable- ambitious but clear
  - baselines or more explicit goals would have been helpful (ex. What is a good salary).

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INDIVIDUAL EVALUATION NOTES**

7. Matching funds (if applicable)

- 

8. Timeline

- 

9. Other notes on activities

- This is a solid program developed by 2 Maine based groups known for taking on huge challenges and being successful. Interesting that it is focusing on young adults and that the timeline includes a listening tour. Will obviously address disparities and provide opportunities for participants.

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?

- Inclusion of stipends for participants and staffing to manage grant is good.

2. How well will the budget maximize the impact of the funds if granted?

- 

3. Other notes on budget

- What will be cut from the budget if awarded?

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INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Portland Adult Education, Portland Public Schools

**DATE:** 9/25/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview
  - Highly skilled, experienced and well-connected partners.
  - Excellent facilitator
2. Partner organizations
  -
3. Subcontractors (if applicable)
  -
4. Other notes on project team
  -

II. Proposed Activities

1. Project category:
  - ☐ Industry Talent Partnership
  - ☒ Pilot Talent Project
  - ☐ Scaling Talent Project
2. Employment challenge the project would address
  -
3. Proposed activities; how they will address the identified challenge
  - Focus on addressing cultural challenges and engaging broad range of participants to address/correct these challenges and barriers.
  - Train students in ed program about barriers and potential experiences
  - Engagement of bystanders to improve environment.
  - Will this lead to more resilience?
  - Does this address equity barriers or primarily teach people how to deal with them?
  - Does not appear to have direct impact on entry into the field (more focused on retention).
  - Use of IID to the extent that it is based on IDI – is this the correct tool to support staff?
4. What demographic would be the focus and how they would engage
  - Racial ethnic and linguistic minorities.
5. Evidence or reasoning the activities would positively impact equitable workforce participation

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INDIVIDUAL EVALUATION NOTES**

- Questionable evidence of IDI impact.
  - Based on idea that lack of preparation and social cohesion create barriers to retention.
  - 6. Goals, metrics, and evaluation plan
    - How many people will participate?
  - 7. Matching funds (if applicable)
    -
  - 8. Timeline
    -
  - 9. Other notes on activities
    - Creative approach to address cultural/social barriers created in school environment and provide supports directly to participants and "by-standers".
    - Very difficult to understand how many will participate and how IDI will help.
- III. Budget
1. Are the proposed costs necessary and reasonable to carry out the project?
    -
  2. How well will the budget maximize the impact of the funds if granted?
    -
  3. Other notes on budget
    -

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INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Sweetser

**DATE:** 9/25/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview

- Team members appear to have expertise and experience in training and education for adults.
- While 2 members have worked in Adult Ed for several years, it is disappointing that they don't have an established member with MLL experience.

2. Partner organizations

•

3. Subcontractors (if applicable)

- Will conduct RFP process for HR assessment. Probably with limited results.

4. Other notes on project team

•

II. Proposed Activities

1. Project category:

- ☐ Industry Talent Partnership
- X Pilot Talent Project
- ☐ Scaling Talent Project

2. Employment challenge the project would address

•

3. Proposed activities; how they will address the identified challenge

- Outreach to adult ed language students; engage with community organization to help recruit, evaluate HR practices to improve retention, provide specialized ESOL training.

4. What demographic would be the focus and how they would engage

- Focus on under and unemployed African MLL's

5. Evidence or reasoning the activities would positively impact equitable workforce participation

•

6. Goals, metrics, and evaluation plan

- Well-designed goals align with activities; focus on 18 students completing course, increasing applicants and retention, 8 staff receive individual support.



## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- No baseline provided now, so difficult to evaluate how steep the hill is.

7. Matching funds (if applicable)

- 

8. Timeline

- 

9. Other notes on activities

Positives:

- Piloting in SP then taking it to Gorham.
- Offering of classes outside of Sweetser increases potential for larger impact.
- Contextualized learning, targeting a particular employer with relatively high turn over and vacancy rate.
- Not clear of potential impact long term on Sweetser.

Questions (not really challenges):

- Focus on “fixing” students – could do more to interrogate how Sweetser’s culture and processes could be improved to increase retention and support targeted population.
- Sustainability in part dependent on students paying tuition. They could get or pursue grant support for this.

### III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Budget is solid.
2. How well will the budget maximize the impact of the funds if granted?
  - \$30k for HR evaluation- good idea!
  - Are the Chromebooks useable beyond the 10 students?
3. Other notes on budget
  -

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INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** The Third Place Inc.

**DATE:** 9/25/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview
  - Experienced, knowledgeable partners
2. Partner organizations
  - partnership with Int work to address recruitment.
3. Subcontractors (if applicable)
  -
4. Other notes on project team
  -

II. Proposed Activities

1. Project category:
  - ☐ Industry Talent Partnership
  - ☒ Pilot Talent Project
  - ☐ Scaling Talent Project
2. Employment challenge the project would address
  -
3. Proposed activities; how they will address the identified challenge  
Positives:
  - Diverse engagement
  - Developed from Portland Work Force Initiative
  - Addresses social barriers- including isolation, and opportunities for advancement.Challenge:
  - Super ambitious project- includes:
    1. assessment and shortening of training pathways, across multiple industries
    2. Using tech to improve job placement
    3. Evaluate integration of workforce strategies with DEI strategies
  - Any one of these alone would be a significant project. Perhaps too ambitious to address all?
4. What demographic would be the focus and how they would engage
  -

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INDIVIDUAL EVALUATION NOTES**

5. Evidence or reasoning the activities would positively impact equitable workforce participation
    -
  6. Goals, metrics, and evaluation plan
    -
  7. Matching funds (if applicable)
    -
  8. Timeline
    - Can all of this be done during life of grant? Would they consider scaling back to make it more feasible?
    - Addresses important gaps but sprawling goals.
  9. Other notes on activities
    -
- III. Budget
1. Are the proposed costs necessary and reasonable to carry out the project?
    -
  2. How well will the budget maximize the impact of the funds if granted?
    -
  3. Other notes on budget
    -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** United Way of Southern Maine

**DATE:** 9/25/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview

- Strong experienced partners
- Critical staff have yet to be identified- core elements of the program (training curriculum) dependent on getting an excellent trainer. Unfortunate they give no clue as to the pool of qualified trainers to do this work.

2. Partner organizations

- 

3. Subcontractors (if applicable)

- 

4. Other notes on project team

- 

II. Proposed Activities

1. Project category:

- ☐ Industry Talent Partnership
- X Pilot Talent Project
- ☐ Scaling Talent Project

2. Employment challenge the project would address

- 

3. Proposed activities; how they will address the identified challenge

- Love the focus on employers and building their knowledge base- means more sustained impact; less focus on target population as “the problem”
- Focus on shifting hiring practices and culture

4. What demographic would be the focus and how they would engage

- 

5. Evidence or reasoning the activities would positively impact equitable workforce participation

- Solid

6. Goals, metrics, and evaluation plan

- Good metrics.

7. Matching funds (if applicable)

-

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INDIVIDUAL EVALUATION NOTES**

- 8. Timeline
  -
- 9. Other notes on activities
  - Very strong project with great partners.
- III. Budget
  - 1. Are the proposed costs necessary and reasonable to carry out the project?
    -
  - 2. How well will the budget maximize the impact of the funds if granted?
    -
  - 3. Other notes on budget
    -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** United Youth Empowerment Services

**DATE:** 9/25/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

**1. Project team overview**

- Key team members have expertise in targeted field and with community members
- UYES has done some farm workforce training
- No concerns

**2. Partner organizations**

- MEIRS is cornerstone org in community
- New Roots expertise in African farming practices, Maine farm context.
- Lack of connection to other employers other than New Roots

**3. Subcontractors (if applicable)**

- 

**4. Other notes on project team**

- 

**II. Proposed Activities**

**1. Project category:**

- ☐ Industry Talent Partnership
- ☒ Pilot Talent Project
- ☐ Scaling Talent Project

**2. Employment challenge the project would address**

- Workforce skills for targeted population in agriculture.

**3. Proposed activities; how they will address the identified challenge**

- Paid internship with transportation
- engagement of other organizations/community members
- Connection to successful farm and led by organization that has real connections to youth
- Seems to lack engagement of youth in program design

**4. What demographic would be the focus and how they would engage**

- BIPOC Youth in LA area- primarily immigrants/children of immigrants

**5. Evidence or reasoning the activities would positively impact equitable workforce participation**

- Somewhat questionable:

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INDIVIDUAL EVALUATION NOTES**

1. what is the interest level of area youth? Will they want to engage in this project?
  2. What are the employment opportunities specifically for these youth in farms in Maine
  3. Does giving kids skills address the barriers they encounter?
  6. Goals, metrics, and evaluation plan
    - Solid goals and metrics.
    - Would be helpful to have feedback from other employers about the content of the training- what do they need? What keeps them from hiring BIPOC youth?
  7. Matching funds (if applicable)
    -
  8. Timeline
    -
  9. Other notes on activities
    - Attractive to other funders
    - Investment in transportation means more sustainability
- III. Budget
1. Are the proposed costs necessary and reasonable to carry out the project?
    - Solid budget- like that they include stipends and transportation.
  2. How well will the budget maximize the impact of the funds if granted?
    - No concerns
  3. Other notes on budget
    -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Ace Construction Services

**DATE:** 9/25/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview

- Significant burden on one trainer- to develop and deliver trainings in 4 languages, translation and interpreting!
- Does a trainer with these skills exist and will they be willing to work for \$50k?
- What happens if they don't find a trainer with these skills?

2. Partner organizations

- 

3. Subcontractors (if applicable)

- 

4. Other notes on project team

- 

II. Proposed Activities

1. Project category:

- ☐ Industry Talent Partnership
- ☐ Pilot Talent Project
- ☒ X Scaling Talent Project

2. Employment challenge the project would address

- Language barriers for hiring, orientation and onboarding

3. Proposed activities; how they will address the identified challenge

- Focus on developing internal system to address barriers.
- Focus on language access.
- Inclusion of training for multilingual trainer.
- May be too ambitious- could be improved by scaling down to one or two languages to start.

4. What demographic would be the focus and how they would engage

- Linguistic minorities.

5. Evidence or reasoning the activities would positively impact equitable workforce participation

- Increasing comprehension, improving content of training by connecting with managers... solid.

6. Goals, metrics, and evaluation plan

-



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

7. Matching funds (if applicable)
    -
  8. Timeline
    -
  9. Other notes on activities
    - Great premise but is it realistic for 1 person to redesign and lead training and onboarding for four language groups.
- III. Budget
1. Are the proposed costs necessary and reasonable to carry out the project?
    -
  2. How well will the budget maximize the impact of the funds if granted?
    - Budget is vague regarding classroom build. What exactly do they need to do to the classroom?
  3. Other notes on budget
    -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** City of Auburn, Maine

**DATE:** 9/25/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

**1. Project team overview**

- Leads on project strong re: getting things done, connections, understanding of employer needs.
- Identified team members are strong- connected to employers, with success in developing previous programs

**2. Partner organizations**

- Who will provide the cultural aspects of tool kit development?
- Who will provide connections to targeted community.
- Who will provide curriculum development, HR expertise, etc.  
Positive: Employers are already engaged, have relationships with team, and appear to be interested in participating

**3. Subcontractors (if applicable)**

- 

**4. Other notes on project team**

- Who will be providing the content for the tool kit?

**II. Proposed Activities**

**1. Project category:**

- ☐ Industry Talent Partnership
- ☐ Pilot Talent Project
- ☒ X Scaling Talent Project

**2. Employment challenge the project would address**

- Cultural and language barriers to employment in manufacturing.

**3. Proposed activities; how they will address the identified challenge**

- Concept is very strong- provide easily accessible toolkit based on needs/experience for area employers
- How will manufacturers be guided in implementing tool kit? How will they know what they need?

**4. What demographic would be the focus and how they would engage**

- 

**5. Evidence or reasoning the activities would positively impact equitable workforce participation**

- 

**6. Goals, metrics, and evaluation plan**

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- 
- 7. Matching funds (if applicable)
- 
- 8. Timeline
- 
- 9. Other notes on activities
  - Tool kit will have legs and be useable for many years, .

**III. Budget**

1. Are the proposed costs necessary and reasonable to carry out the project?
  -
2. How well will the budget maximize the impact of the funds if granted?
  - Positives: inclusion of interpreting services, web-based delivery, big video budget
  - Challenge: Lacks funding for curriculum development, connection/resources from community.
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Educate Maine

**DATE:** 9/25/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview
  - Lead organization is respected with solid connections.
2. Partner organizations
  -
3. Subcontractors (if applicable)
  - Includes an external evaluator.
4. Other notes on project team
  -

II. Proposed Activities

1. Project category:
  - ☐ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☒ Scaling Talent Project
2. Employment challenge the project would address
  - What racial equity factors are being addressed? How does this address language barriers?
3. Proposed activities; how they will address the identified challenge
  - Great concept in general for workforce development.
  - Includes additional funding to support training costs for participants.
  - Engagement with Third Place is great but is it sufficient to address the problem/barriers? How can it assist with recruitment and engagement?
  - Commendable but not clear how they will get institutions to change their offerings, reduce tuition and requirements to make the programs more accessible.
4. What demographic would be the focus and how they would engage
  -
5. Evidence or reasoning the activities would positively impact equitable workforce participation
  -
6. Goals, metrics, and evaluation plan
  -
7. Matching funds (if applicable)

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- 
- 8. Timeline
  -
- 9. Other notes on activities
  - This is a great program, but equity and work force access seem to be an add on, that may or may not be achieved.
- III. Budget
  - 1. Are the proposed costs necessary and reasonable to carry out the project?
    -
  - 2. How well will the budget maximize the impact of the funds if granted?
    -
  - 3. Other notes on budget
    -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Gateway Community Services Maine

**DATE:** 9/25/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

1. Project team overview
  - Great partnership with lots of experience, skills, connections to communities served.
  - Connecting employers directly with the community.
2. Partner organizations
  -
3. Subcontractors (if applicable)
  -
4. Other notes on project team
  -

**II. Proposed Activities**

1. Project category:
  - ☐ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☒ Scaling Talent Project
2. Employment challenge the project would address
  -
3. Proposed activities; how they will address the identified challenge
  - Existing program with established success expanding to another community.
  - Holding clinics in spaces familiar to target audience.
  - Using texts to keep people updated and engaged.
  - Integrating CHW's
  - High rate of participation.
4. What demographic would be the focus and how they would engage
  -
5. Evidence or reasoning the activities would positively impact equitable workforce participation
  -
6. Goals, metrics, and evaluation plan
  - How many people served as compared to # of visits? (830 visits vs. 50 people served?)
7. Matching funds (if applicable)

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- 
- 8. Timeline
  -
- 9. Other notes on activities
  - How often do people return for support?
  - What is the profile of those who are participating?
  - This is a solid program with a straightforward plan to continue and expand.
- III. Budget
  - 1. Are the proposed costs necessary and reasonable to carry out the project?
    - Budget somewhat lacking in detail. Where and what is the additional space and staffing for?
    - How does the FTE peer navigator's work align with or fill in gaps with GCSM staff?
  - 2. How well will the budget maximize the impact of the funds if granted?
    -
  - 3. Other notes on budget
    -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** General Dynamics Bath Iron Works

**DATE:** 9/26/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

1. Project team overview
  - Team includes BIW staff with experience creating similar program
2. Partner organizations
  - CMCC and AART- both with similar experience.
  - No connections to communities targeted by this program.
3. Subcontractors (if applicable)
  -
4. Other notes on project team
  - Positives: connection to community college; dedicated sponsor, navigator, and manager

**II. Proposed Activities**

1. Project category:
  - ☐ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☒ Scaling Talent Project
2. Employment challenge the project would address
  - Limited pool of qualified applicants for entry level positions.
3. Proposed activities; how they will address the identified challenge
  - Creation of pre-apprenticeship program via CMCC,
  - guaranteed interview and entrance into apprentice program for those who complete pre- program.
  - Like the pre-training, based on pilot program
4. What demographic would be the focus and how they would engage
  - They hope to engage 20 people of color
5. Evidence or reasoning the activities would positively impact equitable workforce participation
  - This is a difficult connection to make with what is written here- is it recomunicating EEOC policy to ensure that hiring and management practices aren't discriminatory?
  - 61 people participated in past program.
6. Goals, metrics, and evaluation plan
  - 20 enrolled and completing pre-apprenticeship program.
7. Matching funds (if applicable)



## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- - 8. Timeline
    -
  - 9. Other notes on activities
    - Little detail on how they will recruit and engage BIPOC participants
    - Very limited potential for impact- can restating rules address equity in workplace or in program.
- III. Budget
1. Are the proposed costs necessary and reasonable to carry out the project?
    -
  2. How well will the budget maximize the impact of the funds if granted?
    - Positives: BIW will pay CMCC \$3k per participant.
  3. Other notes on budget
    - Solid budget, but unfortunate that this budget does not reflect the focus of this grant program- equity, and the targeted populations.

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Inclusion Maine

**DATE:** 9/27/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

1. Project team overview

•

2. Partner organizations

•

3. Subcontractors (if applicable)

•

4. Other notes on project team

- Like the use of existing conference and networks
- Applicant has tremendous impact on HR and DEI field in Maine.
- Will IM become focused on hiring and training?

**II. Proposed Activities**

1. Project category:

☐ Industry Talent Partnership

☐ Pilot Talent Project

☒ Scaling Talent Project

2. Employment challenge the project would address

•

3. Proposed activities; how they will address the identified challenge

- Specific focus on 2 sectors.
- Not entirely clear what is being proposed- are they creating a new focus for the entire conference? Or is this an additional track of programs that will be offered?
- How can they provide certification through the conference in 1 month? (Many certifications in these fields take months or years).
- Do schools have the capacity and interest to pay \$1450 to attend?

4. What demographic would be the focus and how they would engage

•

5. Evidence or reasoning the activities would positively impact equitable workforce participation

•

6. Goals, metrics, and evaluation plan

•

7. Matching funds (if applicable)

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- 
- 8. Timeline
  -
- 9. Other notes on activities
  - This is an interesting concept but too many questions to really be able to evaluate its potential for impact.
  - What kind of certification training will they provide (many included in the list)?
  - How will they recruit participants?
  - Who will provide certifications?

**III. Budget**

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Some repetitions or lack of clarity on budget- ex. Contracted services appear to be doing tasks like the applicant staff – like event planning marketing and admin support for conference. (Ex. \$90k for conference management and training, so what are the contracted services?)
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Industrial Roofing Company

**DATE:** 9/27/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    -
  2. Partner organizations
    - Previously worked in partnership with MEIRS
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ Scaling Talent Project
  2. Employment challenge the project would address
    -
  3. Proposed activities; how they will address the identified challenge
    - Developing pre-apprenticeship and apprenticeship programs
  4. What demographic would be the focus and how they would engage
    -
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    -
  6. Goals, metrics, and evaluation plan
    - Relatively small number of people trained in 2 years as a result a relatively expensive project.
    - How does this differ from their existing program?
    - How will the program be adapted to accommodate new target population?
  7. Matching funds (if applicable)
    - Big commitment from applicant to pay for the project.
  8. Timeline
    -
  9. Other notes on activities

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- Always love an apprenticeship program, however it is difficult to understand how the existing program will be adapted to account for this new target population. Also missing clear explanation of how this addresses equity. Still impressive that they applied.

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  -
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Lewiston Public Schools

**DATE:** 9/27/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - No concerns
  2. Partner organizations
    -
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ Scaling Talent Project
  2. Employment challenge the project would address
    -
  3. Proposed activities; how they will address the identified challenge
    - Expanding an existing and popular training program to include phlebotomy.
    - Addresses student needs and abilities in the design of the curriculum.
    - Includes a nice range of competencies in program.
  4. What demographic would be the focus and how they would engage
    - Attracting participants with experiences from their home countries.
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    -
  6. Goals, metrics, and evaluation plan
    -
  7. Matching funds (if applicable)
    - Identifies potential to continue the program.
  8. Timeline
    -
  9. Other notes on activities

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- This is a very straightforward expansion of a career development program. Seems solid and well developed.

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  -
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Access Immigrant Network

**DATE:** 9/25/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Strong team with excellent relations with target community.
    - Trusted partner.
    - Significant grant experience.
  2. Partner organizations
    -
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - X Scaling Talent Project
  2. Employment challenge the project would address
    -
  3. Proposed activities; how they will address the identified challenge
    - Proposed program a natural outgrowth of existing programs and expertise- fits within mission of public health.
    - Sewing program seems to be an add-on; not clear of its fit, other than it is an existing program.
  4. What demographic would be the focus and how they would engage
    -
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    -
  6. Goals, metrics, and evaluation plan
    -
  7. Matching funds (if applicable)
    -
  8. Timeline
    -



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

9. Other notes on activities
  - Great concept, clearly rooted in community
- III. Budget
  1. Are the proposed costs necessary and reasonable to carry out the project?
    - Budget is vague- includes overhead for space AND indirect.
  2. How well will the budget maximize the impact of the funds if granted?
    -
  3. Other notes on budget
    - Budget difficult to understand

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Aquaculture Association

**DATE:** 9/24/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview

- Two strong leads with MAA and GMRI- experience with programs and connections to existing employers
- Vague connection to communities- language reflects limited experience.
- Skilled and well-connected team partners should be able to design effective program for employers

2. Partner organizations

- 

3. Subcontractors (if applicable)

- 

4. Other notes on project team

- Which organizations will be willing to partner for outreach?

II. Proposed Activities

1. Project category:

- ☐ Industry Talent Partnership
- ☐ Pilot Talent Project
- ☒ X Scaling Talent Project

2. Employment challenge the project would address

- Limited pool of trained/skilled workers in field

3. Proposed activities; how they will address the identified challenge

- Positives:
  - 1. Intensive apprenticeship program.
  - 2. Paying employers to participate to address cost of supervising apprentices;
  - 3. intensive training- 2,144 hrs.
- Questions:
  - 1. How will they recruit and engage members of target population,
  - 2. How will program address needs of target population
- How and when will they recruit? ‘
- 

4. What demographic would be the focus and how they would engage

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- “New Mainers, primarily immigrants”, “Minorities”- LA, Africa Asia- Languages- Somali, French, Arabic Vietnamese.
- Limited plan for engaging target population now or in the future.
- 5. Evidence or reasoning the activities would positively impact equitable workforce participation
  - Evidence that apprenticeships work and that past practices led to 20% of 6/7 participants were immigrants.
- 6. Goals, metrics, and evaluation plan
  - How many people will participate? What are the goals for engagement?
- 7. Matching funds (if applicable)
  -
- 8. Timeline
  - 1 month to recruit and complete applications?
- 9. Other notes on activities
  - Who will they work with? How will this program be adapted to address the particular needs/interests/perspectives of participants?
  - How will the field be shaped by this program?
  - No training to address how employers need to adapt to be inclusive of these apprentices.

**III. Budget**

1. Are the proposed costs necessary and reasonable to carry out the project?
  -
2. How well will the budget maximize the impact of the funds if granted?
  - Like that it includes stipends for employers
  - \$3k to participate in 2,144 hrs of training? Compared to \$5k for employers?
  - No expenses to engage community organizations and support recruitment
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Immigrant and Refugee Services (MEIRS)

**DATE:** 9/25/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Strong partnerships with lots of experience and connections to community and expertise in field.
  2. Partner organizations
    -
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - X Scaling Talent Project
  2. Employment challenge the project would address
    -
  3. Proposed activities; how they will address the identified challenge
    - Providing internships adds a layer of impact.
    - This is a two for one- internship/apprenticeship program to get more qualified people in HR
    - Love the use of pocket talk devices.
    - Marketing tool development- particularly videos seem like a big lift.
  4. What demographic would be the focus and how they would engage
    -
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    -
  6. Goals, metrics, and evaluation plan
    -
  7. Matching funds (if applicable)
    -
  8. Timeline
    - Huge potential impact from a very big project.

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

9. Other notes on activities

- 

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?

- 

2. How well will the budget maximize the impact of the funds if granted?

- 

3. Other notes on budget

-

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

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

**DATE:** 9/25/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview

- 

2. Partner organizations

- Connection to Lewiston Academy
- Strong connections to communities
- Vague connections to education institutions and 100+ employers.  
Would be good to know who they are. How will they identify and engage 100 more employers?

3. Subcontractors (if applicable)

- 

4. Other notes on project team

- 

II. Proposed Activities

1. Project category:

☐ Industry Talent Partnership

☐ Pilot Talent Project

☒ Scaling Talent Project

2. Employment challenge the project would address

- 

3. Proposed activities; how they will address the identified challenge

- Planning for 10 Counties? Is this possible? What five counties are they working in now?
- What rural areas are they referencing?
- Is the transportation arrangement with employers complete?

4. What demographic would be the focus and how they would engage

- 

5. Evidence or reasoning the activities would positively impact equitable workforce participation

- 

6. Goals, metrics, and evaluation plan

- 

7. Matching funds (if applicable)

-

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

8. Timeline
    -
  9. Other notes on activities
    - This is a great concept, but it seems far too ambitious to achieve during grant period. Numbers of participants seem off (1,000 individuals served in 9 months?)
- III. Budget
1. Are the proposed costs necessary and reasonable to carry out the project?
    -
  2. How well will the budget maximize the impact of the funds if granted?
    - Budget includes 2 lines paying staff salary and benefits – 1 for the project and one for training.
  3. Other notes on budget
    -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Primary Care Association

**DATE:** November 8, 2024

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Core team at MPCA has strong skill set and experience
  2. Partner organizations
    - Excellent range of subcontractors/partners to provide training and critical connections to target population.
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    - Well-designed team; 12 partner health centers committed to workforce development already; critical community based organization involvement; unclear how member CHC's will have a direct voice in the project.
- II. Proposed Activities
  1. Project category:
    - Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ Scaling Talent Project
  2. Employment challenge the project would address
    - Access to employment for immigrants and language minorities related to language and cultural barriers in recruitment and onboarding; lack of demographic alignment between health center staff and populations served.
  3. Proposed activities; how they will address the identified challenge



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Primary Care Association

**DATE:** November 8, 2024

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

- Conducting outreach to target populations with community partners- promoting awareness and training and employment opportunities.
  - Provide culturally and linguistically relevant trainings
  - Working with CHC's to evaluate and address their onboarding, training , cross cultural communication and equity.
4. What demographic would be the focus and how they would engage
- Racial, ethnic and linguistic minorities, such as people from Syria, Haiti DRC and the Ukraine.
5. Evidence or reasoning the activities would positively impact equitable workforce participation
- Pilot project with online curriculum has some success with 45 trainees, research by ECBO that identifies lack of information about career options, and limited English as significant barriers.
6. Goals, metrics, and evaluation plan
- # of CBO partnerships- this is unclear. They already identified partners= why would this be a metric?
  - # of presentations (quarterly)- it is unclear who would be delivering the presentations. Content mentioned included history, services, mission of CHC's which is intended to help recruit potential employees- concern here is this what will attract people to employment? How will this be delivered? Presentations will also include "cultural humility" cross cultural communication and equity- who will create and deliver these?
  - # of trainings
  - # of individuals placed in CHC's
  - This lacks metrics related to:
    1. CHC's and the adjustments they make related to cross cultural communication, equity and accessibility.
    2. The quality/reception of training programs and retention
    3. Concern about reliance on focus groups for data collection- and the capacity of the evaluator to address cultural patterns and challenges that may influence data collection.
7. Matching funds (if applicable)
- Seems like a solid plan
8. Timeline
- Seems to have a reasonable pace.
9. Other notes on activities

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Primary Care Association

**DATE:** November 8, 2024

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

•

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - It is striking that the budget includes the least amount of support for CBO partners compared to Career Step and WCC. The later will receive \$4,000 and \$2,700 per participant, while the CBO partners will receive \$21k to retool the career step curriculum to make it culturally and linguistically relevant, conduct outreach and promotion, and support individuals through training.
  - Also of concern is the AI translation tool. \$10k= how will the quality, and accuracy of this program be managed and evaluated?
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Northeastern University

**DATE:** 9/26/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Program leads have lots of relevant experience.
  2. Partner organizations
    -
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ Scaling Talent Project
  2. Employment challenge the project would address
    - Lack of targeted population in field?
  3. Proposed activities; how they will address the identified challenge
    - Gap year program that operates like a Teach for American program for health care.
    - Based on successful pilot.
    - Provides stipends to address housing costs.
  4. What demographic would be the focus and how they would engage
    - Not really focused on building workforce equity for Maine people.
    - Does not appear to be specifically designed to address equity. (10/40 will be “new Mainers” or veterans).
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    -
  6. Goals, metrics, and evaluation plan
    - Strong evaluation plan.
  7. Matching funds (if applicable)
    -
  8. Timeline

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- 
- 9. Other notes on activities
  - Love the concept of this program but not clear that this is really designed to address workforce disparities in Maine and the plan to engage BIPOC people somewhat vague.
  - As a professional development program, it is a winner.

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  -
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Northern Maine Community College

**DATE:** 9/24/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview

- What role does the New Mainers Workforce development coordinator have? Mentioned in application but doesn't appear to have a specific role.
- Who will provide expertise and connections to the targeted community?
- Who will be the ESOL teacher? What skills will they have to address gaps?

2. Partner organizations

- Positive: the engagement of Northern Maine Growth initiative- to address concerns/interests of area employers

3. Subcontractors (if applicable)

- 

4. Other notes on project team

- 

II. Proposed Activities

1. Project category:

- ☐ Industry Talent Partnership
- ☐ Pilot Talent Project
- ☒ X Scaling Talent Project

2. Employment challenge the project would address

- Addressing English language needs in the workforce

3. Proposed activities; how they will address the identified challenge

- Very general approach to ELL- ELL classes never hurt; but unknown how these might actually address the needs
- What will be taught? To Whom? How will this improve access (primary recruitment of people already employed)?
- How will this connect to people not in workforce? How will this be developed to make sustained impact?

4. What demographic would be the focus and how they would engage

- Who exactly is the targeted population? What are their needs and abilities? When will this be assessed?

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

5. Evidence or reasoning the activities would positively impact equitable workforce participation
    -
  6. Goals, metrics, and evaluation plan
    -
  7. Matching funds (if applicable)
    -
  8. Timeline
    -
  9. Other notes on activities
    - Exactly how will employers help to recruit participants?
- III. Budget
1. Are the proposed costs necessary and reasonable to carry out the project?
    - Solid- Includes funding for 2 years of salary at mid-career level.
  2. How well will the budget maximize the impact of the funds if granted?
    - Nothing included for students
    - No direct connection to workforce development staff.
  3. Other notes on budget
    -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Portland Regional Chamber of Commerce

**DATE:** 9/27/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview

- Lead applicant has strong community connections and is trusted
- Which local partners will help finalize the design and deliver the programs?
- The organizational connection to communities is TBD.

2. Partner organizations

- 

3. Subcontractors (if applicable)

- 

4. Other notes on project team

- 

II. Proposed Activities

1. Project category:

- ☐ Industry Talent Partnership
- ☐ Pilot Talent Project
- X Scaling Talent Project

2. Employment challenge the project would address

- 

3. Proposed activities; how they will address the identified challenge

- Nice program design focusing on networking and soft skills.
- How will they actually recruit participants?

4. What demographic would be the focus and how they would engage

- 

5. Evidence or reasoning the activities would positively impact equitable workforce participation

- 

6. Goals, metrics, and evaluation plan

- 

7. Matching funds (if applicable)

- 

8. Timeline

- 

9. Other notes on activities

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- Great concept but very dependent on a partner that is TBD; with recruitment a big question.

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  - Solid - Includes funding for contractors, local organizations and transportation.
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Quality Housing Coalition

**DATE:** 9/27/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview
  - Respected and experienced lead organization
  - Clear connection to targeted population.
2. Partner organizations
  -
3. Subcontractors (if applicable)
  -
4. Other notes on project team
  -

II. Proposed Activities

1. Project category:
  - ☐ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☒ X Scaling Talent Project
2. Employment challenge the project would address
  -
3. Proposed activities; how they will address the identified challenge
  - Contextualized training is most promising.
  - Like the inclusion of driver's education
4. What demographic would be the focus and how they would engage
  -
5. Evidence or reasoning the activities would positively impact equitable workforce participation
  -
6. Goals, metrics, and evaluation plan
  - How did they arrive at 40 driver's ed participants?
7. Matching funds (if applicable)
  -
8. Timeline
  -
9. Other notes on activities
  - Fabulous concept, obvious impact.

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  -
2. How well will the budget maximize the impact of the funds if granted?
  -
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Rassias Center - United Somali Women of Maine

**DATE:** 9/27/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview
  - 3 highly skilled experienced program leads
2. Partner organizations
  - Connection to FEDCAP and GA. Will FEDCAP and GA help with placement?
  - No direct connection to employers. That is a concern.
3. Subcontractors (if applicable)
  -
4. Other notes on project team
  -

II. Proposed Activities

1. Project category:
  - ☐ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☒ X Scaling Talent Project
2. Employment challenge the project would address
  - English language barriers to employment.
3. Proposed activities; how they will address the identified challenge
  - Intensive language program.
  - Clearly will be able to engage participants; likely significant success with language skills
  - Will these people be employable with this level of English skills?
4. What demographic would be the focus and how they would engage
  - Immigrants and refugees in L/A and Brunswick area from Central Africa- primarily DRC and Angola
5. Evidence or reasoning the activities would positively impact equitable workforce participation
  - Basic English skills for those who have none should increase workforce access
6. Goals, metrics, and evaluation plan
  - Expert designed evaluation plan!
  - Love that they provided details of expected number of participants and timeline

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

7. Matching funds (if applicable)
    - In-kind from area agencies?
  8. Timeline
    -
  9. Other notes on activities
    - The design means that up to 100 people will benefit
- III. Budget
1. Are the proposed costs necessary and reasonable to carry out the project?
    - Like that transportation is provided;
    - Needs more explanation of what program staff will be doing to support this.
    - Indirect is very detailed.
  2. How well will the budget maximize the impact of the funds if granted?
    - No incentives for students?
  3. Other notes on budget
    - What is Harvest? What are training and education costs?

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** St. Joseph Hospital

**DATE:** 9/27/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    -
  2. Partner organizations
    -
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ Scaling Talent Project
  2. Employment challenge the project would address
    -
  3. Proposed activities; how they will address the identified challenge
    - Based on previous successful pilot.
    - Like the wraparound supports for newcomers.
    - Does not address equity issues for the workforce. Because target population is unknown, it is unclear how they will train volunteers to support them.
    - Dinners, gifts and friendly supports may not be sufficient to address workforce challenges for under-represented groups. Alternatively, participants may not need those supports (all international health staff may not need volunteers to support them). Based on some assumptions about participants that may or may not be true.
    - What is the DEI training for? On what subject? How does it relate to this project?
  4. What demographic would be the focus and how they would engage
    - Concern about ability to engage international participants. Will mentioning Ji's on literature be enough?
  5. Evidence or reasoning the activities would positively impact equitable workforce participation

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- - 6. Goals, metrics, and evaluation plan
    -
  - 7. Matching funds (if applicable)
    -
  - 8. Timeline
    -
  - 9. Other notes on activities
    - This is a great model when it targets a particular population, and their needs and potential challenges are known. Without that specificity this may not be needed or may not produce the desired results. Based on the assumption that all international healthcare workers will face disparities and challenges but doesn't recognize the vast differences and needs.
- III. Budget
- 1. Are the proposed costs necessary and reasonable to carry out the project?
    -
  - 2. How well will the budget maximize the impact of the funds if granted?
    -
  - 3. Other notes on budget
    - Like that the budget includes social supports, transportation, and swag.

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Standard Care, LLC

**DATE:** 9/25/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - HR staff TBD and lacks detail about how new staff will be found and retained.
  2. Partner organizations
    -
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  2. Employment challenge the project would address
    -
  3. Proposed activities; how they will address the identified challenge
    - Positives:
      - Focus on internal systems of new and promising business.
      - Focus on soft skills and community engagement for staff.
      - Inclusion of mentorship and upskilling.
      - Investment in HR staff and potential business growth.
    - Concern:
      - Application seems more focused on adding clients than addressing details of how to grow and retain staff.
  4. What demographic would be the focus and how they would engage
    -
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    -
  6. Goals, metrics, and evaluation plan

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INDIVIDUAL EVALUATION NOTES**

- Super ambitious goals. Is it possible to hire and onboard 90 people in eight months?

7. Matching funds (if applicable)

- 

8. Timeline

- 

9. Other notes on activities

- Love the concept. Goals seem to be too ambitious which may hinder the programs success in the long run. Better to start slower?

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?

- 

2. How well will the budget maximize the impact of the funds if granted?

- 

3. Other notes on budget

-



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Trinity Jubilee Center

**DATE:** 9/18/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

1. Project team overview
  - Highly skilled, experienced staff, direct connections to communities served and employers; includes administrative support
2. Partner organizations
  -
3. Subcontractors (if applicable)
  -
4. Other notes on project team
  -

II. Proposed Activities

1. Project category:
  - ☐ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☒ X Scaling Talent Project
2. Employment challenge the project would address
  - Access to work authorization for asylum seekers.
3. Proposed activities; how they will address the identified challenge
  - Work authorization filing for asylum seekers.
  - Love the design- already successful program, ready to scale up- no doubts about impact. This is direct impact at multiple levels.
  - Stream of potential participants
4. What demographic would be the focus and how they would engage
  - Asylum seekers from central and eastern Africa in LA area.
5. Evidence or reasoning the activities would positively impact equitable workforce participation
  - Very logical- and some participants will be referred there by prospective employers.
6. Goals, metrics, and evaluation plan
  - Ambitious but well designed and relatively easily measured goals and objectives.
7. Matching funds (if applicable)
  - Lots of other support from other funders.
8. Timeline

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- 
- 9. Other notes on activities
  - Only concern is sustainability of 1 person processing 30 applications a week indefinitely.
  - Otherwise, no concerns.

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  -
2. How well will the budget maximize the impact of the funds if granted?
  - Cost for all staffing seems relatively low- 1 full time and 3 part time positions for \$167k?
3. Other notes on budget
  - What client tracking software? Who will train staff to use it?
  - Is Language Line their best translation option and how much will they need it? Would like to see them include local interpreters.

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Wabanaki Public Health and Wellness

**DATE:** 9/27/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Strong connections to community.
  2. Partner organizations
    -
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    - Critical support for very fast-growing organization that supports significant portion of tribal population.
- II. Proposed Activities
  1. Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ Scaling Talent Project
  2. Employment challenge the project would address
    -
  3. Proposed activities; how they will address the identified challenge
    - Internally directed program recognizing the role of the organization as an important employer.
    - Focus on sustaining the workforce and recognition of time to pause to address organizational development.
    - How will this grant give them the capacity to do this work. Will they be hiring staff to relieve existing staff?
  4. What demographic would be the focus and how they would engage
    -
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    -
  6. Goals, metrics, and evaluation plan
    -
  7. Matching funds (if applicable)
    -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- 8. Timeline
    -
  - 9. Other notes on activities
    - Success internally will also result in similar workforce improvements for larger community (the healthier their staff is the better they will be at serving the community and in turn supporting community member's workforce engagement.
- III. Budget
- 1. Are the proposed costs necessary and reasonable to carry out the project?
    -
  - 2. How well will the budget maximize the impact of the funds if granted?
    -
  - 3. Other notes on budget
    -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** United Dynamics Maine, Inc.

**DATE:** 9/26/24

**EVALUATOR NAME:** Dr. Lelia De Andrade

**EVALUATOR DEPARTMENT:** Secretary of State

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  1. Project team overview
    - Project team has demonstrated experience in business. Only one appears to have experience with the medical institution; no obvious skills/experiences related to USMLE or medical residencies.
  2. Partner organizations
    -
  3. Subcontractors (if applicable)
    -
  4. Other notes on project team
    -
- II. Proposed Activities
  1. Project category:
    - ☒ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☐ Scaling Talent Project
  2. Employment challenge the project would address
    - Limited pool for physicians; lack of access to credentialing for foreign-trained docs.
  3. Proposed activities; how they will address the identified challenge
    - Will provide software and mentorship support for participants to take USMLEs
  4. What demographic would be the focus and how they would engage
    - Foreign-born/trained physicians??
  5. Evidence or reasoning the activities would positively impact equitable workforce participation
    - Assist 5 to pass test and 4 to obtain residency.
  6. Goals, metrics, and evaluation plan
    -
  7. Matching funds (if applicable)
    -
  8. Timeline
    -
  9. Other notes on activities

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- Not clear how this will provide pathways for residencies.
- Not clear how staff will assist participants in achieving goals- is software and workspace sufficient?

III. Budget

1. Are the proposed costs necessary and reasonable to carry out the project?
  -
2. How well will the budget maximize the impact of the funds if granted?
  - Includes basic operational costs for new organization, including cell phones, office space, insurance.
  - Like that it provides exam prep materials.
3. Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931 YES

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Black Travel Marketing dba Black Travel Maine

**DATE:** 09/18/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

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**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

- 20 years of experience in digital marketing
- Success in impactful campaigns—though not much detail on how that's measured
- Partnerships like Black Student Coalition
- Social media reach today—6,000 followers
- No other partner organizations named
- No explicit grant management experience

**II. Proposed Activities**

- Project category:
  - ☐ Industry Talent Partnership
  - ☒ Pilot Talent Project
  - ☐ Scaling Talent Project
- Employment challenge the project would address
  - Talent attraction for education, hospitality and outdoor rec through relocation efforts
- Proposed activities; how they will address the identified challenge
  - Social media campaign with testimonials—unclear how they would reach target
  - Webinars and Q&A with current professionals—what are their current employer partnerships
  - Expand social media groups to support relocation
  - Partnership to create pipelines for jobs—though lack detail on which employers, which jobs, what the program would be
- What demographic would be the focus and how they would engage
  - Black and Brown professionals and students
  - Lacks detail on which organizations or partners that are in & out of state working with this community that would be the target of the campaign
- Evidence or reasoning the activities would positively impact equitable workforce participation
  - Generic labor market data on workforce gaps but lacks specificity on roles, region, industry

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- Goals, metrics, and evaluation plan
  - 20% more diverse professionals as a goal—but what is the baseline? How will it be measured? Where will these candidates be from?
  - How will relocations be tracked? Are they working with employers?
- Matching funds (if applicable)
  - \$25k of marketing funds
- Timeline
  - Included with key milestones
- Other notes on activities
  -

### III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - Are staff current staff or new? What are their salaries?
  - Admin costs is vague
  - Unsure what partnership development costs would entail
  - Consulting fees—is that the marketing campaign?
  - Why is webinar platform and virtual event hosting listed as costs? Duplicative?
  - Unclear about fees—consulting, digital advertising, measurement tools
  - 10,000 in contingency expenses??
- How well will the budget maximize the impact of the funds if granted?
  - Is total number reached 50 people? Where are they employed?
  - Cost per individual reached is 3300
- Other notes on budget
  -



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Central Maine Growth Council

**DATE:** 09/18/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  - Several past partnerships with education providers and employers
  - Mentions success of pre-apprenticeship program in placing 200 students—though unclear what this program is
  - Technical assistance arm has led to 40 new jobs and 4 employers
- II. Proposed Activities
  - Project category:
    - ☐ Industry Talent Partnership
    - ☒ Pilot Talent Project
    - ☐ Scaling Talent Project
  - Employment challenge the project would address
    - Focus on tech, manufacturing and finance sectors and increasing diversity of these sectors
  - Proposed activities; how they will address the identified challenge
    - Phase 1 is around convening though unclear exactly the outcome or activities
    - Phase 2 is a training bootcamp with regional employers
    - How are these two phases connected? Are they training incumbent workers?
  - What demographic would be the focus and how they would engage
    - Pretty broad on unemployed and underemployed—prioritizing racial minorities though unclear who or how
    - Unclear if this would serve the eligible population
  - Evidence or reasoning the activities would positively impact equitable workforce participation
    - 10-12 successful job placements; 10 pre-apprentices
    - 36 targeted workforce TA sessions—on what? By whom? For whom?
  - Goals, metrics, and evaluation plan
    - Number served is not clear from current set goals
    - How many current staff will this impact?
  - Matching funds (if applicable)
    - Not quantified but staff time is included as in kind

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INDIVIDUAL EVALUATION NOTES**

- Timeline
  - Included with key milestones
- Other notes on activities
  -

III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - 165k total
  - Unclear how many participants—if 20, cost per is 8200
  - Majority of costs is staff time—allocation is helpful
- How well will the budget maximize the impact of the funds if granted?
  - Is total number reached 50 people? Where are they employed?
  - Cost per is 3300 with individuals reached
- Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Central Maine Healthcare

**DATE:** 09/18/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  - Team has experience in adult learning, DEIA, talent management
  - Lewiston adult ed as a key partner
  
- II. Proposed Activities
  - Project category:
    - ☐ Industry Talent Partnership
    - ☒ Pilot Talent Project
    - ☐ Scaling Talent Project
  - Employment challenge the project would address
    - Bridge training for multilingual learners
    - Enhancing orientation activities
  - Proposed activities; how they will address the identified challenge
    - Translate orientation materials
    - Job fairs for multilingual staff to upskill
  - What demographic would be the focus and how they would engage
    - Targeting new mainers
  - Evidence or reasoning the activities would positively impact equitable workforce participation
    - Mention of ONA and Lewiston population
    - Did not mention % of current staff that are multilingual
  - Goals, metrics, and evaluation plan
    - No specific metrics on how many people served in job fair
  - Matching funds (if applicable)
    - x
  - Timeline
    - Included with detail
  - Other notes on activities
    -
  
- III. Budget
  - Are the proposed costs necessary and reasonable to carry out the project?

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- \$142k total
- No charges to staff time—all in kind
- Equipment costs are 35k—majority for translation
- Unclear how all of the tech costs interact
- How well will the budget maximize the impact of the funds if granted?
  - Is total number reached 50 people? Will they all be employed by Central Maine Health?
  - Cost per is 3300 with individuals reached
- Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Health Care Association

**DATE:** 09/18/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

- Team has experience education programs, conferences, and workforce development, as well as outreach campaigns
- Subcontractor / partner is maine long term care ombudsman program who brings together workers, many from new mainer community
- No mention of previous grant management experience
- Inclusion maine is other subcontractor – play a role in planning in person workshops and providing employer education—no detailed list of qualifications provided

**II. Proposed Activities**

- Project category:
  - ☐ Industry Talent Partnership
  - ☒ X Pilot Talent Project
  - ☐ Scaling Talent Project
- Employment challenge the project would address
  - Focused on long term care facilities labor shortage
  - How do we know the proposed activities will address the challenge? Is the challenge integration of diverse communities or retention and wages?
- Proposed activities; how they will address the identified challenge
  - Four workshops on workforce integration for employer
  - Films on real life workers
  - White paper on best practices
- What demographic would be the focus and how they would engage
  - Targeting new mainers
  - Partner w/ inclusion maine and other partners but unclear how immigrant voice will be embedded
- Evidence or reasoning the activities would positively impact equitable workforce participation
  - Mention that big barrier is language support and cultural competency—will these be areas of investments?
- Goals, metrics, and evaluation plan
  - Metrics include retention, recruitment, and 50 employers

## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- No specific metrics on how many people served
- Evaluation plan—unclear exactly how new hires and retention rates will be captured
- Matching funds (if applicable)
  - Staff time as match
  - Sustainability- will keep using the white paper and short films as resources for members
- Timeline
  - Detailed and includes key milestones
- Other notes on activities
  -

### III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - Not sure who the 35k in personnel is for if MHCA are provided as match
  - No detail provided on equipment
- How well will the budget maximize the impact of the funds if granted?
  - x
- Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Immigrants' Rights Coalition

**DATE:** 09/18/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

- Resilient coders program recognized by White House and other news outlets
- MIRC leads network of 103 organizations in Maine led by people of color—including community, state, city, stakeholders
- David DelMar—runs a nonprofit organization & background in computers science, based in Boston, unclear about Maine employer relationships
- Fhiwa focuses on Black immigrant teens into programming and was former head of school
- Resilient coders is a subcontractor—18 week bootcamp for tech training that's trained 380 students—though unclear about employment outcomes
- Intwork subcontractor

**II. Proposed Activities**

- Project category:
  - ☐ Industry Talent Partnership
  - ☒ Pilot Talent Project
  - ☐ Scaling Talent Project
- Employment challenge the project would address
  - Tech industry growth in Maine that's only benefitting White communities and needs new talent, and New Mainers that are coming to Maine and needs jobs
- Proposed activities; how they will address the identified challenge
  - Focus on coalition building and then launch pilot with employer partner
  - No employer clearly identified
  - Lacks detail on program activities section
- What demographic would be the focus and how they would engage
  - New Mainers—will work with several ECBOs such as Peer Workforce Navigator to recruit
- Evidence or reasoning the activities would positively impact equitable workforce participation
  - Resilient coders—no footprint in Maine but success in Boston and Philly –lacks evidence on employment outcomes

## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- Lacks data on tech sector diversity and employment opportunities in Maine for these skills
- Goals, metrics, and evaluation plan
  - Unclear how many people served overall—15 students in 2025 pilot
  - Metric is placement into good jobs
- Matching funds (if applicable)
  - None listed but will explore employer / philanthropic funds
- Timeline
  -
- Other notes on activities
  -

### III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - Request is for 250k so about 90k over budget!
  - Stipends—is the program full time? If so, this is not a lot funding to live on. how long is the program—18 weeks?
  - \$25k to contractors is vague—program management, coordination, recruitment, but unclear what funds are funding
- How well will the budget maximize the impact of the funds if granted?
  -
- Other notes on budget
  -



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Portland Adult Education, Portland Public Schools

**DATE:** 09/18/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

- Sarah—education instructor, ESOL experience
- Julia—PPS career pathways, focuses on BIPOC recruitment
- Employer partner is PPS—which commits to DEI in strategic plan
- Institute for Intercultural diplomacy other partner—will provide training , experience in program design and facilitation

**II. Proposed Activities**

- Project category:
  - ☐ Industry Talent Partnership
  - ☒ Pilot Talent Project
  - ☐ Scaling Talent Project
- Employment challenge the project would address
  - Retaining BIPOC staff and leadership training
- Proposed activities; how they will address the identified challenge
  - Cohort training—unclear on what?
  - Peer support
  - Lacks detail on education academy
  - Leadership training on DEI for employer
- What demographic would be the focus and how they would engage
  - PAE students who are primarily new mainers
  - NRMC will support recruitment
- Evidence or reasoning the activities would positively impact equitable workforce participation
  - Cited recent report about culture being reason for attrition among teachers of color—cohort & training will aim to tackle this
- Goals, metrics, and evaluation plan
  - Attrition rate—compare PPS and non PPS employees
  - Qual measures about supports
  - Unclear how many they plan to support
- Matching funds (if applicable)
  - City and state funds—though unclear what is match
- Timeline

## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- Clear with milestones
- Other notes on activities
- 

### III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - 165k total budget
  - salary details provided & allocation
  - lack detail on workforce navigator role and adjunct
  - Tech services—also staff? what tech is needed for the program?
- How well will the budget maximize the impact of the funds if granted?
  - x
- Other notes on budget
-

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Sweetser

**DATE:** 09/18/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  - Adult education and ESOL experience for healthcare careers
  - Sweetser—an employer—training lead also on team and experience with MLL learners
  - Both adult ed providers are subcontractors with clear roles in student recruitment, training, and curriculum design
- II. Proposed Activities
  - Project category:
    - ☐ Industry Talent Partnership
    - ☒ Pilot Talent Project
    - ☐ Scaling Talent Project
  - Employment challenge the project would address
    - Vacancy rate for BHPs and high turnover
  - Proposed activities; how they will address the identified challenge
    - Contextualized English language learning for direct care workers—14 week focused on tech skill, digital skills and networking
    - Improve Sweetser HR practices
    - Retain through coaching, tutoring, and job supports to develop staff—what are the advancement supports to ensure individuals aren't stuck in low wage jobs—no mention of partners like WIOA that can provide individualized supports
  - What demographic would be the focus and how they would engage
    - New Mainers in southern maine
    - Focus on women and BIPOC
    - Cites biggest barrier as English which this would address
  - Evidence or reasoning the activities would positively impact equitable workforce participation
    - Cites evidence of contextualized ELL as effective
  - Goals, metrics, and evaluation plan
    - Clear metrics and goals set
    - 30 participants with 60% completion rate
    - Unclear how many hires this translates to, though hires is a goal
    - 8 receiving individualized supports

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- Matching funds (if applicable)
  - Nearly 33k in match through staff time
- Timeline
  - x
- Other notes on activities
  -

III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - \$163k total to serve 30 participants - \$5400 cost per
  - Detailed budget is thorough with hourly rates, hours and costs
  - Could use more detail on need for technology—not mentioned in narrative
- How well will the budget maximize the impact of the funds if granted?
  - x
- Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** The Third Place Inc.

**DATE:** 09/18/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

- Program development experience of linguistic minorities including grant design and implementation
- Cited former grant management for WES
- IntWork and DHC are partners—one as recruiter with access to populations and DHC to provide employer partners
- Employer partners in previous efforts include MaineHealth and MDOE

**II. Proposed Activities**

- Project category:
  - ☐ Industry Talent Partnership
  - ☒ Pilot Talent Project
  - ☐ Scaling Talent Project
- Employment challenge the project would address
  - BIPOC retention in key industries that are community facing—though lacks data on representation and retention today and reasoning for why specific industries
- Proposed activities; how they will address the identified challenge
  - Evaluate existing programs like training pathways, access to mentoring, use of technology, social supports access and employer knowledge; not sure if team expertise is directly aligned with ability to evaluate these areas
  - Assess DEI workforce practices, evaluate BIPOC employee experience, connect ERGs to shift maine network, redo website to connect new hires to activities, identify mentors, connect with BIPOC student groups
  - Lots of activities listed though scope is a little unclear on how these will all be packaged and rolled out
- What demographic would be the focus and how they would engage
  - Lists that no particular focuses but community of all peers
  - Also lists BIPOC employee resource groups as target
  - Unclear why population is not more specific focused on BIPOC current professionals

## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- Evidence or reasoning the activities would positively impact equitable workforce participation
  - Clear evidence cited for Black and Brown professional barriers and evidence of mentoring
- Goals, metrics, and evaluation plan
  - Networking events, number of BIPOC professionals participating in mentoring, number placed in jobs, advocacy campaigns (about what?), sense of belonging
  - No specific metric goals set—unclear how many is target
- Matching funds (if applicable)
  - \$32k in match—not sure if these awards are for the same thing as proposed project
- Timeline
  - Mention of filming interviews but didn't see that in the project
- Other notes on activities
  -

### III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - x
- How well will the budget maximize the impact of the funds if granted?
  - x
- Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** United Way of Southern Maine

**DATE:** 09/18/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  - Workforce experience, experience with internationally trained talent and grant management experience
  - Currently backbone of org w/ 15 partners—including employers like Mercy Hospital and Chamber—others included Moodys, Gorham Bank and more
  - Subcontractors include TBD trainer and facilitators
- II. Proposed Activities
  - Project category:
    - ☐ Industry Talent Partnership
    - X Pilot Talent Project
    - ☐ Scaling Talent Project
  - Employment challenge the project would address
    - Challenge of immigrant workforce integrating into workforce—across many industries healthcare, social services and retail
  - Proposed activities; how they will address the identified challenge
    - Employer support through learning communities and credential assessment
    - Employer engagement – forums and talent assessment
    - Toolkits
    - Job fairs
    - Lack of employee engagement in creation of practices/tools
  - What demographic would be the focus and how they would engage
    - New Mainers in southern maine
    - Cited strong connections with ECBOs
  - Evidence or reasoning the activities would positively impact equitable workforce participation
    - Cited evidence of brain waste when immigrants are not fully integrated into workforce
  - Goals, metrics, and evaluation plan
    - 50+ employers served
    - 65% inclusive hiring process and 25% will change a policy
    - Unsure how many employees they intend to impact

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- Matching funds (if applicable)
  - Seeking funds from other foundations
- Timeline
  - x
- Other notes on activities
  -

III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - \$164k—right under budget max
  - Primarily staffing
- How well will the budget maximize the impact of the funds if granted?
  - x
- Other notes on budget
  -



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** United Youth Empowerment Services

**DATE:** 09/18/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

- Program management, community engagement experience
- Organization focuses on employment barriers for minorities communities
- Staff has experience in youth empowerment and youth outreach
- Cited program that recruits, trains and employs 20-30 per year
- Employer partner listed—new roots—which is run by and employs immigrant workers
- MEIRS will help recruit youth
- Resumes may be missing

**II. Proposed Activities**

- Project category:
  - ☐ Industry Talent Partnership
  - ☒ Pilot Talent Project
  - ☐ Scaling Talent Project
- Employment challenge the project would address
  - Focus on getting immigrant youth into sustainable ag careers
- Proposed activities; how they will address the identified challenge
  - Workforce readiness—like that it includes financial literacy, language, and workers rights, unclear how long the training is
  - Apprenticeships—great idea, would want to make sure they are registered sponsor, are these individuals actually employed? How long? What jobs? What are the wages?
  - Mentorship program with current workers
- What demographic would be the focus and how they would engage
  - Immigrant youth—like focus on youth and connection with MEIRS
  - Many outreach ideas including religious leaders, materials in multiple languages
- Evidence or reasoning the activities would positively impact equitable workforce participation
  - Good use of labor market data and cited that previous program was effective
  - Could have had more metrics on previous program in terms of retention, wages, advancement

## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- Goals, metrics, and evaluation plan
  - Train 50 young adults and 20 in apprenticeships
  - Retention, completion, feedback all metrics
- Matching funds (if applicable)
  - Strong partnerships with local employer & CBO to sustain and implement model after program ends
  - Seeking additional funding models
  - Sustainability of participants through strong employment
- Timeline
  - x
- Other notes on activities
  -

### III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - Unclear what the ED's role will be
  - Dedicated transportation is good for young people
  - Funding for train the trainer mentor with employer is good idea—though unclear who is doing the training
  - Mentors at employer will be paid stipend—important to model success
  - Is the employer paying the wages for the apprentices?
- How well will the budget maximize the impact of the funds if granted?
  - Wraparound supports are very important
- Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Ace Construction Services

**DATE:** 09/18/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  - CEO buy-in, HR manager on team who has training experience and works with multilingual adults
  - No clear connection with ECBOs on the direct project team and no subcontractors identified
- II. Proposed Activities
  - Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - Employment challenge the project would address
    - Need about 100 new workers and haven't been able to hire applicants with limited English—clearly stated problem
  - Proposed activities; how they will address the identified challenge
    - MLL trainer—will get OSHA certified themselves to ensure they can lead safety trainings (is this person an existing staff person or need to find?)
    - Create onboarding in 4 languages
    - Dedicated classroom space
    - Provide training for new hires and be available for on the job support—this is important but lacked detail on how long the training would be and how it would be rolled out to employees who speak 4 different languages
  - What demographic would be the focus and how they would engage
    - Identified four key languages and several ECBOs to support recruitment
    - Unclear if they have these relationships today or if they will be developed in the future?
  - Evidence or reasoning the activities would positively impact equitable workforce participation
    - Mentions that the roles will be full time with benefits—high quality jobs

## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- Cites part of the challenge that immigrants earn lower wages than native Mainers—good awareness of the problem
- Goals, metrics, and evaluation plan
  - Goal is to train 30-50 new trainees and 37% more diverse
  - Clear goals and metrics
  - Lacked detail on retention metric
  - Good they are capturing employee input regularly to inform program
  - Good capturing input from supervisors on skills needed
  - A lot of success is pending on new trainer hire and recruitment of staff without clear plan on how this will happen
  - Building new classroom feels ambitious and lacks detail
- Matching funds (if applicable)
  - Company will cover indirect costs of existing staff needed to support program
  - Sustainability plan is that other companies will contract with them to use the program
- Timeline
  - Feasibility of finding MLL trainer is key to program success and risk may be not finding someone
  - Clear detailed activities
  - Mention looking at pre-apprenticeship in year 3 though year 3 is not available for this
- Other notes on activities
  -

### III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - Majority of costs for the MLL trainer salary & benefits—explained in detail
  - Equipment costs seem reasonable
  - Other costs are classroom build—unsure about these costs
- How well will the budget maximize the impact of the funds if granted?
  - x
- Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** City of Auburn, Maine

**DATE:** 09/18/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  - Experience with economic development
  - Pilot program successful with 150 new hires
  - Strengthen LA network—brings together business and community leaders
  - No clear employer or ECBO signed onto commit
  
- II. Proposed Activities
  - Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - Employment challenge the project would address
    - Job market, ONA
    - No clear explanation on why manufacturing
  - Proposed activities; how they will address the identified challenge
    - Universal job application
    - Cultural education for employers
    - ELL classes inside manufacturing facilities
    - Resources exist but need to customize for sector and put in online one stop shop
  - What demographic would be the focus and how they would engage
    - Immigrants in Lewiston
    - Will start project with employer & ECBO meetings to inform best practices
  - Evidence or reasoning the activities would positively impact equitable workforce participation
    - On site ELL classes Pilot worked for large companies but difficult to scale
  - Goals, metrics, and evaluation plan
    - Double number of employers
    - Train employers on inclusion
    - Doesn't really address the onsite language class barrier—why not scale this?

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- How many employees affected?
- Matching funds (if applicable)
  - In kind staff time
  - Toolkit will be sustained after grant period and cost of maintaining will be minimal
- Timeline
  - Detailed
- Other notes on activities
  - 
  -

III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - Most costs are for material creation—training videos, technology for interpretation and web hosting
- Other notes on budget

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Educate Maine

**DATE:** 09/18/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  - Grant management experience w/ apprenticeship and leading partnerships
  - Lots of education partnerships
  - Will hire workforce navigator
  - Gorham school district is primary employer—and they included MOU
  - Subcontractor will be eval partner
- II. Proposed Activities
  - Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - Employment challenge the project would address
    - Teacher shortages, decreasing graduates of pre service programs, high turnover for teachers
  - Proposed activities; how they will address the identified challenge
    - Need more staff capacity for gorham apprenticeship model
    - Expand outreach to reach more racially diverse communities via PAE and westbrook adult ed
    - Expand program to 40 new apprentices and 5 new school districts
  - What demographic would be the focus and how they would engage
    - Gap in educators of color in Maine schools
    - Cohort included 25% people of color and 100% remained in program
    - Will work closely with Third Place—and did focus groups with educators of color to understand barriers
    - Are there goals to increase representation?
  - Evidence or reasoning the activities would positively impact equitable workforce participation
    - 14 employer partners, 17% people of color of the 66 apprentices
    - Cited evidence of teacher apprenticeship model
  - Goals, metrics, and evaluation plan

## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- More apprentices in more schools
- Goal around diversifying profession but not clear how or by how much
- Matching funds (if applicable)
  - 50k in match from other philanthropic funds
  - Working on several other grants
- Timeline
  - x
- Other notes on activities
  - 
  -

### III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - Most costs are program staff
  - Why no supportive services for apprentices?
- Other notes on budget



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Gateway Community Services Maine

**DATE:** 09/25/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

- 3 peer workforce navigators employed by gateway & prosperity maine—providing support to clients through biweekly clinics in Lewiston
- Portland clinics and regular data entry
- Two community health workers also on team—linguistic skills, connection to healthcare resources and digital resources
- Partners—prosperity maine and PWN, AFL, MEJP
- No clear employer partners

**II. Proposed Activities**

- Project category:
  - ☐ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☒ X Scaling Talent Project
- Employment challenge the project would address
  - Need for culturally appropriate approaches to workforce development
  - Employers need support in connecting with immigrant community
  - Jobseekers face challenges accessing resources
- Proposed activities; how they will address the identified challenge
  - Portland and Lewiston resource clinics will connect jobseekers to hiring managers with interpreters on site
  - Connect jobseekers with education and training partners, UI, and basic needs services
  - Text jobseekers about workforce services
  - What's the connection with employer partners in Lewiston? None cited
- What demographic would be the focus and how they would engage
  - New mainers—engaged through current network and outreach via hustle and whatsapp
- Evidence or reasoning the activities would positively impact equitable workforce participation

## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- Current work is cited in a report as best practice due to abbot layoff impact
- 1000 visitors in 2023, 35 from Lewiston
- 50 obtained jobs—out of 800?
- Goals, metrics, and evaluation plan
  - Metrics include number of clinics, attendance, job placement, employers engaged—but no specific targets listed
  - Eval plan is 6 month follow up plan and wage report with MDOL
  - Without clear commitment or employer partners in mind—feasibility of connection to job is less clear
- Matching funds (if applicable)
  - Cites other funding sources obtained through state resources and seeking additional funding to sustain
- Timeline
  - Very clear—several activities
  - Only two employers to bring on as goal?
- Other notes on activities
  - x

### III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - Most funds are for staffing between gateway and partners
  - Transportation is for staff, not participants
  - Tech costs seem reasonable for platform to reach
- Other notes on budget

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** General Dynamics Bath Iron Works

**DATE:** 09/18/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  - Apprenticeship experience—1,500 graduates
  - Experience developing pre-apprenticeship program and ARPA grant management
  - Relationships with community college, CTE, Adult Ed, CBOs—but didn't list any community based organizations
  - Partners are MCCS—CMCC and AART who will handle compliance and mentorship and recruitment—though unsure AART's Maine-based connection
  - Didn't see lived experience or CBO connection
- II. Proposed Activities
  - Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - Employment challenge the project would address
    - Need for shipyard entry level talent and mechanics
  - Proposed activities; how they will address the identified challenge
    - 100 new pre-apprentices at CMCC model
  - What demographic would be the focus and how they would engage
    - Outreach efforts focused on women's centers, employment service offices, vets, and social media—but not clear who is target
    - Equal opportunity trainings mentioned, though that feels required vs additive
    - Leveraging current staff as recruiters
  - Evidence or reasoning the activities would positively impact equitable workforce participation
    - Cited success of current program including 18% people of color served
  - Goals, metrics, and evaluation plan
    - Goal will be 100 new apprentices—50 women and 20 people of color

## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- Unsure how this advances goal of this project
- Matching funds (if applicable)
  - \$125k to pay for pre apprentice trainee training
- Timeline
  - Lacked detail on recruitment for diverse communities
- Other notes on activities
  -

### III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - Exclusively for staff salaries
  - No wraparound supports for apprentices included except tuition match
  - Nothing explicit to diversify talent pool
- Other notes on budget

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Inclusion Maine

**DATE:** 09/18/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  - Background in DEI, HR and workforce development
  - Annual conference organizer with many employers and works with Maine state chamber
  - Lots of other staff listed with no qualifications provided or clear role
  - Holiday Inn is a subcontractor as an event venue
- II. Proposed Activities
  - Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - Employment challenge the project would address
    - Workforce shortage in education and healthcare
    - Focus on CNA, RN, ed techs and teachers
  - Proposed activities; how they will address the identified challenge
    - Identify candidates from extensive network of diverse candidates—unclear how large network is and how outreach will occur
    - Partner with education providers to ensure candidates are certified—who are the partners? Is there a training component?
    - Networking and recruitment between jobseekers and employers
    - Educational sessions for employers on inclusive workplace
  - What demographic would be the focus and how they would engage
    - Immigrant communities—will work with extensive partner network but didn't cite specific of who
  - Evidence or reasoning the activities would positively impact equitable workforce participation
    - x
  - Goals, metrics, and evaluation plan
    - 100 candidates trained and certified—how will this happen
    - How many hires are the goal?
    - Feedback/eval plan is a little loose—collect feedback from learners and employers to refine

## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- Matching funds (if applicable)
  - Charge a fee of \$1450 for employers to participate—this feels really high
- Timeline
  - x
- Other notes on activities
  -

### III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - Little explanation of staff costs
  - Unsure how \$25k will train 100-300 people per year and result in certifications
- Other notes on budget

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Industrial Roofing Company

**DATE:** 09/18/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  - Construction training experience and apprenticeship experience
  - HR experience including DEIA practices but not specified what that means
  - No clear connection to any community based organization and no partners listed
- II. Proposed Activities
  - Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - Employment challenge the project would address
    - Looking for next generation of roofers and advancing them to foreman
    - Always looking for new members to join team
    - Not a very clearly stated problem or equity focused problem/solution
  - Proposed activities; how they will address the identified challenge
    - Scale existing pre-apprenticeship and apprenticeship program
    - Listed CBO partners—MEIRS, JCA, LAE as current partners and that they want to expand partnerships—but no clear plan of how they'd expand
    - No clear recruitment or training plan to intentionally create inclusive work environment for this specific community
    - Lacked detail on how they would scale the program, how they would take an equity lens to the work
  - What demographic would be the focus and how they would engage
    - New Mainers—listed a few organizations they'd partner with
  - Evidence or reasoning the activities would positively impact equitable workforce participation
    - No evidence of success cited in current program

## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- No evidence of work with New Mainer community—could have provided more detail on how they are working today, how effective it is, etc.
- Goals, metrics, and evaluation plan
  - 12 new Mainers is the target—unclear is pre-apprentices or apprentices?
  - What's the wage for these roles?
  - Evaluation plan is vague—just “evaluate effectiveness” but no clear mechanism to collect worker feedback
- Matching funds (if applicable)
  - Yes--\$237k for training and tools
  - Currently making plans to sustain apprenticeship beyond grant
- Timeline
  - Lacked detail—no clear milestones or steps over two years
  - No mention of recruitment or program design
- Other notes on activities
  -

### III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - \$275k total—cost per person is very high (22k)
  - Most of budget is trainers---but lacked detail on if these are existing staff, allocation, hourly rate, how many hours of training provided, etc.
  - Equipment costs and other costs are clear
  - Nothing for CBOs to help with recruitment
  - Nothing for supportive services for participants
- Other notes on budget



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Lewiston Public Schools

**DATE:** 09/18/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  - MOUs with central maine healthcare & st mary's
  - Connected with local workforce board
  - Healthcare expertise, multilingual learning experience, student advising role,
  - Two staff are TBD—certification and admin support
  - Current employer partners are listed—several healthcare
  - Are the employers subcontractors or just partners?
  - Training partner is American academy of medical professionals—which will develop curricula and training
- II. Proposed Activities
  - Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - Employment challenge the project would address
    - Create new phlebotomy pathway to meet employer needs and create more inclusive workforce
    - Lacks data on if this is a specific employer need?
  - Proposed activities; how they will address the identified challenge
    - Pre-apprenticeship for phlebotomists—building on existing successful program
    - Ensligh language for healthcare career
    - Computer literacy
    - Partnerships with employers
  - What demographic would be the focus and how they would engage
    - Immigrant population—82% people served last year were people of color
    - Waitlist exceeds 100 for existing program
    - Didn't cite success of current program
  - Evidence or reasoning the activities would positively impact equitable workforce participation

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- x
- Goals, metrics, and evaluation plan
  - Training for 35-40 participants
  - Track job placement, wage increases, etc.
  - Eval through employer and participant surveys
- Matching funds (if applicable)
  - Braiding with other workforce programs to support eligible students
  - Seek funds from employers
- Timeline
  - x
- Other notes on activities
  - x

**III. Budget**

- Are the proposed costs necessary and reasonable to carry out the project?
  - 132k request
  - Very clear and detail including transportation for apprentices and student support supplies
- Other notes on budget

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Access Immigrant Network

**DATE:** 09/18/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

- Team is composed of immigrants and refugees
- Many have healthcare backgrounds
- Training in trauma informed care, mental health first aid
- Doesn't mention explicit workforce development or employer engagement experience
- MaineHealth is a partner
- No subcontractors

**II. Proposed Activities**

- Project category:
  - ☐ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☒ X Scaling Talent Project
- Employment challenge the project would address
  - Unclear other than workforce participation of immigrants
- Proposed activities; how they will address the identified challenge
  - Increase linkages to responsible employers in maine—unclear who or how
  - Monthly language resource support groups for new americans in workforce—good idea
  - Increase new hires with wraparound supports
  - Expand graduates of sewing training—how?
  - Create reach is 500-600 per month
- What demographic would be the focus and how they would engage
  - New mainers in southern maine
- Evidence or reasoning the activities would positively impact equitable workforce participation
  - Mention of current workforce programs like sewing training and UNE partnership but lacked detail on the programs
  - CHWs helped place 170 new mainers in jobs
- Goals, metrics, and evaluation plan
  - Goals are stated but needs metrics—how many employers? How many trainees? How many job placements?

## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- Need info how the metrics will be captured
- Matching funds (if applicable)
  - Sustainability plan is connected to MaineCare billing
- Timeline
  - x
- Other notes on activities
  - Lots of activities listed—likely too many without a clear plan for each
  - Not sure who other target employers are

### III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - Majority of costs is staff
  - Wraparounds including transportation & tech included
  - No separate costs for the sewing training expansion. Stipends? Instructional costs?
- How well will the budget maximize the impact of the funds if granted?
  - x
- Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Aquaculture Association

**DATE:** 09/22/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

I. Project Team Qualifications and Experience

- MAA represents farmers and growers
- Team members have experience in workforce development—designed first apprenticeship program and other training programs
- Partner is a training provider, GMRI
- Mention of connection with employer, but no clear target community connection

II. Proposed Activities

- Project category:
  - ☐ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☒ X Scaling Talent Project
- Employment challenge the project would address
  - Talent limits farms ability to expand—lack of skilled talent and retention is problem
  - Need for middle managers
  - What are the equity challenges?
- Proposed activities; how they will address the identified challenge
  - Scale existing aquaculture apprenticeship program
  - Recruitment would include social media to get more people into the careers
- What demographic would be the focus and how they would engage
  - Focus on new mainers
  - Lists several ECBOs it plans to partner with including catholic charities, minorities in aquaculture and goodwill
  - Staff have language competencies and will translate links and work with translators
- Evidence or reasoning the activities would positively impact equitable workforce participation
  - Previous cohorts were 20% people of color and many women
  - Could have cited more evidence on the success of the model
- Goals, metrics, and evaluation plan

## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- Unclear how many people they want to serve
- No clear employer goal
- How many from immigrant community? All?
- Like that they will do annual survey and regular interviews with workers
- Matching funds (if applicable)
  - None
  - Would look to demonstrate value and fund by industry partners moving forward
- Timeline
  - clear
- Other notes on activities
  -

### III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - Appreciate funds for workers during classroom training and employers to onboard
  - Is travel just for staff or apprentices
  - Why no money dedicated to outreach or cbos?
- How well will the budget maximize the impact of the funds if granted?
  - Requested max
  - Know that the program is successful so funds likely well spent but unclear how many people they intend to serve so hard to judge
- Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Immigrant and Refugee Services (MEIRS)

**DATE:** 09/22/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

- 15 years experience
- Runs an internship program & employee services division
- List of over 200 workers, placed 100 in jobs
- Destination occupation—marketing services to maine employers for 8 yrs including successful projects with Evergreen and Oakhurst
- Clear connection to employers with MAME partnerships
- Subcontractors are video services & graphic design company
  - Synergy workforce solutions graphic design experience is not clear

**II. Proposed Activities**

- Project category:
  - ☐ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☒ X Scaling Talent Project
- Employment challenge the project would address
  - Finding and developing skilled manufacturing workers, with language barriers as challenge
- Proposed activities; how they will address the identified challenge
  - Hire interns to help manufacturing companies promote job opportunities, screen applicants, onboard and support retention
  - Like the focus on retention
  - Activities mostly in material design and job promotion for 10 companies and pockettalk devices
  - Will videos be in multiple languages? Is there a language training or employer training component?
  - Unsure about capacity of interns to lead & coordinate this work—like that interns will be from these communities and trained by SHRM
  - Research with employers & immigrant workers will inform the work
- What demographic would be the focus and how they would engage
  - New Mainers
- Evidence or reasoning the activities would positively impact equitable workforce participation

## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- Points to Panolam model which led to intern growth and success—though the success is unclear—is it for the employers? The interns?
- DO cited effective outreach campaign with Evergreen and video resume project which led to new hires
- One of the key challenges listed was language access though doesn't seem that's a core part of the solutions proposed
- Goals, metrics, and evaluation plan
  - Goal is to place 200 clients in manufacturing jobs
  - Will support with a case worker
  - Create video assets for 10 employers
- Matching funds (if applicable)
  - Nothing provided
  - Mentions charging employers a fee to continue to utilize intern services beyond grant
  - EMDC to potentially support half the salary—though this is unlikely to be a long term arrangement
  - Replacing device will be condition of employer receiving pockettalk
- Timeline
  - x
- Other notes on activities
  -

### III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - Yes
  - Staff salaries seem low for two years
  - How many hours are interns working?
  - More detail on why the number of hours or total tech costs landed this way
  - 275k ask to serve 200 hire==less than 1500 per individual
- How well will the budget maximize the impact of the funds if granted?
  - x
- Other notes on budget
  -



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

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

**DATE:** 09/22/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

- Experience with state grants
- Leaders are all new mainers—some run direct care companies
- Financial experience with nonprofits and workforce navigator experience
- HR and org design experience
- Training specialist and someone with housing expertise
- Major of these are volunteer board positions—with 1-2 staff
- Mentions community orgs are partners and 150 companies in home healthcare
- Subcontractor—lewiston academy which trains new mainers for direct care roles, and this grant would pay for childcare expenses of participants
- Rwandan assn would be sub for outreach—current reach is 12k people though unclear about their expertise in this area

**II. Proposed Activities**

- Project category:
  - ☐ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☒ X Scaling Talent Project
- Employment challenge the project would address
  - Direct care workforce needed to increase by 20k workers
  - Focus on rural areas
  - Support English acquisition and resume support
  - Wraparound supports
- Proposed activities; how they will address the identified challenge
  - Expand employer relationships—not sure who or how
  - Outreach to employers about benefits of employing immigrants
  - Teach leadership and workforce skills—and connect to employers
  - Wraparound supports and back to school
  - Transportation supports –pilot?
- What demographic would be the focus and how they would engage
  - New mainers
- Evidence or reasoning the activities would positively impact equitable workforce participation

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- Current grant has supported nearly 900 new mainers get direct care jobs after training and workforce support from MLRC
- Goals, metrics, and evaluation plan
  - 250 employers in 10 counties—big ambitious goal, unsure how realistic
- Matching funds (if applicable)
  - 40k in philanthropic funding
- Timeline
  - x
- Other notes on activities
  -

III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - x
- How well will the budget maximize the impact of the funds if granted?
  - x
- Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Maine Primary Care Association

**DATE:** 11/12/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

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**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

- MPCA workforce team will lead project—experience in recruitment, training and retention of healthcare workers
- Represents 19 community health centers (employer partner)
- Team has background in nonprofit management, adult education, outreach campaigns
- Lack of lived experience on the team but cover this gap with subcontractors
- Partnerships with MIRC, MAIN, NMRC and PAE as well as MCCS
- Subcontractors include CareerStep as training provide, MAIN (to create and disseminate training material to community), MCCS (training and education), MIRC (help with outreach)

**II. Proposed Activities**

- Project category:
  - ☐ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☒ X Scaling Talent Project
- Employment challenge the project would address
  - Recruitment is challenging for CHCs—especially for entry level roles and those that represent ethnic minority community which represents 12% of patient population
- Proposed activities; how they will address the identified challenge
  - Outreach via immigrant orgs on CHC career opportunities
  - Recruitment and training pathways for immigrant community
  - Training to CHC staff on equity, cultural humility and cross cultural communication—who will provide this
- What demographic would be the focus and how they would engage
  - Immigrant refugee community is primary target
- Evidence or reasoning the activities would positively impact equitable workforce participation
  - Scaling existing ME WIN project which has 45+ trainees from entry level healthcare programs

## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- Cites that that training curricula is not accessible to multilingual learners—though unclear how they will make it more accessible—will they be translating the curriculum?
- Goals, metrics, and evaluation plan
  - Metrics include CBO partnerships establish, trainings and individuals placed in CHCs—though lacks clear targets
  - Working with an evaluator via survey, data collection with trainees and health centers but not clear what they are measuring—satisfaction? Retention? Quality of training?
- Matching funds (if applicable)
  - Currently using HRSA funds and seeking philanthropic funds to sustain
- Timeline
  - Included with key milestones
  - Gaps – no clear multilingual or cultural trainer identified, mention of barriers transportation/childcare but no clear plan for how to address
  - Strengths – hosting peer calls with workers
- Other notes on activities
  -

### III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - Unclear what portion of salaries this is covering – lacks rates and allocations
  - Strengths – paying the CBO partners for outreach and referrals
  - Mention of AI Translation tool in expenses but lacks detail on how this will be used or reputability
  - Mention of stipends—is that for learners or the training?
  - Gaps – who is doing the multilingual and cultural competency training and translation of materials?
- How well will the budget maximize the impact of the funds if granted?
  - Not clear how many individuals they want to serve
- Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Northeastern University

**DATE:** 09/22/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

- Experiential learning, student advising background
- Workforce development experience with current pilot
- Clinical healthcare experience
- Current relationship with 11 employer partners with 6 committed to participate if project continues

**II. Proposed Activities**

- Project category:
  - ☐ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☒ X Scaling Talent Project
- Employment challenge the project would address
  - Healthcare shortage is leading to gaps in care
- Proposed activities; how they will address the identified challenge
  - Gap year program brings college grads to maine and pairs them with healthcare employers for clinical training
  - Delivers wraparound services including housing stipend to offset lower wages in maine
- What demographic would be the focus and how they would engage
  - 38% of current participants are racial ethnic minorities
  - Will partner with New mainer resource Center to focus more on immigrants and Boots to Roots on vets (not a target for this RFA)
- Evidence or reasoning the activities would positively impact equitable workforce participation
  - 54 participants recruited in program, 60% from outside Maine
  - 38% BIPOC
  - Some employed in rural counties after but not sure how many
- Goals, metrics, and evaluation plan
  - 40 hires for 8 employers
  - Target 38% are BIPOC and 25% immigrants or vets, 50% out of state
  - Plan to engage public eval lab to eval program—beyond participant exit surveys

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- Matching funds (if applicable)
  - Leveraging philanthropic funds
  - Exploring blended models of philanthropy and partner investment
- Timeline
  - x
- Other notes on activities
  -

III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - Requested max, 275k
  - Why only two months of staff time?
  - Funds are for housing stipends and career enrichment
  - Why nothing for instructors or outreach or CBO recruitment?
- How well will the budget maximize the impact of the funds if granted?
  -
- Other notes on budget
  -

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Northern Maine Community College

**DATE:** 09/22/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

- Recruitment and development expertise
- HR and finance experience
- Federal grants with DOL and DOE
- Mentions grant reporting expertise
- Partner w/ NMGI which includes employer leaders from key sectors to connect residents to jobs

**II. Proposed Activities**

- Project category:
  - ☐ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☒ X Scaling Talent Project
- Employment challenge the project would address
  - Labor shortages and want more diversity
  - Key gap is ESL education
  - Wants to hire ESL educator for key industries
  - Strategy was informed by conversation with local business leaders
- Proposed activities; how they will address the identified challenge
  - Hire an ESL educator for manufacturing, construction and healthcare
  - Builds on current navigator employed dedicated to workforce & new mainers
- What demographic would be the focus and how they would engage
  - X
  - X
- Evidence or reasoning the activities would positively impact equitable workforce participation
  - Goals include completing courses, retention and employment in key industries as well as employer feedback
  - Unsure how many classes / learners they are targeting
  - Nothing about worker / learner feedback

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- Goals, metrics, and evaluation plan
  - x
- Matching funds (if applicable)
  - x
- Timeline
  - x
- Other notes on activities
  - Are these in school students? Workers? How are they recruiting?  
General ESOL or contextualized for industries?
  - Sustainability includes seeking federal state and corporate funds
  - Like that course can be asynchronous for learner flexibility

III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - x
- Other notes on budget
  -



**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Portland Regional Chamber of Commerce

**DATE:** 09/25/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  - Housing, public policy and business experience
  - Chamber represents employers / businesses
  - SBA and “supporting organizations” are partners
  - No lived experience on the team
- II. Proposed Activities
  - Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - Employment challenge the project would address
    - x
  - Proposed activities; how they will address the identified challenge
    - Portland professional connections—seeks to expand to 50+ biz connections and build on success of serving 100 people in first year
    - Activities – networking (4x annually), soft skills workshops (who is providing, like mention of labor laws,) matching with professionals, coffee chats and ongoing check ins
    - Regional expansion—unclear where and how
    - Question: language support for connectees? Translators for connectors?
    - Training matching – 30-50% of training costs for whom and how?
    - Will leverage current reach and 30 local org partners to reach 1200 individuals as well as national partners to reach broader audiences
    - Apply DEI expertise—who is doing that
    - Not sure what DEI analysis is
  - What demographic would be the focus and how they would engage
    - x
  - Evidence or reasoning the activities would positively impact equitable workforce participation

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- Cites benefits of networking and pilot project—99% increased belonging and 42% placement
- Goals, metrics, and evaluation plan
  - Metrics, goals and baseline really clear
- Matching funds (if applicable)
  - Sustainability plan is fine—mention seeking local budget or sponsorships
- Timeline
  - x
- Other notes on activities
  - x

III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - New staff running the program
  - Training costs seem very low for workshops
  - Like mention of transportation supports
- Other notes on budget

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Quality Housing Coalition

**DATE:** 09/25/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  - ELL experience, New Mainer, housing for asylum seekers
  - Experience in helping New Mainers connect with jobs
  - ELL instructor to be hired—though there is a shortage here
  - Social workers on the team with experience with BIPOC foster youth
  - Three employer partners who provided letters of support
  
- II. Proposed Activities
  - Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - Employment challenge the project would address
    - x
  - Proposed activities; how they will address the identified challenge
    - Challenges—language gaps, need support during first year of employment, drivers ed classes
    - Activities – housing participants, contextualized ELL, 150 workforce prep, job retention counseling, (who is providing OSHA counseling?), drivers ed courses
    - Goals – 150 students in courses, 100 matched with jobs
    - Sustainability—how long is the housing paid for?
  - What demographic would be the focus and how they would engage
    - x
  - Evidence or reasoning the activities would positively impact equitable workforce participation
    - x
  - Goals, metrics, and evaluation plan
    - x
  - Matching funds (if applicable)
    - x
  - Timeline

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- x
- Other notes on activities
  - x

III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - x
- Other notes on budget
  - How are they connecting with workforce solutions, peer navigators and CareerCenters?

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Rassias Center - United Somali Women of Maine

**DATE:** 09/25/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

- IRC—immigrant connection
- Provides ESL and intensive pilot with Dartmouth College
- Curriculum development for ELS onsite and teacher oversight expertise
- Evaluation expertise
- Lists several types of partners like education providers, workforce partners and CBOs but no specifics
- Missing resumes

**II. Proposed Activities**

- Project category:
  - ☐ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☒ X Scaling Talent Project
- Other notes on activities
  - Industry specific intensive ESL for ag/forest/fisheries, healthcare, clean energy, information, early childhood ed, and many other industries—this is way too many so need to understand which they will focus on
  - Four cohorts of two week intensives for 100 adults including large group, small group, and follow up sessions
  - What is the connection to work and employers?
  - Embeds evaluation that shows 13 of the 15 students did have measurable language gains
  - Evaluation plan cites outcomes and how they will be captured
  - Timeline lacks detail

**III. Budget**

- Budget lacks detail
  - program staff not explained
  - how did they come up with training materials numbers?
  - overhead includes internet and cited as separate costs

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** St. Joseph Hospital

**DATE:** 09/25/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

- Talent acquisition team at hospital
- Recruitment experience
- Maine multicultural center immigrant welcoming center
- MMC is partner org and will recruit train and assign volunteer support team

**II. Proposed Activities**

- Project category:
  - ☐ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☒ X Scaling Talent Project
- Employment challenge the project would address
  - Recruitment and retention challenges in hospital roles
- Proposed activities; how they will address the identified challenge
  - Like that first step is providing DEI training to HR team
  - New staff member will be immigration support coordinator to recruit and train volunteers
  - Whole family approach is really positive—meet weekly with families to support needs
- What demographic would be the focus and how they would engage
  - X
- Evidence or reasoning the activities would positively impact equitable workforce participation
  - X
- Goals, metrics, and evaluation plan
  - X
- Matching funds (if applicable)
  - X
- Timeline
  - X
- Other notes on activities

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- x

III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
- x
- Other notes on budget

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Standard Care, LLC

**DATE:** 09/25/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

- Lived experience on the team
- Maine care approved provider of disability support services, employs 100+ staff in direct care field in Bangor area
- Financial management, compliance and program development expertise
- HR expertise on board with recruitment expertise
- No partners but will share learnings with industry assn
- No subcontractors

**II. Proposed Activities**

- Project category:
  - ☐ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☒ X Scaling Talent Project
- Employment challenge the project would address
  - Direct care worker shortage which will increase as Maine ages
  - High turnover rate which leads to shortage of needed care
- Proposed activities; how they will address the identified challenge
  - Training focus on cultural competence, communication and community life
  - Trainings will increase in frequency from bimonthly to monthly
  - Hosted in community and online
  - DSPs will also get mentoring training
  - Training will enhance connection to community—and connection to resources for new residents such as housing, employee networking and will join Bangor chamber to develop more partnerships
  - Do trainings lead to advancement? Credential? Wage gain?
  - Who is delivering the training? And what is their expertise?
  - What is their recruitment strategy? Partner with ECBO not mentioned
- What demographic would be the focus and how they would engage
  - Current staff—86% are New Mainers from African countries
  - Focus is those in Bangor area—73 individuals



## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- Evidence or reasoning the activities would positively impact equitable workforce participation
  - Created 130 jobs and support 14 new individuals
  - Estimated that 8-15 new staff for each new client—that seems really high?
  - Points to evidence of Maine's DSP gap and importance of focusing on retention
  - Staff feedback mention cultural competence and training as highest needs for job satisfaction (what is the source of this info?)
- Goals, metrics, and evaluation plan
  - Recruit 48-50 new staff to support increase of 6 new customers—that feels like a huge jump in staff
  - Retain 80% of DSPs—20% above industry average
  - Employee feedback surveys main eval plan
- Matching funds (if applicable)
  - No clear match identified
  - Sustainability will be achieved through employee satisfaction which will drive referrals and growth
- Timeline
  - Lacks detail—add 45 employees—how? No clear recruitment part of this strategy
- Other notes on activities
  - x

### III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - Staff will be compensated for time in training though unclear how much
  - Not sure how sustainable this is if all depends on HR temp worker to coordinate
  - \$45k for training materials and technology—unclear exactly how those costs were calculated
  - Contracted trainings to two organizations identified—though unclear why they weren't listed as subs with more detail on their quals
  - Good they included mileage for staff to attend trainings and reimbursement
  - Cost for organization & staff to become integrated into chamber events
- Other notes on budget

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Trinity Jubilee Center

**DATE:** 09/18/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

**I. Project Team Qualifications and Experience**

- Proven track record with multilingual community
- Lived experience and several languages on the team
- Clear connection to employment –included several MOUs from local employers who would benefit from these services

**II. Proposed Activities**

- Project category:
  - ☐ Industry Talent Partnership
  - ☐ Pilot Talent Project
  - ☒ Scaling Talent Project
- Activity notes
  - Work authorization and career advising are main activities
  - Primary focus on work authorization support
  - Clear connection between challenge and solution
  - Metrics and evaluation plan seem clear
  - Leveraging other federal and city funds to sustain

**III. Budget**

- Are the proposed costs necessary and reasonable to carry out the project?
  - Detailed budget including staff allocation and hours and roles
  - Unsure if language line is most effective vs onsite interpreters
  - Costs seemed reasonable and very connected to work proposed

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** Wabanaki Public Health and Wellness

**DATE:** 09/25/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  - Manages many state and federal grants
  - HR team has experience in talent attraction including job readiness, placement and training programs
  - No specific employers listed—are they the employer?
- II. Proposed Activities
  - Project category:
    - ☐ Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☒ X Scaling Talent Project
  - Employment challenge the project would address
    - Greater retention to combat high turnover
  - Proposed activities; how they will address the identified challenge
    - Ambassador program for new hires
    - Performance management process linking comp to performance—unsure how this would promote diversity?
    - Workplace wellness like yoga—details unclear
    - Provide wraparound supports like childcare—lacks detail
    - Career exploration opps
  - What demographic would be the focus and how they would engage
    - Four tribes—already host events with them and would use to recruit new workers
    - 70% of current employees are indigenous
  - Evidence or reasoning the activities would positively impact equitable workforce participation
    - No clear link of solutions to employee feedback
    - Cite other companies that done similar approaches as evidence
  - Goals, metrics, and evaluation plan
    - Reduce turnover from 37% to 30%
    - All will be tracked through HR systems
  - Matching funds (if applicable)

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

- In kind staff
  - Goal is to have self sustaining programs in culture
- Timeline
  - Detailed
- Other notes on activities
  - x
  -

III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - Primarily staff—are they new staff?
  - Work life balance program seems a bit loose—how would this be administered?
- Other notes on budget

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 2024071931

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

**BIDDER NAME:** United Dynamics Maine, Inc.

**DATE:** 10/2/2024

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

- I. Project Team Qualifications and Experience
  - Backgrounds in healthcare, business, IT and legal expertise
  - Career advising, grant funded workforce programs, and training expertise
  - In conversations with Maine Med, Central Maine Med, and Eastern Med on internationally trained medical graduates and expediting their residency reqs
  - Not totally clear on small business advising and IT systems expertise relevance to the project
  - No clear connection to community based organizations though founders have lived experience and previous work relationships with relevant orgs
- II. Proposed Activities
  - Project category:
    - X Industry Talent Partnership
    - ☐ Pilot Talent Project
    - ☐ Scaling Talent Project
  - Employment challenge the project would address
    - Foreign trained physician barriers including time, confusing process, brain waste and shortage of physicians in Maine all cited as challenges
  - Proposed activities; how they will address the identified challenge
    - Mentorship for foreign trained physicians
    - Covering costs for certification and studying tools
    - Workforces on how to prep for licensing exam
    - Prepare candidates for testing and residency
    - Workplace training and career coaching
    - Biggest challenge—what is allowed by the board of medicine? We don't want to set people up for failure
    - To be considered an industry partnership, employers should be driving force in this project
  - What demographic would be the focus and how they would engage
    - Foreign trained physicians—already identified 40 to work with

## STATE OF MAINE INDIVIDUAL EVALUATION NOTES

- Evidence or reasoning the activities would positively impact equitable workforce participation
  - Will use model used by one individual that is now in residency in Maine
- Goals, metrics, and evaluation plan
  - Recruit 40 participants, onboard 12 to undergo prep, place 4 in residency
- Matching funds (if applicable)
  - In kind time
  - Sustainable based on placement fees paid by employers—predicts it will be sustainable by end of grant
- Timeline
  - x
- Other notes on activities
  - x

### III. Budget

- Are the proposed costs necessary and reasonable to carry out the project?
  - Staffing costs are majority of budget—hours rates and allocation explained though unclear exactly what the staff will be doing
  - 275k budget—cost per person is around 68k, very high
- Other notes on budget



STATE OF MAINE  
DEPARTMENT OF ECONOMIC AND  
COMMUNITY DEVELOPMENT

Janet T. Mills  
Governor

Heather Johnson  
Commissioner

**AGREEMENT AND DISCLOSURE STATEMENT**  
**RFP #: 202407131**

**RFP TITLE: Actions to Improve Employer Attraction and Retention of Diverse Talent**

I, Chanbopha Himm, accept the offer to become a member of the Request for Proposals (RFP) Evaluation Team for the State of Maine Department of Economic and Community Development. 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.**

Chanbopha Himm (Oct 24, 2024 15:43 EDT)

**Signature**

9.18.24

**Date**





STATE OF MAINE  
DEPARTMENT OF  
ECONOMIC AND COMMUNITY  
DEVELOPMENT

Janet T. Mills  
Governor

Heather Johnson

Commissioner

**AGREEMENT AND DISCLOSURE STATEMENT**

**RFP #: 2024071931**

**RFP TITLE:** Actions to Improve Employer Attraction and Retention of Diverse Talent

I, Lelia De Andrade

\_\_\_\_\_ accept the offer to become a member of the Request for Proposals (RFP) Evaluation Team for the State of Maine Department of Economic and Community Development. 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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September 18, 2024

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date





STATE OF MAINE  
DEPARTMENT OF ECONOMIC AND  
COMMUNITY DEVELOPMENT

Janet T. Mills  
Governor

Heather Johnson  
Commissioner

**AGREEMENT AND DISCLOSURE STATEMENT**  
**RFA #: 202407131**

**RFP TITLE: Actions to Improve Employer Attraction and Retention of Diverse Talent**

I, Samantha Dina accept the offer to become a member of the Request for Proposals (RFP) Evaluation Team for the State of Maine Department of Economic and Community Development. 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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*Samantha Dina*

9/13/2024

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Signature

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Date