



**CALIFORNIA WATER
WASTEWATER & ENERGY**
Workforce Development Program

REQUEST FOR PROPOSALS

CALIFORNIA WATER, WASTEWATER, AND ENERGY WORKFORCE DEVELOPMENT
PROGRAM

THE COALITION:

**CALIFORNIA MUNICIPAL UTILITIES ASSOCIATION (CMUA)
CALIFORNIA AFRICAN AMERICAN WATER EDUCATION FOUNDATION (CAAWEF)
JEWISH VOCATIONAL SERVICE (JVS)
WATER EDUCATION FOR LATINO LEADERS (WELL)**

The Coalition is a recipient of a grant from the California Workforce Development Board's (CWDB) High Road Training Partnership (HRTP) Program in partnership with the California Municipal Utilities Association, African American Water Education Foundation, Jewish Vocational Services, and Water Education for Latino Leaders (The Coalition). This grant will implement the California Water, Wastewater, and Energy Workforce Development Program, a workforce development program focused on diversity, equity, and inclusion that will result in new workers who will secure jobs in the Water, Wastewater, and Energy industries. The Program's goal is to create a robust workforce pipeline in the **Greater Los Angeles County and Orange County region** for underrepresented populations in the *Water, Wastewater and Energy sectors (Underrepresented populations include, but are not limited to veterans, women, persons with disabilities, racial minorities, and persons from low to moderate income communities and households.) and/or* candidates from Low to Moderate Income (LMI) communities. The Los Angeles County and Orange County regional maps can be found here: [LA County MAP](#) , [OC MAP](#) The Coalition envisions a program design that will represent an inclusive regional ecosystem and collaborative partnerships that will include key stakeholders and partners such: as labor unions, community-based organizations, workforce intermediaries, industry employers, local government, and the private sector.

The Coalition is seeking proposals from qualified 1) Public Utilities or Consortia 2) Community Colleges 3) Workforce Development Boards 4) Municipalities 5) Workforce Development Agencies 6) Industry-Specific Training Providers 7) Community Based Organizations **and/or** 8) Labor Unions to provide:

- Training and Placement of a minimum of seventy (70) NEW workers in the Water, Wastewater and Energy Workforce from underrepresented populations and/or applicants from Low to Moderate Income (LMI) communities or households.
- Targeted Outreach to ensure the project is highly likely to recruit underrepresented groups and low-income populations and households.
- Data collection and reporting to measure and validate program performance.
- Offer enhanced supportive services to increase applicant success and retention.

The Coalition highly encourages partnerships with Labor, Community-Based Organizations (CBO's) and sector employers for the Los Angeles County / Orange County regional pilot. The contracts will commence May 1, 2024, and continue through March 31, 2026, with a standard contract not to exceed \$750,000 for the successful applicants. The selection committee will evaluate proposals based on the applicant's:

- Past performance in implementing successful apprenticeship, internships or other workforce development programs for the Water, Wastewater, and Energy industry or similar industries.
- Partnerships with employers in the Water, Wastewater and Energy Industries
- Understanding of the Water, Wastewater, and Energy Industry's labor market demands and knowledge of hiring practices.
- Experience working with organized labor and other key stakeholder groups in Los Angeles County and Orange County.
- Approach to diversity, equity, and inclusion for underrepresented populations and workers from LMI communities and demonstrated experience engaging the targeted populations.
- Experience in administration of public project funds of \$750,000 or more.
- Feasibility of program costs, numbers served, per participant costs, and budget.

One (1) electronic copy of the proposal (PDF) must be submitted no later than **Friday, March 29, 2024, by 11:59 p.m. pacific standard time to dblacet@cmua.org**. You may contact Tamika Taylor at 4taylorsanders@gmail.com for technical assistance. **A detailed request for proposals is available on our website at <https://www.cmua.org/>**

NOTE: Proposers are invited to attend a virtual Bidder's Conference hosted by CMUA. This meeting will take place via Zoom on [Tuesday, February 21, 2024, at 11:00 a.m.](#) Please RSVP to Tamika Taylor at 4taylorsanders@gmail.com for the meeting link.

I. Introduction:

CMUA is a full-service trade association representing public water and wastewater agencies and publicly owned electric utilities (POUs). CMUA has partnered with CAAWEF, JVS and WELL as proud recipients of a grant from the California Workforce Development Board's (CWDB) High Road Training Partnership (HRTP) Program. This grant will implement the

California Water, Wastewater, and Energy Workforce Development Program, a regional workforce development program focused on diversity, equity, and inclusion that will result in seventy (70) trained new workers who will secure jobs in the industry in the Greater Los Angeles County and Orange County. **The Program is projected to create a workforce pipeline for underrepresented populations and/or applicants from Low to Moderate Income (LMI) communities. (Underrepresented populations include, but are not limited to veterans, women, persons with disabilities, racial minorities, and persons from low to moderate income communities and households.)** The project approach is to improve industry partnerships, establish best practices and fund innovative pilots to ensure ongoing **placement of trained workers from diverse, underrepresented groups and women in industry jobs, which are high quality and well-paid, with great benefits and opportunities for advancement**, thus uplifting the middle-class. Ideal applicants will have successfully implemented Water, Wastewater, and Energy or similar workforce development programs and have in-depth knowledge of the labor market demands and practices hiring within the public *Water, Wastewater, and Energy* industries.

II. Background

The Coalition is pleased to partner with The California Workforce Development Board (CWDB), High Road Training Partnership's Resilient Workforce Program (RWP) and launch the CALIFORNIA WATER, WASTEWATER, AND ENERGY WORKFORCE DEVELOPMENT PROGRAM. The objective of the High Road Training Partnership (HRTTP) initiative is to increase access to existing high-road jobs for underserved populations. In alignment with these objectives, this grant will fund training partnerships with high-road employers to directly increase the number of skilled workers from underserved populations in high-quality jobs in the priority sectors of public water and wastewater agencies and publicly owned electric utilities (POUs). It is critical that the California Water and Energy Workforce is representative of California's diverse population. The Coalition (CMUA, CAAWEF, JVS, WELL), has convened and exists to advocate for inclusion for all, and amplify the workers' voice. A core value of The Coalition is to include labor and community-based organizations as valued partners in addressing the diversity shortfalls. Attracting, supporting, and retaining employees with diverse lived experiences is more critical than ever as we rise to the challenge of establishing a skilled, resilient water and energy workforce that is inclusive and serves all communities for generations to come.

Frontline workers and administrators at water and wastewater treatment utilities across the country are central to public health, environmental, and economic well-being in all communities, big and small. The water industry is facing wide-spread shortages of qualified workers due to expected retirements, needed investments in California's infrastructure, and new technical and scientific skill sets required to operate, improve, and maintain these systems. Nationwide labor market estimates indicate that as many as one third of water workers will be eligible to retire within the next 5-10 years. The Los Angeles and Orange County regions were chosen because of existing demand and capacity to launch a demonstration pilot program that can potentially be duplicated and scaled across the state.

III. Scope of Work

- Conduct a targeted recruitment effort to identify and enroll qualified applicants from targeted outreach to underrepresented populations and/or applicants from Low to Moderate Income (LMI) communities into the training program.
- Secure Placement of seventy (70) new workers in Water, Wastewater and Energy Workforce from underrepresented populations and/or applicants from Low to Moderate Income (LMI) communities.
- Offer enhanced supportive services such as case management, peer support groups, resource referrals, soft- skills development and job search and placement assistance to increase applicant success and retention.
- Data collection and reporting to measure and validate program performance.

IV. Proposal:

The successful applicant must be able to provide a solution-based approach to the project. The Coalition will consider proposals that expand, enhance and/or create new workforce development innovations for the water and energy sectors.

The narrative proposal not to exceed ten (10) pages. Additional pages over the maximum allowed will be removed, and not read.

- Demonstrated ability to: (1) provide industry specific training programs sufficient to transition trainees into water and energy workforce jobs or similar sectors (2) recruit, train, and retain underrepresented groups into the water and energy industry, (3) and implement successful apprenticeship, internship, mentorship, or other workforce development programs for emerging sectors. *(Past experience launching successful workforce development pilot programs will also be considered)*
- Demonstrated ability to collaborate with employers and labor unions in the Water, Wastewater and Energy Industry or similar industries.
- Project plan for pilot program that will include placement of (seventy) 70 new hires in the targeted industry. Plan should include rationale for the targeted region in either Los Angeles County or Orange County, project description, timeline, and training plan. *(**Note: Project Plan must include training plan, description of curricula, program credentials and attach signed MOU with training partner if an external partner will provide training**)*
- Recruitment strategy to identify and create a workforce pipeline for underrepresented populations and/or applicants from Low to Moderate Income (LMI) communities.
- Approach to working with key stakeholders and partners such: as labor unions, community-based organizations, workforce intermediaries, industry employers, training providers, local government, and the private sector to strengthen the regional workforce ecosystem.

Form of Proposal:

The proposal package should include the following information:

- **Narrative not to exceed 10 pages.**
- Attachments:
 - 1) Cost Proposal including cost per participant, numbers served and program costs.
 - 2) Key Staff bios
 - 3) Support letters from key stakeholder groups and partners
 - 4) Performance chart (FORM A-1).
 - 5) MOU from training provider/partner (if provider is external).

The proposal package should be submitted via email as a PDF and the total package should not exceed 20 pages. Reminder: Additional pages over the maximum allowed will be removed, and not read.

V. Evaluation Criteria: All proposals will be evaluated according to the following criteria.

- Experience in implementing successful apprenticeship, internships, leadership development, or other workforce development programs for the water, wastewater, and energy industry, similar industries, or other emerging sectors for persons from targeted populations **(30 points)**
- Recruitment strategy for underrepresented populations and workers from LMI communities and approach to diversity, equity, and inclusion for project **(25 points)**
- Strength of partnerships - Inclusion of key stakeholders and partners such as: labor unions, community-based organizations, workforce intermediaries, industry employers, local government, and the private sector to strengthen the regional workforce ecosystem. **(15 points)**
- Placement/Hiring rates for successfully transitioning students directly from their training program into apprenticeships, internships, or positions of employment leadership development, or other workforce development programs for the water, wastewater, and energy industry, similar industries, or other emerging workforce sectors. **(10 points)**
This will be reflected in the PERFORMANCE CHART (FORM A-1)
- Knowledge of California Water, Wastewater, and/or Energy Industry's labor market demands, connection with organized labor, and industry hiring practices for the region selected **(10 points)**
- Feasibility of program costs, cost per participant and overall budget **(10 points)**
- *Bonus: Leveraged resources of 20% of the total budget (5 points) and leveraged resources of 10% of total budget (2.5 points) will be awarded. Allocating leveraged resources in the budget detail is optional.*

VI. Proposal Submittal:

One (1) electronic copy of the proposal must be submitted in PDF format, labeled:

WATER WASTEWATER, & ENERGY WORKFORCE DEVELOPMENT
REGIONAL CONSORTIUM RFP

No later than Friday March 29, 2024, by 11:59 p.m. PST to:

Danielle Blacet-Hyden
Dblacet@cmua.org

NOTE: Proposers are invited to attend a virtual Bidder's Conference hosted by CMUA. This meeting will take place via Zoom on Tuesday, February 21, 2024, at 11:00 a.m. Please RSVP to Tamika Taylor at 4taylorsanders@gmail.com for the meeting link.

All proposals will be reviewed by The Coalition. The selection will be based upon the applicant's ability to meet the stated criteria listed above. This program is competitive, and all eligible organizations may apply. Upon receipt, all proposals will be evaluated on the above criteria. The Coalition reserves the right to interview the top ranked applicants before making a final selection. Applicants may be contacted to provide further clarification.

Proposals received after 11:59 p.m. on March 29, 2024, may be disqualified from further consideration at the discretion of The Coalition.

VII. Disclosures:

Workforce Innovation and Opportunity Act

The CMUA conforms to nondiscrimination provisions of the Workforce Innovation and Opportunity Act (WIOA) and other federal nondiscrimination requirements as referenced in 29 CFR Parts 37 and 38.

The successful candidate will be expected to enter into a standard State of California subcontractor Agreement, including minimum insurance coverage requirement of \$1,000,000 per incident.

Source of Funds

In the 2021/2022 State Fiscal Year budget, funds for this opportunity were provided through the California General Fund. All awards are subject to the availability of appropriated funds and to any modifications or additional requirements that may be imposed by law. The CMUA reserves the right to adjust the total number, duration, and amount of each grant award, including allocating additional funds above the requested amounts.

The use of funds awarded in this grant opportunity is governed by state and federal directives, and the federal Office of Management and Budget (OMB) Guidance for Grants and Agreements (Uniform Guidance for Federal Awards 2 CFR Part 200). Monitoring and/or Program Audits may occur. Funds awarded through this funding cannot be used to purchase real property or construct buildings. A maximum of 20% of the total project budget will be allowed for administrative costs. The 20% administrative cap should include indirect costs and administrative activities.

The prospective awardee is advised that it has certain duties, obligations, and rights under Public Contract Code sections 10335 - 10381 and 10410 - 10412, with which the Contractor should be familiar.

