

REQUEST FOR PROPOSALS FOR PROFESSIONAL SERVICES

Adult Occupational Skills Training and Workforce Preparation Programs funded with State “Blue Collar” Funds

ISSUED BY

DELAWARE WORKFORCE DEVELOPMENT BOARD in PARTNERSHIP

with

DELAWARE DEPARTMENT OF LABOR, DIVISION OF EMPLOYMENT AND TRAINING (DET)

CONTRACT NUMBER LAB-24R-BCA-001

I. Overview

The Delaware Workforce Development Board (“DWDB”) in partnership with Delaware Department of Labor, Division of Employment and Training (“DOL”) (collectively “Delaware”) seeks professional services to provide high quality occupational skills training and/or workforce preparation programs for adult career entrants or adult career changers. Programs will support the attainment of the Performance Measures identified. This request for proposals (“RFP”) is issued pursuant to 29 *Del. C.* §§ [6981 and 6982](#).

This request for proposals (“RFP”) is issued pursuant to 29 *Del. C.* §§ [6981-82](#).

The proposed schedule of events subject to the RFP is outlined below:

Public Notice	Date: Jan 19, 2024
Pre-bid Meeting	Date: Jan 29, 2024
Deadline for Questions	Date: Jan 30, 2024
Response to Questions Posted by:	Date: Feb 9, 2024

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Deadline for Receipt of Proposals (Time)	Date: Feb 16, 2024, at 1:00 PM (Local Time)
Proposal Review	Date: Feb 21, 2024
Oral Clarification & Presentations	Date: Mar 1, 2024
Consolidation Meeting	Date Mar 5, 2024
DWDB Meeting Funding Recommendation	Date: Mar 12, 2024
Estimated Notification of Award	Date: March 14, 2024

Each proposal must be accompanied by a transmittal letter that briefly summarizes the proposing firm's interest in providing the required professional services. The transmittal letter must also clearly state and justify any exceptions to the requirements of the RFP that applicant may have taken in presenting the proposal. (Applicant exceptions must also be recorded on Attachment 3).

Furthermore, the transmittal letter must attest to the fact that, the bidder, if selected shall not store or transfer non-public State of Delaware data outside of the United States. For technology related solicitations, bidders may refer to the Delaware Department of Technology and Information identified terms and conditions included in this solicitation.

The State of Delaware reserves the right to deny any, and all exceptions taken to the RFP requirements.

PRE-BID MEETING

A pre-bid meeting has been established for this RFP Proposal on Monday, January 29, 2024. This is not a mandatory meeting, however, the pre-bid meeting is very important for applicants and those who desire a compliant submission. This one meeting will explain the RFP, and the RFP process and address any questions or concerns from potential bidders. The pre-bid meeting will be held via Zoom. It is requested that you register by using the Zoom registration link below:

Zoom Registration Link

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<https://delaware-gov.zoom.us/meeting/register/tZYvf-CvpzlpHNCXWvnyzOLZ0r9kKTMshvYZ>

<https://delaware-gov.zoom.us/meeting/register/tZYvf-CvpzlpHNCXWvnyzOLZ0r9kKTMshvYZ>

II. Scope of Services

For definitions of terms used throughout this RFP, refer to Appendix C, Definitions.

A. Eligible Applicant

1. All Providers must have the State of Delaware license(s), be considered a non-profit, or be a public entity and have any certification(s) necessary to perform services as identified in the scope of services.
2. All Providers must be one of the following:
 - a. A State of Delaware public institution or training center; or
 - b. An institution of higher education described in Section 102 of the Higher Education Act (20 USC 1002) that is qualified to participate in the student financial assistance programs authorized by title IV of that Act; or
 - c. A private business or trade school approved by the Department of Education. If Provider is not an approved Private Business and Trade School by the Department of Education <https://www.doe.k12.de.us/domain/158> at the time of proposal submission, Provider must be approved prior to contract execution; or
 - d. Providers must be either a public entity or non-profit organization if opting to provide either only Workforce Preparation services (not Occupational Skills Training Programs) (see section III.D.2).
3. All Providers must provide documentation of compliance with 1 and 2 above. See section V for more information.

B. Population

Proposers can target specific populations and should identify them in their proposal(s), but at a minimum, the population served will be:

1. 18 years or older;
2. Eligible to work in the United States;
3. Focused on Delaware Residents; and
4. Focused on those with barriers to employment and/or barriers to career advancement.

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Additional points will be provided to Providers who propose services to the following:

- a. Individuals residing in promise communities (see Appendix C) and/or
- b. Individuals re-entering society. This will meet the definition of “Offender” in the Appendix C and is defined as any individual (adult or juvenile) who:
 - i. has been subject to any stage of the criminal justice process, for whom services under this RFP may be beneficial or
 - ii. who requires assistance in overcoming artificial barriers to employment resulting from a record of arrest or conviction.

All participants served must be determined and documented as eligible prior to enrolling by the Provider in accordance with DOL E&T policies.

C. Performance Measures

The performance measures for programs funded with this RFP are in the chart below*. All programs must have program designs that support the attainment of these measures. All measures except the Employment Outcome Day 1 Wage are a percentage of the total participants served.

Performance Measure	Expected Rate of Participants
Training Program Completion	80%
Credential Attainment (for Occupational Skills Training Programs only)	75%
Day 1 Outcome	80%
Day 1 Training Related (for Occupational Skills Training Programs only)	70%
Day 1 Wage	\$15.00
Day 30 Follow-Up	75%
Day 60 Follow-Up	72%
Day 90 Follow-Up	70%

Important note: see definitions of Day 1 Outcome, Day 1 – 90 Follow-up.

*Providers may propose alternative expected rates and performance measures.

This must be done in the proposal and must include employment related

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outcomes with justification for the alternative provided.

D. Program Design

The intent of this RFP is to fund programs that provide services, instruction, and supports that result in the outcomes described in Performance Measures (Section III.C). The intended result is that participants obtain unsubsidized employment or unsubsidized employment in combination with continued education as appropriate for the industry/occupation to enable participants to realize their career path and put their plan into action. In order to accomplish this, there are Required Elements (see next section) and then Training Strategies (see section 2 after Required Elements) in which Providers can propose.

1. **Required Elements and Tasks** - In order to implement programs, the following are required of all Providers. All Providers will:
 - a. Recruit, determine, and document eligibility for Provider's program participants.
 - b. Maintain documentation for each participant, including eligibility, attendance, assessments, credentials, certificates, and outcomes. Providers will provide documentation to Delaware and/or their designees upon request;
 - c. Enter participant information and activities into Delaware JobLink (DJL) in accordance with DOL E&T policies and procedures for participant tracking and performance measure reporting. Budgets should reflect staffing to complete this task;
 - d. Attend all required meetings and trainings. Currently, there are monthly and quarterly meetings that are attended by program staff.
 - e. Provide objective assessments to determine participants likelihood for success in proposed program as well as service needs. This will include assessments to:
 - i. Determine reading and math skills. Basic language and numeric skills training will be provided concurrently with skills training as appropriate. Assessments provided by the local education agency (e.g. Smarter Balance, PSAT, and SAT) may be used to assess reading and math skills. Providers are encouraged to use assessment approved by the National Reporting System found on Appendix B. Assessments may be completed by Provider or by a partner. Assessments previously completed within the 6 months prior to enrollment into the programs may be used;
 - ii. Career/Occupational Interests through tools such as the O*Net Interest Profiler found at <https://www.mynextmove.org/explore/ip> or other

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- method to determine interest, appropriate career pathway and fit for program. Prior assessments or planning tools completed may be used such as the Student Success Plan completed in Delaware's secondary schools; and
- iii. Wraparound/Supportive Service needs of each participant to identifying appropriate services and referrals for participants. This may be done through the completion of an Individualized Service Strategy (see below);
 - f. Develop Individualized Service Strategies (ISS) for each participant. The ISS will include an ultimate employment goal, along with incremental work readiness, academic steps and credentials needed to achieve the goal. The ISS will be reviewed and updated regularly by program staff and will need to be uploaded in DJL;
 - g. Offer training appropriate to the intended job placement opportunity and demonstrate that the curriculum/services being offered through proposed training meets the current and projected needs of the local employers;
 - h. Offer, or refer to, entrepreneurial skills training, when appropriate to the occupation and/or individual service strategy;
 - i. Integrate the use of Paid Work Experience into proposed program. See section III.E below. For those offering Occupational Skills Training Programs, any participant that is not employed within 30 days of the 90-day intensive job search and placement period (see k. below) will go into a Paid Work Experience.
 - j. Provide intensive job search and placement assistance to participants which includes preparing participants for unsubsidized employment opportunities. For those offering Occupational Skills Training (see section 2 below), Provider will have up to a 90-day intensive job search and placement period to obtain Day 1 outcome. This period begins the last day or completion of the education/training;
 - k. Utilize Delaware JobLink to maximize participants' job search and placement. At a minimum, participants will create a jobseeker account in Delaware JobLink (<https://joblink.delaware.gov>) which includes building at least one (1) resume;
 - l. Track, document and record employment outcomes and retention up to 90 days;
 - m. Have and maintain appropriate linkages to various supportive services to ensure wrap around services enabling successful program completions, job placement and retention. Linkages shall include referrals for substance/alcohol abuse, financial literacy, basic needs, and mental health. Providers that request funds for supportive services will document linkages with other

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- human service Providers; and
- n. Provide retention services, as necessary, including during the day and evening to meet performance measures for 6 months following exit of participants.

2. Training Strategies-In addition to the Required Elements, Provider must implement one or more of the following Training Strategies:

- a. **Occupational Skills Training-**Occupational Skills training is occupational specific training designed to provide individuals with the technical skills and information required to perform a specific job or group of jobs. Occupational Skills Training can occur in the classroom and/or online. Occupational Skills Training is any training of the type normally conducted in an institutional setting, including vocational education, which is designed to provide individuals with technical skills and information required to perform a specific job or group of jobs. This training must meet all the following:
 - i. Provide training that leads to an occupation or advancement in an occupation that is on the In-Demand Occupation List (Appendix C) and/or aligned to a Department of Education (DOE) state model program of study found at <https://de.gov/DOEprogramsstudy>. Proposals for occupational skills training in occupations not targeted on the in-demand occupations list or within a DOE state model program of study are permissible with comprehensive documentation supporting the need for training. The supportive documentation must accompany the proposal; and
 - ii. Lead to a credential; and
 - iii. Have the required Pathways Common Elements as described in the chart below. Some of these common elements are required and some are considered a bonus, in which, bonus points will be allotted by the evaluation team when the proposals are scored. The following is a list of all the Career Pathways common elements and if they are required or additional points:

Pathways Common Element	Required or Additional
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<p>Sector-Based Engagement Strategies: Education and training aligns with the academic and technical skills needed by Delaware employers. Employer engagement occurs within targeted industry sectors, representing high-growth potential to the State of Delaware or regional economies, to determine prerequisite employment and career progression skill requirements for in-demand occupations.</p>	<p>Required</p>
<p>Contextualized Learning: Education and training focuses on academic and technical content. Curricula and instructional strategies are designed to engage employers through authentic work experiences and to help adults attain work- readiness skills. Work based learning where participants can engage and learn from employers is a required element. This can include job shadowing, paid work experience/internship, and clinical.</p>	<p>Required</p>
<p>Industry-recognized Credentials: Education and training programs lead to the attainment of industry-recognized credentials and/or an associate or bachelor's degree that has value in the labor market. Please see the definition of Credential.</p>	<p>Required</p>
<p>Wraparound Services: Career pathways incorporate academic and career counseling and support services. Services are targeted at points of transition, provide individualized career plans, and support communities that are high poverty. Further, career pathways provide supports for nontraditional learners and individuals with barriers to employment.</p>	<p>Required</p>
<p>Stackable Educational and Training Options: Education and training includes the full range of secondary, adult education, and postsecondary education programs, including registered apprenticeships. Career pathways are a non- duplicative progression of courses clearly articulated from one (1) level of instruction to the next and provide opportunities to earn high school credit, adult basic education, and postsecondary credit, culminating in industry-recognized credentials and/or an associate or bachelor's degree.</p>	<p>Required</p>
<p>Accelerated/Integrated Education and Training: Career pathways combine occupational skill training with adult education services, give credit for prior learning, offer remedial services as needed, and apply strategies that accelerate the educational and career advancement of adults.</p>	<p>Additional</p>
<p>Multiple Entry and Exit Points: Career pathways provide participants with opportunities to transition between formalized education and training programs and competitive employment, thus allowing participants of varying skill levels to pursue education or training to enter or advance in a specific sector or occupational field.</p>	<p>Additional</p>

- a. **Workforce Preparation Programs-**Workforce Preparation Programs may or may not target a specific occupational skill, but more broadly address barriers to unsubsidized employment. The delivery of services may take place in a classroom setting, one on one coaching, workshops, and use of Work Experience, and requires a focus on specific

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work behaviors, which may or may not be occupational skills. These programs must have intensive case management or career coaching services that support the participant's career exploration, barrier busting, and achievement of skills to obtain and retain employment. The training is provided for individuals who lack actual work experience, who have unacceptable work behaviors, or have other barriers to employment.

- b. **ABE/GED**-Instruction on the basic skills required to achieve a High School Diploma/GED. This is completed as classroom training by a State of Delaware, Department of Education approved program. This training is provided for individuals who lack a high school diploma or GED and will be offered in conjunction with any of the above Training Strategies, **but it is not an allowable activity as a standalone service.**

3. **Work Experience** -- All Providers must integrate the use of Paid Work Experience into proposed program. All Providers should budget for this expense in their Proposals. Budgets should include wages, fringes, temporary staffing fees, and provider staff to develop and monitor Work Experience sites.

Paid Work Experience are defined as a planned, structured learning experience that takes place in a workplace (a public, private for-profit sector, or private non-profit organization) for a limited period. Work Experience is used for participants who:

- i. need assistance in becoming accustomed to basic work requirements and be designed to promote the development of good work habits and basic work skills for individuals who have never worked or who have been out of the labor force for an extended period;
- ii. provide hands-on experience that reinforces the classroom training when implemented with other Training Strategies; or
- iii. desire an occupation where the skills for the desired occupation are typically attained through Work Experience or On the Job Training.

For all participants, it provides skills that may be added to participants' resumes as well as linking participants to local employers. Participation in work experience shall be for a reasonable length of time, based on the needs of the participant, which shall be documented in the participant's ISS. Generally, work experience for adults may not exceed the greater of six (6) months. All participants who participate in Work Experiences must be paid as an employee earning at least the State of Delaware minimum wage and may not be classified as independent contractors that would necessitate the issuance of a

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form 1099.

Labor standards apply in any work experience where an employee/employer relationship, as defined by the Fair Labor Standards Act or applicable State law, exists. Funds provided for work experiences may not be used to directly or indirectly aid in the filling of a job opening that is vacant because the former occupant is on strike or is being locked out in the course of a labor dispute, or the filling of which is otherwise an issue in a labor dispute involving a work stoppage. No worker should be supplanted due to a Work Experience.

When implementing this, Provider must either:

- i. opt to place participants on your organization's payroll. Participants must be treated like all other employees, for example, having all required deductions, including FICA, UI taxes, etc., as well as be covered under your organization's worker's compensation policy during their work experience time; or
- ii. Opt to use a temporary staffing agency to employ participants during the work experience time. The following is the link to the state procured temporary service agencies
http://contracts.delaware.gov/contracts_detail.asp?i=3600
. Provider must use one of these agencies.

Providers will be required to document and monitor Work Experience in accordance with DOL Policies and Procedures.

There are the following exemptions to paid Work Experiences when implemented with Occupational Skills Training Programs that lead to employment in an occupation that requires all of the following:

- i. A state issued license is required to work in the occupation;
- ii. That license requires clinical hours; and
- iii. It is common practice that the clinical hours are not paid.

An example is the required clinical hours for a CNA program.

Participants doing Experiences with contractor's organization shall be limited to 10% of the total participants for the contract period. A waiver to this may be requested and approved at the sole discretion of DOL.

4. Additional Points

Delaware will award Bonus Points in three (3) areas. They are not required, only desired. Proposals can seek A Points for more than one (1) of two areas, if more than one applies. They are:

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1. Pathways-Delaware encourages pathways programming. This is described in section (III)(D)(2). Up to 6 points can be allotted to proposals that demonstrate that at least one (1) of the common elements designated as “bonus” are in the program design. This should be described in the proposal.
2. Leveraged Resources- Delaware encourages the use of braided funding from multiple sources to achieve programmatic goals. Up to five (5) points can be allotted to proposals that demonstrate a collaboration through braiding funds, direct financial or in-kind contributions by other programs, employers, investors, stakeholder, etc. This should be described in the proposal.

III. Funding

The source funds for this solicitation are received from the Delaware Blue Collar Jobs Development Both Act (“BC”). The anticipated aggregate amount for BC d=funding available for all programs to be funded through this RFP is \$1,296,684. The funding level identified is an estimate, based on historical information. The estimate is subject to change without notice. This is the anticipated amount for one year. Delaware established the following priorities for funding for the workforce system.

1. Prioritize investments in sectors that will enable Delawareans to get back to work and increase growth in high-skill, high-wage jobs. DWDB will address the immediate needs of our economy to ensure jobs are filled that enable Delaware families to enter or re-enter the workforce. These are designated in the DWDB Strategic Plan as the “enabling sector” such as individual and family services, education, home health industries. The second area of focus is on growth sectors (healthcare, advanced manufacturing, technology including biotech, fintech, IT, and construction).
2. Raise the bar on educational attainment to reflect the needs of our future economy. Most jobs require education or training beyond high school. Our goal is to increase credential and degree attainment in Delaware from approximately 50.9% to 60% by 2030. DWDB will fund programs that lead to an industry recognized certification or degree.
3. Increase alignment between learning and work and improve how we build talent pipelines. DWDB looks to programs that break down barriers between learning and work through work-based learning experiences, internships, mentoring, apprenticeships, etc. Programs that have a work experience component are essential as they increase alignment of what an employer’s need will be prioritized. This includes prioritizing programs that include digital literacy and durable skills training.
4. Expand opportunity to increase economic prosperity for all Delawareans. Educational and economic equity are foundational to the health of our state. DWDB’s goal is to dramatically reduce the gaps that exist today based on

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race, ethnicity, disability, and income. DWDB will fund programs that target marginalized populations.

5. The DWDB reserves the right, in its sole discretion, to use funds received under the American Rescue Plan Act in the place of some or all of the Blue-Collar funds available under this RFP.

6. There is no limit on the number of awards resulting from this RFP. The number of awards will be determined by the quality of the proposal submitted and available funding. The DWDB reserves the right to take into consideration

geographic distribution as well as the previous performance, demonstrated readiness of the provider, and the items identified in the Proposal Selection Criteria (VI)(C)(4).

7. Tuition fee contracts may be allowed when documentation of the following conditions is provided: Tuition charges or entrance fees are not more than the education institution's catalog price, are necessary to receive specific training, and the training is open to and attended by the general public. When requesting reimbursement for tuition, Private Business and Trade Schools must comply with the Department of Education Private Business and Trade Schools Refund policy
8. Programs funded with this RFP will result in a hybrid contract, with funding of 60% cost reimbursement and 40% performance based. Delaware will require a line item budget as part of the proposal that reflects 100% of the request. To implement contract, a line item budget reflecting only the cost reimbursement portion will be incorporated into the executed contract. For the cost reimbursement portion, Provider will be required to submit monthly financial reports on the form prescribed, satisfactorily completed, within twelve (12) calendar days of the close of the reporting period to DOL. All reported expenditures must be in accordance with the approved budgeted attached to the resulting agreement and the Provider shall maintain detailed supporting documentation for all expenditures.

Performance payments will be based on Day 1 and Day 30 Outcomes as achieved, documented, and reported in the manner prescribed by DOL.

IV. Policies

All providers will be required to be compliant with DOL E&T policies and procedures. In addition, the following apply to all Providers.

V. Required Information

The following information shall be provided in each proposal. Failure to respond to any request for information within this proposal may result in

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rejection of the proposal at the sole discretion of Delaware.

A. Minimum Requirements

1. All Providers shall meet the criteria established in the Eligible Applicant section (III)(A). Documentation of this must be submitted with submission of proposal.
2. Provider shall complete and submit the Proposal Submission Template (Appendix B).
3. Complete all appropriate attachments and forms as identified within the RFP.

The Minimum Criteria for Submission Checklist, Appendix E, will be used by Delaware to determine if Proposer meets the minimum requirements for submission. Providers are encouraged to use this checklist as well.

B. Prior to Contract Execution

The following will be provided to Delaware prior to contract execution with the successful Providers:

4. Proof of insurance and amount of insurance shall be furnished to Delaware prior to the start of the contract period and shall be no less than as identified in this RFP as indicated in section (VII)(G)(5) Insurance.
5. Any Provider without a current contract with Delaware Workforce Development Board or State of Delaware, will provide a copy of their most recent financial statement to State of Delaware to enable State of Delaware to establish their fiscal soundness and eligibility for a contract.
6. Results of a compliance check by the Department of Labor, Divisions of Industrial Affairs and Unemployment Insurance. The State of Delaware may choose to not execute a contract resulting from this RFP due to the feedback obtained from these Division at its discretion.
7. Documentation of Provider being a private business or trade school approved by the Department of Education.

A. Performance Measures

The performance measures for programs funded with this RFP are provided in the charts below*. All programs must have program designs that support the attainment of these measures. All programs will be evaluated against these measures. Both sets of measures provided below in this RFP are subject to change as DWDB and DOL-DET re-negotiate measures with USDOL. Subrecipients will be notified accordingly.

The following are the required under WIOA. Definitions of these measures can be found in [USDOL TEGL 10-16](#). Performance Measures are a percentage of the participants exited.

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Employment or training activities or employment in the 2 nd quarter after exit	62.5 %
Employment or training activities or employment in the 4 th quarter after exit	64%
Median Earnings 2 nd Quarter After Exit	\$2,150
Credential Attainment and in Employment or Training	76.5%
Measurable Skill Gains	60%

In order to capture performance and success on a “Real Time” basis, the following State Performance Measures have been established. All measures except the Measurable Skills Gain are a percentage of the total participants who exit the program.

Measurable Skills Gain	70%
Credential Attainment	85%
Day 1 Outcome	75%
Employment Outcome Day 1 Hourly Wage (Average)	\$15.00
Day 30 Follow-Up	72%
Day 60 Follow-Up	70%
Day 90 Follow-Up	70%

Important note: see definitions of Day 1 Outcome, Day 1 – 90 Follow-up.

*Providers may propose alternative expected rates and performance measures. This must be done in the proposal and must include related outcomes with justification for the alternative provided.

B. Additional Points

Points will be awarded in two categories consisting of integration of:

1. Employer Participation–

- a) Proposal includes at least three recent letters from employer partners. The letters must include current or past hiring support. Letters should also display employer’s willingness to future hire. Not all categories have to be included on one letter.

1. Digital Literacy–

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- a) Program incorporates digital literacy into training. Participants will be exposed to various platforms used in today's businesses.

C. Minimum Requirements

1. Provide Delaware license(s) and/or certification(s) necessary to perform services as identified in the scope of work.
2. Prior to the execution of an award document, the successful Vendor shall either furnish the Agency with proof of State of Delaware Business Licensure or initiate the process of application where required.
3. Vendor shall provide responses to the Request for Proposal (RFP) scope of work and clearly identify capabilities as presented in the General Evaluation Requirements below.
4. Complete all appropriate attachments and forms as identified within the RFP.
5. Proof of insurance and amount of insurance shall be furnished to the Agency prior to the start of the contract period and shall be no less than as identified in the bid solicitation, Section V, Item G, subsection 7 (insurance).

VI. Professional Services

The following information shall be provided in each proposal in the order listed below. Failure to respond to any request for information within this proposal may result in rejection of the proposal at the sole discretion of the State.

A. Minimum Requirements

1. Provide Delaware license(s) and/or certification(s) necessary to perform services as identified in the scope of work.
2. Prior to the execution of an award document, the successful Vendor shall either furnish the Agency with proof of State of Delaware Business Licensure or initiate the process of application where required.

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3. Vendor shall provide responses to the Request for Proposal (RFP) scope of work and clearly identify capabilities as presented in the General Evaluation Requirements below.
4. Complete all appropriate attachments and forms as identified within the RFP.
5. Proof of insurance and amount of insurance shall be furnished to the Agency prior to the start of the contract period and shall be no less than as identified in the bid solicitation, Section V, Item G, subsection 7 (insurance).

B. General Evaluation Requirements

1. Demonstrated Ability
2. Program Design
3. Cost/Budget
4. Experience and Reputation
5. Capacity to meet requirements (size, financial condition, etc.)
6. Outcome Placement
7. Expertise
8. Location (geographical)

VII. Professional Services RFP Administrative Information

A. RFP Issuance

1. Public Notice

Public notice has been provided in accordance with 29 *Del. C.* [§ 6981](#).

2. Obtaining Copies of the RFP

This RFP is available in electronic form through the State of Delaware Procurement website at <https://bids.delaware.gov/>. Paper copies of this RFP will not be available.

3. Assistance to Vendors with a Disability

Vendors with a disability may receive accommodation regarding the means of communicating this RFP or participating in the procurement process. For more

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information, contact the Designated Contact no later than ten days prior to the deadline for receipt of proposals.

4. RFP Designated Contact

All requests, questions, or other communications about this RFP shall be made in writing to the State of Delaware. Address all communications to the person listed below; communications made to other State of Delaware personnel or attempting to ask questions by phone or in person will not be allowed or recognized as valid and may disqualify the vendor. Vendors should rely only on written statements issued by the RFP designated contact.

Monterry Luckey

Delaware Workforce Development Board

DWDBDETContracting@delaware.gov

To ensure that written requests are received and answered in a timely manner, please use this electronic mail (e-mail) correspondence.

Consultants and Legal Counsel

The State of Delaware may retain consultants or legal counsel to assist in the review and evaluation of this RFP and the vendors' responses. Bidders shall not contact the State's consultant or legal counsel on any matter related to the RFP.

5. Contact with State Employees

Direct contact with State of Delaware employees other than the State of Delaware Designated Contact regarding this RFP is expressly prohibited without prior consent. Vendors directly contacting State of Delaware employees risk elimination of their proposal from further consideration. Exceptions exist only for organizations currently doing business in the State who require contact in the normal course of doing that business.

6. Organizations Ineligible to Bid

Any individual, business, organization, corporation, consortium, partnership, joint venture, or any other entity including subcontractors currently debarred or suspended is ineligible to bid. Any entity ineligible to conduct business in the State of Delaware for any reason is ineligible to respond to the RFP.

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7. Exclusions

The Proposal Evaluation Team reserves the right to refuse to consider any proposal from a vendor who:

- a. Has been convicted for commission of a criminal offense as an incident to obtaining or attempting to obtain a public or private contract or subcontract, or in the performance of the contract or subcontract.
- b. Has been convicted under State or Federal statutes of embezzlement, theft, forgery, bribery, falsification or destruction of records, receiving stolen property, or other offense indicating a lack of business integrity or business honesty that currently and seriously affects responsibility as a State contractor.
- c. Has been convicted or has had a civil judgment entered for a violation under State or Federal antitrust statutes:
- d. Has violated contract provisions such as;
 - 1) Known failure without good cause to perform in accordance with the specifications or within the time limit provided in the contract; or
 - 2) Failure to perform or unsatisfactory performance in accordance with terms of one or more contracts;
- e. Has violated ethical standards set out in law or regulation; or
- f. Any other cause listed in regulations of the State of Delaware determined to be serious and compelling as to affect responsibility as a State contractor, including suspension or debarment by another governmental entity for a cause listed in the regulations.

B. RFP Submissions

1. Acknowledgement of Understanding of Terms

By submitting a bid, each vendor shall be deemed to acknowledge that it has carefully read all sections of this RFP, including all forms, schedules and exhibits hereto, and has fully informed itself as to all existing conditions and limitations.

2. Proposals

To be considered, all proposals must be submitted in writing and respond to the items outlined in this RFP. The State reserves the right to reject any non-responsive or non-conforming proposals. Each proposal must be submitted with all electronic copies and the Proposal checklist confirming items submitted.

All properly sealed and marked proposals are to be sent to the State of Delaware and received no later than **1:00 PM (Local Time) on February 16, 2024**. The Proposals must be received by email to the following contact email address with the bid# LAB-24R-BCA-001 and Adult "Blue Collar" Bid noted in the subject line:

Monterry Luckey

Delaware Workforce Development Board

DWDBDETContracting@Delaware.gov

Vendors are directed to clearly state “BID ENCLOSED” and “CONTRACT NO. LAB-24R-BCA-001” in the subject line.

Any proposal received after the Deadline for Receipt of Proposals date shall not be considered and shall be returned unopened. The proposing vendor bears the risk of delays in delivery and any costs for returned proposals. The contents of any proposal shall not be disclosed as to be made available to competing entities during the negotiation process.

Upon receipt of vendor proposals, each vendor shall be presumed to be thoroughly familiar with all specifications and requirements of this RFP. The failure or omission to examine any form, instrument or document shall in no way relieve vendors from any obligation in respect to this RFP.

3. Proposal Modifications

Any changes, amendments or modifications to a proposal must be made in writing, submitted in the same manner as the original response and conspicuously labeled as a change, amendment, or modification to a previously submitted proposal. Changes, amendments, or modifications to proposals shall not be accepted or considered after the hour and date specified as the deadline for submission of proposals.

4. Proposal Costs and Expenses

The State of Delaware will not pay any costs incurred by any Vendor associated with any aspect of responding to this solicitation, including proposal preparation, printing or delivery, attendance at vendor’s conference, system demonstrations or negotiation process.

5. Proposal Expiration Date

Prices quoted in the proposal shall remain fixed and binding on the bidder at least through June 30, 2024. The State of Delaware reserves the right to ask for an extension of time if needed.

6. Late Proposals

Proposals received after the specified date and time will not be accepted or considered. To guard against premature opening, sealed proposals shall be

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submitted, plainly marked with the proposal title, vendor name, and time and date of the proposal opening. Evaluation of the proposals is expected to begin shortly after the proposal due date. To document compliance with the deadline, the proposal will be date and time stamped upon receipt.

7. Proposal Opening

There will be no public opening of proposals but a public log will be kept of the names of all vendor organizations that submitted proposals. The contents of any proposal shall not be disclosed in accordance with [Executive Order # 31](#) and Title 29, Delaware Code, [Chapter 100](#). Any unopened proposals will be returned to the submitting Vendor.

8. Non-Conforming Proposals

Non-conforming proposals will not be considered. Non-conforming proposals are defined as those that do not meet the requirements of this RFP. The determination of whether an RFP requirement is substantive, or a mere formality shall reside solely within the State of Delaware.

9. Concise Proposals

The State of Delaware discourages overly lengthy and costly proposals. It is the desire that proposals be prepared in a straightforward and concise manner. Unnecessarily elaborate brochures or other promotional materials beyond those sufficient to present a complete and effective proposal are not desired. The State of Delaware's interest is in the quality and responsiveness of the proposal.

10. Realistic Proposals

It is the expectation of the State of Delaware that vendors can fully satisfy the obligations of the proposal in the manner and timeframe defined within the proposal. Proposals must be realistic and must represent the best estimate of time, materials and other costs including the impact of inflation and any economic or other factors that are reasonably predictable.

The State of Delaware shall bear no responsibility or increase obligation for a vendor's failure to accurately estimate the costs or resources required to meet the obligations defined in the proposal.

11. Confidentiality of Documents

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The State of Delaware and its constituent agencies are required to comply with the State of Delaware Freedom of Information Act, 29 Del. C. § 10001, et seq. (“FOIA”). FOIA requires that the State of Delaware’s records are public records (unless otherwise declared by FOIA or other law to be exempt from disclosure) and are subject to inspection and copying by any person upon a written request. All proposals are subject to FOIA’s public disclosure obligations.

The State of Delaware wishes to create a business-friendly environment and procurement process. As such, the State respects the vendor community’s desire to protect its intellectual property, trade secrets, and confidential business information (collectively referred to herein as “confidential business information”). Proposals must contain sufficient information to be evaluated. If a vendor feels that they cannot submit their proposal without including confidential business information, they must adhere to the following procedure, or their proposal may be deemed unresponsive, may not be recommended for selection, and any applicable protection for the vendor’s confidential business information may be lost.

In order to allow the State to assess its ability to protect a vendor’s confidential business information, vendors will be permitted to designate appropriate portions of their proposal as confidential business information.

Vendor(s) may submit portions of a proposal considered to be confidential business information in a separate, sealed envelope labeled “Confidential Business Information” and include the specific RFP number. The envelope must contain a letter from the vendor’s legal counsel describing the documents in the envelope, representing in good faith that the information in each document is not “public record” as defined by 29 Del. C. § 10002, and briefly stating the reasons that each document meets the said definitions.

Upon receipt of a proposal accompanied by such a separate, sealed envelope, the State of Delaware will open the envelope to determine whether the procedure described above has been followed. A vendor’s allegation as to its confidential business information shall not be binding on the State. The State shall independently determine the validity of any vendor designation as set forth in this section. Any vendor submitting a proposal or using the procedures discussed herein expressly accepts the State’s absolute right and duty to independently assess the legal and factual validity of any information designated as confidential business information. Accordingly, vendor(s) assume the risk that confidential business information included in a proposal may enter the public domain.

12. Multi-Vendor Solutions (Joint Ventures)

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Multi-vendor solutions (joint ventures) will be allowed only if one of the venture partners is designated as the “**prime contractor**”. The “**prime contractor**” must be the joint venture’s contact point for the State of Delaware and be responsible for the joint venture’s performance under the contract, including all project management, legal and financial responsibility for the implementation of all vendor systems. If a joint venture is proposed, a copy of the joint venture agreement clearly describing the responsibilities of the partners must be submitted with the proposal. Services specified in the proposal shall not be subcontracted without prior written approval by the State of Delaware, and approval of a request to subcontract shall not in any way relieve Vendor of responsibility for the professional and technical accuracy and adequacy of the work. Further, vendor shall be and remain liable for all damages to the State of Delaware caused by negligent performance or non-performance of work by its subcontractor or its sub-subcontractor.

Multi-vendor proposals must be a consolidated response with all cost included in the cost summary. Where necessary, RFP response pages are to be duplicated for each vendor.

a. Primary Vendor

The State of Delaware expects to negotiate and contract with only one “prime vendor”. The State of Delaware will not accept any proposals that reflect an equal teaming arrangement or from vendors who are co-bidding on this RFP. The prime vendor will be responsible for the management of all subcontractors.

Any contract that may result from this RFP shall specify that the prime vendor is solely responsible for fulfillment of any contract with the State as a result of this procurement. The State will make contract payments only to the awarded vendor. Payments to any-subcontractors are the sole responsibility of the prime vendor (awarded vendor).

Nothing in this section shall prohibit the State of Delaware from the full exercise of its options under Section IV.B.18 regarding multiple source contracting.

b. Sub-contracting

The vendor selected shall be solely responsible for contractual performance and management of all subcontract relationships. This contract allows subcontracting assignments; however, vendors assume all responsibility for work quality, delivery, installation, maintenance, and any supporting services required by a subcontractor.

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Use of subcontractors must be clearly explained in the proposal, and major subcontractors must be identified by name. **The prime vendor shall be wholly responsible for the entire contract performance whether or not subcontractors are used.** Any sub-contractors must be approved by State of Delaware.

c. Multiple Proposals

A primary vendor may not participate in more than one proposal in any form. Sub-contracting vendors may participate in multiple joint venture proposals.

13. Discrepancies and Omissions

Vendor is fully responsible for the completeness and accuracy of their proposal, and for examining this RFP and all addenda. Failure to do so will be at the sole risk of vendor. Should vendor find discrepancies, omissions, unclear or ambiguous intent or meaning, or should any questions arise concerning this RFP, vendor shall notify the State of Delaware's Designated Contact, in writing, of such findings at least ten (10) days before the proposal opening. This will allow issuance of any necessary addenda. It will also help prevent the opening of a defective proposal and exposure of vendor's proposal upon which award could not be made. All unresolved issues should be addressed in the proposal.

Protests based on any omission or error, or on the content of the solicitation, will be disallowed if these faults have not been brought to the attention of the Designated Contact, in writing, at least ten (10) calendar days prior to the time set for opening of the proposals.

a. RFP Question and Answer Process

The State of Delaware will allow written requests for clarification of the RFP. All questions shall be received no later than January 30, 2024. All questions will be consolidated into a single set of responses and posted on the State's website at bids.delaware.gov by the date of February 9, 2024. Vendor names will be removed from questions in the responses released. Questions should be submitted in the following format. Deviations from this format will not be accepted.

- Section number
- Paragraph number
- Page number
- Text of passage being questioned

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Questions not submitted electronically shall be accompanied by a CD and questions shall be formatted in Microsoft Word.

14. State's Right to Reject Proposals

The State of Delaware reserves the right to accept or reject any or all proposals or any part of any proposal, to waive defects, technicalities or any specifications (whether they be in the State of Delaware's specifications or vendor's response), to sit and act as sole judge of the merit and qualifications of each product offered, or to solicit new proposals on the same project or on a modified project which may include portions of the originally proposed project as the State of Delaware may deem necessary in the best interest of the State of Delaware.

15. State's Right to Cancel Solicitation

The State of Delaware reserves the right to cancel this solicitation at any time during the procurement process, for any reason or for no reason. The State of Delaware makes no commitments expressed or implied, that this process will result in a business transaction with any vendor.

This RFP does not constitute an offer by the State of Delaware. Vendor's participation in this process may result in the State of Delaware selecting your organization to engage in further discussions and negotiations toward execution of a contract. The commencement of such negotiations does not, however, signify a commitment by the State of Delaware to execute a contract nor to continue negotiations. The State of Delaware may terminate negotiations at any time and for any reason, or for no reason.

16. State's Right to Award Multiple Source Contracting

Pursuant to 29 *Del. C.* [§ 6986](#), the State of Delaware may award a contract for a particular professional service to two or more vendors if the agency head makes a determination that such an award is in the best interest of the State of Delaware.

17. Potential Contract Overlap

Vendors shall be advised that the State, at its sole discretion, shall retain the right to solicit for goods and/or services as required by its agencies and as it serves the best interest of the State. As needs are identified, there may exist instances where contract deliverables, and/or goods or services to be solicited and subsequently awarded, overlap previous awards. The State reserves the right to reject any or all bids in whole or in part, to make partial awards, to award to multiple vendors during the same period, to award by types, on a zone-by-zone basis or on an item-by-item or lump sum basis item by item, or lump sum total, whichever may be most advantageous to the State of Delaware.

18. Supplemental Solicitation

The State reserves the right to advertise a supplemental solicitation during the term of the agreement if deemed in the best interest of the State.

19. Notification of Withdrawal of Proposal

Vendor may modify or withdraw its proposal by written request, provided that both proposal and request is received by the State of Delaware prior to the proposal due date. Proposals may be re-submitted in accordance with the proposal due date in order to be considered further.

Proposals become the property of the State of Delaware at the proposal submission deadline. All proposals received are considered firm offers at that time.

20. Revisions to the RFP

If it becomes necessary to revise any part of the RFP, an addendum will be posted on the State of Delaware's website at bids.delaware.gov. The State of Delaware is not bound by any statement related to this RFP made by any State of Delaware employee, contractor or its agents.

21. Exceptions to the RFP

Any exceptions to the RFP, or the State of Delaware's terms and conditions, must be recorded on Attachment 3. Acceptance of exceptions is within the sole discretion of the evaluation committee.

22. Business References

Provide at least three (3) business references consisting of current or previous customers of similar scope and value using Attachment 5. Include business name, mailing address, contact name and phone number, number of years doing business with, and type of work performed. Personal references cannot be considered.

23. Award of Contract

The final award of a contract is subject to approval by the State of Delaware. The State of Delaware has the sole right to select the successful vendor(s) for award, to reject any proposal as unsatisfactory or non-responsive, to award a contract to other than the lowest priced proposal, to award multiple contracts, or not to award a contract, as a result of this RFP.

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Notice in writing to a vendor of the acceptance of its proposal by the State of Delaware and the subsequent full execution of a written contract will constitute a contract, and no vendor will acquire any legal or equitable rights or privileges until the occurrence of both such events.

After reviews of the evaluation committee report and its recommendation, and once the contract terms and conditions have been finalized, the State of Delaware will award the contract.

The contract shall be awarded to the vendor whose proposal is most advantageous, taking into consideration the evaluation factors set forth in the RFP.

It should be explicitly noted that the State of Delaware is not obligated to award the contract to the vendor who submits the lowest bid or the vendor who receives the highest total point score, rather the contract will be awarded to the vendor whose proposal is the most advantageous to the State of Delaware. The award is subject to the appropriate State of Delaware approvals.

After a final selection is made, the winning vendor will be invited to negotiate a contract with the State of Delaware; remaining vendors will be notified in writing of their selection status.

24. Cooperatives

Vendors, who have been awarded similar contracts through a competitive bidding process with a cooperative, are welcome to submit the cooperative pricing for this solicitation. **State of Delaware terms will take precedence.**

C. RFP Evaluation Process

An evaluation team composed of representatives of the DWDB and State of Delaware will evaluate proposals on a variety of quantitative criteria. Neither the lowest price nor highest scoring proposal will necessarily be selected.

The State of Delaware reserves full discretion to determine the competence and responsibility, professionally and/or financially, of vendors. Vendors are to provide in a timely manner any and all information that the State of Delaware may deem necessary to make a decision.

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1. Proposal Evaluation Team

The Proposal Evaluation Team shall be comprised of representatives of the DWDB and the State of Delaware. The Team shall determine which vendors meet the minimum requirements pursuant to selection criteria of the RFP and procedures established in 29 *Del. C.* §§ 6981 and 6982. Professional services for this solicitation are considered under 29 *Del. C.* § 6982(b). The Team may negotiate with one or more vendors during the same period and may, at its discretion, terminate negotiations with any or all vendors. The Team shall make a recommendation regarding the award to the DWDB Executive Director and the DET Director, who shall have final authority, subject to the provisions of this RFP and 29 *Del. C.* § 6982(b), to award a contract to the successful vendor in the best interests of the State of Delaware.

2. Proposal Selection Criteria

The Proposal Evaluation Team shall assign up to the maximum number of points for each Evaluation Item to each of the proposing vendor's proposals. All assignments of points shall be at the sole discretion of the Proposal Evaluation Team.

The proposals shall contain the essential information on which the award decision shall be made. The information required to be submitted in response to this RFP has been determined by the State of Delaware to be essential for use by the Team in the bid evaluation and award process. Therefore, all instructions contained in this RFP shall be met in order to qualify as a responsive and responsible contractor and participate in the Proposal Evaluation Team's consideration for award. Proposals which do not meet or comply with the instructions of this RFP may be considered non-conforming and deemed non-responsive and subject to disqualification at the sole discretion of the Team.

The Team reserves the right to:

- Select for contract or for negotiations a proposal other than that with lowest costs.
- Reject any and all proposals or portions of proposals received in response to this RFP or to make no award or issue a new RFP.
- Waive or modify any information, irregularity, or inconsistency in proposals received.
- Request modification to proposals from any or all vendors during the contract review and negotiation.
- Negotiate any aspect of the proposal with any vendor and negotiate with more than one vendor at the same time.
- Select more than one vendor pursuant to 29 *Del. C.* § 6986. Such selection will be based on the following criteria: Such selection will be based on the type of services and programming for occupational skills training.

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- For all submissions who have had a contract with Delaware in the past, Delaware will provide the Proposal Evaluation Team with information about past performance, which will be taken into consideration when making funding requirements.

Criteria Weight

All proposals shall be evaluated using the same criteria and scoring process. The following criteria shall be used by the Evaluation Team to evaluate proposals:

Criteria	Weight
<p>Demonstrated Ability</p> <p>Provider demonstrates the ability to advertise, recruit, and operate like or similar high-quality training programs that have resulted in (at a minimum) high employment rates in quality jobs or similar Performance Measures as described.</p>	<p>15</p>
<p>Program Design –</p> <ul style="list-style-type: none"> • Program design must ensure current priorities as previously described regarding equity, job quality, and mental health. • Superior case management and wrap around services. • Program has or plans to hire qualified staff who can meet the service needs of youth with barriers while holding true to a “no wrong door” policy. • All required program elements are addressed in proposal. • Design provides training in “durable skills” also referred to as soft skills” (problem solving, working with others, etc.) as integrated parts of the training curriculum. • Linkages are established to provide adequate wrap around services for youth during program participation and during the 12 months follow up period. 	<p>20</p>

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Criteria	Weight
<ul style="list-style-type: none"> • Marginalized Communities– Proposal includes service delivery targeted to serve Marginalized Communities as defined in this RFP. Proposal clearly articulates the need to serve the community. 	
<p>Cost/Budget –</p> <p>Costs are reasonable and competitive as compared to other similar programs. Costs will be reviewed as a cost per proposed enrollment as well as a cost per proposed training hour.</p> <p>Budget allocates 25% to be spent on Work Experiences.</p> <p>Indirect Costs are limited by USDOL to 10% of the total budget.</p>	20
<p>Job Placement –</p> <ul style="list-style-type: none"> • Provider demonstrates ability to prepare participants for employment (e.g. durable skills/job readiness, resume and interview preparation, financial literacy, etc.). • Provider demonstrates the ability to establish solid relationships with local employers to increase job opportunities and placements. 	25
<p>Leverage Resources –</p> <ul style="list-style-type: none"> • Braided funding from multi resources 	20
<p>Total</p>	100%
<p>Additional Points –</p> <p>The following categories will be given extra consideration and if warranted points will be awarded:</p>	

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Criteria	Weight
Pathways- Proposal demonstrates that at least one (1) of the common elements designated as “bonus” are in the program design defined in (III)(D)(2).	5
Serving Individuals Re-entering Society- Proposal includes service delivery targeted to the this population as defined in this RFP.	5

Vendors are encouraged to review the evaluation criteria and to provide a response that addresses each of the scored items. Evaluators will not be able to make assumptions about a vendor’s capabilities so the responding vendor should be detailed in their proposal responses.

3. Proposal Clarification

The Evaluation Team may contact any vendor to clarify uncertainties or eliminate confusion concerning the contents of a proposal. Proposals may not be modified as a result of any such clarification request.

4. References

The Evaluation Team may contact any customer of the vendor, whether or not included in the vendor’s reference list, and use such information in the evaluation process. Additionally, the State of Delaware may choose to visit existing installations of comparable systems, which may or may not include vendor personnel. If the vendor is involved in such site visits, the State of Delaware will pay travel costs only for State of Delaware personnel for these visits.

5. Oral Presentations

After initial scoring and a determination that vendor(s) are qualified to perform the required services, selected vendors may be invited to make oral presentations to the Evaluation Team. All vendor(s) selected will be given an opportunity to present to the Evaluation Team.

The selected vendors will have their presentations scored or ranked based on their ability to successfully meet the needs of the contract requirements, successfully

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demonstrate their product and/or service, and respond to questions about the solution capabilities.

The vendor representative(s) attending the oral presentation shall be technically qualified to respond to questions related to the proposed system and its components.

All of the vendor's costs associated with participation in oral discussions and system demonstrations conducted for the State of Delaware are the vendor's responsibility.

VIII. Contract Terms and Conditions

A. Contract Use by Other Agencies

A. REF: Title 29, Chapter [6904](#)(e) Delaware Code. If no state contract exists for a certain good or service, covered agencies may procure that certain good or service under another agency's contract so long as the arrangement is agreeable to all parties. Agencies, other than covered agencies, may also procure such goods or services under another agency's contract when the arrangement is agreeable to all parties.

B. Cooperative Use of Award

As a publicly competed contract awarded in compliance with 29 DE Code Chapter 69, this contract is available for use by other states and/or governmental entities through a participating addendum. Interested parties should contact the State Contract Procurement Officer identified in the contract for instruction. Final approval for permitting participation in this contract resides with the Director of Government Support Services and in no way places any obligation upon the awarded vendor(s).

C. General Information

- 1.** The term of the contract between the successful bidder and the State shall be for one year with two optional extensions for a period of one (1) year for each extension.

- 2.** As a Service subscription license costs shall be incurred at the individual license level only as the individual license is utilized within a fully functioning solution. Subscription costs will not be applicable during periods of implementation and solution development prior to the State's full acceptance of a working solution. Additional subscription license requests above actual utilization may not exceed 5% of the total and are subject to Delaware budget and technical review.

- 3.** The selected vendor will be required to enter into a written agreement with the State of Delaware. The State of Delaware reserves the right to incorporate standard State contractual provisions into any contract negotiated as a result of a proposal submitted in response to this RFP. Any proposed modifications to the terms and conditions of the standard contract are subject to review and approval by the State of Delaware. Vendors will be required to sign the contract for all services and may be required to sign additional agreements.

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4. The selected vendor or vendors will be expected to enter negotiations with the State of Delaware, which will result in a formal contract between parties. Procurement will be in accordance with subsequent contracted agreement. This RFP and the selected vendor's response to this RFP will be incorporated as part of any formal contract.

5. The State of Delaware's standard contract will most likely be supplemented with the vendor's software license, support/maintenance, source code escrow agreements, and any other applicable agreements. The terms and conditions of these agreements will be negotiated with the finalist during actual contract negotiations.

6. The successful vendor shall promptly execute a contract incorporating the terms of this RFP within twenty (20) days after award of the contract. No vendor is to begin any service prior to receipt of a State of Delaware purchase order signed by two authorized representatives of the agency requesting service, properly processed through the State of Delaware Accounting Office and the Department of Finance. The purchase order shall serve as the authorization to proceed in accordance with the bid specifications and the special instructions once it is received by the successful vendor.

7. If the vendor to whom the award is made fails to enter into the agreement as herein provided, the award will be annulled, and an award may be made to another vendor. Such vendor shall fulfill every stipulation embraced herein as if they were the party to whom the first award was made.

8. The State reserves the right to extend this contract on a month-to-month basis for a period of up to three months after the term of the full contract has been completed.

9. Vendors are not restricted from offering lower pricing at any time during the contract term.

D. Collusion or Fraud

Any evidence of agreement or collusion among vendor(s) and prospective vendor(s) acting to illegally restrain freedom from competition by agreement to offer a fixed price, or otherwise, will render the offers of such vendor(s) void.

By responding, the vendor shall be deemed to have represented and warranted that its proposal is not made in connection with any competing vendor submitting a separate response to this RFP, and is in all respects fair and without collusion or fraud; that the vendor did not participate in the RFP development process and had no knowledge of the

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specific contents of the RFP prior to its issuance; and that no employee or official of the State of Delaware participated directly or indirectly in the vendor's proposal preparation.

Advance knowledge of information which gives any particular vendor advantages over any other interested vendor(s), in advance of the opening of proposals, whether in response to advertising or an employee or representative thereof, will potentially void that particular proposal.

E. Lobbying and Gratuities

Lobbying or providing gratuities shall be strictly prohibited. Vendors found to be lobbying, providing gratuities to, or in any way attempting to influence a State of Delaware employee or agent of the State of Delaware concerning this RFP or the award of a contract resulting from this RFP shall have their proposal immediately rejected and shall be barred from further participation in this RFP.

The selected vendor will warrant that no person or selling agency has been employed or retained to solicit or secure a contract resulting from this RFP upon agreement or understanding for a commission, or a percentage, brokerage or contingent fee. For breach or violation of this warranty, the State of Delaware shall have the right to annul any contract resulting from this RFP without liability or at its discretion deduct from the contract price or otherwise recover the full amount of such commission, percentage, brokerage or contingent fee.

All contact with State of Delaware employees, contractors or agents of the State of Delaware concerning this RFP shall be conducted in strict accordance with the manner, forum and conditions set forth in this RFP.

F. Solicitation of State Employees

Until contract award, vendors shall not, directly or indirectly, solicit any employee of the State of Delaware to leave the State of Delaware's employ in order to accept employment with the vendor, its affiliates, actual or prospective contractors, or any person acting in concert with vendor, without prior written approval of the State of Delaware's contracting officer. Solicitation of State of Delaware employees by a vendor may result in rejection of the vendor's proposal.

This paragraph does not prevent the employment by a vendor of a State of Delaware employee who has initiated contact with the vendor. However, State of Delaware employees may be legally prohibited from accepting employment with the contractor or subcontractor under certain circumstances. Vendors may not knowingly employ a person who cannot legally accept employment under state or federal law. If a vendor discovers that they have done so, they must terminate that employment immediately.

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G. General Contract Terms

1. Independent Contractors

The parties to the contract shall be independent contractors to one another. The parties are not creating an agency, partnership, joint venture or employment relationship between them. Each party shall be responsible for compliance with all applicable workers compensation, unemployment, disability insurance, social security withholding and all other similar matters. Neither party shall be liable for any debts, accounts, obligations or other liability whatsoever of the other party or any other obligation of the other party to pay on the behalf of its employees or to withhold from any compensation paid to such employees any social benefits, workers compensation insurance premiums or any income or other similar taxes.

It may be at the State of Delaware's discretion as to the location of work for the contractual support personnel during the project period. The State of Delaware may provide working space and sufficient supplies and material to augment the Contractor's services.

2. Temporary Personnel are Not State Employees Unless and Until They are Hired

Vendor agrees that any individual or group of temporary staff person(s) provided to the State of Delaware pursuant to this Solicitation shall remain the employee(s) of Vendor for all purposes including any required compliance with the Affordable Care Act by the Vendor. Vendor shall not allege, argue, or take any position that individual temporary staff person(s) provided to the State pursuant to this Solicitation must be provided any benefits, including any healthcare benefits by the State of Delaware and Vendor shall assume the total and complete responsibility for the provision of any healthcare benefits required by the Affordable Care Act to aforesaid individual temporary staff person(s). In the event that the Internal Revenue Service, or any other third party governmental entity determines that the State of Delaware is a dual employer or the sole employer of any individual temporary staff person(s) provided to the State of Delaware pursuant to this Solicitation, Vendor agrees to, indemnify, and defend the State to the maximum extent of any liability to the State arising out of such determinations.

Notwithstanding the content of the preceding paragraph, should the State of Delaware subsequently directly hire any individual temporary staff employee(s) provided pursuant to this Solicitation, the aforementioned obligations to indemnify, and defend the State of Delaware shall cease and terminate for the period following the date of hire. Nothing herein shall be deemed to terminate the Vendor's obligation to indemnify and defend the State of Delaware for any liability that arises out of compliance with the ACA before the date of hire by the State of Delaware. Vendor

will waive any separation fee provided an employee works for both the vendor and hiring agency, continuously, for a three-month period and is provided (30) days written notice of intent to hire from the agency. Notice can be issued at second month if it is the State's intention to hire.

3. Work Performed in a State Building

Any employee of awarded Vendor(s) who have any employees carrying out any work related to the awarded contract at a State facility shall have those employees comply with any health mandate or policy issued by the State related to a pandemic or other State of Emergency issued by any State authority during the term of the awarded contract, including those that apply directly to State employees.

4. ACA Safe Harbor

The State and its utilizing agencies are not the employer of temporary or contracted staff, however, the State is concerned that it could be determined to be a Common-law Employer as defined by the Affordable Care Act ("ACA"). Therefore, the State seeks to utilize the "Common-law Employer Safe Harbor Exception" under the ACA to transfer health benefit insurance requirements to the staffing company. The Common-law Employer Safe Harbor Exception can be attained when the State or its agencies are charged and pay for an "Additional Fee" with respect to the employees electing to obtain health coverage from the Vendor.

The Common-law Employer Safe Harbor Exception under the ACA requires that an Additional Fee must be charged to those employees who obtain health coverage from the Vendor but it does not state the required amount of the fee. The State requires that all Vendors shall to identify the Additional Fee to obtain health coverage from the Vendor and delineate the Additional Fee from all other charges and fees. The Vendor shall identify both the Additional Fee to be charged and the basis of how the fee is applied (i.e. per employee, per invoice, etc.). The State will consider the Additional Fee and prior to award reserves the right to negotiate any fees offered by the Vendor. Further, the Additional Fee shall be separately scored in the proposal to ensure that neither prices charged nor the Additional Fee charged will have a detrimental effect when selecting vendor(-s-) for award.

5. Licenses and Permits

In performance of the contract, the vendor will be required to comply with all applicable federal, state and local laws, ordinances, codes, and regulations. The cost of permits and other relevant costs required in the performance of the contract must be borne by the successful vendor. The vendor shall be properly licensed and authorized to transact business in the State of Delaware as provided in 30 *Del. C.* § 2101.

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Prior to receiving an award, the successful vendor shall either furnish the State of Delaware with proof of State of Delaware Business Licensure or initiate the process of application where required. An application may be requested in writing to: Division of Revenue, Carvel State Building, P.O. Box 8750, 820 N. French Street, Wilmington, DE 19899 or by telephone to one of the following numbers: (302) 577-8200—Public Service, (302) 577-8205—Licensing Department.

Information regarding the award of the contract will be given to the Division of Revenue. Failure to comply with the State of Delaware licensing requirements may subject vendor to applicable fines and/or interest penalties.

6. Notice

Any notice to the State of Delaware required under the contract shall be sent by registered mail to:

**Delaware Workforce Development Board
c/o Monterey Luckey
4425 N. Market St.
Wilmington, DE 19802**

7. Indemnification

a) General Indemnification

By submitting a proposal, the proposing vendor agrees that, in the event it is awarded a contract, it will indemnify the State of Delaware, its agents and employees from any and all liability, suits, actions, or claims, together with all costs, expenses for attorney's fees, arising out of the vendor's, its agents and employees' performance work or services in connection with the contract.

b) Proprietary Rights Indemnification

Vendor shall warrant that all elements of its solution, including all equipment, software, documentation, services and deliverables, do not and will not infringe upon or violate any patent, copyright, trade secret or other proprietary rights of any third party. Vendor shall defend such claim, at its own expense Vendor's expense, and vendor shall indemnify the State of Delaware against any loss, cost, damage, expense or liability arising out of such claim, suit or action (including, without limitation, litigation costs, lost employee time, and counsel fees) whether

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or not such claim, suit, or action is successful. If any equipment, software, services (including methods) products or other intellectual property used or furnished by the vendor (collectively, "Products") is or in vendor's reasonable judgment is likely to be, infringing, vendor shall, at its expense and option, either:

- (1) Procure the right for the State of Delaware to continue using the Product;
- (2) Replace the product with a non-infringing equivalent or
- (3) Modify the Product(s) to make it non-infringing;

8. Insurance

- a) Vendor recognizes that it is operating as an independent contractor and that it is liable for any and all losses, penalties, damages, expenses, attorney's fees, judgments, and settlements incurred by reason of injury to or death of any and all persons, or injury to any and all property, of any nature, arising from the vendor's negligent performance under this contract.
- b) The vendor shall maintain such insurance as will protect against claims under Worker's Compensation Act and from any other claims for damages for personal injury, including death, which may arise from operations under this contract.
- c) As a part of the contract requirements, the contractor shall obtain at its own cost and expense and keep in force and effect during the term of this contract, including any extensions, the following minimum insurance coverage limits with a carrier satisfactory to the State, depending on the type of service or product being delivered.

(1) worker's-compensation and employer's Liability Insurance in accordance with applicable law.

(2) commercial general liability 1,000,000 per occurrence/\$3,000,000 per aggregate; and

(3) automotive liability Insurance that covers all automotive units used in the performance of this agreement regardless of the identity of the registered owner-including all units leased from or otherwise supplied by the State, as well as all units used by Vendor to transport pursuant to this Agreement as well as all units used by Vendor to transport State clients or

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staff, providing coverage on a primary non-contributory basis with limits of not less than:

- (a) \$1,000,000 combined single limit each accident, for bodily injury;
- (b) \$250,000 for damage to another person's property damage to others;
- (c) \$25,000 per person per accident uninsured/underinsured Motorists coverage;
- (d) \$25,000 per person, \$300,000 per accident personal injury protection (PIP); and
- (e) comprehensive coverage for all leased vehicles, which must cover the replacement cost of the vehicle in the event of collision, damage or other loss.

d) The successful vendor shall carry at least one of the following insurance policies, depending on the scope of work being performed:

- (1) medical or professional liability insurance in the amount of \$1,000,000 per occurrence/\$3,000,000 aggregate
- (2) miscellaneous errors and omissions insurance, in the amount of \$1,000,000 per occurrence and \$3,000,000 aggregate; and
- (3) product liability insurance, in the amount of \$1,000,000 per occurrence and \$3,000,000 aggregate.

e) If any of the above-described policies are cancelled before the expiration date, Vendor shall ensure that notice is delivered in accordance with the policy provisions.

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f) Before any work is done pursuant to this agreement, the Certificate of Insurance or copies of the insurance policies, referencing the contract number stated herein, shall be filed with the DET. DET will be the certificate holder.

g) These minimum insurance requirements do not preclude Vendor from maintaining or procuring higher amounts of insurance coverage. The minimum requirements of this section does not limit the amount of recovery for isa covered loss or claim. If Vendor maintains or procures an insurance policy references in this section above the minimum amount required, the higher coverage will apply covered loss or claim.

h) To the extent that Vendor has complied with the terms of this agreement and has procured insurance coverage for all vehicles leased or operated in the performance of this agreement the State of Delaware's self-insured insurance program will not provide any coverage- whether coverage is sought as primary, co-primary, excess or umbrella for any loss of any nature.

i) The State of Delaware, including DOL-DET, shall not be named as an additional insured on any policy required under this agreement.

9. Performance Requirements

The selected Vendor will warrant that it possesses, or has arranged through subcontractors, all capital and other equipment, labor, materials, and licenses necessary to carry out the work hereunder in compliance with any and all laws, and ordinances, regulations and codes.

10. BID BOND

There is no Bid Bond Requirement.

11. PERFORMANCE BOND

There is no Performance Bond.

12. Vendor Emergency Response Point of Contact

The Awarded vendor shall provide the name(s), and phone number of those individuals who can be contacted 24 hours a day, seven days a week where there is a critical need for commodities or services when the Governor of the State of Delaware declares a state of emergency under the Delaware Emergency Operations Plan or in the event of a local emergency or disaster where a state governmental entity requires the services of the vendor. Failure to provide this information could render the proposal as non-responsive.

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In the event of a serious emergency, pandemic or disaster outside the control of the State, the State may negotiate, as may be authorized by law, emergency performance from the Contractor to address the immediate needs of the State, even if not contemplated under the original Contract or procurement. Payments are subject to appropriation and other payment terms.

13. Warranty

The Vendor will warrant that the deliverables provided to the contract will function as designed for a period of no less than one year from the date of system acceptance. The warranty shall require the Vendor to correct, at its own expense, the setup, configuration, customizations or modifications so that it functions according to the State's requirements.

14. Costs and Payment Schedules

All contract costs must be as detailed specifically in the Vendor's cost proposal. No charges other than as specified in the proposal will be allowed without written consent of the State of Delaware. The proposal costs will include full compensation for all taxes that the selected vendor is required to pay.

The State of Delaware will require a payment schedule based on defined and measurable milestones. Payments for services will not be made in advance of work performed. The State of Delaware may require holdback of contract monies until acceptable performance is demonstrated (as much as 25%).

15. Liquidated Damages

The State of Delaware may include in the final contract liquidated damages provisions for non-performance.

16. Dispute Resolution

The parties may attempt in good faith to resolve any dispute arising out of this agreement by prompt negotiation between executives who had authority to settle the controversy and who are at a higher level of management than the persons with direct responsibility for administering this agreement. All offers, promises, conduct, and statements, whether oral and written, made during the negotiations by any of the opposing parties, their agents, their employees, their experts, or their attorneys are confidential, privileged, and inadmissible for any purpose, including impeachment, in arbitration or other proceedings involving the parties. Disputes not resolved by negotiation will proceed to mediation and be submitted to a mediator selected by the parties. If the dispute is not resolved through mediation, it may be submitted for arbitration, if both parties agree, or litigation.

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The DWDB reserves the right to bypass negotiation and mediation and proceed directly to arbitration or litigation in a court of competent jurisdiction, at its sole discretion.

Each party shall bear its own costs of mediation, arbitration, or litigation, including attorneys' fees

17. Termination of Contract

The contract resulting from this RFP may be terminated as follows by DWDB and DET.

a) Termination for Cause

A party may terminate the contract resulting from this RFP for cause if the other party substantially fails to fulfill its obligations under the contract, through no fault of the terminating party.

b) The DWDB may terminate the contract for its convenience.

c) Before terminating the contract for cause of inconvenience, the terminating party shall give the other party:

(1.) written notice of intent at least 20 calendar days in advance of termination; and

(2.) an opportunity to consult with the terminating party before termination

d) If the DWDB terminates the contract, all finished or unfinished documents, data, studies, surveys, drawings, models, photographs, reports, supplies, and other materials will, at the DWDB's option, become its property, and the DWDB will pay Vendor that portion of the compensation Vendor has earned as of the effective date of termination, but:

e) Upon the DWDB's termination for cause, the DWDB may take over the work and prosecute the same to completion by agreement with another party or otherwise. If Vendor ceases conducting business, the DWDB may make an unsolicited offer of employment to any of Vendor's employees who performed under the agreement, notwithstanding its non-solicitation provisions.

f) After the DWDB's termination for cause, if it is later determined that Vendor did not in fact fail to fulfill its contractual obligations, the termination will be deemed to have been affected for the DWDB's convenience.

g) The validity and enforcement of the contract may be subject to the Delaware General Assembly appropriating the specific funds necessary for the DWDB's performance. If the Delaware General Assembly does not appropriate the funds, the DWDB may immediately terminate the contract and shall not

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accrue any further obligations under this agreement that would require the expenditure of money for which no specific appropriation is available.

- h) Notwithstanding any other provisions of the contract, the contract will terminate at the end of the fiscal year in which the Delaware General Assembly fails to appropriate monies for the ensuing fiscal year that would be sufficient for the payment of all amounts that would then become due under this agreement during that next fiscal year. This is not a termination for convenience and will not be converted to such.

18. Non-discrimination

In performing the services subject to this RFP the vendor, as set forth in Title 19 Delaware Code Chapter 7 section [711](#), will not discriminate against any employee or applicant with respect to compensation, terms, conditions or privileges of employment because of individual's race, marital status, genetic information, color, age, religion, sex, sexual orientation, gender identity, or national origin. The successful vendor shall comply with all federal and state laws, regulations and policies pertaining to the prevention of discriminatory employment practice. Failure to perform under this provision will constitute a material breach of contract.

19. Covenant against Contingent Fees

- a) The successful vendor shall warrant that it:

- (1.) has not employed or retained any company or person, working primarily for, to solicit or secure this agreement by improperly influencing the Department or any of its employees in a professional-service procurement process; and

- (2.) has not paid or agreed to pay any person, company, corporation, individual, or firm—other than a bona fide employee working primarily for—any fee, commission, percentage, gift, or any other consideration contingent upon or resulting from the award or making of this agreement

- b) A violation of this warranty will constitute a substantial and material breach of this agreement

- c) For any violation of this warranty, found after notice and a hearing, the DWDB may terminate this agreement without liability by written notice to Vendor and may, at its discretion, deduct from the contract price or other recover the full amount of such fee, commission, percentage, gift, or consideration

20. Vendor Activity

No activity is to be executed in an offshore facility, either by a subcontracted firm or a foreign office or division of the vendor. The vendor must attest to the fact that no

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activity will take place outside of the United States in its transmittal letter. Failure to adhere to this requirement is cause for elimination from future consideration.

21. Vendor Responsibility

The State will enter into a contract with the successful Vendor(s). A successful Vendor shall be responsible for all products and services as required by this RFP, whether or not the Vendor or its subcontractor provided final fulfillment of the order. Subcontractors, if any, must be clearly identified in the Vendor's proposal by completing Attachment 6, and are subject to the approval and acceptance of the DWDB.

22. Personnel, Equipment and Services

The Vendor represents that it has, or will secure at its own expense, all personnel required to perform the services required under this contract. All of the equipment and services required hereunder shall be provided by or performed by the Vendor or under its direct supervision, and all personnel, including subcontractors, engaged in the work shall be fully qualified and shall be authorized under State and local law to perform such services.

None of the equipment and/or services covered by this contract shall be subcontracted without the prior written approval of the State. Only those subcontractors identified in Attachment 6 are considered approved upon award. Changes to those subcontractor(s) listed in Attachment 6 must be approved in writing by the State.

23. Fair Background Check Practices

Pursuant to 29 Del. C. [§ 6909B](#), the State does not consider the criminal record, criminal history, credit history or credit score of an applicant for state employment during the initial application process unless otherwise required by state or federal law. Vendors doing business with the State are encouraged to adopt fair background check practices. Vendors can refer to 19 Del. C. [§ 711\(g\)](#) for applicable established provisions.

24. Vendor Background Check Requirements

Vendor selected for an award that access state property or come in contact with vulnerable populations, including children and youth, shall complete background checks on employees serving the State's on premises contracts. Unless otherwise directed, at a minimum, this shall include a check of the

Delaware Sex Offender Central Registry at:

<https://sexoffender.dsp.delaware.gov/>

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Individuals listed in the registry must be prevented from direct contact with vulnerable populations in the service of an awarded state contract but they may provide support or off-site premises service for contract vendors. Should an individual be identified and the Vendor(s) believes their employee's service does not represent a conflict with this requirement, may apply for a waiver to the primary agency listed in the solicitation. The Agency's decision to allow or deny access to any individual identified on a registry database is final and at the Agency's sole discretion.

By Agency request, the Vendor(s) shall provide a list of all employees serving an awarded contract, and certify adherence to the background check requirement. Individual(s) found in the central registry in violation of the terms stated, shall be immediately prevented from a return to state property in service of a contract award. A violation of this condition represents a violation of the contract terms and conditions, and may subject the Vendor to penalty, including contract cancellation for cause.

Individual contracts may require additional background checks and/or security clearance(s), depending on the nature of the services to be provided or locations accessed, but any other requirements shall be stated in the contract scope of work or be a matter of common law. The Vendor(s) shall be responsible for the background check requirements of any authorized Subcontractor providing service to the Agency's contract.

25. Drug Testing Requirements for Large Public Works

Pursuant to 29 Del.C. [§6908\(a\)\(6\)](#), effective as of January 1, 2016, OMB has established regulations that require Contractors and Subcontractors to implement a program of mandatory drug testing for Employees who work on Large Public Works Contracts funded all or in part with public funds. The regulations establish the mechanism, standards and requirements of a Mandatory Drug Testing Program that will be incorporated by reference into all Large Public Works Contracts awarded pursuant to 29 Del.C. [§6962](#).

Final publication of the identified regulations can be found here:

[4104 Regulations for the Drug Testing of Contractor and Subcontractor Employees Working on Large Public Works Projects](#)

26. Work Product

All materials and products developed under the executed contract by the vendor are the sole and exclusive property of the State. The vendor must seek written permission to use any product created under the contract.

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27. Contract Documents

The RFP, the purchase order, the executed contract and any supplemental documents between the State of Delaware and the successful vendor shall constitute the contract between the State of Delaware and the vendor. Any discrepancy between any of these documents must be resolved by giving precedence to them in the following order of the contract; the RFP; the response to the RFP; and the purchase order. No other documents will be considered. These documents will constitute the entire agreement between the State of Delaware and the vendor.

28. Applicable Law

Except where Federal Law has precedence, Delaware law will govern the construction of the contract and every adversarial proceeding that might arise from it. The courts of the State of Delaware will be the exclusive venue for those proceedings.

In submitting a proposal, Vendors certify that they comply with all federal, state, and local laws applicable to its activities and obligations including:

In submitting a proposal, Vendors certify that they comply with all federal, state and local laws applicable to its activities and obligations including:

- a) the laws of the State of Delaware;
- b) the applicable portion of the Federal Civil Rights Act of 1964;
- c) the Equal Employment Opportunity Act and the regulations issued there under;
- d) a condition that the proposal submitted was independently arrived at, without collusion, under penalty of perjury; and
- e) that programs, services, and activities provided to the general public under resulting contract conform with the Americans with Disabilities Act of 1990, and the regulations issued there under.

29. Severability

If a court finds that any provision of the contract is unenforceable, the unenforceable provision will be modified to the minimum extent necessary to render it enforceable or, if the law does not permit such a modification, disregarded to the extent it is unenforceable. If an unenforceable provision is modified or disregarded, the rest of the contract will remain in effect as written, preserving to the fullest permissible extent the parties' intent and understanding. But if modifying or disregarding the unenforceable provision would result in a failure of an essential purpose of the contract, the entire contract will be unenforceable.

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30. Assignment of Antitrust Claims

As consideration for the award and execution of this contract by the State, the Vendor shall assign to the State of Delaware all of its interests in all known or unknown causes of action it now has or may acquire under the antitrust laws of the United States and the State of Delaware regarding the goods or services that are the subject of the contract. If either the DWDB or Vendor receives notice of the filing or a reasonable likelihood of the filing of a federal or state antitrust action, the DWDB and Vendor shall meet and confer about coordinating representation in the action.

31. Affirmation

The Vendor must affirm that within the past five (5) years the firm or any officer, controlling stockholder, partner, principal, or other person substantially involved in the contracting activities of the business is not currently suspended or debarred and is not a successor, subsidiary, or affiliate of a suspended or debarred business.

32. Audit Access to Records

The Vendor shall maintain books, records, documents, and other evidence pertaining to the Contract to the extent and in such detail as shall adequately reflect performance hereunder. The Vendor agrees to preserve and make available to the State, upon request, such records for a period of five years from the date services were rendered by the Vendor. Records involving matters in litigation shall be retained for one year following the termination of such litigation. The Vendor agrees to make such records available for inspection, audit, or reproduction to any official State representative in the performance of their duties under the Contract. Upon notice given to the Vendor, representatives of the State or other duly authorized State or Federal agency may inspect, monitor, and/or evaluate the cost and billing records or other material relative to this Contract. The cost of any Contract audit disallowances resulting from the examination of the Vendor's financial records will be borne by the Vendor. Reimbursement to the State for disallowances shall be drawn from the Vendor's own resources and not charged to Contract cost or cost pools indirectly charging Contract costs.

33. IRS 1075 Publication (If Applicable)

1. Performance

In performance of this contract, the Vendor agrees to comply with and assume responsibility for compliance by his or her employees with the following requirements:

All work will be performed under the supervision of the contractor or the contractor's responsible employees.

The contractor and the contractor's employees with access to or who use federal tax information ("FTI") must meet the background check requirements defined in IRS Publication 1075.

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Any Federal tax returns or Federal tax return information (hereafter referred to as returns or return information) made available shall be used only for the purpose of carrying out the provisions of this contract. Information contained in such material shall be treated as confidential and shall not be divulged or made known in any manner to any person except as may be necessary in the performance of this contract. Inspection by or disclosure to anyone other than an officer or employee of the contractor is prohibited.

All returns and return information will be accounted for upon receipt and properly stored before, during, and after processing. In addition, all related output and products will be given the same level of protection as required for the source material.

No work involving returns and return information furnished under this contract will be subcontracted without prior written approval of the IRS.

The contractor will maintain a list of employees authorized access. Such list will be provided to the agency and, upon request, to the IRS reviewing office.

The agency will have the right to void the contract if the contractor fails to provide the safeguards described above.

The contractor shall comply with agency incident response policies and procedures for reporting unauthorized disclosures of agency data.

2. Criminal/Civil Sanctions

Each officer or employee of any person to whom returns or return information is or may be disclosed shall be notified in writing by such person that returns or return information disclosed to such officer or employee can be used only for a purpose and to the extent authorized herein, and that further disclosure of any such returns or return information for a purpose or to an extent unauthorized herein constitutes a felony punishable upon conviction by a fine of as much as \$5,000 or imprisonment for as long as five years, or both, together with the costs of prosecution. Such person shall also notify each such officer and employee that any such unauthorized future disclosure of returns or return information may also result in an award of civil damages against the officer or employee in an amount not less than \$1,000 with respect to each instance of unauthorized disclosure. These penalties are prescribed by IRCs 7213 and 7431 and set forth at 26 CFR 301.6103(n)-1.

Each officer or employee of any person to whom returns or return information is or may be disclosed shall be notified in writing by such person that any return or return information made available in any format shall be used only for the purpose of carrying out the provisions of this contract. Information contained in such material shall be treated as confidential and shall not be divulged or made known in any manner to any person except as may be necessary in the performance of this contract. Inspection by or disclosure to anyone without an official need-to-know constitutes a criminal misdemeanor punishable upon conviction by a fine of as much as \$1,000.00 or imprisonment for as long as 1 year, or both, together with the costs of prosecution. Such person shall also notify each such officer and employee that any such unauthorized inspection or disclosure of returns or return information may also result in an award of civil damages against the officer or employee [United States for Federal employees] in an amount equal to the sum of the greater of \$1,000.00 for each act of unauthorized inspection or disclosure with respect to which such defendant is found liable

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or the sum of the actual damages sustained by the plaintiff as a result of such unauthorized inspection or disclosure plus in the case of a willful inspection or disclosure which is the result of gross negligence, punitive damages, plus the costs of the action. The penalties are prescribed by IRCs 7213A and 7431 and set forth at 26 CFR 301.6103(n)-1.

Additionally, it is incumbent upon the contractor to inform its officers and employees of the penalties for improper disclosure imposed by the Privacy Act of 1974, 5 U.S.C. 552a. Specifically, 5 U.S.C. 552a(i)(1), which is made applicable to contractors by 5 U.S.C. 552a(m)(1), provides that any officer or employee of a contractor, who by virtue of his/her employment or official position, has possession of or access to agency records which contain individually identifiable information, the disclosure of which is prohibited by the Privacy Act or regulations established thereunder, and who knowing that disclosure of the specific material is so prohibited, willfully discloses the material in any manner to any person or agency not entitled to receive it, shall be guilty of a misdemeanor and fined not more than \$5,000.

Granting a contractor access to FTI must be preceded by certifying that each individual understands the agency's security policy and procedures for safeguarding IRS information. Contractors must maintain their authorization to access FTI through annual recertification. The initial certification and recertification must be documented and placed in the agency's files for review. As part of the certification and at least annually afterwards, contractors must be advised of the provisions of IRCs 7431, 7213, and 7213A (see Exhibit 4, Sanctions for Unauthorized Disclosure, and Exhibit 5, Civil Damages for Unauthorized Disclosure). The training provided before the initial certification and annually thereafter must also cover the incident response policy and procedure for reporting unauthorized disclosures and data breaches. (See Section 10) For both the initial certification and the annual certification, the contractor must sign, either with ink or electronic signature, a confidentiality statement certifying their understanding of the security requirements.

3. Inspection

The IRS and the Agency, with 24 hour notice, shall have the right to send its inspectors into the offices and plants of the contractor to inspect facilities and operations performing any work with FTI under this contract for compliance with requirements defined in IRS Publication 1075. The IRS' right of inspection shall include the use of manual and/or automated scanning tools to perform compliance and vulnerability assessments of information technology (IT) assets that access, store, process or transmit FTI. On the basis of such inspection, corrective actions may be required in cases where the contractor is found to be noncompliant with contract safeguards.

34. Other General Conditions

a) Current Version – “Packaged” application and system software shall be the most current version generally available as of the date of the physical installation of the software.

b) Current Manufacture – Equipment specified and/or furnished under this specification shall be standard products of manufacturers regularly engaged in the production of such equipment and shall be the manufacturer's latest design. All material and equipment offered shall be new and unused.

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- c) Volumes and Quantities** – Activity volume estimates and other quantities have been reviewed for accuracy; however, they may be subject to change prior or subsequent to award of the contract.
- d) Prior Use** – The State of Delaware reserves the right to use equipment and material furnished under this proposal prior to final acceptance. Such use shall not constitute acceptance of the work or any part thereof by the State of Delaware.
- e) Status Reporting** – The selected vendor will be required to lead and/or participate in status meetings and submit status reports covering such items as progress of work being performed, milestones attained, resources expended, problems encountered and corrective action taken, until final system acceptance.
- f) Regulations** – All equipment, software and services must meet all applicable local, State and Federal regulations in effect on the date of the contract.
- g) Assignment** – Any resulting contract shall not be assigned except by express prior written consent from the DWDB.
- h) Changes** – No alterations in any terms, conditions, delivery, price, quality, or specifications of items ordered will be effective without the written consent of the State of Delaware.
- i) Billing** – The successful vendor is required to "Bill as Shipped" to the respective ordering agency(s). Ordering agencies shall provide contract number, ship to and bill to address, contact name and phone number.
- j) Payment** – The State reserves the right to pay by Automated Clearing House (ACH), Purchase Card (P-Card), or check. The agencies will authorize and process for payment of each invoice within thirty (30) days after the date of receipt of a correct invoice. Vendors are invited to offer in their proposal value added discounts (i.e. speed to pay discounts for specific payment terms). Cash or separate discounts should be computed and incorporated as invoiced.
- k) W-9** - The State of Delaware requires completion of the [Delaware Substitute Form W-9](https://esupplier.erp.delaware.gov) through the Supplier Public Portal at <https://esupplier.erp.delaware.gov> to make payments to vendors. Successful completion of this form enables the creation of a State of Delaware vendor record.
- l) Purchase Orders** – Agencies that are part of the First State Financial (FSF) system are required to identify the contract number on all Purchase Orders (P.O.) and shall complete the same when entering (P.O.) information in the state's financial reporting system.
- m) Purchase Card** – The State of Delaware intends to maximize the use of the P-Card to pay for goods and services provided under contract. Vendors shall not charge additional fees for acceptance of this payment method and shall incorporate any costs into their proposals. There shall be no minimum or maximum limits on any P-Card transaction under the contract.
- n) Additional Terms and Conditions** – The State of Delaware reserves the right to add terms and conditions during the contract negotiations.

VI. RFP Miscellaneous Information

a. No Press Releases or Public Disclosure

The State of Delaware reserves the right to pre-approve any news or broadcast advertising releases concerning this solicitation, the resulting contract, the work performed, or any reference to the State of Delaware with regard to any project or contract performance. Any such news or advertising releases pertaining to this solicitation or resulting contract shall require the prior express written permission of the State of Delaware.

- b. The State will not prohibit or otherwise prevent the awarded vendor(s) from direct marketing to the State of Delaware agencies, departments, municipalities, and/or any other political subdivisions, however, the Vendor shall not use the State's seal or imply preference for the solution or goods provided.

c. Definitions of Requirements

Vendors must respond to all mandatory requirements presented in the RFP. Failure to respond to a mandatory requirement may cause the disqualification of your proposal.

d. Production Environment Requirements

The State of Delaware requires that all hardware, system software products, and application software products included in proposals be currently in use in a production environment by a least three other customers, have been in use for at least six months, and have been generally available from the manufacturers for a period of six months. Unreleased or beta test hardware, system software, or application software will not be acceptable.

VII. Attachments

The following attachments shall be considered part of the solicitation:

- Attachment 1 – No Proposal Reply Form
- Attachment 2 – Non-Collusion Statement
- Attachment 3 – Exceptions
- Attachment 4 – Confidentiality and Proprietary Information

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- Attachment 5 – Business References
- Attachment 6 – Subcontractor Information Form
- Attachment 7 – Monthly Usage Report
- Attachment 8 – Subcontracting (2nd Tier Spend) Report
- Attachment 9 – Office of Supplier Diversity Application

VIII. Attachments

The following appendices shall be considered part of this RFP solicitation:

- Appendix A – Minimum Response Requirements
- Appendix B – Proposal Submission Template
- Appendix C – Definitions
- Appendix D – Minimum Criteria for Submission Checklist
- Appendix E – In-Demand Occupations List

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IMPORTANT – PLEASE NOTE

- **Attachments 2, 3, 4, and 5 must be included in your proposal**
- Attachment 6 must be included in your proposal if subcontractors will be involved
- Attachments 7 and 8 represent required reporting on the part of awarded vendors. Those bidders receiving an award will be provided with active spreadsheets for reporting.

REQUIRED REPORTING

One of the primary goals in administering this contract is to keep accurate records regarding its actual value/usage. This information is essential to update the contents of the contract and to establish proper bonding levels if they are required. The integrity of future contracts revolves around our ability to convey accurate and realistic information to all interested parties.

A complete and accurate Usage Report (Attachment 7) must be furnished in an Excel format and submitted electronically, no later than the 15th (or next business day after the 15th day) of each month, detailing the purchasing of all items and/or services on this contract. The reports shall be completed in Excel format, using the template provided, and submitted as an attachment to **DOL_DET_FMU@delaware.gov**, with a copy going to the contract officer identified as your point of contact. Submitted reports must cover the full month e.g. the (Report due by January 15th will cover the period of December 1 – 31.), and contain accurate descriptions of the products, goods or services procured, purchasing agency information, quantities procured and prices paid. Reports are required monthly, including those with “no spend”. Any exception to this mandatory requirement or failure to submit complete reports, or in the format required, may result in corrective action, up to and including the possible cancellation of the award. Failure to provide the report with the minimum required information may also negate any contract extension clauses. Additionally, Vendors who are determined to be in default of this mandatory report requirement may have such conduct considered against them, in assessment of responsibility, in the evaluation of future proposals.

– Reporting is required by Executive Order.

In accordance with [Executive Order 49](#), the State of Delaware is committed to supporting its diverse business industry and population. The successful Vendor will be required to accurately report on the participation by Diversity Suppliers which includes: minority (MBE), woman (WBE), veteran owned business (VOBE), or service disabled veteran owned business (SDVOBE) under this awarded contract. The reported data elements shall include name of

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state contract/project, the name of the Diversity Supplier, Diversity Supplier contact information (phone and email), the type of product or service provided by the Diversity Supplier and any minority, women, veteran, or service disabled veteran certifications for the subcontractor (e.g. State OSD certification, Minority Supplier Development Council, Women's Business Enterprise Council, VetBiz.gov). The format used for Subcontracting 2nd Tier report is shown as in Attachment 8.

Accurate 2nd Tier reports must be submitted to the contracting Agency's contract manager on the 15th (or next business day) of the month following each quarterly period. For consistency quarters shall be considered to end the last day of March, June, September and December of each calendar year. Contract spend during the covered periods shall result in a report even if the contract has expired by the report due date.

NO PROPOSAL REPLY FORM

Contract No. LAB-24R-BCA-001

Contract Title: Adult Occupational Blue
Colar

To assist us in obtaining good competition on our Request for Proposals, we ask that each firm that has received a proposal, but does not wish to bid, state their reason(s) below and return in a clearly marked envelope displaying the contract number. This information will not preclude receipt of future invitations unless you request removal from the Vendor's List by so indicating below, or do not return this form or bona fide proposal.

Unfortunately, we must offer a "No Proposal" at this time because:

1. We do not wish to participate in the proposal process.

2. We do not wish to bid under the terms and conditions of the Request for Proposal document. Our objections are:

3. We do not feel we can be competitive.

4. We cannot submit a Proposal because of the marketing or franchising policies of the manufacturing company.

5. We do not wish to sell to the State. Our objections are:

6. We do not sell the items/services on which Proposals are requested.

7. Other: _____

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FIRM NAME

SIGNATURE

_____ We wish to remain on the Vendor's List **for these goods or services.**

_____ We wish to be deleted from the Vendor's List **for these goods or services.**

PLEASE FORWARD NO PROPOSAL REPLY FORM TO THE CONTRACT OFFICER IDENTIFIED.

CONTRACT NO.: LAB-24R-BCA-001
CONTRACT TITLE: ADULT BLUE COLLAR
DEADLINE TO RESPOND: Feb 12, 2024 at 1:00 PM (Local Time)

NON-COLLUSION STATEMENT

This is to certify that the undersigned Vendor has neither directly nor indirectly, entered into any agreement, participated in any collusion or otherwise taken any action in restraint of free competitive bidding in connection with this proposal, **and further certifies that it is not a sub-contractor to another Vendor who also submitted a proposal as a primary Vendor in response to this solicitation** submitted this date to the State of Delaware, Enter Agency Name

It is agreed by the undersigned Vendor that the signed delivery of this bid represents, subject to any express exceptions set forth at Attachment 3, the Vendor's acceptance of the terms and conditions of this solicitation including all specifications and special provisions.

NOTE: Signature of the authorized representative **MUST** be of an individual who legally may enter his/her organization into a formal contract with the State of Delaware, Enter Agency Name.

COMPANY NAME _____ (Check one)

<input type="checkbox"/>	Corporation
<input type="checkbox"/>	Partnership
<input type="checkbox"/>	Individual

NAME OF AUTHORIZED REPRESENTATIVE
 (Please type or print) _____

SIGNATURE _____ TITLE _____

COMPANY ADDRESS _____

PHONE NUMBER _____ FAX NUMBER _____

EMAIL ADDRESS _____

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FEDERAL E.I. NUMBER _____ LICENSE NUMBER _____

COMPANY CLASSIFICATIONS: CERT. NO.: _____	Certification type(s)	Circle all that apply	
	Minority Business Enterprise (MBE)	Yes	No
	Woman Business Enterprise (WBE)	Yes	No
	Disadvantaged Business Enterprise (DBE)	Yes	No
	Veteran Owned Business Enterprise (VOBE)	Yes	No
	Service Disabled Veteran Owned Business Enterprise (SDVOBE)	Yes	No

[The above table is for informational and statistical use only.]

PURCHASE ORDERS SHOULD BE SENT TO:
 (COMPANY NAME) _____

ADDRESS _____

CONTACT _____

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PHONE NUMBER _____ FAX NUMBER _____

EMAIL ADDRESS _____

AFFIRMATION: Within the past five years, has your firm, any affiliate, any predecessor company or entity, owner, Director, officer, partner or proprietor been the subject of a Federal, State, Local government suspension or debarment?

YES _____ NO _____ if yes, please explain _____

THIS PAGE SHALL HAVE ORIGINAL SIGNATURE, BE NOTARIZED AND BE RETURNED WITH YOUR PROPOSAL

SWORN TO AND SUBSCRIBED BEFORE ME this _____ day of _____, 20 _____

Notary Public _____ My commission expires _____

City of _____ County of _____ State of _____

STATE OF DELAWARE

Enter Agency Name

Attachment 3

Contract No. LAB-24R-BCA-001

Contract Title: ADULT BLUE COLLAR

EXCEPTION FORM

Proposals must include all exceptions to the specifications, terms or conditions contained in this RFP. If the vendor is submitting the proposal without exceptions, please state so below.

By checking this box, the Vendor acknowledges that they take no exceptions to the specifications, terms or conditions found in this RFP.

Paragraph # and page #	Exceptions to Specifications, terms or conditions	Proposed Alternative

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Note: Vendor may use additional pages as necessary, but the format shall be the same as provided above.

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Attachment 4

Contract No. LAB-24R-BCA-001

Contract Title: Adult Blue Collar

CONFIDENTIAL INFORMATION FORM

By checking this box, the Vendor acknowledges that they are not providing any information they declare to be confidential or proprietary for the purpose of production under 29 Del. C. Ch. 100, Delaware Freedom of Information Act.

Confidentiality and Proprietary Information

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Note: Vendor may use additional pages as necessary, but the format shall be the same as provided above.

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Attachment 5

Contract No. LAB-24R-BCA-001

Contract Title: ADULT BLUE COLLAR

BUSINESS REFERENCES

List a minimum of three business references, including the following information:

- Business Name and Mailing address
- Contact Name and phone number
- Number of years doing business with
- Type of work performed

Please do not list any State Employee as a business reference. If you have held a State contract within the last 5 years, please provide a separate list of the contract(s).

1. **Contact Name & Title:**

Business Name:

Address:

Email:

Phone # / Fax #:

Current Vendor (YES or NO):

Years Associated & Type of Work Performed:

2. **Contact Name & Title:**

Business Name:

Address:

Email:

Phone # / Fax #:

Current Vendor (YES or NO):

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Years Associated & Type of Work Performed:

--

3. Contact Name & Title:

Business Name:

Address:

Email:

Phone # / Fax #:

Current Vendor (YES or NO):

Years Associated & Type of Work Performed:

STATE OF DELAWARE PERSONNEL MAY NOT BE USED AS REFERENCES.

Attachment 6

SUBCONTRACTOR INFORMATION FORM

PART I - STATEMENT BY PROPOSING VENDOR		
1. CONTRACT NO. ENTER CONTRACT NUMBER	2. Proposing Vendor Name:	3. Mailing Address
4. SUBCONTRACTOR		

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a. NAME	4c. Company OSD Classification: Certification Number: _____	
b. Mailing Address:	4d. Women Business Enterprise <input type="checkbox"/> Yes <input type="checkbox"/> No 4e. Minority Business Enterprise <input type="checkbox"/> Yes <input type="checkbox"/> No 4f. Disadvantaged Business Enterprise <input type="checkbox"/> Yes <input type="checkbox"/> No 4g. Veteran Owned Business Enterprise <input type="checkbox"/> Yes <input type="checkbox"/> No 4h. Service Disabled Veteran Owned Business Enterprise <input type="checkbox"/> Yes <input type="checkbox"/> No	
5. DESCRIPTION OF WORK BY SUBCONTRACTOR		
6a. NAME OF PERSON SIGNING	7. BY <i>(Signature)</i>	8. DATE SIGNED
6b. TITLE OF PERSON SIGNING		
PART II - ACKNOWLEDGEMENT BY SUBCONTRACTOR		
9a. NAME OF PERSON SIGNING	10. BY <i>(Signature)</i>	11. DATE SIGNED
9b. TITLE OF PERSON SIGNING		

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*** Use a separate form for each subcontractor**

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Enter Agency Name

Attachment 7

STATE OF DELAWARE
MONTHLY USAGE REPORT

SAMPLE REPORT - FOR ILLUSTRATION PURPOSES ONLY

Form S. 6 4602124209

Revise and Replace Previous Report

State of Delaware - Monthly Usage Report

Contract No.: [Redacted]
Contract Title: [Redacted] See Below for Transaction Detail

E-mail report to vendorusage@delaware.gov no later than the 15th of each month for prior calendar month usage

Check here if there were no transactions for the reporting period

FSF #: [Redacted]
Supplier Name: [Redacted]
Contact Name: [Redacted]
Contact Phone: [Redacted]

State Contract Item Sales \$ -
Non-State Contract Item Sales \$ -
Total Sales \$ -
Report Start Date: [Redacted]
Report End Date: [Redacted]
Today's Date: [Redacted]

Customer Group	Customer Department, School District, or OTHER Municipality / Non-Profit	Customer Division (State Agency Section name, School name, Other Municipality / Non-Profit name)	Item Description	Awarded Contract Item Yes/No	Contract Item Num	Unit of Measure	Qty	Contract Proposal Price / Rate	Total Spend (Qty * Contract Proposal Price / Rate)

Note: A copy of the Usage Report will be sent by electronic mail to the Awarded Vendor. The report shall be submitted electronically in EXCEL and sent as an attachment to enter agency email. It shall contain the six-digit department and organization code for each agency and school district.

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Attachment 8

SAMPLE REPORT - FOR ILLUSTRATION PURPOSES ONLY

State of Delaware																	
Subcontracting (2nd tier) Quarterly Report																	
Prime Name:							Report Start Date:										
Contract Name/Number							Report End Date:										
Contact Name:							Today's Date:										
Contact Phone:							*Minimum Required		Requested detail								
Vendor Name*	Vendor TaxID*	Contract Name/Number*	Vendor Contact Name*	Vendor Contact Phone*	Report Start Date*	Report End Date*	Amount Paid to Subcontractor*	Work Performed by Subcontractor UNSPSC	M/WBE Certifying Agency	Veteran /Service Disabled Veteran Certifying Agency	2nd tier Supplier Name	2nd tier Supplier Address	2nd tier Supplier Phone Number	2nd tier Supplier email	Description of Work Performed	2nd tier Supplier Tax Id	

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Note: Completed reports shall be saved in an Excel format, and submitted to the following email address: osd@delaware.gov. The form can be located at [Office of Supplier Diversity - Division of Small Business - State of Delaware](#), bottom of the page, 'Services and Information' section, 'Subcontractor Reporting Form'.

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Enter Agency Name

Attachment 9



**The Office of Supplier Diversity (OSD) has moved to the
Division of Small Business (DSB)**

Supplier Diversity Certification Applications can be found here:

[Certifications - Division of Small Business - State of Delaware](#)

Completed Applications can be emailed to: OSD@Delaware.gov

For more information, please send an email to OSD:

OSD@Delaware.gov or call 302-577-8477

[Subscribe](#) to the OSD Mailing List

New address for OSD:

Carvel State Building

820 N. French Street, 10th Floor

Wilmington, DE 19801

Telephone: 302-577-8477 / Fax: 302-736-7915

Email: OSD@Delaware.gov

Web site: <https://business.delaware.gov/osd/>

Dover address:

(Local applicants may drop off applications here)

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99 Kings Highway

Dover, DE 19901

Phone: 302-739-4271

Submission of a completed Office of Supplier Diversity (OSD) application is optional and does not influence the outcome of any award decision.