



GREATER NEW ORLEANS
INC
REGIONAL ECONOMIC DEVELOPMENT

Request for Proposals

In reference to the H₂theFuture: South Louisiana Labor Analysis

Client Overview

Greater New Orleans, Inc. (GNO, Inc.) is a nonprofit regional economic development organization serving the 10-parish Greater New Orleans region, operating in coordination with Greater New Orleans Development Foundation (a 501(c)3 charitable organization). Our mission is to create a region with a thriving economy and an excellent quality of life, *for everyone*. GNO, Inc. accomplishes this by pursuing an aggressive agenda of business development, marketing the region, and product development, improving regional business conditions through policy, workforce, and research initiatives.

The GNO, Inc. vision is for the Greater New Orleans region to fulfill its potential as one of the best places in the country to grow a company and raise a family. The ultimate indication of success for GNO, Inc. will be the presence of a robust and growing middle class in Southeast Louisiana. More information can be found at www.gnoinc.org.

Project Background

On September 2, 2022, the U.S. Economic Development Administration (EDA) awarded federal funding to H2theFuture, a 25-organization partnership with representation across South Louisiana, led by GNO, Inc. and GNODF. H2theFuture will develop a new energy cluster in South Louisiana, spanning the clean hydrogen life cycle, from R&D at Louisiana universities to an end-use project at the Port of South Louisiana. Read more about the announcement [here](#).

Project Objectives

GNO, Inc. is requesting a proposal for a Labor Analysis intended to ensure H2theFuture partners understand workforce opportunities and have the roadmap to creating equitable, inclusive curriculum and career pathways at pace with the advancement of the evolving energy industry in South Louisiana. The Analysis described herein will require a deeper dive into current labor trends, as well as projections for future labor needs. To ensure these findings are not only circulated to partners, but made actionable, GNO, Inc. will combine both industry and equity adviser perspectives in product design.

General and Desired Services

The selected consultants will be expected to provide a comprehensive study of the energy workforce industry across South Louisiana, including both current data and predictive, forward-looking workforce trends. Specifically:

- **Existing Conditions:** The energy industry in Louisiana has been foundational to the state's economy for generations. As such, there is significant data around energy sector jobs, wages, and occupations. The goal of this study is to delve deeper into existing data to fully understand the equity gaps, upskilling opportunities, and entry ways for returning citizens to ensure the workforce pipelines established through H2theFuture are positioned to further equitable access:
 - **Racial Demographics:** While BIPOC representation in the energy sector can be captured on the macro level, specific wage access, skill levels, and upskilling opportunities based on race and gender are necessary.
 - **Equitable Access Opportunities—Returning Citizen:** For the re-entry population, TWIC card access is a considerable impediment to accessing high-paying jobs in the energy sector. Identifying specific opportunities for the re-entry population in the energy sector as it currently exists is an immediate need for workforce practitioners and non-profit partners focused on re-entry.
 - **Wages by Occupation:** Analysis of the top occupations currently employed in the energy industry and the wage range for each, with gender/racial metrics included.

- **Occupational Demand:** Predicted growth and demand over the next 5 to 10 years for each of the currently high-demand occupations.
 - **Curriculum enhancement/augmentation:** Analysis of existing industry-based credentials, degree programs, and overall curricular offerings within the Louisiana Community and Technical College System (LCTCS) and the seven H2theFuture four-year university partners (including 4 HBCUs) that align with project goals. This includes seats available within each program, as well as the number of graduates from the aforementioned institutions with qualifications to meet current and future workforce demand.
- **Future State**
 - **Occupational demand:** With the growth of new energy sectors—specifically wind and carbon capture—a full analysis is required of the labor needs within these new industry sub-sectors. This would include a skills inventory of KSA’s to inform future curriculum.
 - **Variations by Energy Sector (i.e. wind/solar/oil and gas):** Predictive analysis of distinctive workforce and labor market differences between energy sectors, specifically wage differences, certifications and credentials (i.e. TWIC cards), and potential stability/instability of work flow.
 - **Curriculum Updates/Enhancements:** Based on the demand of new/modified occupations, an inventory of existing curriculum that will require updates and/or net-new programs that must be created to meet novel labor demands.

Outreach/Engagement

The selected consultant will be expected to communicate regularly with GNO, Inc. and LCTCS staff. Additionally, in accordance with the timeline below, the consultant will be required to provide regular updates to the advisory panel of H₂theFuture workforce development partners including—but not limited to—LCTCS, Louisiana Parole Project, Urban League of Louisiana, and regional HBCUs (Southern University and A&M College, Southern University New Orleans, Xavier University of Louisiana, and Dillard University).

Final Deliverables

Upon completion of the Analysis, GNO, Inc. anticipates receiving:

- PDF copy of the Analysis
- Power Point Presentation summarizing key findings of the study
- Digital files of any graphics, charts, etc. created

Schedule of Events for Proposal

RFP Released: June 12, 2023

RFP Response Deadline: July 10, 2023

Consultant Selection/Notification: July 28, 2023

Advisory Group/Consultant Briefings: August 1, 2023 and September 15, 2023

Final Presentation/Deliverable: September 29, 2023

We expect to award this contract by August 1, 2023. Please submit questions in writing to lmcmamus@gnoinc.org.

Proposal Guidelines and Requirements

This is an open and competitive process.

The proposal must contain the signature of a duly authorized officer or agent of the company submitting the proposal.

The price you quote should be inclusive. If your price excludes certain fees or charges, you must provide a detailed list of excluded fees with a complete explanation of the nature of those fees.

If the execution of work to be performed by your company requires the hiring of sub-contractors you must clearly state this in your proposal. Sub-contractors must be identified and the work they will perform must be defined. In your proposal please provide the name, address, and EIN of the sub-contractor. Greater New Orleans, Inc. will not refuse a proposal based upon the use of sub-contractors; however, we retain the right to refuse the sub- contractors you have selected.

Provisions of this RFP and the contents of the successful responses are considered available for inclusion in final contractual obligations.

There is a confidential budget for this project which will be adhered to during the selection process. Finalists which exceed the undisclosed budget amount will be notified of their overage status.

Proposal Submission

All proposals must meet all of the following criteria:

Your company's name, address, telephone number, main contact, fax number and email address on the cover page.

Resumes of all individuals performing main duties on the project, with details on their roles and responsibilities for the proposed project.

Proposal will be considered as a submission of the primary company, as listed on the cover. If there will be sub-contracted vendors, please provide details on their involvement and the names of the companies/individuals who will provide services for this project.

An estimated summary timeline and schedule for completion of each phase of the project.

A detailed work plan describing your approach to the design, management, and coordination of this project. The description should include all tasks listed in the scope of work for all phases of the project and a tentative schedule. Include a strategy for obtaining all content necessary for the project – including, but not limited to, GNO, Inc.'s role in providing necessary content.

A comprehensive list of references. This would include a point of contact which we can call or email. Detailed information regarding your company's experience, including any relevant experience with other similar projects.

A description of the qualifications and experience of the staff members that will be involved in the project. Please identify:

- The project manager
- The proposed project team, including any sub-consultants

- Key personnel and the amount of time that they will be dedicating to the project
- A highlight of the experience of the project team by individual team member
- A description of how the project will be managed through to successful completion

A detailed cost estimate and proposal. The proposal should contain the total project cost, as well as detailed “line item” costs for components/phases of the project. All hourly rates and fees, charges, costs, and anticipated reimbursable costs must be clearly stated.

Respondents are encouraged to contact GNO, Inc. with any questions or concerns. Final proposals submitted are to be received by Greater New Orleans, Inc. no later than **4:00 p.m. CT on Monday, July 10, 2023**. Four printed copies of the proposal must be submitted and one digital copy must be emailed to lmcm Manus@gnoinc.org.

Physical copies should be mailed to:
Greater New Orleans, Inc.
Attn: Lacy McManus, Executive Director, Future Energy
1100 Poydras Street, Suite 3475
New Orleans, LA 70163

MWBEs are strongly encouraged to submit proposals. Additionally, applicants utilizing MWBEs as sub-contractors are also strongly encouraged to apply.

Confidentiality

Vendors who provide services to Greater New Orleans, Inc. and/or its partners, stakeholders, and users of this analysis may receive confidential and proprietary information (“Confidential Information”) from Greater New Orleans, Inc. and/or its partners, stakeholders, and users of the analysis. Vendors will be required to sign an agreement stating that all information received from either Greater New Orleans, Inc. and/or its partners, stakeholders, and users of the analysis will be kept confidential and shall not, without prior consent of Greater New Orleans, Inc. and/or its partners, stakeholders, and users of the analysis, be disclosed or used, other than to provide services to Greater New Orleans, Inc. and/or its partners, stakeholders, and users of the analysis in connection with the vendor’s work.

Selection Process

All submitted proposals will be considered. Vendors which meet the requirements below, in no particular order, will be entered into the selection process:

- **Organizational Capacity Experience References**
- **Description of Services and Deliverables**
- **Pricing**
- **Compatibility with proposal guidelines**

Additionally, there will be an interview process to screen vendors that meet the majority of these guidelines. The number of vendors chosen to be interviewed will be determined by both the overall number of submissions and vendors which are eligible for the selection process. Vendors who are not chosen will be notified by Greater New Orleans, Inc. in a timely manner.

Eligible applicants include for-profit entities, not-for-profit entities, or joint ventures. All

applications must include the information requested in this RFP. Upon review, GNO, Inc. may notify that additional information or clarification is necessary.