

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 / Procurement Process	<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>	2/25/2026
2	Email	2/24/2026 11:05AM	Sarah Grossman	Toolworks	Administrative / Procurement Process	<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>	2/25/2026
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?</p> <p>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>	2/25/2026

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>	3/4/2026
5	Email	2/25/2026 15:02	Jinny Jung	JVS	Budget / Allowable Costs	<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>	3/3/2026
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>	3/4/2026

7	Email	3/2/2026 10:41AM	Brechin Flournoy	Zaccho	Administrative / Procurement Process	<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>	3/2/2026
8	Email	3/2/2026 10:44AM	Brechin Flournoy	Zaccho	Program Areas / Scope of Work	<p>Program K: Industry and Opportunity</p> <p>Q: Are artist residencies and training programs listed under "Other"?</p>	<p>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.</p>	3/4/2026
9	Email	3/2/2026 10:49AM	Denise Cooper	Tradeswoman, 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>	3/3/2026

10	Email	3/2/2026 11:12AM	Kebo Drew	Queer Women of Color Media Arts Project (QWOCMAP)	Program Areas / Scope of Work	<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 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>	<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>	3/3/2026
11	TA Conference	3/2/2026	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.	3/2/2026
12	TA Conference	3/2/2026	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--2026--request-proposals-rfp-235	3/2/2026
13	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.	3/2/2026
14	TA Conference	3/2/2026	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, SMEs ensure properly referring orientation customers to appropriate training, synced programming, and support other essential requirements of OST Program Providers.	3/2/2026

15	TA Conference	3/2/2026	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 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.	3/2/2026
16	TA Conference	3/2/2026	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.	3/2/2026
17	TA Conference	3/2/2026	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.	3/2/2026
18	TA Conference	3/2/2026	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.	3/2/2026
19	TA Conference	3/2/2026	Catie Cohen	Sprouts	Program Design / Service Delivery	Hi there! We are planning to submit 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.	3/2/2026
20	TA Conference	3/2/2026	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.	3/2/2026
21	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	3/2/2026
22	TA Conference	3/2/2026	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.	3/2/2026
23	TA Conference	3/2/2026	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	Yes, not jobs specific in Violence Prevention services.	3/2/2026

						participants to jobs across wide range of opportunities.")		
24	TA Conference	3/2/2026	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.	3/2/2026
25	TA Conference	3/2/2026	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 EDD, HSA, CCSF, and DOR prior to program implementation.	3/2/2026
26	TA Conference	3/2/2026	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	3/2/2026
27	TA Conference	3/2/2026	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.	3/2/2026
28	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.	3/2/2026
29	TA Conference	3/2/2026	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...	3/2/2026
30	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.)	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. 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.	3/2/2026

31	TA Conference	3/2/2026	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)"	3/2/2026
32	TA Conference	3/2/2026	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.	3/2/2026
33	TA Conference	3/2/2026	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.	3/2/2026
34	TA Conference	3/2/2026	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.	3/2/2026
35	TA Conference	3/2/2026	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).	3/2/2026
36	TA Conference	3/2/2026	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".	3/5/2026
37	TA Conference	3/2/2026	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.	3/2/2026
38	TA Conference	3/2/2026	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 remove barriers, and develop a pipeline of interested job seekers in pursuing a career in technology.	3/2/2026

39	TA Conference	3/2/2026	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.	3/2/2026
40	TA Conference	3/2/2026	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. Proposers are responsible for selecting the Program Area that best aligns with their proposed services.	3/2/2026
41	TA Conference	3/2/2026	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.	3/2/2026
42	TA Conference	3/2/2026	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.	3/2/2026
43	TA Conference	3/2/2026	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	3/2/2026
44	TA Conference	3/2/2026	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.	3/2/2026

45	TA Conference	3/2/2026	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, 2026 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.	3/2/2026
46	TA Conference	3/2/2026	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 <i>preferred</i> history qualification for RFP #235.	3/2/2026
47	TA Conference	3/2/2026	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.	3/2/2026
48	TA Conference	3/2/2026	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.	3/2/2026
49	TA Conference	3/2/2026	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, 2026 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.	3/2/2026

50	TA Conference	3/2/2026	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!	<p>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</p> <p>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, 2026 Community Development (MOHCD) is the designated city agency 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</p>	3/2/2026
51	TA Conference	3/2/2026	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--2026--request-proposals-rfp-235	3/2/2026
52	TA Conference	3/2/2026	Kym Coffey	Metadata Society	Application Requirements / Submission	Can Professional Services Contracts be combined separtely with aligned programs and with a prospective 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.	3/2/2026
53	TA Conference	3/2/2026	Aniyah Carson	N/A	Administrative / Procurement Process	is there a list of non profits to partner with?	<p>No, OEWD does not maintain or distribute a list of nonprofit organizations for partnership purposes.</p> <p>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.</p>	3/2/2026

54	TA Conference	3/2/2026	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--2026--request-proposals-rfp-235	3/2/2026
55	TA Conference	3/2/2026	Esperanza Hernandez		Administrative / Procurement Process	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	3/2/2026
56	TA Conference	3/2/2026	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: <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 	3/2/2026
57	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.	3/2/2026
58	TA Conference	3/2/2026	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 qualification for a variety of program areas to develop virtual service strategies that employ technology and basic artificial intelligence (AI) literacy to serve job seekers.	3/2/2026
59	TA Conference	3/2/2026	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,	3/2/2026

							OEWD certifies federally-funded Job Centers as America's Job Centers of California and emphasizes collaboration among Job Centers to deliver flexible, coordinated services.	
60	TA Conference	3/2/2026	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.	3/2/2026
61	TA Conference	3/2/2026	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 compensation amounts to employees. This is different that Minimum Wage. For more info, visit: https://www.sf.gov/information--minimum-compensation-ordinance	3/2/2026
62	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	3/2/2026
63	TA Conference	3/2/2026	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.	3/2/2026
64	TA Conference	3/2/2026	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.	3/2/2026
65	TA Conference	3/2/2026	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 Friday 3/17. Check the RFP website frequently for updates: https://www.sf.gov/resource--2026--request-proposals-rfp-235	3/2/2026
67	TA Conference	3/2/2026	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.	3/2/2026
68	TA Conference	3/2/2026	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.	3/2/2026

69	TA Conference	3/2/2026	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.	3/2/2026
70	TA Conference	3/2/2026	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. 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.	3/2/2026
71	TA Conference	3/2/2026	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.	3/2/2026
72	TA Conference	3/2/2026	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.	3/2/2026
73	TA Conference	3/2/2026	Erris Edgerly	Brothers For Change INC	Eligibility & Qualifications	I have a question about using a fiscal agent. If I'm 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.	3/2/2026
74	TA Conference	3/2/2026	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--2026--request-proposals-rfp-235	3/2/2026
75	TA Conference	3/2/2026	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.	3/2/2026

							Proposers are responsible for ensuring their budget complies with the RFP's stated indirect cost limitations.	
76	TA Conference	3/2/2026	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.	3/2/2026
77	TA Conference	3/2/2026	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.	3/2/2026
78	Email	3/3/2026 1:06PM	Nekia Wright	Ujamaa LLC	Program Areas / Scope of Work	<p>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.</p> <p>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.pqzecerclqwvx</p> <p>Thank you so much!</p>	<p>Thank you for your interest in RFP 235.</p> <p>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.</p> <p>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.</p> <p>Additionally, OEWD cannot review or provide feedback on draft proposals outside of the formal application process.</p>	3/4/2026
79	Email	3/3/2026 1:19PM	Rosita Bustamante	Jamestown	Program Design / Service Delivery	<p>Hi,</p> <p>Can the Prime be the sole employment/employer site for Program Area K? Is there a minimum number of case management hours that need to be invested in each participant?</p> <p>Thank you,</p>	<p>Under Program Area K: Industries of Opportunity Occupational Skills Training, the lead applicant can be both the Occupational Skills Training provider and the sole employment/employer.</p> <p>Minimum number of case management hours and related activities invested in participants are determined once grantees are selected and awarded funding.</p>	3/5/2026

80	Email	3/3/2026 4:39PM	Sofia Flores	Mission Economic Development Agency (MEDA)	Application Requirements / Submission Materials	<p>Hello,</p> <p>My name is Sofia Flores, and I am the Development Manager at the Mission Economic Development Agency.</p> <p>Question: For organizations applying to multiple program areas, is it permissible to use the same letter of support for multiple applications?</p> <p>Thank you,</p>	<p>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.</p> <p>Proposers are responsible for ensuring that all supporting documentation submitted with each application aligns with the proposed services and program area requirements.</p>	3/4/2026
81	Email	3/4/2026 2:05PM	Michelle Beach	Hayse Group	Eligibility & Qualifications	<p>Good afternoon,</p> <p>Regarding the preference for no more than 80% of the agency budget to be from City of SF, does this include pass through funding (e.g. Ryan White)? How will this preference be evaluated?</p>	<p>The leveraged funding language refers to the overall composition of an applicant's organizational funding sources. The preference that no more than 80% of the total agency budget come from City and County of San Francisco sources generally refers to direct funding received from the City and County of San Francisco.</p> <p>Funding that originates from other federal, state, or non-City sources (including programs that may be administered locally but are funded through non-City sources) may be considered separately depending on the source of the funds. Applicants are expected to disclose if their total agency budget does not meet leveraged funding requirements (i.e., more than 80% of the total agency budget is from the City and County of San Francisco sources or more than 50% of the total agency budget is comprised of CDBG funds).</p> <p>This will be evaluated based on the information applicants provide regarding their organization's overall budget composition as part of the application materials.</p>	3/13/2026
82	Email	3/3/2026 12:02	Jinny Jung	JVS	Program Design / Service Delivery	<ol style="list-style-type: none"> 1. How is OEWD defining "Employer-Customized OST" and "On-the-Job OST"? 2. I'm also curious about the difference between "On-the-Job OST" and "Incumbent Worker/Skills Advancement". My organization provides incumbent worker advancement training that includes on-the-job training. Does this training model check both boxes for on-the-job OST and incumbent workers? 	<p>1. OEWD defines On-the Job Training (OJT) as training by an employer that is provided to a paid participant while engaged in productive work in a job that provides knowledge or skills essential to the full and adequate performance of the job. OJTs subsidize the initial wages of an employee hired into a position that requires extensive and structured training before the individual can be fully productive in the position. An OJT opportunity must meet the following three criteria: (1) Provide knowledge or skills essential to the full and adequate performance of the job; (2) Provide reimbursement to the employer of up to 50 percent of the wage rate of the participant, for the costs of providing the training and additional supervision related to the training; and (3) Is limited in duration as appropriate to the occupation for which the participant is being trained, considering the content of the training, the prior work experience of the participant, and the agreed service strategy between participant and service provider.</p> <p>Specifically, Employer-Customized OST, ensures the training is designed to meet the unique training needs of an employer and is tailored to support the employer's hiring needs, predominantly for new employees.</p>	9-Mar

							2. Incumbent Worker Training is a type of work-based training and upskilling designed to ensure that current employees of a company can acquire the skills necessary to retain employment and advance within the company, or to acquire the skills necessary to avert a layoff. Incumbent worker training is responsive to the special requirements of an employer or a group of employers in partnership with other entities for the purposes of delivering training to help avert potential layoffs of employees, or increase the skill levels of employees so they can be promoted within the company and create backfill opportunities for the employers.	
83	Email	3/5/26 8:04 AM	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.	3/5/2026
84	Email	3/5/26 10:12 AM	Milena Fiore	ReScape	Application Requirements / Submission	I have been completing the Application in the OEWD Request for Proposals (RFP) #235 portal. Over the past few days, when I click the "Save My Progress and Return Later" button so I can log off and return to complete later, I lose all of my information! Then when attempting to sign in with the same email address I originally used to create my account, I get a message that there is no email address listed. Does the mean that I have to start from the beginning again (the fifth time!) and complete the whole application in one sitting?	The email address used to save the Application form may have been entered incorrectly or with a misspelling and this may be the cause for the inability to retrieve information that was previously entered. Please contact oewd.procurement@sfgov.org if you are experiencing technical issues with your application.	3/5/2026
85	Email	3/5/26 11:31 AM	Michael Bernick	Duane Morris LLP	Program Design / Service Delivery	If it is public information (assume it is), could you let me know who is the current Disability Services Coordinator and current Specialized Job Center provider(s)?	Please see the list of current grantees posted on our website https://www.sf.gov/resource--2022--find-job-center-adults under the section titled Specialized Job Centers.	3/6/2026
86	Email	3/6/2026 1:51PM	Michael Bernick	Duane Morris LLP	Program Design / Service Delivery	Follow up Question: Reviewing the list, one additional clarification. If a provider is to apply in the "Specialized Job Centers" category, do they need to choose one sub-population, such as Veterans or Individuals with Disabilities, or can they apply to focus on two or three categories, or apply to serve, say, "Veterans, with a focus on justice-involved Veterans"?	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.	3/9/2026

87	Email	Forwarded by WF 3/6/26 9:14 AM	Beda Castillo	Estolano Advisors	Administrative / Procurement Process	Our team was looking over SF OEWD's Request for Proposals and we have a few questions we'd like to discuss with you to gain a better sense on whether these opportunities are a right fit for EA to pursue.	In order to ensure fairness and equity for all applicants, rather than meeting, feel free to email us (oewd.procurement@sfgov.org) your in-depth questions in writing. We will consult with the appropriate parties in order to provide our response, after which you can send additional follow-up questions as needed. Your questions and our responses will be added to the Q&A Log and posted to the RFP website so that the information is available publicly to all. Note that the deadline for substantive questions is Friday, March 13, 2026, at 5:00 p.m. PST, after which we will only be able to respond to simple, technical questions (e.g. application submission).	3/6/2026
88	Email	3/5/26 1:14 PM	Tania Alexander	WeFixIt.it	Application Requirements / Submission	If we find a fiscal sponsor without a supplier ID, may we use our organization's supplier ID? Do you want the fiscal sponsor and the lead agency (us) to complete a profile?	The application is set up so that the administrative lead (which may be a fiscal sponsor) is the lead applicant, and would be the direct grantee of the contract. The lead applicant does not need to be a current Supplier, but would need to become one rapidly if awarded the contract. Within the application, profiles are requested for both the lead applicant and the program lead (if a different entity). The program lead is not required to be a Supplier. The direct grantee (administrative lead) is required to be a Supplier; in this scenario, the fiscal sponsor would need to become a Supplier, and would not be able to use the program lead agency's Supplier ID.	3/6/2026
89	Email	3/5/2026 17:40	William Ryland	Ryland Consulting LLC, Grant Writing Consultant	Program Design / Service Delivery	In OEWD Workforce RFP 235, under Program Area B: Young Adult Job Center, how does OEWD define "young adult" in terms of age? What is the expected age range of individuals served by the Young Adult Job Center contractors?	Young Adult Job Centers are tailored to young adults ages 16-24, with an emphasis on serving opportunity youth, young people not in school or working.	3/9/2026
90	Email	3/6/26 9:11 AM	Marissa Slaughter	Lighthouse for the Blind and Visually Impaired	Administrative/Procurement Process	Lighthouse for the Blind has reviewed the OEWD RFP. We support the City's commitment to increasing employment opportunities, particularly for people with disabilities. While we are unable to serve as the Lead Agency for the Specialized Job Center track, we would like to serve as a subgrantee / subcontractor to other Lead Agencies in this track and others. We offer a full spectrum of training and supportive services to meet the unique needs of people who are blind, DeafBlind, or low vision. These services include travel training (using public transportation or other means to get to work independently), access technology (using computers and common office software with screen readers or magnification, formatting a resume using screen readers), self-advocacy (disability disclosure, interview techniques), and more. What would be the best way for us to connect with applicants to share the availability of these services?	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.	3/6/2026

91	Email	3/6/26 9:14 AM	Marna Armstead	Immaculate Concepts International	Program Design / Service Delivery	<p>I am interested in applying to Program Area X: Grant Development Services.</p> <p>I would like to clarify that I am becoming a grant developer or writer. [Is this program area] to assist OEWD, or will it be for OEWD's grantee partners (i.e, nonprofits, etc., NOT OEWD), or something else.</p>	<p>Program Area X will assist OEWD with grant development and program sustainability planning with a focus on prospect research, program development, and proposal writing.</p>	3/9/2026
92	Email	3/6/26 1:46 PM	Jason Brock	Charity Cultural Services Center	Program Design / Service Delivery	<p>I am writing to ask about part of Program Area S: Construction Career Advancement and Retention Program (Grant) in the latest RFP.</p> <p>We are currently grantees for CCDS (what is now Program S from my understanding).</p> <p>In Section 8 of Program Area S (Occupational Skills, Pre-Apprenticeship and Apprenticeship Training), there is information about Sector-specific training. Is this something that Program S will be required to do? Do all parts of section 8 apply to Program area S?</p>	<p>Section 8 will not apply to Program area S as the program is for retention services.</p>	3/11/2026
93	Email	3/9/2026 11:31AM	Jason Brock	Charity Cultural Services Center	Application Requirements / Submission	<p>I would like to know if there is a template for the Memoranda of Understanding and/or Letters of Support.</p> <p>Thank you,</p>	<p>OEWD has not provided a specific template for Memoranda of Understanding (MOUs) or Letters of Support for this RFP. Proposers may use their own organizational format.</p> <p>All submitted documents should clearly describe the nature of the partnership or support and align with the requirements outlined in the RFP.</p>	3/9/2026
94	Email	3/9/2026 3:33PM	Jessica Arbildo	ECE STEP	Program Areas / Scope of Work	<p>Thank you for the upcoming bid for OEWD. I have reviewed the RFP materials and would like the following clarification:</p> <p>Can Program Area A "Centralized Job Center" be focused on one industry, or does this job center need to cater to all industries that job applicants are interested in?</p>	<p>For Program Area A: Centralized Job Center (CJC), grantees must tailor delivery of Job Center services and other services to the needs, barriers, assets, and interests of individual job seekers. CJC's must deliver (or make available to job seekers) a comprehensive menu of required Job Center services including assessment, career planning and exploration, job search assistance, job readiness training, referrals to education and training services in potential industries that job applicants are interested in. Services should also be oriented to where there is a demonstrated need from employers and not be limited to one or focused only on one industry.</p>	3/10/2026
95	Email	3/9/2026 6:33PM	Diana Todhunter	The Salvation Army	Program Design / Service Delivery & Budget / Allowable Costs	<p>For Program Area G: Hospitality Initiative Occupational Skills Training (Grant):</p> <ol style="list-style-type: none"> 1. Is there a minimum requirement for the number of sessions per year, the number of weeks per session, and the number of participants enrolled per year? 2. Is there an annual budget cap for a contract for this program area, including indirect? 	<p>Program Area G "Hospitality Initiative Occupational Skills Training does not include a minimum requirement number of sessions per year, the number of weeks per session, and/or the number of participants enrolled per year. Training cadence, curriculum, and participants served can be proposed by the applicant in their application and will be determined once grantees are selected and awarded funding. Generally, OST program(s) must run during the time period of the program year. Our next program year begins on July 1, 2026 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.</p> <p>For Program Area G: Hospitality Initiative Occupational Skills Training, the RFP identifies a maximum annual budget request range of \$150,000 to \$825,000 per applicant, per year. Proposers should</p>	3/10/2026

							ensure their proposed annual budget falls within this range. All budgets must also comply with the RFP's financial requirements, including the limitation that indirect costs may not exceed 15% of direct costs.	
96	Email	3/10/2026 9:42AM	Jinny Jung	JVS	Eligibility & Qualifications/ Program Design / Service Delivery	<p>I have a few more questions regarding RFP #235, specifically related to your policy: "90% of enrollees must have residence in SF, with 10% reserved for out-of-county enrollees."</p> <p>What documentation does OEWD require for proof of residency for enrollees residing in the city and county of SF?</p> <p>In previous OEWD contracts, I was able to provide self-assertation to count enrollees who resided out of SF County but had deep connections to SF, such as working in the city, or having children who attended schools in SF. In doing so, I was able to count these enrollees toward the 90% instead of the 10%. Is this still allowable under this RFP?</p> <p>Does OEWD still offer residency waivers, specifically for dislocated workers? I've used these waivers in previous OEWD contracts (with OEWD's approval) so I had flexibility in enrolling more than 10% that resided in counties outside of SF.</p> <p>If OEWD still offers residency waivers, is enrollee self-assertation still a viable proof of documentation or does OEWD require other documentation to prove they are a dislocated worker?</p> <p>I also have a question regarding expected service performance measures for Program Area K. I'll be working with a community college and the program timeline is dependent on the school semester timeline.</p> <p>We plan to enroll participants during the spring semester (January - May), which gives us very little time to place the cohort before the contract program year ends (June 30). Is there flexibility in reporting placements beyond the 2nd and 4th quarter after participant exit, as mentioned on page 175?</p>	<p>I have a few more questions regarding RFP #235, specifically related to your policy: "90% of enrollees must have residence in SF, with 10% reserved for out-of-county enrollees."</p> <p>What documentation does OEWD require for proof of residency for enrollees residing in the city and county of SF?</p> <p>OEWD requires participants to be San Francisco residents in order to enroll into and receive services under General Fund programming. Residency requirement is determined by the address indicated on OEWD intake documents and enrollment forms; no additional proof of residency is required for enrollment. Additionally, the CityBuild Academy requires San Francisco residency due to the San Francisco Local Hire Ordinance, and OEWD requires CityBuild Academy participants to show proof of residence as part of the application process. OEWD also receives and administers federal, state, local, and other private funds to ensure the development of a well-qualified workforce. Federal funding streams such as Workforce Innovation and Opportunity Act (WIOA) Youth, WIOA Dislocated Worker, and WIOA Adult funds require service delivery to all participants, regardless of San Francisco residency. The San Francisco Residence Procedure - https://media.api.sf.gov/documents/San_Francisco_Residence_Procedure_PY_24-25_12.9.24.pdf can be found on the Workforce Directives page: https://www.sf.gov/resource--2022--workforce-directives</p> <p>In previous OEWD contracts, I was able to provide self-assertation to count enrollees who resided out of SF County but had deep connections to SF, such as working in the city, or having children who attended schools in SF. In doing so, I was able to count these enrollees toward the 90% instead of the 10%. Is this still allowable under this RFP?</p> <p>To ensure resource availability for San Francisco residents, OEWD requires all Workforce Division grantees to serve San Francisco residents in General Fund programming. Through the Residency Waiver process, an allowance to serve no more than 15% of non-San Francisco residents out of their annual enrollment goal pending case-</p>	3/10/2026

by-case approval from the OEWD Program Specialist. The San Francisco Residence Procedure will apply to all Workforce Development Programs that receive General Funds. This policy does not apply to enrollments funded by WIOA and CDBG. The San Francisco Residence Procedure - https://media.api.sf.gov/documents/San_Francisco_Residence_Procedure_PY_24-25_12.9.24.pdf can be found on the Workforce Directives page: <https://www.sf.gov/resource--2022--workforce-directives>

Does OEWD still offer residency waivers, specifically for dislocated workers? I've used these waivers in previous OEWD contracts (with OEWD's approval) so I had flexibility in enrolling more than 10% that resided in counties outside of SF.

To ensure resource availability for San Francisco residents, OEWD requires all Workforce Division grantees to serve San Francisco residents in General Fund programming. Through the Residency Waiver process, an allowance to serve no more than 15% of non-San Francisco residents out of their annual enrollment goal pending case-by-case approval from the OEWD Program Specialist. The San Francisco Residence Procedure will apply to all Workforce Development Programs that receive General Funds. This policy does not apply to enrollments funded by WIOA and CDBG. The San Francisco Residence Procedure - https://media.api.sf.gov/documents/San_Francisco_Residence_Procedure_PY_24-25_12.9.24.pdf can be found on the Workforce Directives page: <https://www.sf.gov/resource--2022--workforce-directives>

If OEWD still offers residency waivers, is enrollee self-assertation still a viable proof of documentation or does OEWD require other documentation to prove they are a dislocated worker?

To prioritize the availability of resources and services for San Francisco residents, OEWD requires all Workforce Development grantees receiving City General Funds to submit a waiver request form to their OEWD Program Specialist to enroll non-San Francisco residents in workforce development services. An approved waiver from the OEWD Program Specialist needs to be obtained prior to enrollment of services and stored in the participant case file for annual program monitoring review.

Requests for a San Francisco residency waiver to receive workforce development services in San Francisco can be because of one/ more of the following reason(s):

- Seeking employment in San Francisco.
- Taking in-person post-secondary class(es) at a San Francisco City College of San Francisco/ other local education entities.
- Planning to move back to San Francisco in the next 6 – 12 months.
- Displaced San Francisco resident who desires to reside or work in San Francisco again.
- Other, need specification and approval from OEWD Program

							<p>Specialist I also have a question regarding expected service performance measures for Program Area K. I'll be working with a community college and the program timeline is dependent on the school semester timeline.</p> <p>We plan to enroll participants during the spring semester (January - May), which gives us very little time to place the cohort before the contract program year ends (June 30). Is there flexibility in reporting placements beyond the 2nd and 4th quarter after participant exit, as mentioned on page 175?</p> <p>For Program Area K: Industries of Opportunity Occupational Skills Training program(s) must run during the time period of the program year. Our next program year begins on July 1, 2026, and ends on June 30, 2027. Occupational Skills Training programs can vary in length, as well as the number of cohorts and number of clients served per program year. There is no flexibility in reporting follow-up placements beyond the 2nd and 4th quarter after participant exit as these outcomes are tied to federal reporting and compliance criteria.</p>	
97	Email	3/11/2026 1:22PM	David Bogachyk	Ukrainian Service & Cultural Center	Application Requirements / Submission	<p>Hello! I have a quick question: I unfortunately couldn't make it to the technical assistance conference on March 2. I wonder if there is a video recording so I can watch it? And just to confirm: The OEWD portal where I must create an account to start the application is different from MOHCD's, correct? Thank you, David Bogachyk ED @ Ukrainian Service & Cultural Center</p>	<p>Yes, the RFP 235 Technical Assistance Conference recording is available. You can view the recording and access the presentation materials at the bottom of the RFP 235 webpage here: https://www.sf.gov/resource--2026--request-proposals-rfp-235</p> <p>Regarding the application, the OEWD application form does not require creating an account. The application can be accessed and submitted directly through the following link: https://oewdprocurement.tfaforms.net/f/RFP235</p>	3/11/2026

98	Email	3/11/2026 3:48PM	Jinny Jung	JVS	Program Design / Service Delivery	<p>Another question re: RFP #235:</p> <p>For Program Area K, we understand that follow-up outcomes must be reported in the 2nd and 4th quarters after participant exit, per federal WIOA requirements. For planning purposes, can you please confirm whether participants who complete training and exit in May/June 2027 may have their first employment placement begin after June 30, 2027 (i.e., in the next program year), and still have that employment counted toward the required placement/Employment Rate 2nd Quarter After Exit outcome for this grant, as long as it occurs within their Q2 after-exit window?</p>	<p>For Program Area K, we understand that follow-up outcomes must be reported in the 2nd and 4th quarters after participant exit, per federal WIOA requirements. For planning purposes, can you please confirm whether participants who complete training and exit in May/June 2027 may have their first employment placement begin after June 30, 2027 (i.e., in the next program year), and still have that employment counted toward the required placement/Employment Rate 2nd Quarter After Exit outcome for this grant, as long as it occurs within their Q2 after-exit window?</p> <p>For Program Area K: Industries of Opportunity Occupational Skills Training, program(s) must run and be completed during the time period of the program year. Our next program year begins on July 1, 2026 and ends on June 30, 2027. Per the Service Performance Measures table, "Placement in advanced training, postsecondary education, or unsubsidized employment during program enrollment" needs to occur during the program year, before July of the following program year. Another measure, "Follow-Up of Participants Placed in Unsubsidized Employment or Postsecondary Education at 2nd and 4th quarter after Exit" may occur after the program year ends, after July of the following program year.</p>	3/13/2026
99	Email	3/11/2026 3:48PM	Sophie Chen	Plug and Play Foundation	Budget / Allowable Costs	<p>We are preparing a proposal for RFP #235 and had a few question regarding the budget structure.</p> <p>Our model involves partnering with San Francisco local nonprofits to refer their beneficiaries into our program. We are considering allocating a small portion of the grant as sub-awards to support these partners.</p> <p>Could you please advise on the following:</p> <ol style="list-style-type: none"> 1. Whether this type of sub-award arrangement is allowable under Program Area I; 2. Which line item in Attachment B would be most appropriate; 3. If the sub-award falls under the mini-grant category, would the proposal be the appropriate mechanism through which we seek pre-approval from a PM. <p>Thank you for your guidance.</p>	<ol style="list-style-type: none"> 1. Whether this type of sub-award arrangement is allowable under Program Area I; <p>In general, sub-awards are allowable. The role and responsibilities of any subrecipient must be clearly described in the Scope of Work, and the payment structure and amount must be detailed in the project budget. Subrecipients must also maintain compliant and active registration with the California Secretary of State and, where applicable, the California Office of the Attorney General's Registry of Charitable Trusts.</p> <ol style="list-style-type: none"> 2. Which line item in Attachment B would be most appropriate; In most cases, subrecipients would be identified under the Consultant/Contractor budget line. 3. If the sub-award falls under the mini-grant category, would the proposal be the appropriate mechanism through which we seek pre-approval from a PM. <p>Use the proposal to describe your intended program structure and how any proposed mini-grants or sub-awards would operate within the program. After awardees are selected through the procurement process, OEWD Program Managers will conduct scope and budget negotiations with selected proposers to finalize the agreed-upon program structure and budget details. In other words, approval would occur during the post-award scope and budget negotiations, rather than through the proposal itself.</p>	3/12/2026

100	Email	3/11/2026 3:48PM	Sarah Hui	Occupational Therapy Training Program - San Francisco (OTTP)	Program Areas / Scope of Work	<p>The employment program at OTTP-SF is interested in applying to the Program Area C: Specialized Job Center grant. We currently partner with the Department of Rehab to serve youth ages 16-24 who have mental health diagnoses. The youth we serve fit into a variety of special population categories, mainly reentry/justice involved, persons with disabilities, immigrants, and the LGBTQI+ community. We are wondering if it would be advantageous to focus on 1 of the specified groups or on those with mental health diagnoses more generally.</p> <p>Thank you for your help!</p>	<p>Program Area C is intended to support job centers that provide workforce services tailored to specific populations experiencing barriers to employment. Applicants should clearly describe the target population(s) they intend to serve and how their program model is designed to effectively meet the needs of those populations.</p> <p>Organizations may propose serving one or multiple priority populations, as long as the proposal clearly explains the population focus and demonstrates the organization’s experience, partnerships, and service approach for supporting those participants.</p> <p>OEWD is unable to advise applicants on how to structure their proposal or which population focus may be more competitive. Applicants should determine the approach that best reflects their organizational expertise, partnerships, and program design, and clearly describe that approach in the application.</p>	3/11/2026
101	Email	3/12/26 9:04 AM	Thomas Dubois	Amplify Grants	Program Areas / Scope of Work	<p>I have a couple of questions specific to Program Area K - Industries of Opportunity Occupational Skills Training.</p> <p>1. Can one organization submit multiple applications for program area K? I am working with a nonprofit organization planning to offer Occupational Skills Training covering two industries of interest. We are wondering if we should submit a combined application or two distinct ones?</p> <p>2. For entrepreneurship programs, are we allowed to offer participants seed funding to cover the expenses of launching a new business?</p>	<p>1. Yes, an organization may submit multiple applications for Program Area K – Industries of Opportunity Occupational Skills Training. Organizations may choose to submit a single application that covers both industries of interest or submit two separate applications. This decision is at the organization’s discretion.</p> <p>2. For Program Area K - Industries of Opportunity Occupational Skills Training, entrepreneurship is listed as an example occupation. Occupational Skills Training programs include supportive services as an eligible activity. Seed funding or incentives can be a potential supportive service to mitigate barriers to employment for the participant. Supportive services can be provided to participants who need additional support to enter, engage in, or succeed in workforce services must be provided with, or connected to, supportive services through the Sector Workforce Program. Provider must work with participants to address life issues impacting the participants’ ability to obtain or retain employment. All Sector Workforce Programs must provide accurate information relating to the availability of supportive services in the local area, and referral to such services as appropriate. Supportive services should tie into services available through the Sector Workforce Program and its partners as much as possible and should be delivered in a culturally competent and culturally sensitive manner. The grantee must identify, assemble, and facilitate access to resources needed by job seekers to mitigate barriers and meet minimum eligibility requirements for training and/or employment opportunities. Supportive services may include (but are not limited to): tuition or training expenses; testing fees; childcare services; transportation assistance; driver’s license acquisition or driving record remediation; substance use disorder services, mental/behavioral health services, drug testing; paid stipends, and assistance with work-related expenses (uniforms, supplies, tools, etc.). All supportive services provided need to be reported with corresponding paperwork (i.e., receipts) for program and fiscal monitoring.</p> <p>Funding and allocations will be determined once funding awards have been issued and the program scope of work and budget negotiation process begins.</p>	3/1/2003

102	Email	3/12/26 11:54 AM	Brooke Earnest	Interpreter at Clinic by the Bay	Application Requirements / Submission	<p>I am currently supporting in preparing a proposal for Program Area F under RFP 235.</p> <p>While we are currently resolving City Partner portal access, we would like to begin preparing our responses.</p> <p>Would it be possible to receive the list of application questions and word limits for the proposal?</p>	<p>Please visit the RFP 235 website: https://www.sf.gov/resource--2026--request-proposals-rfp-235. Please note the following:</p> <ul style="list-style-type: none"> • The "Documents" section of the site includes Attachment A - Proposal Questions, which outlines the core application questions and associated character limits. • Please review each Program Area in the RFP document to determine whether there are any Supplementary Questions: https://media.api.sf.gov/documents/OEWD_RFP_235_Winter_2026_3.26.pdf <ul style="list-style-type: none"> o Program Area F includes Supplementary Questions, Additional Subject Matter Expert Supplemental Questions, and Supplementary Materials Criteria, which can be found on pages 94–96 of the RFP document. o Responses entered into the online application for each Supplementary Question and Additional Subject Matter Expert Supplemental Question are limited to 3,000 characters per question. • You may also access and review all sections of the online application here: https://oewdprocurement.tfaforms.net/f/RFP235 <ul style="list-style-type: none"> o On page 7, of the online application, select the appropriate Program Area from the list provided o On page 10, of the online application, you will be able to view any applicable Supplementary Questions and additional requirements, along with the corresponding character limits. 	3/13/2026
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103	Email	3/12/26 12:19 AM	Whitney White	Third Parent Family & Youth Services	Program Areas / Scope of Work	<p>1. For Program K, may an applicant propose training that prepares participants for a cluster of closely related occupations within one industry pathway, such as facilities services, exterior maintenance, property services, and service-based entrepreneurship, or is OEWD expecting a narrower focus on one primary occupation?</p> <p>2. Would OEWD consider a workforce training model focused on facilities services, exterior cleaning, building services, and related service-based entrepreneurship to be responsive to the "Maintenance and Repair," "Personal Care and Service," or "Entrepreneurship" categories listed in Program K?</p> <p>3. Program K notes interest in seeding new strategies and approaches on a small scale. For applicants proposing an emerging or pilot occupational skills training model, what level of prior direct training to employment outcomes is required in order to remain competitive?</p> <p>4. At the time of submission, what level of employer partnership documentation is considered sufficient for competitiveness: letters of support, hiring interest letters, advisory commitments, formal MOUs, or documented work-based learning commitments?</p> <p>5. The RFP states that OST providers should coordinate and partner formally with community colleges, postsecondary providers, and/or technical training institutions. At the time of application, does OEWD require executed MOUs with these partners, or will documented referral relationships and letters of collaboration be sufficient?</p> <p>6. For occupations in which there are limited formal industry credentials, would OEWD consider a combination of recognized credentials such as OSHA-10, customer service/workplace readiness certifications, and employer-validated certificates of skill completion to satisfy the credentialing requirement?</p> <p>7. May Program K applicants include paid work-based learning, internships, externships, stipends, or earn-and-learn training as part of the occupational skills training model, and if so, are there any limits or preferred structures for these supports?</p> <p>8. If the core technical training is delivered primarily in person for safety and hands-on skill development, may supportive services such as job readiness, digital</p>	<p>1. For Program Area K - Industries of Opportunity Occupational Skills Training, an applicant may propose training that prepares participants for a cluster of closely related occupations within one industry pathway.</p> <p>2. For Program Area K - Industries of Opportunity Occupational Skills Training, OEWD is interested in seeding and supporting workforce development activities in sectors that are in demand, face staffing shortages, and have the capacity to provide significant career pathway opportunities. OEWD seeks proposals that aim to meet the demand for employment in other industries through short-term training opportunities that lead to employment. OEWD is open to all industries of opportunity, as long as the industry is matched with labor market demand and encourages short-term training leading to sustainable employment opportunities.</p> <p>3. For Program Area K - Industries of Opportunity Occupational Skills Training, prior direct training to employment outcomes in a proposed training pathway is not a requirement. A comprehensive list of preferred qualifications are listed under the program area description that highly competitive Industries of Opportunity Skills Training applicants will demonstrate.</p> <p>4. For Program Area K, please refer to the RFP document, https://media.api.sf.gov/documents/OEWD_RFP_235_Winter_2026_3.26.pdf. The Supplementary Materials Criteria section on page 178 outlines the requirements for application submission.</p> <p>5. As noted in item 4, above, the Supplementary Materials Criteria section on page 178 of the RFP document provides details regarding the application submission requirements.</p> <p>6. Yes, OEWD would consider them in-leu of other formal industry credentials for occupations in which they are limited or do not exist.</p> <p>7. For Program Area K - Industries of Opportunity Occupational Skills Training, applicants may include paid work-based learning, internships, externships, stipends, and earn-and-learn training as part of the occupational skills training model. OEWD is particularly interested in proposals that leverage paid work experience opportunities using private funding, public employment subsidies such as the Human Services Agency (HSA) JobsNOW! program, joint labor management funds, employer training panel (ETP), and other sources. Applicants are encouraged to incorporate one or more of the following program priorities for OST:</p> <ul style="list-style-type: none"> o Customized training in partnership with employers. o Incumbent worker training to advance workers in the sector. o Other contextualized work-based learning strategies, such as internships. o Pre-apprenticeship training (training articulated to an apprenticeship). 	3/17/2026
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					<p>16. Are paid stipends, transportation assistance, uniforms, tools, and other work-related expenses allowable supportive service costs under Program K, and are there any caps, restrictions, or preferred structures for these supports?</p> <p>17. The RFP indicates that Occupational Skills Training providers should coordinate and partner formally with community colleges, postsecondary providers, and/or technical training institutions. At the time of application, does OEWD require executed MOUs or individual letters of support from each partner, or would it be acceptable for applicants to submit a documented list of confirmed partners and referral relationships, along with a description of each partner's role in the program? If a list of partners is acceptable at the proposal stage, would OEWD expect formal agreements to be finalized prior to program implementation if awarded?</p> <p>18. The Job Readiness Training section references "life skills," including development of support systems and balancing work and home responsibilities. Should applicants explicitly address these life skills components within the program design and curriculum narrative, and are there specific outcomes or service expectations OEWD would like applicants to highlight in this area?</p> <p>19. The RFP references coordination with WIOA core partners including the Employment Development Department (EDD), the Human Services Agency (HSA), City College of San Francisco (CCSF), and the Department of Rehabilitation (DOR) to support participant success and co-enrollment in services. At the time of proposal submission, does OEWD expect applicants to already have established formal partnerships or MOUs with these WIOA core partners, or is it sufficient to demonstrate a plan and intent to collaborate with these agencies as part of program implementation if awarded?</p>	<p>foster positive workplace attitudes and behaviors, and provide positive teamwork experiences that prepare job seekers for work experience and employment. Curriculum components of JRT must include life skills that address goal achievement, development of support systems, and balancing work and home. All services activities will be entered into OEWD's data tracking system(s).</p> <p>19. Competitive proposals will have existing or proposed plans to establish formal partnerships and MOUs with these entities.</p>	
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104	Email	3/12/26 11:47 PM	Jena Hayashi	Hack the Hood	Program Areas / Scope of Work	<p>Program Area I: TechSF Sector Workforce On-Ramp.</p> <p>1. OST Feeder Relationship: The RFP states that On-Ramp training can be a feeder to existing or new TechSF OST programming. Is curriculum alignment sufficient to satisfy this requirement, or is a formal MOU with an existing TechSF OST grantee required at the time of application?</p> <p>2. Definition of "Advanced Training" as a Placement Outcome: The RFP lists enrollment in "advanced training" as a valid placement outcome for Area I. Does this include enrollment in the applicant organization's own more advanced programming, provided it is a distinct program from the On-Ramp and leads to industry-recognized credentials or further workforce pathways?</p> <p>3. Physical Location - San Francisco: Does the "Physical Location: San Francisco" requirement for Program Area I mean services must be delivered at an SF location, or does it also require the applicant to maintain an SF-based office?</p>	<p>1. For Program Area I TechSF Sector Workforce On-Ramp, there is not a requirement for a formal MOU with an existing TechSF OST grantee at the time of the application. On-Ramp services equip participants with skills so that they may participate fully in and benefit from intermediate or advanced sector training. TechSF On-Ramps serve as feeders to the TechSF Subject Matter Experts (SME) and to Occupational Skills Training (OST), which can be through referrals and organizational collaborative efforts.</p> <p>2. Program Area I may allow for advanced training as enrollment in the applicant organization's own more advanced programming as a placement outcome, provided it is a distinct Occupational Skills Training program from the On-Ramp Training program and leads to industry-recognized credentials, post-secondary education, or employment within the technology industry sector.</p> <p>3. Applicant services must be delivered in San Francisco and an office must be located in San Francisco.</p> <p>Please visit the RFP 235 website frequently for the most up-to-date information including the RFQ 235 Q and A Log at https://www.sf.gov/resource--2026--request-proposals-rfp-235.</p>	3/16/2026
105	Email	3/13/26 10:03 AM	Steve Adami	The Salvation Army	Application Requirements / Submission	<p>I have 5 questions related to RFP 235.</p> <p>1. Budget: Can you define how you value leverage match for the budget submission?</p> <p>2. Budget: The allowable budget request per the RFP is \$825,000. Does this mean an organization would request \$660,000 and leverage \$165,000? a. Or, would it be a request for \$825,000 with a total budget of \$1,031,250, meaning that \$206,250 would be leveraged?</p> <p>3. If we own a commercial kitchen and not charging the City rent as part of the contract, can we use the market rate rent value as part of the leverage?</p> <p>4. Does OEWD expect third party documentation for in kind leverage at the proposal stage, or only if requested during contract negotiation? Would the provider be required to submit ongoing documentation?</p> <p>5. Are there common leverage or budget issues OEWD frequently encounters in Program Area G proposals that applicants should be mindful to avoid?</p>	<p>1. Leveraged funding means money or resources that support the program but are not paid for with OEWD funds. Examples include other grants/contracts, staff time funded by other funding/sources, or donated space or equipment. If you include leveraged funding in your budget, provide an estimated dollar value.</p> <p>2. The \$825,000 represents the maximum OEWD funding request for Program Area G. There is no required leverage percentage for the program budget. The RFP reference to "no more than 80% City funding" applies to an organization's overall agency budget, not to the requested program budget.</p> <p>3. As mentioned above, leveraged funding means money or resources that support the program but are not paid for with OEWD funds. If you include leveraged funding in your budget for donated space, provide an estimated dollar value.</p> <p>4. Documentation is not required at the proposal stage. However, OEWD may request supporting documentation during contract negotiation or monitoring if needed.</p> <p>5. In terms of budget issues, make sure to submit the budget using the Excel template provided. We have not encountered common leverage issues.</p>	3/17/2026

106	Email	3/13/26 12:20 PM	Sabrina Mutukisna	Built Here	Application Requirements / Submission	<p>I'm currently preparing the application for RFP #235 for Performing Solutions Trucking School. I am trying to determine whether we can apply as the lead organization or if we will need to apply through a partner org.</p> <p>We are a lean non-profit and our team is composed of 100% contractors. We were recently awarded a grant with EPA (will launch in June 2026) and will be leveraging the EPA grant to convert contractors to FTEs in Q3 2026.</p> <p>1. Given that we don't currently have FTEs on payroll - will that disqualify us from RFP #235?</p> <p>2. Would you also share what you're looking for from small non-profits in terms of cash flow / savings?</p>	<p>1. Regarding the first question, please carefully review the Preferred Applicant History section on pages iv-v within the RFP document, https://media.api.sf.gov/documents/OEWD_RFP_235_Winter_2026_3.26.pdf. Also review each Program Area where Eligible Applicants are listed as either "nonprofit," "for-profit," or "Both nonprofit and for-profit." Nonprofit organizations may submit applications for program areas that list Eligible Applicants as either "nonprofit" or "Both nonprofit and for-profit." Nonprofit organizations should also carefully review each Program Area to ensure they meet the Minimum Qualifications.</p> <p>Nonprofits are not disqualified on the basis of whether or not they have FTEs on payroll.</p> <p>2. As a general rule of thumb, organizations should have sufficient cash on hand to cover approximately 60 days of operating expenses. This helps ensure that organizations can manage normal reimbursement timelines and maintain program operations without interruption.</p> <p>Additionally, organizations should be prepared to cover expenses up front while awaiting reimbursement, and to maintain sufficient operating reserves to manage potential contract gaps between funding periods.</p> <p>Nonprofit organizations are also expected to demonstrate the ability to sustain their operations through diversified funding sources. For example, nonprofits are generally expected to maintain approximately 15% of their total organizational budget through fundraising or other non-government revenue sources, which helps support financial stability and program continuity.</p> <p>Please visit the RFP 235 website frequently for the most up-to-date information including the RFQ 235 Q and A Log at https://www.sf.gov/resource--2026--request-proposals-rfp-235.</p>	3/17/2026
107	Email	3/13/26 1:56 PM	Ali Meyers-Ohki	El/La Para TransLatinas	Application Requirements / Submission	<p>1. We are a fiscally sponsored organization. Our fiscal sponsor requires a 15% fee which is larger than the 12% max listed in the budget template. How should we proceed?</p> <p>2. If we are applying as a fiscally sponsored organization, but we are anticipating transitioning to 501c3 before the end of calendar year 2026, how should we represent the fiscal sponsor fee in our budget?</p>	<p>1. If your fiscal sponsor charges a fee that exceeds the 12% maximum indirect rate listed in the budget template, the OEWD portion of the budget must still comply with the 12% cap. Any fiscal sponsor fees above 12% would need to be covered through other funding sources and not charged to OEWD funds.</p> <p>2. If you are applying with a fiscal sponsor but anticipate transitioning to your own 501(c)3 status during the contract term, you should still submit the proposal using the fiscal sponsor structure and fee that applies at the time of application. If your organization becomes a 501(c)3 later, OEWD can work with you during contract negotiation or through a future amendment to update the contracting structure if appropriate.</p>	3/17/2026

108	Email	3/12/26 2:22 PM	Turaids, Marisa	Year Up United	Application Requirements / Submission	I have a question related to OEWD RFP 235 Exhibit A. In the Staffing and Board Information section, city and state information is requested for board members who live outside of San Francisco. Question: do we have to provide the city or would it be acceptable to only provide the state the board member resides in?	<p>If a board member lives outside of San Francisco, applicants should provide the City and State where the board member resides, as requested in the application field ("City/State if outside San Francisco"). Providing both helps OEWD understand the geographic representation of the organization's governing board.</p> <p>If the city is not available, applicants may provide the state, but including both City and State is preferred whenever possible.</p>	3/17/2026
109	Email	3/12/26 2:59 PM	Teresa Arriaga	SMART	Program Areas / Scope of Work	Can funds from this grant be used to support AmeriCorps members such as the fees paid to another agency for placement, etc.?	<p>OEWD funding is intended to support services delivered to San Francisco residents. In general, grant funds should be used for program activities and costs directly related to delivering the proposed workforce services.</p> <p>If an applicant plans to work with AmeriCorps members, costs such as placement or program fees paid to another agency would typically not be considered an eligible direct program cost under this grant unless the applicant can clearly demonstrate that the expense directly supports the delivery of the OEWD-funded services to San Francisco residents and is allowable under City contracting and grant requirements.</p> <p>Applicants should ensure that all proposed costs are reasonable, necessary for program delivery, and consistent with City grant and contracting requirements. AmeriCorps programs themselves have specific funding structures that cover member support costs such as stipends and benefits through their own grants and regulations.</p> <p>If there are questions about a specific budget item, OEWD recommends describing the cost in the proposal and explaining how it supports the delivery of services to San Francisco residents.</p>	3/17/2026
110	Email	3/13/26 3:00 PM	Teresa Arriaga	SMART	Application Requirements / Submission	Will collaborative proposals that include multiple organizations be accepted? If so, what expectations exist for collaborations?	<p>Yes, collaborative proposals are allowed. One organization must apply as the Primary Applicant, which is the entity that will hold the contract with the City if awarded.</p> <p>If the proposal includes partner organizations, the Primary Applicant will be responsible for managing the contract and overseeing the collaboration. The proposal should clearly describe the roles and responsibilities of each partner organization and how they will work together to deliver the program.</p> <p>If applying as a fiscal agent for another entity, the application must</p>	3/17/2026

							also identify the Program Lead, which is the organization responsible for delivering the program services.	
111	Email	3/13/26 4:01 PM	Anita Gay	Bay Area Video Coalition	Program Area / Program Design, Budget / Allowable Costs, Application Requirements	<p>Under Program Area J: Sector Workforce Registered Apprenticeship,</p> <p>1. can you please clarify, will the award be made to 1 service provider for all of the Sectors, or 1 service provider for each Sector. And, is this award for 2 years or 4 years? (In the chart, it says 4 years and in the narrative on page 145 it says 2 years.)</p> <p>2. Across Program Areas: Can OEWD funds be used to pay for participant stipends and wages?</p> <p>3. If our organization is applying for multiple program areas, do we need unique 2 - 4 Letters of Support per program area?</p>	<p>1. Program Area J – Sector Workforce Registered Apprenticeship: This information has been updated in the RFP. Please refer to the updated RFP 235 solicitation posted on March 3, 2026 for the correct information regarding the number of anticipated awards and the term of service.</p> <p>2. Across Program Areas – Participant stipends and wages: OEWD funds may be used to support participant stipends or wages if they are directly tied to program participation, such as training activities, work-based learning, internships, or subsidized employment. All proposed costs must be reasonable, clearly described in the proposal, and aligned with the program model and deliverables.</p> <p>3. Letters of Support: Applicants are not required to submit a completely different set of letters for each program area. However, applicants should ensure that the 2–4 Letters of Support submitted clearly demonstrate partnerships and support relevant to the specific program area(s) being proposed. If the same partner is supporting multiple program areas, the letter should reflect that alignment.</p> <p>Please visit the RFP 235 website frequently for the most up-to-date information including the RFQ 235 Q and A Log at https://www.sf.gov/resource--2026--request-proposals-rfp-235.</p>	3/17/2026
112	Email	3/13/26 4:20 PM	Amos Lim	Chinese for Affirmative Action	Program Area / Program Design	"Regarding the requirement for Specialized Job Centers to provide services at Comprehensive Job Center, "as appropriate". Does "as appropriate" mean this is a requirement and if so, when will this requirement start?"	Specialized Job Center grantees will negotiate this with assigned OEWD Program Specialist.	3/13/2025

113	Email	3/13/26 4:31 PM	Trevor Arceneaux	Larkin Street Youth Services	Application Requirements / Submission, Program Area / Program Design, Budget / Allowable Costs	<p>On behalf of Larkin Street Youth Services, I am submitting questions below regarding RFP #235. Please feel free to reach out if you need any clarification. Thanks!</p> <ol style="list-style-type: none"> 1. Are character limits with spaces or without spaces? 2. If we get blended funding (WIOA and CDBG for example) do we have to segregate youth based on funding source/documentation/eligibility? 3. What does compliance look like for CDBG-funded workforce? 4. Where in the budget template do we write in wages paid to youth participants? 5. The RFP says "Ability to utilize existing funds or employer wages to cover the cost of participant work-based learning stipend or wages will be given preference" under Preferred Qualifications, so does this mean it is not required? If not required, where does it go in the budget template? 6. 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". 7. What do we submit for RSD 5? 8. For the organizational chart submission with our proposal, should applicants provide a chart for the entire organization or only for the staff associated with the proposed program? Our organization has over 250 staff, so a full organizational chart would be quite large. 9. If awarded funding, what is the preferred method for demonstrating compliance with San Francisco Labor and Employment Code Articles 131 and 132? 10. Could you please clarify where applicants should include leveraged or match funding in the budget that will support participant/client wages and other support services not covered by this RFP? 	<ol style="list-style-type: none"> 1. For the online application, character limits include spaces. 2. If receiving blended funding (e.g., WIOA and CDBG), youth do not need to be segregated based on funding source, however, percentage of programming that should be allocated or charged to each funding source should be tracked and accurately submitted to OEWD. 3. CDBG-funded programs are subject to fiscal compliance monitoring in accordance with federal requirements. Fiscal monitoring typically occurs on a three-year cycle. The most recent monitoring cycle took place in 2024. Programs receiving CDBG funds must also comply with applicable federal regulations and reporting requirements associated with CDBG funding. 4. Please refer to the RFP 235 Attachment B Budget Template. The "Instructions" and "Line Item Descriptions" tabs provide guidance 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. 5. Yes, "Preferred Qualifications" means it is not required. As mentioned above, all costs should be included in the Attachment B Budget Template. The "Instructions" and "Line Item Descriptions" tabs provide guidance 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. 6. The minimum of "one from each" refers to a 1 letter from resident and 1 letter from a community organization 7. There is not a submission for RSD 5 at the time of submitting an RFP 235 application. If an applicant is awarded a grant or contract, evidence that the Proposer is compliant or likely to become compliant will be required before a grant or contract can be executed. 8. For the organizational chart submission, applicants may provide a chart for either the entire organization or only for all relevant staff associated with the proposed program. 9. If awarded funding, an Applicant will coordinate with the San Francisco City Partner team, https://sfcitypartner.sfgov.org/pages/index.aspx, to walk through preferred methods for demonstrating compliance with San Francisco Labor and Employment Code Articles 131 and 132. 10. All costs should be included in the Attachment B Budget Template. Column E of the "Budget Template" tab is where all Leverage/Match should be provided. The "Instructions" and "Line Item Descriptions" tabs provide guidance 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. 	3/17/2026
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Please visit the RFP 235 website frequently for the most up-to-date information including the RFQ 235 Q and A Log at <https://www.sf.gov/resource--2026--request-proposals-rfp-235>.

114	Email	3/13/26 4:40 PM	David Bogachyk	Ukrainian Service & Cultural Center Chervona Ruta	Application Requirements/ Submission, Program Area / Program Design, Budget / Allowable Costs,	<p>Please, find our questions below. I hope they aren't overwhelming! We are excited about this RFP's potential and want to ensure our proposal perfectly aligns with the OEWD goals.</p> <p>1. For immigrants with different legal statuses, overcoming barriers in employment often requires creative and mobile models – contractual work, enterprises, different hybrid forms. Does this RFP will consider projects elaborating and assisting clients to achieve economic self-sufficiency through these forms as well or it's strictly about traditional employment?</p> <p>2. Under Area C, can pre-employment stabilization and supportive services include legal assistance – stabilization with work permits, etc. for certain categories of SF residents who currently have no access to free immigration legal services because of the specific legal status? (That's official, we identified this service gap with MOHCD with whom I have contract to serving these populations, it's not completely clear how this situation will be handled in the City in terms of providing legal services for UHPs (Ukrainian Humanitarian Parolees), but currently it's also a big problem for their economic sustainability. So the questions is: can legal assistance focused on employment-related issues be a part of program activities under Area C.</p> <p>3. Are there any specific restrictions or edibility bars for using federal funds to serve residents with Humanitarian Parole or TPS statuses?</p> <p>4. Regarding the 'Anticipated Contract Not to Exceed Amount' provision: Does OEWD allow (A) an applicant to submit an initial budget according to the Program Area limits (e.g., \$650,000 for Area C), while including a scalable model in the narrative that projects expansion up to the 400% threshold; or (B) If an applicant submits a budget the stated initial Program Area limit to demonstrate the full cost of a high-volume pilot, will the proposal be automatically disqualified, or will it be accepted and reduced to the \$650,000 cap for scoring?</p> <p>5. Does OEWD support proposals that integrate multiple Program Areas (e.g., Area H - TechSF and Area G - Hospitality) into a single, innovative hybrid model for immigrant economic integration? If so, which primary Program Area should the applicant select to ensure the proposal is evaluated holistically rather than fragmented across separate areas?</p>	<p>1. Yes, this RFP will consider projects elaborating and assisting participants to achieve economic self-sufficiency through a variety of employment models.</p> <p>2. For Area C Specialized Job Center, an eligible activity of grantees is barrier removal services. Grantee will identify the barriers to achieving employment goals, work with participants to develop a barrier removal action plan, and connect participants to one-on-one, small group, public, and other support services available in the community through warm and direct referrals as needed to help the participant achieve their employment goals. The following barriers (but not limited to) will be addressed to enhance employability: work authorization support, need for English as a Second Language (ESL) or Vocational English as a Second Language (VESL) services, justice system involvement, drug and/or alcohol substance use issues, limited technology and internet access, lack of basic computer skills, lack of high school diploma/GED, housing insecurity, lack of valid driver's license, or mental health supports. Area C Specialized Job Center grantees will be held accountable to placing 70-80% of participants enrolled in unsubsidized employment.</p> <p>3. There are potential eligibility nuances when using federal Workforce Innovation and Opportunity Act (WIOA) Title I (and/or other federal) funds to serve residents with Humanitarian Parole or Temporary Protected Status. Proposals that fall under these categories will be applicable as accordingly.</p> <p>4. For the 'Anticipated Contract Not to Exceed Amount' provision, applicants should submit a budget in alignment with the specific Program Area limits. Each Program Area clearly lists the "Total Funding Available" and Anticipated Annual Funding Per Contract."</p> <p>5. 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 Primary Applicant, 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.</p> <p>6. If an applicant submits two separate proposals for the same project under different areas, OEWD will evaluate them as two independent proposals.</p> <p>7. Proposers should carefully review the eligibility criteria, service requirements, funding parameters, and participant expectations outlined in each of the Program Areas to determine which Program Area(s) to submit an Application(s). Proposers should ensure they meet the Minimum Qualifications and all other service and program requirements described in the RFP for each of the Program Areas to which they submit an application. Proposals cannot be re-categorized</p>	3/17/2026
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