

Request for Proposals Good Jobs Challenge Regional Infrastructure & Energy Training Providers– Questions & Answers

Philadelphia Works is seeking entities interested in Request for Proposals Good Jobs Challenge Regional Infrastructure & Energy Training Providers in Philadelphia, PA. PhilaWorks has issued this Request for Proposals (RFP) to identify regional infrastructure and energy providers for the Good Jobs Challenge, a federally funded grant awarded through the Economic Development Administration (EDA), U.S. Department of Commerce.

Proposals will be accepted through Monday, July 21, 2025 at 5:00 PM ET. To ensure Philadelphia Works maintains an open competition process, all proposals and inquiries regarding this RFP must be submitted via email to procurement@philaworks.org.

Questions & Answers:

1. How should proposals be submitted?

Via email to procurement@philaworks.org with the subject line “Good Jobs Challenge Regional Infrastructure & Energy Training Providers – (Name of Organization).”

2. Is the CDL-A career path eligible for the infrastructure category?

Yes, the CDL-A career path is eligible for the infrastructure category. Although this pathway can incorporate many roles, provider performance must align with placing students in infrastructure-aligned occupations. The proposal must clearly demonstrate how the CDL training will lead to employment in the infrastructure sector.

3. Which six counties does this Good Jobs Challenge award cover?

Berks, Bucks, Chester, Delaware, Montgomery and Philadelphia Counties.

4. The goal was for 3,000 people to be trained and placed into “good jobs” – has this been increased with the extension of a fourth year?

No. This no-cost period of performance grant extension did not include any additional funding or any changes to performance goals. This is an opportunity to further expand the work and to help reach regional performance goals.

5. How many individuals have been trained and placed to date?

To date, over 1,000 participants have gone through training with over 600 employment placements.

6. Can we pre-bill for the six months of data collection after the grant ends?

Providers are encouraged to incorporate all funding required to be successful during the programming period in the proposed budget. Providers are unable to bill for any expenses incurred beyond the contract period.

7. Can we train “adults” who are looking to change careers and earn a “good job”?

Yes. This opportunity is for all citizens 18 years of age and above in the six-county area.

8. Are there placement goals in the RFP?

Successful applicants are expected to meet the following two performance measures:

1. 80% Participant Completion Rate: At least 80% of participants who enroll in the training program must successfully complete all required programmatic elements, including coursework, assessments, certifications (if applicable), and any other key program benchmarks.
2. 85% Industry-Aligned Employment Placement: At least 85% of customers who successfully complete the training program gain industry-aligned employment within 90 days of program completion. Employment placements will not count unless aligned to the training program's industry sector.

9. What will be the range of the award amounts?

The total award amount for the RFP is \$2,000,000. There are no specific ranges for what an organization may request. Contract awards will be based on the quality of the proposal and available funding. PhilaWorks requests organizations clearly outline why the request merits the amount requested. For example, if you are requesting \$1,000,000, there should be great detail on how many participants will be served, cost per participant, what the program entails, clearly defined curriculum, intended counties served, what type of certification will be provided, how will supportive services be provided, what employer partners are connected to the program, etc.

10. If we propose to place people into energy jobs (HVAC technician, heat pump installers, energy auditors, geothermal technicians, etc.), would there need to be separate proposals or one proposal with individual line items for each training and placement goal?

If each job requires different training, there will need to be separate proposals for each. If one training gives exposure/certification to multiple jobs, there would only need to be one proposal for that training program.

11. The RFP says, “Who is Eligible to Apply: PhilaWorks solicits proposals from entities who are currently operating training programs for adult career seekers, 18 years of age or older, in the public workforce system”. Does this mean that an entity must already be operating training programs in the public system in Philadelphia now, or could it be a trainer that is new to the local system?

Yes, this can be trainers that are new to the local system. However, PhilaWorks is looking for established programs. New providers are still encouraged to apply – it will just be very important to detail employer connections, provider capacity to implement programming, and to align that with the budget.

12. One slide of the presentation said, “training and employment opportunities must have at least \$15/hour wage.” Are these wages to be paid *during* training, or only after trainees have been placed with employers?

The \$15/hour wage can be either an On-the-Job Training (OJT) placement, employer placement or paid work experience. It must be at least \$15/hour for either of these placements to count toward performance. No direct payments may be made to participants using Good Jobs Challenge funds— this is considered a disallowable cost.

13. Is the participant required to be employed in the same industry that they trained in?

Yes, the participant must be employed in an industry aligned with those specified in the RFP to count towards performance outcomes. Example, a participant completing training in healthcare must be employed in the healthcare sector in order for the placement to count as a performance outcome.

14. Could we do an IT training program based on the energy industry needs?

Unfortunately, IT training programs will not be considered for this RFP. Although IT roles are involved in both the Infrastructure and Energy sectors, PhilaWorks is looking for programs that directly align with the industry sector occupations.

15. I have a question about the Employer Attestation Form. Our organization operates a Registered Pre-Apprenticeship Program. Our employer partners hire graduates based on the full scope of training received, not a single component. For the purposes of the attestation, is it acceptable to list the name of our pre-apprenticeship program as a whole?

For the purposes of the Employer Attestation Form, yes, please list the name of the program as a whole. Providers are encouraged to provide any additional details in the proposal to demonstrate employer support.

16. How many Employer Attestation Forms should we aim to submit, i.e., is there a minimum number/suggested number??

There is no minimum or suggested number of Employer Attestation Forms a provider should submit. Proposals will be scored based on how providers connect students to employment opportunities through these partnerships.

17. Are student supplies, books, and tools acceptable expenses for this opportunity?

Yes, student supplies, such as books, uniforms, and tools are allowable costs for Good Jobs Challenge-funded training. No direct payments may be made to participants using Good Jobs Challenge funds— this is considered a disallowable cost.

18. Is it acceptable to plan for 2 cohorts: one to start in September/October 2025 and one to start in January 2026? Both cohorts would start and finish within the 1-year contract period?

Yes, programs may launch multiple cohorts within the contract period. This will be discussed during contract negotiations.

19. Attachment 2, Line-Item Budget & Narrative seems to be missing a page for showing the breakdown of Staff Salaries by position. (Last year's Good Job Challenge opportunity had a "Staff Salaries Cost Description" page.) Is PhilaWorks able to issue a corrected Attachment 2 that includes a "Staff Salaries Cost Description" section?

The detailed breakdown of Staff Salaries by position, similar to the “Staff Salaries Cost Description” page included in last year’s Good Jobs Challenge application, will not be provided at this stage. If the proposal is selected for funding, PhilaWorks will request a full budget that includes a comprehensive staff salary breakdown as part of the post-award documentation process. Attachment 2: Line-Item Budget & Narrative has been updated (7/3/2025) to remove the “Refer to Next Page” language under Administration Expenses.

20. We would like to propose Program Expenses of Books & Tools, as well as Program Supplies for the students in the proposed program. Where in the Program Expenses section of the Budget Form (Attachment 2) should we input these costs?

Providers may add line items to the proposed budget based on programmatic needs/expenses.

21. The 2 CFR 200 section 414 states that subrecipients (PhilaWorks) may elect to charge a de minimis rate of up to 15 percent of modified total direct costs (MTDC). The recipient or subrecipient is authorized to determine the appropriate rate up to this limit. Can this opportunity honor the provisions of the 2 CFR 200 de minimis rate? In addition, this section states, "The de minimis rate does not require documentation to justify its use and may be used indefinitely," where the budget portion of the RFP requests "In lieu of itemized Admin Expenses, a Federally Approved Indirect Cost Rate may be provided." Are respondents able to include 15% de minimis rate without providing an approval?

Due to the Good Jobs Challenge grant being awarded in 2022, prior to the updates to the 2CFR 200 section regarding the de minimis rate, PhilaWorks will adhere to the original 10% unless a provider submits a Federally Approved Indirect Cost Rate.

22. What specific budget items are approved for reimbursement?

The Scope of Work and budget line items will be reviewed during contract negotiations with PhilaWorks. Providers will be given guidance on what items are allowable and disallowable. Please note that equipment and food/beverage are a disallowable cost

23. Considering we have not yet began our first cohort of construction industry students, will we be eligible to apply under this RFP?

Yes, new providers are encouraged to apply. Proposals must detail enrollment and recruitment strategies, program curriculum, industry credential attainments, and strong employer connections.

24. Is this an annual funding opportunity? I am wondering if a similar RFP will be released next year that we could wait to apply for, once we have success data/metrics/outcomes from our program?

No, this is not an annual funding opportunity. The Good Jobs Challenge grant period ends September 30, 2026. PhilaWorks does not anticipate another procurement opportunity within the grant period.