

DEIA RFI Responses to Questions

How comprehensive should the initial company assessments be? For example, should they include detailed employee surveys, focus groups, or only high-level interviews with leadership? [This RFI is to inform Aspyr of available DEIA services and associated costs to deliver said services because we do not yet know the size or needs of employers.](#)

What is the expected timeline for delivering assessments and recommendations for each participating employer? [Quarter 1, 2025 – Quarter 1, 2028.](#)

To what extent should the DEIA strategies and workshops be tailored for each participating employer? [Each employer will have their own unique needs. Services will be customized and directed by the provider to meet the employers where they are and advance them to where they want to be. It is also possible that employers with similar needs may be grouped together in cohorts to maximize efficiency of time, cost, and delivery.](#)

Are there specific industry or organizational benchmarks Aspyr prefers for tracking DEIA progress? [Aspyr does not have specific metrics regarding DEIA progress. We will rely on employers and vendor\(s\) to determine this information.](#)

What metrics or key performance indicators (KPIs) should be included in the impact reports? [We will rely on the vendor or vendors to provide this information.](#)

Is there a specific format or platform Aspyr prefers for reporting and tracking progress? [We will rely on the vendor or vendors to provide this information.](#)

Will Aspyr provide baseline data, or is the consultant responsible for establishing initial benchmarks? [We will rely on the vendor or vendors to provide this information.](#)

Will the consulting work involve direct interaction with apprentices, or is the focus solely on organizational leadership and HR teams? [This will be determined on a case-by-case basis. It is possible that all or some combination of the suggested audiences will be needed.](#)

Are there specific underrepresented populations or community groups Aspyr wants to prioritize beyond those listed in the RFI? [This will depend on the specific needs and demographics of the participating employers.](#)

Are there any constraints or guidelines regarding pricing models (e.g., hourly vs. flat rate)? [In consideration of the unknowns discussed above Aspyr is seeking a menu of services with associated pricing models.](#)

Should the cost proposals include travel expenses for in-person sessions, or will these be handled separately? [Aspyr anticipates that some travel will be needed to deliver services. These costs should be included.](#)

Does Aspyr have a preferred format for workshops (virtual, in-person, hybrid)? [We believe that some, or all, of these scenarios are possible in the delivery of services.](#)

How many participants are typically expected per session? [In consideration of the unknowns discussed above it is not possible to answer this question at this time.](#)

Are there any specific tools or platforms Aspyr prefers for virtual training? [We will rely on the vendor or vendors to provide recommendations.](#)

How does Aspyr envision the consultant's role evolving over the multi-year timeline? [We anticipate that an on-going relationship is possible as the need arises.](#)

Will there be opportunities for ongoing support or follow-up engagements with participating employers? [The provider will work with Aspyr as a consultant for the initial services. A future direct relationship between the consultant and various service recipients is possible but not funded through Aspyr. After the grant-funded work the consultant is within their purview to have a direct relationship with the company.](#)

For the references included in the proposal, does Aspyr have any specific requirements (e.g., industry, project scope)? [Relevant work in the DEIA space is required. Work within industries representing in-demand careers in manufacturing, healthcare, and education would be helpful.](#)

Would Aspyr like case studies or examples of previous work included as part of the submission? [Case studies as they relate to the above industries would be helpful.](#)

Who is the client the consulting service provider(s) will engage with: individual businesses or Aspyr? Said another way, is the result of the RFI to create a provider list or to provide services? [The provider will be selected based on the RFI process. The provider will engage with Aspyr "clients" as an Aspyr consultant. The services offered to the client will be prescribed by the provider from the provider's menu.](#)

Do you have a preferred vendor already in mind? [No, but that is the purpose of this RFI.](#)

Are you looking for a single "sole source" provider or multiple providers? If you envision multiple providers, will they be selected based on geography (like only one per location to provide all services) or by services (like provider A provides all X services, provider B provides all Y services, etc.)? [While preference will be for a sole provider, more than one may be engaged. Selection will be based on RFI responses and actual needs as they are determined.](#)

What do you foresee will change regarding this program and/or these funds once the Trump Administration takes over? [Funds for this grant have been appropriated by the Department of Labor. We do not anticipate that they can or will be withdrawn.](#)

What is Aspyr's position or approach to the "backlash" some have against DEIA programs and initiatives? Participation in DEIA services is recommended but optional. Anticipate that this is also an essential element of DEIA training itself and could be addressed by the provider if needed.

What is the expected responsibility of a provider to recruit participants into the program as compared to ASYPR's intent to provide referrals? There is no expectation for the provider to recruit participants.

Regarding references, would you prefer contact information our prepared quotes collected from past program surveys? We would prefer contact information who can speak to the providers scope of work.

Could you please provide some additional details about the participating employers who will be receiving assistance? Specifically, we're interested in understanding the types of agencies involved, the volume of companies, and any relevant industry information. Employers will be in education, manufacturing, and care economy (healthcare, behavioral health) industries. Small, medium, and large, union and non-union.

Has Aspyr already identified participating employers? Who are these employers? Aspyr has not identified any participating employers at this time.

How many employers do you expect to participate in this program and over what period of time? An approximate number of participating employers is 30 from quarter 1, 2025 – quarter 1, 2028.

Do you expect this work to be done in person, virtually, or a combination? How much on-site time with employers do you expect? The delivery method will be coordinated with the employer directly. Aspyr has no preference in the delivery method.

Has Aspyr implemented any previous DEIA work with regional employers? Yes, most recently in partnership with the Columbus Chamber.

Has Aspyr had internal organizational DEIA training? Who provided that training? Yes. Aspyr was part of a community lead effort delivered by a national organization and The Kirwan Institute at The Ohio State University.

What is the preferred timeline for this project and all its components? Start and end dates? Quarter 1, 2025 – Quarter 1, 2028.

How do you envision “service delivery”? (Training for individual companies, Training for employer cohorts, Group training, Train the trainer, etc.) [All service delivery methods are optional and should be determined between the vendor\(s\) and employer.](#)

The RFP asks for “cost-effectiveness and clarity of pricing structure”. How would you like pricing structure to be presented? [Aspyr has no preference for how pricing is structured or presented.](#)

What is the total budget for this project? [Approximately \\$60,000](#)

Have the 6 counties been identified? [Yes, Franklin, Hocking, Fairfield, Vinton, Pickaway, Ross](#)

Can you please clarify the proposal’s due date? [Tuesday, December 10th, 2024 by 5:00pm](#)

Ideally, how many companies would go through the assessment and implementation process through the course of this grant? [Approximately 30 participating employers](#)

Is there a target number of new apprenticeship programs and a target number of expanded apprenticeship programs? [Aspyr’s target for new apprenticeship programs is 20 and our target for expanded apprenticeship programs is 10.](#)