NEW RIVER/MOUNT ROGERS WORKFORCE DEVELOPMENT AREA CONSORTIUM BOARD

CULTIVATING TALENT FOR THE REGION

Regional Workforce Collaboration and Capacity Building RFP

ADDENDUM NO. 2
Deadline Extension and Written Questions and Answers
Issued: November 1, 2026

This addendum amends the solicitation as described below and provides additional information to all prospective offerors.

1. Revised Proposal Deadline and Procurement Schedule

The proposal deadline is extended from November 3, 2026, at 3:00 p.m. Eastern Time to:

Friday, November 20, 2026, at 3:00 p.m. Eastern Time.

This extension provides additional time for procurement clarification and proposal preparation.

Evaluation and negotiations will begin after the revised proposal deadline, subject to required approvals. The original November 4 evaluation date and November 9 service-commencement target are superseded.

The service-commencement date will be established following selection, required approvals, contract execution, and written authorization to proceed. Project Year 1 continues to end September 30, 2027.

Proposal submission instructions remain as stated in the RFP. Proposals must be submitted by email as a PDF to **jenny.bolte@nrmrworks.org**, using the subject line:

RFP NRMR Collaboration 2026 — [Offeror name]

Offerors that have already submitted a proposal may submit a replacement or withdraw their proposal before the revised deadline in accordance with the RFP.

2. Written Questions and Answers

Question 1

The RFP notes that existing proposals, component budgets and quarterly schedules may be submitted. Was a proposal or scope developed for this work as part of the WORC grant application? If so, could you share any portions that would help all offerors respond on a comparable basis?

Response

Yes. The WORC grant application included a regional collaboration and capacity-building component. Collective Impact, LLC also provided a proposed scope of services during grant preparation.

The following summary of the relevant project narrative provides common background information for all prospective offerors.

Regional Collaboration and Capacity Building — Grant Application Scope Summary

Appalachian Advancement seeks to strengthen the organizational and collaborative capacity of the five participating Workforce Development Boards serving Virginia's 33 Appalachian Regional Commission-designated jurisdictions: Southwest Virginia, New River/Mount Rogers, Greater Roanoke, Shenandoah Valley, and West Piedmont.

This component supports the Boards' effectiveness as regional conveners, workforce strategists, and leaders of employer-driven sector partnerships. Its intended areas of work include:

- **Regional coordination and collaborative leadership:** Strengthen communication, shared priorities, coordinated action, and working relationships across the five Boards and their partners.
- **Organizational development and capacity building:** Support organizational effectiveness, collaborative operating practices, leadership capacity, and regional systems alignment.
- **Peer learning and continuous improvement:** Support a Regional Community of Practice through which leaders, staff, and partners exchange practices, address implementation challenges, reflect on progress, and identify improvements.
- **Business services collaboration:** Strengthen coordination among Business Solutions Teams and Regional Sector Partnerships to support employer engagement and workforce strategies.
- **Learning from project information:** Help partners use workforce intelligence, evaluation findings, and implementation experience to inform discussion, shared learning, and improvement.
- **Long-term sustainability:** Support practices and structures that enable regional collaboration, employer engagement, and coordinated workforce development to continue beyond the grant period.

The grant application distinguishes this organizational development and collaboration role from Virginia Tech CECE's separately planned responsibilities for workforce intelligence, employer competency framework development, evaluation, and economic impact analysis. The Executive Directors' Project Management Team retains strategic leadership, regional coordination, and performance oversight.

This summary describes the broader grant objectives. It does not expand the contractor's responsibilities beyond the published RFP and addenda, which establish the specific services, quantities, deliverables, schedule, and pricing requirements.

References to existing proposals, component budgets, and quarterly schedules permit offerors to reuse their own materials when those materials address the RFP requirements. They do not require offerors to follow another firm's proposal or the grant's internal component allocations.

Question 2

Section 8 asks offerors to disclose prior project-design involvement under 2 CFR 200.319(b). Did any firm or individual help develop the grant scope or this solicitation, and if so, will that party be eligible to submit a proposal?

Response — Eligibility Clarification Pending

The Executive Director developed the project design. During preparation of the WORC grant application, the Executive Director discussed this component with Bruce Decker of Collective Impact, LLC. Bruce also participated in a meeting with the Executive Director and Virginia Tech CECE regarding their anticipated roles. Collective Impact provided a proposed scope of services and a partner commitment letter during grant preparation.

Collective Impact was identified as an anticipated provider in the grant application but had no involvement in developing the RFP. Its identification in the application did not constitute a contract award.

The Consortium has not yet determined whether that earlier participation affects Collective Impact's eligibility under 2 CFR 200.319(b). The Consortium will request guidance from DOL/ETA and issue a supplemental written response to all prospective offerors.

The eligibility clarification will be published before the proposal deadline, with adequate time for offerors to consider it. If additional time is needed, the Consortium will issue a further written addendum extending the deadline.

Question 3

Is there a prior engagement or price benchmark for the Year 1 scope that the Consortium can share?

Response

The pricing reference provided for this procurement is the published planning budget. The Executive Director established the $100,000 annual amount and $300,000 three-year total during grant development based on the anticipated scope and level of effort, also considering Virginia Tech's separately planned role. Collective Impact's earlier proposal reflected that annual amount.

The published amounts are budget ceilings, not required proposal prices. Offerors should independently develop competitive, all-inclusive fixed prices and their own allocations among the required components within the RFP's requirements.

3. Acknowledgment and Continuing Requirements

Offerors must acknowledge Addendum No. 2 by number and issue date in their proposals as directed in the RFP.

Except as expressly amended by this addendum, the RFP and Addendum No. 1 remain in effect. Offerors are responsible for reviewing subsequent official questions and answers and addenda posted at:

https://vcwnewrivermtrogers.com/request-for-proposals/

Previously Submitted Proposals

Proposals already received will remain on file. Offerors that submitted before this addendum was issued may acknowledge it through a separate email to jenny.bolte@nrmrworks.org by November 20, 2026, at 3:00 p.m. Eastern Time. The email must identify the offeror and acknowledge Addendum No. 2 by number and issue date.

Resubmission solely to acknowledge this addendum is not required. Offerors may submit a replacement proposal or withdraw their proposal before the revised deadline in accordance with the RFP. Any replacement must be clearly identified as superseding the earlier submission.