



SRSCRO Workforce Study RFP Questions and Answers

- The RFP identifies three study geographies, but several tasks appear to require location-specific analysis. Please clarify whether all three geographic options are expected to be studied or whether one will be selected. If all three options will be studied, will they all have the same level of analysis, engagement, and deliverables, or does the scope varies by option. [We included the three options to help us understand pricing and determine how much we can scale this project within our budget. Once we award the contract based on our evaluation of the firm's proposal, we'll select the specific option.](#)
- Is there a preferred geography? [Yes, the minimum required geography are the five counties served by the SRSCRO – Aiken County \(SC\), Allendale County \(SC\), Barnwell County \(SC\), Columbia County \(GA\), and Richmond County \(GA\).](#)
- Section 6 references overall study cost and county profiles. Are the county profiles the only county-specific deliverable within each “study geography”? [Yes, the county profile which will include the county level summary and the profile.](#)
- Does SRSCRO have specific subsectors, occupations, or employers it would like analyzed within each industry? [Yes, SRSCRO will provide the consulting firm with contacts and will coordinate introduction when time comes to analyze the impact and needs a large employer has in an industry.](#)
- Should equal emphasis be placed on all five sectors? [Yes.](#)
- Is the expectation to develop separate workforce strategies for each industry sector or one integrated strategy? [At a minimum, a clear regional collective strategy is required. However, industry specific strategies are preferred.](#)
- It seems like there is an expectation to engage the region’s leading employers. Does the organization have a set list of intended employers and who is to be the liaison for outreach? (A similar question is asked under, “Other.”) [Yes the SRSCRO staff will coordinate.](#)
- Is the organization expecting surveys, interviews, focus groups, or a combination? [A combination of both. SRSCRO will help lead and coordinate.](#)
- Will the organization assist with participant identification, recruitment, and outreach? [Yes.](#)
- Many of the nonparticipating workforce analyses requested are not reliably measured through secondary data sources. Items like people not participating in the workforce, reasons for nonparticipation and the associated barriers are often unavailable. Does SRSCRO expect primary engagement with this population? What level of data confidence is expected here where limitations exist? SRSCRO expects a mix of primary and secondary engagement with the

mentioned population. Confidence levels are expected to be a mix of low, moderate, and high depending on the source, and SRSCRO will apply discretion in determining and communicating the appropriate confidence level as the project develops.

- Detailed information on the military population is requested, yet many of these points are not available on the local level from secondary sources. Does SRSCRO have existing military stakeholder relationships to support data collection? Yes, SRSCRO has existing military stakeholder relationships.
- Is qualitative data acceptable where quantitative is not? Yes, it is expected that the overall data collection will be a mixture of methods. Quantitative data is preferred, but qualitative data collection is allowed when quantitative data is not accessible.
- What level of participation from SRS leadership can be expected? Is the expectation to quantify future staffing needs by occupation and will subcontracting agencies be included in this analysis? SRS leadership and contractors will be engaged and supportive. SRSCRO staff will coordinate.
- There is an item relating to the additional study area recommendations not illustrated. Are there certain expectations of what this might entail? There is not current expectation of what this might entail.
- Does SRSCRO have benchmark communities in mind? What benchmarks is the consultant intended to focus on – industry specialization, federal employers, workforce outcomes, etc.? There are no preset benchmarks. The selected consulting firm is expected to provide recommendations based on all information.
- What is the expected delivery format of the information – is GIS mapping desired? Will the organization want editable data files or supporting datasets? Any applicable format that ensures the best final product makes sense.
- Are there board meetings or funding milestones influencing the schedule? No.
- Can prior workforce studies be provided? Yes.
- What recommendations from previous studies remain relevant or a priority? N/A – Given the age of previous studies, we look for this study to set the path.
- What do you mean by “industry road map”? Industry specific studies that illustrate a consultants ability to perform this study.
- What is the timeline for this project? Anticipated start date? Completion date?
- What is the proposed budget for this project? The proposed budget is \$200,000. SRSCRO wants to let consultants know that the budget is not the primary factor for selecting a firm.
- The RFP states, “Contract award is contingent upon availability of funding.” Is the funding currently available, and if not, when is anticipated that funding will be available? Funding is available.

- Is there an existing task force to help support this project? Or will the SRSCRO staff be the primary interface with the selected consultant? [All SRSCRO staff, regional economic development organizations, and area chambers of commerce.](#)
- How much involvement will the SRSCRO staff have in the project? (We have had some clients be more hands off whereas we have had other clients be involved in each step of the process and actively engaged in developing the reports.) [SRSCRO Staff will have a high level of involvement.](#)
- Will the SRSCRO or other local partners help with connections to industry, education, military, SRS, etc.? [Yes.](#)
- Can you clarify Task 6: Stakeholder Engagement? What is anticipated in this task that is not covered in Tasks 2-5 (industry, education, military, SRS)? [Stakeholder engagement will draw on SRSCRO's established relationships and strong network of connections to inform data collection.](#)
- For Options 2 and 3, should a firm price the full Aiken–Augusta, GA–SC MSA plus each separately listed county, with no overlap assumptions? [Pricing the Aiken-Augusta, GA-SC MSA would be preferred.](#)
- When do you anticipate the project to begin and what is the preferred project completion date? SRSCRO would like the project to begin before the end of 2026 and to conclude within six months of the start date. [Final timing will depend on the agreed scope. In all cases, quality of work remains the primary consideration.](#)
- Is there an anticipated budget range or not-to-exceed amount? [SRSCRO is not looking at the budget as the number one factor when selecting a firm but is looking at primarily how the proposal's needs will be met.](#)
- To help us align our scope and structure the proposal appropriately, could you please share the top-line budget range for this project? [SRSCRO does not currently have a fixed budget established for this project, as cost is not the primary factor in our selection process. Instead, we are placing greater emphasis on the anticipated quality of the final deliverable and how effectively the proposal addresses the needs outlined in the RFP.](#)
- Are respondents permitted to include subcontractors or teaming partners in their proposals? [Yes.](#)
- Will SRSCRO provide a list or another mechanism to help specialty consultants connect with prospective prime respondents? [SRSCRO does not have a list nor mechanism that can narrow down a list.](#)