

OEWD Request for Proposals RFP#235
Workforce Development Division
Office of Economic and Workforce Development

#	Submission Method	Date/Time Submitted	Submitter Name	Organization (if applicable)	Question Category	Question	Response	Response Date
1	Email	2/23/2026 03:40PM	Younes Mourri	N/A	Administrative	<p>Dear Procurement Team,</p> <p>We are based in SF and just recently got an email regarding your RFP 235. We specialize in AI powered platforms for corporate training and workforce development (personalized and adaptive learning). I have taught more than 2 million learners AI in Coursera.</p> <p>We would greatly appreciate it if you can connect us with some existing bidders or companies who are working in this field so we can partner with them for a competitive bid.</p>	<p>Dear Younes,</p> <p>Thank you for your interest in RFP 235 and for reaching out to the Procurement Team.</p> <p>In order to ensure a fair, open, and competitive procurement process consistent with City and County of San Francisco (SFGOV) procurement requirements, we are not able to connect prospective respondents with existing bidders, potential applicants, or other interested parties. Providing direct introductions or sharing information about who may intend to submit a proposal would create an uneven playing field and would not be consistent with the City's competitive solicitation procedures.</p>	2/25/26
2	Email	2/24/2026 11:05AM	Sarah Grossman	Toolworks	Administrative	<p>Is this the renewal RFP for DC?</p> <p>Thanks</p>	<p>Yes. The Office of Economic and Workforce Development (OEWD) RFP 235 - Program Area E: Disability Services Coordinator will serve as the renewal opportunity.</p>	2/25/26

3	Email	2/24/2026 3:14PM	Michael Bernick	Duane Morris LLP	Eligibility & Qualifications	<p>Not sure if you can answer this, but the workforce provider has a profit and non-profit arm—both involved in job training and placement with targeted populations.</p> <p>It wants to apply under the non-profit arm, but include its record of success under the for-profit arm. Can it do so? Mike</p>	<p>Dear Mike,</p> <p>Thank you for your question. The legal business entity that submits the proposal will be considered the Proposer and must meet all Minimum Qualifications and compliance requirements outlined in the RFP.</p> <p>If referencing experience from a related entity (e.g., affiliate or for-profit/non-profit arm), the proposal must clearly describe the relationship and the applying entity’s role. Evaluation will be based on the qualifications and capacity of the legal business entity that would contract with the City.</p>	2/25/26
4	Email	2/25/2026 11:32AM	Tori Conley	The Work First	Eligibility & Qualifications	<p>If our company has a for profit and non profit arm, are we allowed to bid under the non profit and subcontract to the for profit? Tori</p>	<p>Dear Tori,</p> <p>Thank you for your question. Yes, a nonprofit entity may submit a proposal and subcontract with a related for-profit entity, provided that:</p> <p>The nonprofit is the legal Proposer ("Primary Applicant") and meets all Minimum Qualifications and compliance requirements outlined in the RFP.</p> <p>The subcontracting relationship is fully disclosed in the proposal.</p> <p>The proposed structure complies with all City requirements regarding subcontracting, cost allowability, and conflict of interest.</p> <p>The nonprofit, as the prime contractor, would remain fully responsible for contract performance and compliance with all City terms and conditions.</p>	2/25/26

5	Email	2/25/2026 15:02	Jinny Jung	JVS	Administrative	<p>1. Is there a recommended cost per participant for OST Program Areas?</p> <p>2. Please clarify the Price Proposal (described on page 311 of the RFP). I read Section VI, but still don't understand if the Price Proposal should be an additional tab on Attachment B or a separate document uploaded along with the other SRs. Is there a template for this?</p> <p>3. For the Supporting Documentation indicated on page 312 of the RFP, I am confirming that these are not documents required at time of proposal submission, but required should our proposal be selected for an OEWD contract. The only documents required at time of proposal submission is the SR list on page x. Is this right?</p>	<p>1. No, there is not a recommended cost per participant figure for program areas. Cost per participant amounts will be determined during the scope of work review and negotiation after grantees are awarded.</p> <p>2. As mentioned in section VII. Price Proposal, page 311 of the RFP, Proposers shall submit a complete Price Proposal within the online submission consisting of each item set forth in Attachment B, Budget Template. This means Proposers should use the "Budget Template" tab of Attachment B, Budget Template, to document all budget line items associated with the Project for which the Proposer is submitting an RFP 235 application. Attachment B, Budget Template, includes tabs with "Instructions" and "Line Item Descriptions" which provide further guidance on how to complete the "Budget Template" tab.</p> <p>3. Correct. Supporting Documentation listed on page 312 of the RFP are not documents required at the time the proposal is submitted and will be required from Applicants only if they receive a notice of funding regarding their application.</p>	3/3/26
---	-------	--------------------	------------	-----	----------------	--	---	--------

6	Email	2/26/2026 9:07	Michael Bernick	Duane Morris LLP	Eligibility & Qualifications	<p>One clarification in your reply: The non-profit operates a few workforce programs directly, but is mainly a policy and program design arm. The for-profit entity is the one with the extensive experience and track record over 40 years in workforce programs. Will the review committee be able to consider the experience and expertise of the for-profit entity, who would technically be a subcontractor.</p>	<p>The legal Proposer ("Primary Applicant") must meet all Minimum Qualifications and compliance requirements outlined in the RFP; therefore, if the non-profit entity applies as the Primary Applicant, it should meet all Minimum Qualifications outlined in the RFP.</p>	2/25/26
7	Email	3/2/2026 10:41AM	Brechin Flournoy	Zaccho	Administrative	<p>Hello, I registered for the TA meeting this afternoon at 2 pm, and I haven't received the Zoom link yet. I've re-registered and have clicked on resend confirmation email several times, but still nothing - not even in Spam. Will the meeting link be made public on the website? Or is there a different way to join the webinar?</p> <p>Thank you for your help,</p>	<p>Dear Brechin,</p> <p>Thank you for reaching out. The registration link should be working properly. I just completed a test registration and immediately received the Zoom confirmation email with the webinar access information.</p> <p>I recommend trying to register once more, and if you continue to experience issues, please let me know and I can assist further.</p> <p>We look forward to having you join us this afternoon.</p>	3/2/26

8	Email	3/2/2026 10:49AM	Denise Cooper	Tradeswom an, Inc.	Eligibility & Qualifications	<p>Hi,</p> <p>We received the announcement for the "New SF OEWD RFP". Are these for projects only within the City/County of San Francisco? or is it open to projects throughout the bay area?</p> <p>Thank you</p>	<p>Hello Denise, Thank you for your question.</p> <p>RFP 235 is intended to support programs and services that serve residents of the City and County of San Francisco. While an organization may be based outside of San Francisco, the proposed project must primarily serve San Francisco residents and align with OEWD's local workforce development priorities.</p> <p>Please note that certain Program Areas include requirements for a physical service location within San Francisco. Applicants should carefully review the specific Program Area requirements outlined in the RFP.</p> <p>Please let us know if you need any additional clarification.</p>	3/3/26
---	-------	---------------------	------------------	-----------------------	---------------------------------	--	--	--------

9	Email	3/2/2026 11:12AM	Kebo Drew	Queer Women of Color Media Arts Project (QWOCMAP)	Eligibility & Qualifications	<p>Hello,</p> <p>I am the Managing Director of Queer Women of Color Media Arts Project-QWOCMAP.</p> <p>We have a few questions about RFP #235 and how our QTWork program would fit into the H, I, K, L program areas as it has 3 different components: pre-apprenticeship training, paid internships, and then an intensive paid apprenticeship (apprentices receive 2,000 hours of training and additional education while being paid as full-time staff with full employer-paid benefits). These are pathways that flow into each other and culminate with the apprenticeship, which is an affiliate of the first federally recognized National Apprenticeship in Media Arts & Creative Technologies. We have Youth (18-24) and Adult tracks for all of the components.</p> <p>Given the grant amounts, we're wondering if the number of pre-apprenticeship participants, interns, and apprentices is a factor in the application. We also have questions about fit with specific components of QTWork.</p> <p>Finally, QTWork is the only program that is fully accessible to disabled people, and the only program that is designed to serve LBTQIA+ BIPOC.</p> <p>If there is someone that we could</p>	<p>Dear Kebo,</p> <p>Thank you for your interest in RFP 235 and for sharing information about the QTWork program.</p> <p>To ensure fairness and transparency in the procurement process, OEWD is not able to meet individually with applicants to discuss program fit or provide one-on-one guidance regarding specific Program Areas.</p> <p>We encourage you to carefully review the eligibility criteria, service requirements, funding parameters, and participant expectations outlined in Program Areas H, I, K, and L to determine alignment with your proposed model. The number of participants proposed should be reasonable and aligned with the funding amount requested, as well as the scope and outcomes described in your application.</p> <p>If you have specific clarification questions about the RFP language, please submit them through the official Q&A process outlined in the solicitation. All responses will be shared publicly to ensure equitable access to information for all applicants.</p>	3/3/26
---	-------	---------------------	-----------	---	------------------------------	--	--	--------

						<p>talk to, we would appreciate it. We are available this week, and traveling to a convening next week, but are available for brief phone calls.</p>		
--	--	--	--	--	--	--	--	--

10	TA Conference	3/2/2026	Leah Cadena-Igdalsky	Social Policy Research Associates (SPR)	Eligibility & Qualifications	Great- thank you! Will you share the recording out after today's call?	Yes, we will post the recording of today's call to the RFP website.	3/2/26
11	TA Conference	3/2/2026	Esteban Beas	N/A	Eligibility & Qualifications	what industries are being covered by this?	See the RFP website for further detail on what industries are included: https://www.sf.gov/resource--2026--request-proposals-rfp-235	3/2/26
12	TA Conference	3/2/2026	Esteban Beas	N/A	Eligibility & Qualifications	i am a chef, have a catering company but am not a preferred sf vendor yet... would this meeting apply to me?	Proposers do not need to be City Suppliers yet. Contract awardees must become an approved City Supplier in order to execute a contract. Because the Supplier process can be lengthy, we recommend starting soon.	3/2/26
13	TA Conference	3/2/2026	James Jones	N/A	Eligibility & Qualifications	is this something for a new business to benefit that's still in start up process?	Proposers do not need to be City Suppliers yet. Contract awardees must become an approved City Supplier in order to execute a contract. Because the Supplier process can be lengthy, we recommend starting soon. Visit this website for a guide to becoming a City Supplier: https://sfcitypartner.sfgov.org/pages/become-a-supplier.aspx	3/2/26
14	TA Conference	3/2/2026	Dorenda Haynes	San Francisco SBDC	Eligibility & Qualifications	Why aren't small for-profit businesses given opportunities in most categories, while non-profits are?	Eligibility requirements for each Program Area in RFP 235 are based on the funding source, program design, and applicable City, State, or federal regulations governing the use of those funds.	3/2/26

15	TA Conference	3/2/2026	Susan Lundy	SCORE San Francisco & East Bay	Eligibility & Qualifications	My nonprofit is now virtual after 35 years on Market Street. Over 100 cohorts live/work/mentor in SF. Do we need to find a SF zip office to continue to qualify (we are already an approved provider for the city.)	<p>RFP 235 does not require all proposers to maintain a physical office in a specific San Francisco ZIP code; however, some Program Areas may require a San Francisco-based physical location. Proposers should carefully review the specific requirements outlined in the applicable Program Area.</p> <p>Eligibility is based on meeting the Minimum Qualifications and service requirements described in the RFP, including the ability to effectively serve the identified target populations and geographic area.</p> <p>Proposers are responsible for ensuring they meet any location-based requirements applicable to the Program Area for which they apply.</p>	3/2/26
16	TA Conference	3/2/2026	Olga Shvarts	Trasformati on Lab	Eligibility & Qualifications	<p>Could you clarify which funding category this type of measurable readiness and retention support would fall under?““Transformation Lab functions as a pipeline stabilization layer for CBOs and agencies partnering with OWED. We deliver structured, modular workshops to agency participants that convert waiting and transition periods into measurable readiness phases, particularly for clients who are struggling to move through the system due to complex barriers or systemic delays. This aligns directly with the engagement and drop-off challenges raised in the OWED community session. Thank you</p>	<p>RFP 235 funding categories are defined by the specific Program Areas and service scopes outlined in the solicitation.</p> <p>Proposers should review the Scope of Work for each Program Area to determine where their proposed readiness, engagement, or retention services most closely align.</p> <p>OEWD cannot determine funding category placement for individual organizations. Proposers are responsible for selecting the Program Area that best aligns with their proposed services and demonstrating that alignment in their application.</p>	3/2/26

17	TA Conference	3/2/2026	Taylor Bowes	Norcal APEX Accelerator	Eligibility & Qualifications	We are a non profit that provides technical assistance and training to entrepreneurs and business owners related to government contracting. We work with all industries including construction, tech, professional services, healthcare, lodging, and many more. Examples in education/coaching including how to do business with the state, how to do business with the city. Would this fit into one of the pathways?	<p>RFP 235 is focused on workforce development services aligned with the specific Program Areas outlined in the solicitation.</p> <p>Organizations providing entrepreneurship or business technical assistance should review the Scope of Work carefully to determine whether their services directly align with the employment and training outcomes required under a specific Program Area.</p> <p>OEWD cannot determine program fit for individual organizations. Proposers are responsible for selecting the Program Area that best aligns with their proposed services.</p>	3/2/26
18	TA Conference	3/2/2026	Vaneza Choy	N/A	Eligibility & Qualifications	Are any of these awards open to LLC's or lles with a fiscal sponsor?	<p>Eligibility for award under RFP 235 is determined by the requirements outlined in the solicitation, including Minimum Qualifications and compliance standards.</p> <p>For-profit entities, including LLCs, may apply if the applicable Program Area does not restrict eligibility to nonprofit organizations and if the entity meets all stated requirements.</p> <p>An LLC may also participate through a Fiscal Sponsor, provided that the Fiscal Sponsor meets all eligibility and compliance requirements and serves as the legal contracting entity. In such cases, the Fiscal Sponsor would assume full contractual, fiscal, and programmatic responsibility for the award.</p>	3/2/26
19	TA Conference	3/2/2026	James Jones	N/A	Eligibility & Qualifications	where do i go to begin becoming a city supplier	<p>Visit this website for a guide to becoming a City Supplier: https://sfcitypartner.sfgov.org/pages/become-a-supplier.aspx</p>	3/2/26

20	TA Conference	3/2/2026	Jose Pecho	SF Filipino Chamber	Administrative	can we please get a copy of the presentation?	Yes, the presentation slides, a video of the presentation, and the Question and Answer Log will be posted to the RFP website: https://www.sf.gov/resource--2026--request-proposals-rfp-235	3/2/26
21	TA Conference	3/2/2026	Kym Coffey	Metadata Society	Eligibility & Qualifications	Can Professional Services Contracts be combined separtely with aligned programs and with a prospecive partner (fiscal sponsor)?	A separate application should be submitted for each Program Area a proposer would like to respond to. Reviewers will be scoring based on the criteria for each specific Program Area only, so a proposal should be specific to that Program Area, not combining other Program Areas. Each proposal will identify the main grantee, whether there is a separate program lead, and whether fiscal sponsors are involved. Letters of support, collaborations, and partnerships can be identified in the proposal.	3/2/26
22	TA Conference	3/2/2026	Aniyah Carson	N/A	Administrative	is there a list of non profits to partner with?	No, OEWD does not maintain or distribute a list of nonprofit organizations for partnership purposes. To ensure fairness and an open competitive process, OEWD does not facilitate matchmaking or connect prospective proposers with potential partners. Organizations are responsible for independently identifying and establishing any partnerships or subcontracting relationships.	3/2/26
23	TA Conference	3/2/2026	Liz Jackson-Simpson	Centers for Equity and Success, Inc.	Administrative	Greetings Good People! How do we get copies of the slides or recording? Thanks!	Yes, the presentation slides, a video of the presentation, and the Question and Answer Log will be posted to the RFP website: https://www.sf.gov/resource--2026--request-proposals-rfp-235	3/2/26

24	TA Conference	3/2/2026	Liz Jackson-Simpson	Centers for Equity and Success, Inc.	Eligibility & Qualifications	What kind of resources will be funding the various sector/service areas?	The initial round of funding included in this RFP is expected to be local City general funds (“General Fund”), along with a variety of federal, state or local funding to support the program which may include, but is not limited to: <ul style="list-style-type: none"> • Department of Labor - Workforce Innovation and Opportunity Act (WIOA), National Dislocated Worker Grant, American Apprenticeship Grant, Emergency Funds, etc. • US Small Business Association (SBA) • Housing and Urban Development - Community Development Block Grant (CDBG) • Other city, state, federal and non-government sources, such as contributions from private foundations 	3/2/26
25	TA Conference	3/2/2026	Carol Eggers	Urban Services YMCA	Eligibility & Qualifications	Current grantees have already completed these compliance requirements, correct (though they may need to be renewed)?	Existing grantees previously achieved compliant City Supplier status. However, certain components may require renewal or updates (e.g. TTX business registration annual update), and certain threshold requirements shift, which may make certain requirements applicable.	3/2/26
26	TA Conference	3/2/2026	Nikki Tosiello	BuildWithin	Eligibility & Qualifications	If the subcontractor is a for-profit under a non-profit lead, would they be held to the non-profit or for-profit MCO?	The for-profit would use the for-profit rate under the MCO. The legal business entity type dictates which rate applies.	3/2/26
27	TA Conference	3/2/2026	James Jones	N/A	Administrative	what are these wages for that Beverly is talking about	Beverly Popek from the Office of Labor Standards Enforcement (OLSE) is providing an overview of the Minimum Compensation Ordinance. Covered employers must provide at least these minimum compensation amounts to employees. This is different that Minimum Wage. For more info, visit: https://www.sf.gov/information--minimum-compensation-ordinance	3/2/26

28	TA Conference	3/2/2026	Natalie Hopner	Episcopal Community Services of San Francisco	Eligibility & Qualifications	What if your organization allows UTO but does not have an accrual rate - it is used as needed, and I don't believe we have a "limit". Does there need to be an accrual rate for us to be in compliance?	The for-profit would use the for-profit rate under the MCO. The legal business entity type dictates which rate applies. Contact OLSE for review of your individual policy to ensure compliance. https://www.sf.gov/departments--office-labor-standards-enforcement	3/2/26
29	TA Conference	3/2/2026	Kris Sosa	Farming Hope	Administrative	Also, for HCAO, you require for health coverage within 30 days. Does that also go for HCSO?	No. The 30-day health coverage requirement applies to the Health Care Accountability Ordinance (HCAO), where applicable. The Health Care Security Ordinance (HCSO) is a separate requirement and does not include a 30-day employer-provided coverage mandate. Instead, HCSO requires covered employers to meet the required health care expenditure rate on behalf of covered employees in accordance with the San Francisco Administrative Code.	3/2/26
30	TA Conference	3/2/2026	Jinny Jung	JVS	Administrative	Thanks for this webinar. Could you share what time you anticipate posting initial responses on your RFP website to asked questions?	We will hope to provide an initial posting of the Question and Answer Log by 1pm on Tuesday 3/3, with a final posting by 5pm on Friday 3/17. Check the RFP website frequently for updates: https://www.sf.gov/resource--2026--request-proposals-rfp-235	3/2/26
31	TA Conference	3/2/2026	Ali Meyers-Ohki	El/La Para Translatinas	Administrative	What Information on your Executive Director/CEO's tenure are you asking for in the org profile?	The Executive Director/CEO Tenure field is requesting the length of time the current Executive Director/CEO has served in that role at your organization. Please enter the total number of years and months the individual has held the position.	3/2/26
32	TA Conference	3/2/2026	Marnie Regen	Larkin Street Youth Services	Administrative	Where in the budget template do we write in wages paid to participants?	Please refer to the RFP 235 budget template and instructions for the appropriate line item related to participant wages or stipends. Proposers are responsible for ensuring that costs are placed in the correct category and are allowable under the RFP.	3/2/26

33	TA Conference	3/2/2026	Rachel Hermann	Episcopal Community Services of San Francisco	Administrative	May an organization apply for more than one area (when not explicitly stated)?	Yes, an organization may submit proposals for more than one Program Area unless the RFP explicitly states otherwise.	3/2/26
34	TA Conference	3/2/2026	Erris Edgerly	Brothers For Change INC	Eligibility & Qualifications	I have a question about using a fiscal agent. If Im a smaller non profit that doesn't meet all the requirements	<p>If your organization does not meet all Minimum Qualifications or compliance requirements outlined in RFP 235, you may apply through a Fiscal Sponsor (Fiscal Agent), provided that:</p> <ol style="list-style-type: none"> 1. The Fiscal Sponsor meets all Minimum Qualifications and City compliance requirements; 2. The Fiscal Sponsor agrees to serve as the legal contracting entity; and 3. The fiscal sponsorship relationship is fully disclosed in the proposal. <p>The Fiscal Sponsor, as the prime contractor, would assume full contractual, fiscal, and programmatic responsibility for performance and compliance under the agreement.</p>	3/2/26
35	TA Conference	3/2/2026	Jinny Jung	JVS	Administrative	Thanks for this webinar. Could you share what time you anticipate posting initial responses on your RFP website to asked questions?	We will hope to provide an initial posting of the Question and Answer Log by 1pm on Tuesday 3/3, with a final posting by 5pm on Friday 3/17. Check the RFP website frequently for updates: https://www.sf.gov/resource--2026--request-proposals-rfp-235	3/2/26

36	TA Conference	3/2/2026	Jinny Jung	JVS	Administrative	Is there any leeway to use our DOL-approved NICRA for indirect, or is indirect strictly capped at 15%?	<p>For RFP 235, indirect costs are capped at 15% of direct costs, as stated in the solicitation.</p> <p>If your organization has a federally approved Negotiated Indirect Cost Rate Agreement (NICRA), you may reference it; however, the indirect rate charged under this RFP may not exceed the 15% cap.</p> <p>Proposers are responsible for ensuring their budget complies with the RFP's stated indirect cost limitations.</p>	3/2/26
37	TA Conference	3/2/2026	Alix Holleschau	SFMade	Administrative	If an organization plans to partner with a LEAD organization, is it just one proposal? Or do both organizations submit proposals?	The prime (direct) grantee would submit the proposal, identifying the program lead entity.	3/2/26