

SRSCRO Regional Workforce Study Request for Proposal (RFP)

Issued by:

SRS Community Reuse Organization, Inc. (SRSCRO)
September 1, 2026

Section 1: Introduction

The **SRS Community Reuse Organization (SRSCRO)** invites qualified consulting respondents and academics to submit proposals to develop a **Regional Workforce Study**. This RFP is issued by SRSCRO for the benefit of the Savannah River Region and is intended to inform decision-making related to economic development, workforce readiness, infrastructure investment, and alignment with the region's private sectors.

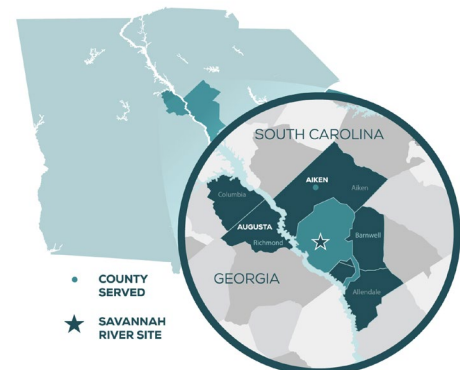
SRSCRO is a regional 501(c)(3) that began with a focused mission: economic diversification for the Savannah River region. That mission has grown into three connected pillars: (1) economic development support, (2) workforce development, and (3) STEM education & awareness. These pillars work together to build a stronger, more resilient region. For many years, we've focused on four key industries: nuclear, healthcare, manufacturing, and cyber/IT. Today we are looking to expand by adding the construction/skilled trades sector. Additionally, we are expanding the definition of cyber/IT to incorporate the data center and AI growth. By connecting communities, industry, educators, and the Savannah River Site, we're building the pipeline from classroom to career, ensuring the region has the talent to fill high-demand jobs across every one of these industries.

Section 2: Project Purpose

The purpose of this project is to prepare a comprehensive regional workforce study that is actionable as a region and by each county included in the study. The Regional Workforce Study will serve as a planning and coordination tool for local government, economic development partners, workforce organizations, regional education institutions, industry, and key stakeholders.

Regional Overview

The SRSCRO serves five counties in Georgia and South Carolina – Aiken County (SC), Allendale County (SC), Barnwell County (SC), Columbia County (GA), and Richmond County (GA). Historically, our regional workforce studies have focused on these five counties. As we look to the future and plan for growth in our region, we are exploring the potential of expanding the region for this study. The graphic illustrates the five counties and their relationship to the Savannah River site.



Aiken • Allendale • Barnwell • Richmond • Columbia

Below are the three scenario lists for the counties to be included in the regional workforce study. Each option should be treated as three separate pricing options.

Option 1	Option 2	Option 3
Aiken County, SC Allendale County, SC Barnwell County, SC Columbia County, GA Richmond County, GA	Aiken-Augusta, GA-SC MSA <i>Aiken County, SC</i> <i>Edgefield County, SC</i> <i>Burke County, GA</i> <i>Columbia County, GA</i> <i>McDuffie County, GA</i> <i>Lincoln County, GA</i> <i>Richmond County, GA</i> Allendale County, SC Barnwell County, SC	Aiken-Augusta, GA-SC MSA Allendale County, SC Bamberg County, SC Barnwell County, SC Colleton County, SC Hampton County, SC

Section 3: Project Objectives

Results of the project should provide the SRSCRO, its stakeholders, and regional partners with useful, actionable goals and direction based on the following objectives:

- Gain an understanding of the current state of the regional workforce, including but not limited to:
 - ✓ Demographic and Population Profile (Age distribution, Gender and racial/ethnic composition, geographic distribution which can include commuting distance)
 - ✓ Current educational assessment and gaps (Educational Degrees/certificates/credentials and availability of training), including areas for growth and new programs
 - ✓ Employment Characteristics (Labor Force participation rate, wage and salary levels, employment by industry, full-time vs part time, contract)
 - ✓ Supply and Demand (current gaps, projected needs, cost of living compared to wages)
- Identify best practices of the region's leading industries, organizations, and academic partners related to hiring, internships, apprentices, and innovative practices.
- Develop a strategy for engaging and understanding the population not currently participating in the workforce, including estimated size, demographic characteristics, and reasons for non-participation.
- Identification of barriers to workforce participation (i.e. transportation, childcare/dependent care, housing availability and affordability, criminal record, disability, skills or credential gaps) and recommended strategies to address them



- Develop a comprehensive strategy that details the workforce opportunities and needs related to the SRSCRO's (5) five key industry sectors:
 - ✓ Nuclear
 - ✓ Manufacturing
 - ✓ Healthcare
 - ✓ Cyber Security/IT (including data center/AI)
 - ✓ Construction/Skilled Trades

Section 4: Scope of Work & Deliverables

Task 1: Regional Workforce Profile, to include:

- Identify the labor shed that constitutes the primary draw area
- Overall growth in the labor force, participation, and unemployment rates
- Demographic and economic characteristics
- Wage comparison with other areas against which the Savannah River Region and its surrounding region compete.
- Educational attainment/college enrollment (with a focus on area institutions of higher learning and on-going role in economic development)
- Projections for the future labor force
- Occupational structure and its implications for future business development
- County-level summary and profile as each county relates to the entire region

Task 2: Community & Industry Interviews/Surveys

Task 3: Assessment of the Education Ecosystem vs Industry Needs, to include k-12, higher education, and trades.

Task 4: Veteran & Existing Military Inventory

- Document unique characteristics of this group including an understanding of existing military
- Consideration for retirees, family members of military personnel, and civilian population that is employed by the industries dependent on the military
- Profile participation and unemployment rates, skill levels, educational attainment, commuting patterns, and wage requirements of these populations, when possible.

Task 5: Analysis of Savannah River Site (SRS) workforce demands and impacts

Task 6: Stakeholder Engagement

Task 7: Community Benchmark Recommendations

Task 8: Final Products and Reporting

- Comprehensive Regional Workforce Study
- Local County Level Workforce Profiles
- A strategy and action plan with recommended next steps and roles/responsibilities for SRSCRO, counties, employers, and education partners



- Public presentation of findings at the SRSCRO roll out event.

Section 5: Respondent Qualifications

Respondents must demonstrate:

- Experience with strategic planning, asset mapping, workforce study and/or industry road maps
- Expertise in the identified industry sectors
- Familiarity with the operations of military installations and Department of Energy missions and national laboratory environments
- Experience working with public-sector or quasi-governmental organizations
- Ability to integrate existing research into actionable strategies

Section 6: Proposal Submission Requirements

Proposals must include:

1. Respondent background and relevant experience
2. Project team and qualifications
3. Proposed methodology and approach
4. Additional study area recommendations not illustrated in the RFP's scope of work
5. Work plan and schedule, schedule should include specific milestones and deliverables
6. Examples of relevant prior work
7. Budget and fee structure; including hourly rates for all members of the project team, and additional billable costs for non-specified tasks
NOTE: The ideal submission will provide an overall cost for the regional workforce study and a per county price for the county workforce summary/profiles.
8. References

Section 7: Proposal Deadline

RFP Release Date:	September 1, 2026
Deadline for Questions:	September 9, 2026
Responses to Questions Issued:	September 11, 2026
Proposal Submission Deadline:	October 2, 2026

Section 8: Standard Terms and Conditions

- SRSCRO reserves the right to reject any or all proposals.
- SRSCRO may negotiate scope and cost with the selected respondent.
- All proposals become the property of SRSCRO.
- Costs associated with proposal preparation are the responsibility of the respondent.
- The selected respondent must comply with all applicable state and federal laws.



- Confidential or proprietary information must be clearly marked.
- Contract award is contingent upon availability of funding.

Section 9: Submission Instructions and Contact

Proposals must be submitted electronically no later than the deadline stated in Section 7. Written questions and requests for clarification must be submitted by the deadline stated in Section 7 to the SRSCRO contact designated for this RFP. Only official written responses issued by SRSCRO will be considered binding. All communications must be submitted to Joshua Shackelford, Special Projects Manager at joshua.shackelford@srsro.org and copy Robbie Bennett, President & CEO at robbie.bennett@srsro.org.

Section 10: Equal Employment Opportunity Compliance

Each respondent submitting a proposal assures SRS Community Reuse Organization, Inc. ("SRSCRO") that it is in compliance with Title VII of the Civil Rights Act of 1964, as amended; the Age Discrimination in Employment Act of 1967, as amended; the Americans with Disabilities Act of 1990, as amended; and all other applicable federal, state, and local nondiscrimination laws and regulations. The respondent affirms that it does not discriminate against any employee, applicant for employment, or subcontractor on the basis of race, color, national origin, ancestry, religion, sex, gender identity or expression, sexual orientation, age, disability, genetic information, marital status, familial status, veteran or military status, or any other classification protected by applicable law, in any aspect of employment, including hiring, compensation, promotion, training, or termination.

The respondent further assures that it will comply with any nondiscrimination provisions required by the funding source(s) for this engagement, if applicable. The respondent understands and agrees that award of this engagement is conditioned upon the veracity of this Statement of Assurance, and that any material misrepresentation may result in termination of the resulting agreement and pursuit of any remedies available to SRSCRO by law or in equity.

Section 11: Undue Influence / Conflict of Interest

The respondent represents and warrants that no undue influence, pressure, or improper conduct has been used against, or in concert with, any officer, employee, director, volunteer, committee member, or agent of SRSCRO in connection with the submission of this proposal or the award or terms of any agreement resulting from this RFP. This includes, but is not limited to, coercion, confidential financial arrangements, gifts, gratuities, or the offer or exchange of any financial consideration or document intended to influence the award or administration of the resulting agreement.

No officer, employee, director, volunteer, committee member, or agent of SRSCRO shall receive, directly or indirectly, any compensation, gift, or benefit from the respondent, or from any officer, employee, subcontractor, or agent of the respondent, in connection with the award or performance of any work resulting from this RFP.

The respondent acknowledges that, as an outside party performing work on behalf of SRSCRO, it will be expected to adhere to SRSCRO's Standards of Business Ethics and Conflicts of Interest. In particular, the respondent represents that it discharges a bona fide and lawful function, will render bona fide and lawful services, and is not associated, directly or indirectly, with any SRSCRO member, supplier, or government or agency thereof, or with any political policy or candidate for political office, in a manner that would create a conflict of interest with the work contemplated by this RFP.



The respondent shall promptly disclose to SRSCRO any actual, potential, or apparent conflict of interest that may arise during the procurement process or the term of the resulting agreement, consistent with SRSCRO's Standards of Business Ethics and Conflicts of Interest.

Violation of this section shall constitute a material breach of the resulting agreement, entitling SRSCRO to any and all remedies available by law or in equity, including but not limited to termination of the agreement.

Section 12: Proposal Evaluation

The various significant factors that will be considered in the evaluation of proposals are summarized below. The SRSCRO's final selection will not be dictated by any single factor, including price. The relative importance of these factors involves judgment on the part of the SRSCRO's RFP team and will include both objective and subjective analysis.

The evaluation criteria listed below are listed in random sequence and are not considered in any rank or order of importance:

- Demonstrated understanding of the service requested,
- Prior experience in performing similar projects
- Qualification of the Respondent and assigned project staff,
- Overall project methodology/approach,
- Timeline for completion/proposed schedule,
- Fees/Cost
- Reference checks

The SRSCRO may conduct interviews with the most qualified respondents. The SRSCRO shall not be obligated to accept the lowest priced proposal but will make an award in the best interests of the SRSCRO after all factors have been evaluated. Upon completion of the evaluation process, the most qualified respondent will be contacted to finalize a Scope of Work and related terms of an agreement. The SRSCRO shall enter into a Professional Services Agreement with the selected Respondent.

The SRSCRO reserves the right to reject any and all proposals should it be deemed in its best interest to do so. A respondent may be eliminated from consideration for failure to comply with any of the requirements, depending upon the critical nature of such requirement. Late submissions will not be considered.

Section 13: Contract Requirements

It is recognized that the formal basis of any agreement between SRSCRO and the selected respondent is a contract rather than a proposal. In submitting price quotes, respondents must indicate that they are prepared to complete a contract containing all the information submitted in their price quote. The price quote will become part of the contract between SRSCRO and the successful respondent.

