

Following are the RFP questions received as of 5:00 pm (MDT) on 10/25/2022.

**1. Can applicants apply using a fiscal sponsor? Are sole proprietors eligible to apply?**

Assuming the applicant is asking if they may engage a fiscal sponsor to provide fiduciary oversight, financial management, and other financially related administrative services, this is acceptable. If the applicant is proposing that the fees for the fiscal sponsor be paid with grant funds, this must be included in the proposed budget.

Sole proprietors are also eligible to apply.

The following from page 4 of the RFP, Section 2. Eligible Applicants may provide additional clarification:

**2. Eligible Applicants**

The WCCNM is issuing this Request-for-Proposal (RFP) for respondents with applicable experience providing pre-and post-release workforce development and employment for justice-involved individuals in Central New Mexico.

For-profit and nonprofit organizations, public agencies, consortiums, and/or a collaboration of these organizations are all encouraged to apply. Consortiums, joint ventures, or collaboration of organizations with complementary skills and experience are encouraged to apply, but proposals need to clearly identify one legal entity as the prime respondent that will hold grant subrecipient contracting responsibilities and liabilities. Respondents must also clearly distinguish which partnerships represented in a response are subcontracts and which are non-financial collaborations.

**2. How does Adult Basic Education factor into the training and is High School Equivalency an option?**

Each participant will have different needs. For those participants needing basic skills such as reading, math, high school equivalency preparation, and English as a Second Language (ESL) for non-native speakers, assessments will be used to help determine the Adult Basic Education training needs. Ideally these Adult Basic Education training services will begin and be completed prior to the participant's release. To the greatest extent possible, all Adult Basic Education training needs and associated costs will be covered through a co-enrollment with the WCCNM/New Mexico Workforce Connection Title II Adult Basic Education Program partner.

Other short-term pre-release training may include specific job readiness training programs such as Soft Skills and Occupational Skill Training. If the applicant is proposing to provide pre-release training that is not available through the WIOA Title II Adult Basic Education or WIOA Title I Adult programs, applicants must include the

proposed curriculum, approach, and associated costs for delivering their proposed pre-release job readiness training.

### **3. How many case managers are needed in order to provide the one-on-one attention required?**

Please see RFP, page 6, Role A: Dedicated Reentry Coordinator (case manager(s)):

- Based on staggered participant enrollments and exits of 200 individuals over a 24-month period and staggered Follow-Up activities over a 12-month period, provide proposed number of dedicated Reentry Coordinators needed to coordinate and facilitate all pre- and post-release participant services, including participant employment. Successful applicants will propose to assign one Reentry Coordinator dedicated to work with their originally assigned participants throughout life of the grant funding period (January 2023 through December 2025).

As Subject Matter Experts in reentry services delivery, applicants are asked to consider the CHANCES program requirement that dedicated Reentry Coordinators be assigned to work with the same participants through the life of the grant. In addition, in collaboration with the Reentry Navigator, WCCNM program staff, and community and correctional facility resources and staff, applicants must consider all other service delivery requirements. The applicant is asked to then determine the number of dedicated Reentry Coordinators that will be needed to effectively recruit, enroll, and serve the target 200 justice-involved participants.

The CHANCES program will focus on building one-on-one relationships with incarcerated participants with the goal of identifying, developing, and delivering participant services that address the participant's unique barriers, whatever they may be. This approach differs from the typical transactional service delivery method that simply checks off the boxes of a single program's limited resources. The Reentry Coordinators and the Reentry Navigator will develop a relationship with each participant and other reentry partner resources to provide the participant with the counseling and mentoring needed for the participant to overcome barriers and gain sustainable employment.

### **4. How does training play into identifying the root causes of an individual's incarceration?**

Many studies have been and continue to be conducted to determine the root cause of an individual's incarceration and recidivism. Each individual has unique barriers that the CHANCES program proposes to address through dedicated reentry counseling and intensive case management, assessments, wrap-around services, supportive services, and job readiness training leading to sustainable employment.

The Pathway Home Grant Program [CHANCES] builds on the findings of the Linking Employment Activities Pre-Release (LEAP) implementation study. By providing for reentry services to begin while participants are still incarcerated and to continue post-release, these projects are designed to eliminate the time gap between release from prison

and enrollment into a workforce development reentry program leading to skills-based employment. The final LEAP implementation report can be found at <https://www.dol.gov/sites/dolgov/files/OASP/legacy/files/LEAP-Final-Report.pdf>.

**5. How will childcare, transportation, housing, and living essentials be provided?**

The CHANCES program proposes to build on the strengths of the Central Region’s reentry service providers and workforce resources to coordinate and deliver a program that meets the needs of the participants and employers.

The current Central Region re-entry and workforce development system consists of many siloed programs that result in disjointed efforts that don’t effectively identify and align the current resources available to serve the justice-involved population in New Mexico.

Leveraged Resources currently available include transportation, childcare, housing, financial literacy, job training, behavioral health therapy, vocational development, substance abuse treatment, and job placement, just to mention a few. Many of the current programs are providing the same or duplicate services.

The CHANCES program aims to identify and partner with the current re-entry programs. By identifying and coordinating all available resources, the CHANCES program will reduce duplication of services, allow finite and limited program funds across all programs to be utilized more efficiently, and provide participants with the guidance and resources needed to overcome barriers and successfully navigate the complex reentry process.

Through partnerships with community organizations, correctional facilities, and CHANCES grant funding, we will develop collaborative, coordinated service strategies among multiple programs and community support service agencies to provide more comprehensive services for the justice-involved population in the Central Region.