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

# (Sequential ID)	Submission Method	Date Submitted	Submitter Name	Organization (if applicable)	Question Category	Question	Response	Response Date
1	Email	02/23/26	Younes Mourri	N/A	Administrative / Procurement Process	Dear Procurement Team, 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. 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.	Dear Younes, Thank you for your interest in RFP 235 and for reaching out to the Procurement Team. 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.	2/25/26
2	Email	02/24/26	Sarah Grossman	Toolworks	Administrative / Procurement Process	Is this the renewal RFP for DC? Thanks	Yes. The Office of Economic and Workforce Development (OEWD) RFP 235 - Program Area E: Disability Services Coordinator will serve as the renewal opportunity.	2/25/26

| 3 | Email | 02/24/26 | Michael Bernick | Duane Morris LLP | Eligibility & Qualifications | 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.

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 | Dear Mike,

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.

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. | 2/25/26 |
| 4 | Email | 02/25/26 | Tori Conley | The Work First | Eligibility & Qualifications | 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 | Dear Tori,

Thank you for your question. Yes, a nonprofit entity may submit a proposal and subcontract with a related for-profit entity, provided that:

The nonprofit is the legal Proposer ("Primary Applicant") and meets all Minimum Qualifications and compliance requirements outlined in the RFP.

The subcontracting relationship is fully disclosed in the proposal.

The proposed structure complies with all City requirements regarding subcontracting, cost allowability, and conflict of interest. | 3/4/26 |

| | | | | | | | The nonprofit, as the prime contractor, would remain fully responsible for contract performance and compliance with all City terms and conditions. | |

| 5 | Email | 2/25/26 | Jinny Jung | JVS | Budget / Allowable Costs | 1. Is there a recommended cost per participant for OST Program Areas?

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?

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? | 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.

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.

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. | 3/3/26 |

6	Email	2/26/26	Michael Bernick	Duane Morris LLP	Eligibility & Qualifications	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.	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.	3/4/26
7	Email	3/2/26	Brechin Flournoy	Zaccho	Administrative / Procurement Process	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? Thank you for your help,	Dear Brechin, 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. I recommend trying to register once more, and if you continue to experience issues, please let me know and I can assist further. We look forward to having you join us this afternoon.	3/2/26
8	Email	3/2/26	Brechin Flournoy	Zaccho	Program Areas / Scope of Work	Program K: Industry and Opportunity Q: Are artist residencies and training programs listed under "Other"?	Area K (Industries of Opportunity Occupational Skills Training) seeks to fund Occupational Skills Training Programs across a variety of priority industry sectors, which are growing and have been validated by labor market data and/or are needed to sustain the backbone of San Francisco's economy. Through this program area, OEWD will seek proposals for industries that aim to meet the demand for employment	3/4/26

							in a variety of occupations that lead to employment.	
9	Email	3/2/26	Denise Cooper	Tradeswoman, Inc.	Eligibility & Qualifications	Hi, 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? Thank you	Hello Denise,Thank you for your question. 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. 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. Please let us know if you need any additional clarification.	3/3/26

| 10 | Email | 3/2/26 | Kebo Drew | Queer Women of Color Media Arts Project (QWOCMAP) | Program Areas / Scope of Work | Hello,

I am the Managing Director of Queer Women of Color Media Arts Project-QWOCMAP.

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.

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.

Finally, QTWork is the only program that is fully accessible to disabled people, and the only program that is designed to serve LBTQIA+ BIPOC.

If there is someone that we could 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. | Dear Kebo,

Thank you for your interest in RFP 235 and for sharing information about the QTWork program.

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.

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.

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. | 3/3/26 |

11	TA Conference	3/2/26	Leah Cadena-Igdalsky	Social Policy Research Associates (SPR)	Administrative / Procurement Process	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
12	TA Conference	3/2/26	Esteban Beas	N/A	Program Areas / Scope of Work	what industries are being covered by this?	See the RFP website for further detail on what industries are included: https://www.sf.gov/resource--26--request-proposals-rfp-235	3/2/26
13	TA Conference	3/2/26	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
14	TA Conference	3/2/26	Jinny Jung	JVS	Program Design / Service Delivery	If my organization is applying to be SME via an OST proposal, what is OEWD's expectation of SME's roles and responsibilities? (Ex: leading sector convenings, coordinating program graduations, any additional required enrollment numbers, etc.) This will inform our budget creation. Thank you.	Sector Subject Matter Experts (SME) help to systematize and support all activities and services provided through a sector workforce program. In addition to this, SME's ensure properly referring orientation customers to appropriate training, synced programming, and support other essential requirements of OST Program Providers.	3/2/26
15	TA Conference	3/2/26	Stephany Ashley	N/A	Program Design / Service Delivery	OEWD's summary of major changes document says that workforce centers in higher unemployment areas will be consolidated. How will you decide which centers to consolidate?	This procurement does not include a "Summary of Major Changes" document. Applicants for Area A (Centralized Job Center) must provide justification for locating a Centralized Job Center (CJC) in the community they are proposing to serve. CJCs will provide accessible, comprehensive workforce services in neighborhoods that face geographic isolation or experience	3/2/26

							disproportionately high levels of unemployment and poverty. Strategically located in areas with the greatest need, CJCs will serve as vital hubs for connecting residents to essential services and employment and training opportunities.	
16	TA Conference	3/2/26	Stephany Ashley	N/A	Program Design / Service Delivery	Should Job Centers in higher unemployment areas submit joint proposals?	Applicants for Area A (Centralized Job Center) who demonstrate strong, formal partnerships with local community-based organizations— established through subcontract agreements—and present joint strategies for targeted outreach, intensive barrier removal, and delivery of essential services will be given preference.	3/2/26
17	TA Conference	3/2/26	Stephany Ashley	N/A	Program Design / Service Delivery	Shouldn't there be MORE Job Centers/Specialized Centers in higher-unemployment areas - how does consolidating help?	Actual awards will be determined by the number of responsive proposals that meet OEWD's strategies and objectives.	3/2/26
18	TA Conference	3/2/26	Stephany Ashley	N/A	Administrative / Procurement Process	How can we find out the updated unemployment numbers?	You can find this information at the State Employment Development Department (EDD) website here: https://labormarketinfo.edd.ca.gov/data/unemployment-and-labor-force.html. Once on the site, unemployment data can be found in the "Current Month Unemployment Rate and Labor Force Summary" tab.	3/2/26

19	TA Conference	3/2/26	Catie Cohen	Sprouts	Program Design / Service Delivery	Hi there! We are planning to sbumit to Program Area G. The RFP implies monthly reporting. If our org runs in cohort cycles (3 per year) would we still be required to submit monthly? or what would reporting look like for a cohort-based program between active cohorts?	Reporting is required monthly during the months services/activities for clients occur. If you do not provide any services/activities for your clients in a given month then you would not need to report anything during that month.	3/2/26
20	TA Conference	3/2/26	Catie Cohen	Sprouts	Eligibility & Qualifications	The RFP lists ETPL certification as a preferred qualification. If Sprouts is not currently ETPL-certified, is there a timeline by which we must be certified — before contract start, or within the first year of the contract?	Occupational Skills Training applicants can be a regionally or nationally accredited institution of higher education; or currently Eligible Training Provider List (ETPL) Certified; or have the capacity to become ETPL Certified before the start of training to be eligible for Workforce Innovation and Opportunity Act (WIOA) funding; which is one of the funding sources OEWD awards grantees with.	3/2/26
21	TA Conference	3/2/26	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
22	TA Conference	3/2/26	Ali Meyers-Ohki	El/La Para Translatinas	Program Areas / Scope of Work	Is the focus of "Program U: Violence Prevention" to train candidates for work in Violence Prevention? Or is the purpose to prevent violence by providing this program, but to link participants to jobs in "growth industries" like tech and construction?	Program U is for Violence Prevention through linking participants to jobs across wide range of opportunities.	3/2/26

23	TA Conference	3/2/26	Ali Meyers-Ohki	El/La Para Translatinas	Program Areas / Scope of Work	So not specifically to jobs in Violence Prevention services? (This was a follow up question to the answer, "Program U is for Violence Prevention through linking participants to jobs across wide range of opportunities.")	Yes, not jobs specific in Violence Prevention services.	3/2/26
24	TA Conference	3/2/26	Ali Meyers-Ohki	El/La Para Translatinas	Program Design / Service Delivery	What is the relationship between CityBuild and the construction-related jobs described in the Program Area Summary [Program Area U] - and the jobs/careers that participants are trained for?	CityBuild provides training in construction sector and employment referral for candidates who have experience in construction.	3/2/26
25	TA Conference	3/2/26	Catie Cohen	Sprouts	Program Design / Service Delivery	For program area G, the RFP requires formal relationships with EDD, HSA, CCSF, and DOR. All? Or does some (and other partners) suffice? Want to confirm that it is enough a documented outreach plan would suffice at this time?	Partner development and referrals is listed as an eligible activity under Program Area G (Hospitality Initiative Occupational Skills Training). The grantee must develop and implement strategies that capitalize on the strengths of multiple agencies and organizations, working toward common workforce development service goals. Funding preferences will be given to high-quality subcontracting arrangements, partnerships, or collaborations. OEWD values its partnership with the following WIOA Core partners: The Employment Development Department (EDD), the Human Services Agency (HSA), City College of San Francisco (CCSF) and the Department of Rehabilitation (DOR). Grantees are required to broker and develop relationships with each of these partners to enhance co-enrollment in services and provide additional resources, support, and services to enhance program participants' overall success. However, it is not a requirement to establish formal relationships with	3/2/26

								EDD, HSA, CCSF, and DOR prior to program implementation.	
26	TA Conference	3/2/26	Nella Goncalves	One Treasure Island	Eligibility & Qualifications	One TI (94130) is not located in one of the target population zip codes , but we serve all of SF, are we still eligible to apply for the grant?		Yes, ensuring all other eligibility requirements are met	3/2/26
27	TA Conference	3/2/26	Ali Meyers-Ohki	El/La Para Translatinas	Program Design / Service Delivery	All Sector Workforce Programs must provide both virtual and in-person orientations to the full array of trainings and services through all Sector Workforce Program. Will OEWD produce these materials?		No, Sector Subject Matter Experts (SME's) are responsible for producing these materials with OEWD's support.	3/2/26
28	TA Conference	3/2/26	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
29	TA Conference	3/2/26	Ali Meyers-Ohki	El/La Para Translatinas	Administrative / Procurement Process	Where can I find a comprehensive list of OEWD-funded programs so that we know whom we should plan to be working with?		You can find this information on our website. Sharing the link: https://www.sf.gov/departments--office-economic-and-workforce-development--workforce-development-di…	3/2/26

30	TA Conference	3/2/26	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.)	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 locatione. Proposers should carefully review the specific requirements outlined in the applicable Program Area. 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. Proposers are responsible for ensuring they meet any location-based requirements applicable to the Program Area for which they apply.	3/2/26
31	TA Conference	3/2/26	Jae Maldonado	Jamestown	Program Areas / Scope of Work	Does education and children services count under the health and social sector?	No, this would fall under, "Program Area K: Industries of Opportunity Occupational Skills Training (Grant)"	3/2/26
32	TA Conference	3/2/26	Christine Haworth	OTTP-SF	Application Requirements / Submission	Did they say that we should or should not apply for both area c and e if both categories make sense for us?	If an Applicant applies for Area C (Specialized Job Center) or Area E (Disability Services Coordinator) program areas, they shall be eligible to receive only one (1) of those awards.	3/2/26

33	TA Conference	3/2/26	Olga Shvarts	Trasformation Lab	Program Areas / Scope of Work	**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	RFP 235 funding categories are defined by the specific Program Areas and service scopes outlined in the solicitation. Proposers should review the Scope of Work for each Program Area to determine where their proposed readiness, engagement, or retention services most closely align. 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.	3/2/26
34	TA Conference	3/2/26	Katie Clancy	N/A	Program Design / Service Delivery	For the Specialized Job Center; are you looking for individual applications PER population, or can one proposal serve multiple target populations?	For Area C (Specialized Job Center), if applicants are serving multiple special populations, applicants should highlight the one population through their proposed programming. Serving multiple special populations does not prohibit organizations from applying.	3/2/26
35	TA Conference	3/2/26	Nella Goncalves	One Treasure Island	Program Areas / Scope of Work	does broadband technician training fit into one of these sector specific areas?	Training for broadband technician or telecommunications equipment installers and repairers can qualify under Area K (Industries of Opportunity Occupational Skills Training).	3/2/26

36	TA Conference	3/2/26	Carol Eggers	Urban Services YMCA	Administrative / Procurement Process	Can you tell me where to find the Summary of Major Changes document referenced in the very first training?	The Technical Assistance Conference on March 2nd was the first technical assistance conference or related training for RFP 235. This procurement does not include a "Summary of Major Changes" document. Please refer to the introduction sections at the beginning of the RFP document that features sections such as the "Our Vision for the City's Workforce System", "Our Commitment to Equity", "System Coordination and Alignment", and "Stakeholder Engagement".	3/5/26
37	TA Conference	3/2/26	Jordan Finke	Hayse Group	Program Design / Service Delivery	Can you please clarify what Subject Matter Expert services involve?	Sector Subject Matter Experts (SME) help to systematize and support all activities and services provided through a sector workforce program. In addition to this, SME's ensure properly referring orientation customers to appropriate training, synced programming, and support other essential requirements of OST Program Providers.	3/2/26
38	TA Conference	3/2/26	Max Walker	BAYCAT	Eligibility & Qualifications	We are applying under Program Area I - TechSF On-Ramp. Elsewhere in the RFP, young adults/TAY are classified as 16-25, but this program area lists services for young adults 17-25. Are 16-year-olds ineligible as participants under this particular program area? Additionally, are there different placement requirements/options for participants ages 18 and under who are still in high school?	Area I (TechSF On-Ramp) program overview states that Sector Workforce Programs target adults (ages 18 and over) and transitional-aged youth (16 to 25). Although 16 year old participants are eligible under this program area, there is an emphasis to design programs that target young adults (ages 17- 24) and adults, with a focus on communities with limited access to technical education, digital skills, and professional training, in an effort to	3/2/26

							remove barriers, and develop a pipeline of interested job seekers in pursuing a career in technology.	
39	TA Conference	3/2/26	Brechin Flournoy	Zaccho	Program Areas / Scope of Work	Would artist residencies that culminate in job placement qualify as Program area K?	Area K (Industries of Opportunity Occupational Skills Training) seeks to fund Occupational Skills Training Programs across a variety of priority industry sectors, which are growing and have been validated by labor market data and/or are needed to sustain the backbone of San Francisco's economy. Through this program area, OEWD will seek proposals for industries that aim to meet the demand for employment in a variety of occupations that lead to employment.	3/2/26
40	TA Conference	3/2/26	Taylor Bowes	Norcal APEX Accelerator	Program Areas / Scope of Work	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?	RFP 235 is focused on workforce development services aligned with the specific Program Areas outlined in the solicitation. 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. OEWD cannot determine program fit for individual organizations.	3/2/26

							Proposers are responsible for selecting the Program Area that best aligns with their proposed services.	
41	TA Conference	3/2/26	Vaneza Choy	N/A	Eligibility & Qualifications	Are any of these awards open to LLC's or llcs with a fiscal sponsor?	Eligibility for award under RFP 235 is determined by the requirements outlined in the solicitation, including Minimum Qualifications and compliance standards. 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. 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.	3/2/26
42	TA Conference	3/2/26	Brechin Flournoy	Zaccho	Program Design / Service Delivery	Can a program that is specialized and focuses on a small cohort of participants qualify for support? Or do we need to serve 100s of people to be competitive? e.g. is there a minimum number of people served by the program?	There is not a minimum number of people served per program area, and programs can propose smaller cohorts.	3/2/26

43	TA Conference	3/2/26	James Jones	N/A	Administrative / Procurement Process	where do i go to begin becoming a city supplier	Visit this website for a guide to becoming a City Supplier: https://sfcitypartner.sfgov.org/pages/become-a-supplier.aspx	3/2/26
44	TA Conference	3/2/26	Catie Cohen	N/A	Program Design / Service Delivery	For Program Area G, what does active participation in the OEWD Workforce Provider Network require in practice? How often do meetings occur, and approximately how many hours per month should we budget for this coordination requirement? I would not consider us as applying as SMEs but we do work with many SMEs.	Actively participating in OEWD's Workforce Provider Network involves contributing to a comprehensive and aligned workforce system. This includes things like attending regularly scheduled meetings, training, peer exchanges, sharing of best practices, networking, and other activities to enhance overall service coordination and program implementation. Cadence of meetings and approximate hours per month dedicated to these activities are determined once grantees are selected and awarded funding.	3/2/26
45	TA Conference	3/2/26	Catie Cohen	N/A	Program Design / Service Delivery	The RFP states 'All Hospitality Initiative OST Providers should design their services to last at minimum one program year.' Our individual participants complete a 3-month internship cohort, but our program runs continuously year-round with back-to-back cohorts. Does the 'one program year' requirement refer to the program itself running year-round, or does it mean each individual participant must be enrolled for a full year? This is a critical distinction for our model.	OST program(s) must run during the time period of the program year. Our next program year begins on July 1, 26 and ends on June 30, 2027. OST programs can vary in length, as well as the number of cohorts and number of clients served per program year.	3/2/26
46	TA Conference	3/2/26	Carol Eggers	Urban Services YMCA	Eligibility & Qualifications	Note that note about Leveraged Funding on page v says that no more than 80% of total agency budget should be from city sources. Is this an eligibility requirement? And what if funding is for several different social services, not just workforce development?	The Leverated Funding section is a *preferred* history qualification for RFP #235.	3/2/26

47	TA Conference	3/2/26	Brechin Flournoy	Zaccho	Program Design / Service Delivery	Can a program that is specialized and focuses on a small cohort of participants qualify for support? Or do we need to serve 100s of people to be competitive? e.g. is there a minimum number of people served by the program?	There is not a minimum number of people served per program area, and programs can propose smaller cohorts for occupational skills training or job center services.	3/2/26
48	TA Conference	3/2/26	Ali Meyers-Ohki	El/La Para Translatinas	Program Areas / Scope of Work	Is Program Area U only to connect participants through CityBuild to construction jobs? Or is the goal to provide training and job placement for participants with Violence Prevention service providers?	No, it's not limited to just CityBuild for construction jobs and training. The service is across sectors and wide range of jobs.	3/2/26
49	TA Conference	3/2/26	Catie Cohen	N/A	Program Design / Service Delivery	The RFP states 'All Hospitality Initiative OST Providers should design their services to last at minimum one program year.' Our individual participants complete a 3-month internship cohort, but our program runs continuously year-round with back-to-back cohorts. Does the 'one program year' requirement refer to the program itself running year-round, or does it mean each individual participant must be enrolled for a full year? This is a critical distinction for our model.	OST program(s) must run during the time period of the program year. Our next program year begins on July 1, 26 and ends on June 30, 2027. OST programs can vary in length, as well as the number of cohorts and number of clients served per program year.	3/2/26

| 50 | TA Conference | 3/2/26 | Marnie Regen | Larkin Street Youth Services | Budget / Allowable Costs | can you talk about the addition of CDBG as a potential funding source? what does that mean in terms of reporting, compliance, and documentation/eligibility for participants? thank you! | Community Development Block Grant (CDBG) funding is an established funding source in OEWD Workforce Development programming. 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 Housing and Urban Development - Community Development Block Grant. The U.S. Department of Housing and Urban Development's (HUD) Community Development Block Grant (CDBG) program provides uniquely flexible resources for community development, particularly in neighborhoods with a high number of residents living in poverty. Applicants to this RFP may be considered for CDBG funding if they serve low and moderate income individuals, particularly if those individuals live in one of the following Neighborhood Revitalization Strategy Areas (NRSAs): • 94124 • 94108 • 94103 • 94105 • 94107 • 94110 • 94114 • 94102 • 94134 • 94115

CDBG dollars are tracked at the Federal budget level under the Code of Federal Domestic Assistance (CFDA) number 14.218. In San Francisco, the Mayor's Office of Housing and P-690 (01-26) 5 Sourcing Event 0000011442 February 19, 26 Community Development (MOHCD) is the designated city agency | 3/2/26 | |
|----|----|----|----|----|----|----|----|----|----|

| | | | | | | | responsible for the overall administration of CDBG funds. MOHCD partners with OEWD to administer CDBG funds designated for economic and workforce development. Applicants to this RFP should be familiar with all forms, documents and manuals available on MOHCD's website at: http://sfmohcd.org/community-development-forms-anddocuments, and feel confident that their organization (or fiscal sponsor) can meet the requirements detailed in those documents. OEWD's service providers must achieve one of the overarching goals identified in the most updated 2020-2024 Five-Year Consolidated Plan, which may be found at: https://sfmohcd.org/plans-progress-reports | |
| 51 | TA Conference | 3/2/26 | Jose Pecho | SF Filipino Chamber | Administrative / Procurement Process | 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--26--request-proposals-rfp-235 | 3/2/26 |

| 52 | TA Conference | 3/2/26 | Kym Coffey | Metadata Society | Application Requirements / Submission | Can Professional Services Contracts be combined sepepartly with aligned programs and with a prospecctive 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 |
| 53 | TA Conference | 3/2/26 | Aniyah Carson | N/A | Administrative / Procurement Process | 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 |
| 54 | TA Conference | 3/2/26 | Liz Jackson-Simpson | Centers for Equity and Success, Inc. | Administrative / Procurement Process | 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--26--request-proposals-rfp-235 | 3/2/26 |
| 55 | TA Conference | 3/2/26 | Esperanza Hernandez | | Administrative / Procurem | Can you repeat phone number? | Lowell Rice, First Source Hiring Program Manager, Lowell.rice@sfgov.org, 628-652-8457 (direct), cell phone: 415-652-0964 | 3/2/26 |

					ent Process			
56	TA Confere nce	3/2/26	Liz Jackson-Simpson	Centers for Equity and Success, Inc.	Budget / Allowable Costs	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: • 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
57	TA Confere nce	3/2/26	Carol Eggers	Urban Services YMCA	Eligibility & Qualificati ons	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

58	TA Conference	3/2/26	Tania Alexander	TaniaNotTanya, LTD.	Program Areas / Scope of Work	Good afternoon, would Digital Literacy, i.e., AI Prompting, best fall under program area Program Area H: TechSF Occupational Skills Training (Grant) or Program Area K: Industries of Opportunity Occupational Skills Training? Thank you	Artificial Intelligence (AI) integration is listed as a priority under the TechSF Occupational Skills Training program area which advises applicants to integrate AI-focused curriculum and hands-on training across general AI readiness, software, hardware, and electrical programs to ensure the talent pipeline is equipped to meet the evolving workforce needs of AI-enabled industries. It also lists a priority to explore AI solutions to streamline service delivery, data systems, program tracking, document tracking, reducing manual filing, and improving efficiency. AI literacy is also listed generally across the majority of the program areas within eligible activities including basic computer skills training relevant to job searches, including use of email, web browser, basic internet search, artificial intelligence (AI) basic literacy. It is also listed frequently as a minimum qulaification for a variety of program areas to develop virtual service strategies that employ technology and basic artificial intelligence (AI) literacy to serve job seekers.	3/2/26

59	TA Conference	3/2/26	Liz Jackson-Simpson	Centers for Equity and Success, Inc.	Program Design / Service Delivery	Are NJCs expected to provide comprehensive services like the One Stop Operator?	The One Stop Operator (OSO), under Area V, has the responsibility for coordinating service delivery among all Workforce Innovation and Opportunity Act (WIOA) Core Partners and service providers within San Francisco's workforce system. The selected OSO, through this request for proposal (RFP), will provide training and technical assistance, particularly to OEWD WIOA funded service providers, to enhance successful implementation of services. Through this RFP, OEWD's network of Job Centers play an important role within San Francisco's workforce system, customizing services and facilitating access to residents of target neighborhoods, job seekers with barriers to employment, and those seeking to enter or advance in a specific industry sector. As the local WIOA administrator, OEWD certifies federally-funded Job Centers as America's Job Centers of California and emphasizes collaboration among Job Centers to deliver flexible, coordinated services.	3/2/26
60	TA Conference	3/2/26	Nikki Tosiello	BuildWithin	Budget / Allowable Costs	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
61	TA Conference	3/2/26	James Jones	N/A	Budget / Allowable Costs	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	3/2/26

							compensation amounts to employees. This is different that Minimum Wage. For more info, visit: https://www.sf.gov/information--minimum-compensation-ordinance	
62	TA Conference	3/2/26	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
63	TA Conference	3/2/26	James Jones	N/A	Program Design / Service Delivery	What is the relationship between CityBuild and the construction-related jobs described in the Program Area Summary - and the jobs/careers that participants are trained for?	CityBuild provides training in construction sector and employment referral for candidates who have experience in construction.	3/2/26
64	TA Conference	3/2/26	Kris Sosa	Farming Hope	Eligibility & Qualifications	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
65	TA Conference	3/2/26	Jinny Jung	JVS	Administrative / Procurem	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	3/2/26

					ent Process		3/17. Check the RFP website frequently for updates: https://www.sf.gov/resource--26--request-proposals-rfp-235	
66	TA Conference	3/2/26	Ali Meyers-Ohki	El/La Para Translatinas	Application Requirements / Submission	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 |
67	TA Conference	3/2/26	Marnie Regen	Larkin Street Youth Services	Budget / Allowable Costs	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
68	TA Conference	3/2/26	Rachel Hermann	Episcopal Community Services of San Francisco	Application Requirements / Submission	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
69	TA Conference	3/2/26	Ali Meyers-Ohki	El/La Para Translatinas	Program Design / Service Delivery	Do internships count as job placements?	Broadly, internships are not counted as job placements and are instead categorized as a work-based learning placement. Work-based learning placements are applicable to the Work-Based Learning Center Program Area and the Young Adult Job Center program areas.	3/2/26

						Similarly, within Sector Occupational Skills Training programs internships are categorized as career preparation activities and applicants are advised to incorporate internships as a part of experiential learning.	
70	TA Conference	3/2/26	Marnie Regen	Larkin Street Youth Services	Application Requirements / Submission	In the Supplementary Materials, it asks for "Submit at least two (2) and up to four (4) letters of support from residents or community organizations that speak to your organization's ability to provide quality, culturally competent services. A minimum of one (1) from each is required." – does the "minimum of one from each" refer to a resident *AND* community organization? Because it says "resident *or* community organization".	The minimum letters of support from this section should include at least one letter of support from a resident and at least one letter of support from a community organization. Letters of support should speak to your organization's ability to provide quality and culturally competent services.	3/2/26
71	TA Conference	3/2/26	Kris Sosa	Farming Hope	Eligibility & Qualifications	For program area J, do we already need to have a registered apprenticeship with the state or DOL? Or can we go for this program area if we are in the process of registering and rolling out?	Having a registered apprenticeship program with the State of CA or the Department of Labor is not a requirement to apply for Program Area J. Demonstrating a clear understanding of the relevant industry sectors, including previous experience operating a successful workforce program(s) in these industries is a Minimum Qualification.	3/2/26

| 72 | TA Conference | 3/2/26 | 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 | 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:

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.

The Fiscal Sponsor, as the prime contractor, would assume full contractual, fiscal, and programmatic responsibility for performance and compliance under the agreement. | 3/2/26 |
| 73 | TA Conference | 3/2/26 | Jinny Jung | JVS | Administrative / Procurement Process | 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 Tuesday, 3/17. Check the RFP website frequently for updates: https://www.sf.gov/resource--26--request-proposals-rfp-235 | 3/2/26 |

74	TA Conference	3/2/26	Jinny Jung	JVS	Budget / Allowable Costs	Is there any leeway to use our DOL-approved NICRA for indirect, or is indirect strictly capped at 15%?	For RFP 235, indirect costs are capped at 15% of direct costs, as stated in the solicitation. 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. Proposers are responsible for ensuring their budget complies with the RFP's stated indirect cost limitations.	3/2/26
75	TA Conference	3/2/26	Alix Holleschau	SFMade	Application Requirements / Submission	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
76	TA Conference	3/2/26	Jinny Jung	JVS	Program Design / Service Delivery	Just reposting my question with a follow up: If my organization is applying to be SME via an OST proposal, what is OEWD's expectation of SME's roles and responsibilities? (Ex: leading sector convenings, coordinating program graduations, any additional required enrollment numbers, etc.) This will inform our budget creation. Would OEWD provide any support in helping SMEs facilitate convenings, etc, or would this all fall upon the SMEs?	Sector Subject Matter Experts (SME) help to systematize and support all activities and services provided through a sector workforce program. In addition to this, SME's ensure properly referring orientation customers to appropriate training, synced programming, and support other essential requirements of OST Program Providers.	3/2/26

| 77 | Email | 3/3/26 | Nekia Wright | Ujamaa LLC | Program Areas / Scope of Work | Greetings. I have offered Sound Healing Services here in SF for over 10 years and facilitated the SoundWellness Certification & Holistic Workforce Development Program, through community nonprofit partners such as the YMCA, Rafiki Coalition for Wellness, & Booker T. Washington Community Service Center for the last 3 years. I would like to expand the project, collaborate with CIIS to offer CEUS, offer participant stipends, and paid internships. After reviewing the application it appears to make more sense for the nonprofit partners to apply individually because each partner serves a different demographic and location. I just wanted to follow up and confirm that this is the correct route to take, as opposed to me applying as the lead.

I also would love some guidance on the best program area. Here's a draft proposal for one of the programs, https://docs.google.com/document/d/1Q2MLhXlcs_ZuvONMGUHw7MWwQ86L2tXFSrDC57ZVL-E/edit?tab=t.0#heading=h.pqzecrclqwvx

Thank you so much! | Thank you for your interest in RFP 235.

Organizations may apply individually, as part of a partnership, or through a lead applicant structure, provided the applying entity meets the Minimum Qualifications and agrees to serve as the legal contracting entity if awarded. Partner organizations may also apply separately if they independently meet the eligibility requirements.

OEWD is not able to advise organizations on how to structure their applications or determine the best Program Area for a specific proposal. Proposers should carefully review the Scope of Work and requirements for each Program Area and select the one that best aligns with the services and outcomes they are proposing.

Additionally, OEWD cannot review or provide feedback on draft proposals outside of the formal application process. | 3/4/26 |

78	Email	3/3/26	Sofia Flores	Mission Economic Development Agency (MEDA)	Application Requirements / Submission Materials	Hello, My name is Sofia Flores, and I am the Development Manager at the Mission Economic Development Agency. Question: For organizations applying to multiple program areas, is it permissible to use the same letter of support for multiple applications? Thank you,	Yes, organizations applying to multiple Program Areas may use the same letter of support across multiple applications, provided the letter is relevant to the services proposed in each Program Area and meets the requirements outlined in the RFP. Proposers are responsible for ensuring that all supporting documentation submitted with each application aligns with the proposed services and program area requirements.	3/4/26
79	Email	3/5/26	Diana Todhunter	The Salvation Army	Application Requirements / Submission	I noticed that multiple drafts can be saved in the application portal. Is there a way to delete the drafts except for one?	No, drafts cannot be deleted by the person submitting the applications. OEWD will only acknowledge fully completed, submitted applications and will not review drafts. Please contact oewd.procurement@sfgov.org if you are experiencing technical issues with your application.	3/5/26