

Promoting and Training the Broadband Workforce in Puerto Rico: Development of Workforce Trainings and Explorations for Broadband Notice of Funding Availability (NOFA)

Publication Date: 10/17/2024

Deadline for Submissions: 11/18/2024

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Introduction

The Puerto Rico Office of Management and Budget (“OMB”) through its Puerto Rico Broadband Program (“PRBP”), issues this Notice of Funding Availability (“NOFA”) to obtain proposals for services as defined in this NOFA (“Services”).

The PRBP was created in 2022 within the OMB to ensure all Puerto Ricans have access to fast and reliable internet service, using both local and federal funds. The PRBP, via its Executive Committee,¹ coordinates, authorizes, and executes the disbursement of Puerto Rico’s broadband funding, working with key stakeholders. The program is designed to increase digital equity by bringing essential broadband infrastructure to all residents over five years through the deployment of broadband infrastructure projects and digital equity programs.

The Broadband Equity Access and Deployment (BEAD) Program, created under the Bipartisan Infrastructure Law, is a pivotal initiative designed to extend high-speed internet access across the United States. BEAD is committed to closing the digital divide by providing funding for essential activities such as planning, infrastructure development, and broadband adoption efforts. As part of this mission, more than \$334 million has been allocated to Puerto Rico to improve its broadband infrastructure. These investments will help guarantee equal access to high-speed internet, stimulate economic growth, and strengthen community connectivity across the entire island.

To further the digital equity goals of the PRBP, five distinct programs will be launched, supported by BEAD funding. These initiatives include: an Open Access Underground Conduit System, Digital Navigators and Literacy Program, an Online Government Services Program, a Workforce Development Program, and an Affordable Devices Program. The goal is to create a comprehensive portfolio that targets infrastructure and technical solutions gaps and builds the necessary connectivity and skills for digital participation by all.

Under this NOFA, the PRBP seeks to establish a series of Workforce Development initiatives aimed at expanding the broadband workforce, covering all stages in the student and employee journey. This will be critical to ensure the delivery of future broadband infrastructure and other relevant projects in Puerto Rico.

1. Scope of Work, Project Objectives & Outcomes

PRBP is working to bridge the digital divide by bringing essential broadband infrastructure to all Puerto Rican residents over the next five years through the deployment of broadband infrastructure projects and digital equity programs.

¹ Refer to Executive Order No. 2022-040 (https://docs.pr.gov/files/OGP/BandaAncha/Broadband_OE-%202022-040.pdf) and 2024-008 (https://docs.pr.gov/files/Broadband/Ordenes_Ejecutivas/Orden%20Ejecutiva-%20Comit%C3%A9%20Broadband%20-2024-008.pdf).

To effectively execute that mission, PRBP must ensure that Puerto Rico has the necessary broadband workforce, with the appropriate knowledge and skills, to build and maintain these projects. It is estimated that at least an additional 2,500 workers are needed by 2028. Puerto Rico's highest demand broadband industry occupations are broadband technicians, construction workers, and customer representatives, among other positions.

To meet these workforce needs PRBP has already launched several initiatives over this year 2024²:

- Launch of a community recruiting partners program to increase awareness and support marketing, recruiting and outreach efforts.
- Development of short-form programs and broadband-relevant credentials with Puerto Rican colleges and universities.
- Adaptation of curriculums of current programs at CTEs and "*Institutos Tecnológicos*" to the latest needs of the industry, as part of a partnership with the Puerto Rico Department of Education (PRDE).
- Incentives for employers to launch an initial cohort of apprentices under Registered Apprenticeship Programs.
- Incentives for employees, via retention bonuses in priority roles.

To expand the current Workforce Development efforts, the PRBP is issuing this NOFA to select one or more subgrantees to design and implement new Workforce Training programs for broadband. Under this NOFA, PRBP has defined three types of potential programs, for which Respondents can apply for funding. Respondents may apply for one or more of the programs, depending on their capabilities and the populations they would intend to target. Suggested approaches for each of these three programs have been included in this NOFA.

PRBP also aims to close the workforce gaps, ensuring that training opportunities are inclusive, reaching underserved and unserved populations and promoting diversity, particularly among women across the broadband sector.

1.1. Scope of Work

The PRBP seeks innovative proposals to develop a skilled broadband workforce, open to three types of programs:

- A. Career Explorations (K-12) and internships (higher education: colleges and universities),
- B. Non-degree and innovative workforce programs, and
- C. Training Centers of Excellence for certifications and apprenticeships.

² More information can be found at <https://www.smartisland.pr.gov/>

While this NOFA provides suggested models for each program, we encourage applicants to propose creative solutions that align with our goals.

These programs are expected to last 5 years, until the end of 2029. However, it is critical that proposed programs are sustainable beyond this funding.

Program A: Career Explorations (K-12) and internships (higher education: colleges and universities)

Description

Design, implement and manage exploration and ambassadors' programs to introduce middle and high school students (at both public and private schools) to broadband careers at local companies in Puerto Rico, inspiring them through hands-on activities, mentorship, and exploration experiences. The goal is to spark early interest in broadband and technology careers among K-12 students within the established, relevant policies by the Department of Education and the Department of Labor.

Additionally, launch internship programs at broadband industry employers in Puerto Rico, providing students with valuable, real-world exposure and professional experience in this sector.

Possible offerings include, but are not limited to:

- **Industry Field Trips and Camps:** Prepare 1-2 weeks camp-like experience (e.g. Summer camps) and site visits for students to see and engage with real-world broadband infrastructure and training centers.
- **Ambassador Selection and Training:** Recruit and train ambassadors: professionals and certified workers from industry who can visit schools, share experiences, and showcase broadband career paths. One way to implement it could be through school counsellors, which have a relevant role in K-12 students' decision-making.
- **Broadband at Occupational and Residential Programs:** Incorporate broadband experiences at these programs via placements, explorations or site visits.
- **Internships:** Prepare / coordinate / launch internships at industry employers so that students can get an early job experience, with the possibility to convert to a full-time position. This could include subsidies for students and/or companies or other types of organizations (inc. program management).
- **Career Exploration Days:** Organize exploration days where students engage with broadband professionals, learn about various roles, and participate in hands-on activities. For public schools, this would require collaboration with the PRDE.
- **Workshops and Presentations:** Develop workshops or presentations for different grade levels covering the broadband industry, its importance, and required career skills.

Objectives

- Introduce and provide hands-on experiences in broadband and technology to K-12 students.
- Introduce and provide hands-on experiences in broadband and technology via internships.
- Inspire interest in broadband fields through interactive and engaging activities.
- Build awareness of the role of broadband infrastructure in modern society, especially among the youngest.
- Establish mentorship opportunities between students and industry professionals.

Outcomes

- Increased awareness and interest in broadband careers among K-12 students.
- Established connections and ambassadors' programs between schools and broadband industry professionals.
- Development of a pipeline of future professionals interested in broadband and technology fields.
- Increased number of industry players with internships programs in place, with an increased number of interns.
- Increased student knowledge of broadband career skills and educational pathways, measured by participation rates, assessments, and career interest surveys.

Program B: Non-Degree and Innovative Workforce Programs

Description

Develop and expand non-degree and innovative workforce programs for prioritized roles in the industry (See Appendix 1), to ensure both upskilling and reskilling of the workforce. The focus will be on providing flexible, accessible and innovative training options that are directly aligned with the latest industry requirements to quickly equip individuals with the most up-to-date skills needed in the broadband sector.

Possible programs include, but are not limited to:

- **Short-Form Credential Programs:** Create new short-term upskilling and reskilling training programs that lead to industry-recognized credentials that meet current market needs.
- **Expansion/Enhancement of Existing Programs:** Improve or broaden existing non-degree programs to stay aligned with evolving industry standards and to cover emerging skill areas.

- **Flexible Learning Options:** Offer training through formats such as evening classes, online modules, or weekend programs to accommodate working adults and ensure continuous upskilling based on market needs.
- **Mobile Training Units:** Deploy mobile units to deliver hands-on training to rural and hard-to-reach communities.
- **Pop-up Training Centers:** Establish temporary training centers offering broadband courses and certifications to upskill workers in areas lacking permanent facilities.

Objectives

- Expand the availability of workforce-aligned training programs in broadband and digital services to the latest industry standards.
- Provide flexible training options to accommodate the evolving needs of both the industry and a diverse group of learners.
- Equip participants with up-to-date skills required for immediate employment and long-term success in the broadband industry.
- Strengthen connections between training programs and industry employers to ensure alignment with market demands and ease access to job opportunities.
- Utilize innovative delivery methods to overcome barriers to training participation and retention.
- Increase the interest of students and young workers in the broadband industry, through innovative approaches.
- Leverage innovative approaches to support the inclusion of underrepresented populations in the broadband workforce.

Outcomes

- Increased number of individuals trained and credentialed in broadband-related skills.
- Increased access to training programs for underserved populations, measured by higher enrollment and completion rates, as well as an increased percentage of participants from underserved communities.
- Enhanced employability of graduates in the broadband sector, measured by job placement rates, time to employment after program completion, and the retention rates of graduates in broadband-related roles over a three-year period.
- Strengthened partnerships between training providers and industry employers, measured by the number of formal partnerships established, the number of employer involvement in curriculum development, and the percentage of program graduates hired by partner employers.
- Increased awareness of the career paths and training opportunities within the broadband industry via attractive training offerings.

Program C: Training Centers of Excellence for Certifications and Apprenticeships

Description

PRBP is currently partnering with several Internet Service Providers (ISPs) to launch apprenticeship programs. These and other ISPs are seeking opportunities to upskill their workforce through industry-recognized credentials, in fields like fiber splicing, tower climbing, and other broadband specific skills. This program seeks to provide training solutions such as apprenticeship programs, as well as credentials and certifications required by companies.

Proposals could include developing a Training Center of Excellence as a hub for certifications, upskilling, apprenticeships, and internships in the broadband industry. This includes building hands-on training facilities and committing to run and promote programs, addressing the challenges that ISPs face with awareness and skilled workforce availability and retention.

It is essential that proposals under this program justify the need for its existence and demonstrate a strong connection with industry needs to ensure alignment with current and future demands of ISPs.

Possible offerings include, but are not limited to:

- **Training Centers of Excellence:** Create local training centers with best-in-class equipment and facilities, providing specialized tracks that combine on-the-job training experiences and in-classroom courses.
- **Apprenticeship Programs:** Partner with ISPs and industry employers to outsource their in-classroom training as well the on-the-job training for apprenticeship programs.
- **Employer Engagement and Placement Support:** Enhance training providers' capabilities to prioritize strong connections with employers, helping graduates secure jobs and internships, upon program completion. Training opportunities with the possibility to perform internships at an ISP will be welcome as well.

Objectives

- Establish premier training centers dedicated to broadband workforce development.
- Align training programs with industry standards and employer needs, supporting the creation of apprenticeship opportunities.
- Facilitate smooth transitions from training to employment through apprenticeships.
- Strengthen the overall quality and reputation of broadband training in Puerto Rico.

Outcomes

- Creation of Training Centers of Excellence providing standard high-quality trainings.
- Increased number of apprenticeships and certified professionals in the broadband sector.

- Enhanced employment rates and internship placements among program graduates.
- Stronger collaboration between training providers and industry employers.

2. Funding Mechanism

Funding for this grant program comes from Puerto Rico's BEAD Program. As part of this program, the PRBP has been selected as grantee to develop this Workforce Development program, among others. The PRBP is establishing this fair, open, and competitive process for selecting subgrantees.

The issuing agency reserves the right to make multiple awards under this NOFA, to allocate different phases or components of the project to different applicants, or to decline to fund any or all phase(s) if it is deemed to be in the best interest of the agency. Funding decisions will be based on the applications submitted, the agency's evaluation of the proposed approaches, and the program's evolving needs and priorities. The agency may also adjust the scope of funding allocations as necessary to align with program goals and available resources

3. Funding Disbursement & Allowable Use of Funds

3.1 Allowable Use of Funds

The funds awarded under this NOFA must be used by subgrantees to carry out the activities outlined in the Scope of Work of the program they applied to and received an award for.

If granted an award, Proponents may utilize grant funds to:

Program Development and Expansion

- For Program A: Design, implement and manage Ambassador Programs for targeted age groups at low or no cost to students, including subsidies for students and/or companies or other types of organizations (inc. program management).
- For Program B:
 - o Create or expand non-degree courses and flexible training programs.
 - o Establish training centers or mobile units, including transportation and setup costs.
 - o Develop curriculum and educational materials tailored to broadband industry standards.
- For Program C: Set up Training Centers of Excellence with specialized training tracks and best-in-class equipment and facilities.

Personnel and Administrative

- Hire qualified instructors, trainers, and program coordinators.

- Cover administrative expenses necessary for program implementation.
- Acquire or lease necessary equipment, tools, and materials for hands-on training.
- Invest in technology and resources to support and ensure high-quality learning experiences.

Marketing and Outreach

- Promote programs through marketing campaigns.
- Engage with communities to raise awareness of training opportunities.

Participant Support and Success

- Provide career counseling, mentorship, and job placement services.
- Offer transportation, accommodations, and other support services to students to ensure inclusivity and accessibility.

Expenses should be necessary and proportionate to the scale of the program activities.

In the proposed pricing, the Proponent should detail the cost for each item that they would require to conduct the program.

According to the NTIA, federal grant regulations “flow through” to subrecipients (i.e., subgrantees), and subrecipients are responsible for adherence to applicable Federal program requirements specified in the Federal award.

3.2 Payment Terms and Methods

PRBP will work on a payment schedule with the selected subgrantee(s), to disburse funds twice a year based on specific milestones.

Given that this program lasts until the end of 2029, the payment schedule will be distributed along the five years of duration of the program.

To help set up the operations at the beginning of the program, the PRBP may agree to make an initial upfront payment.

4. Work Plan

Under this Section Proponents must provide a detailed Work Plan indicating how they plan to execute the Scope of Work and meet the objectives of this NOFA, including a detailed proposed pricing proposal for the proposed Scope of Work. The PRBP will be evaluating responses based on the criteria described in the Response Evaluation section. Projects need to be holistic, end-to-end and provide confidence to PRBP that the Proponent will be able to manage the whole program independently in coordination with all relevant stakeholders.

The format and instructions for the Work Plan submission is contained in the Appendix 2 Form. Proponents must submit one Appendix 2 filled out per program presented. Additional details could be included as attachments to the proposal.

5. Requirements

5.1 Key Requirements

Proponents must meet the following requirements:

- Proponents shall be companies properly accredited to provide services in the broadband value chain in Puerto Rico at the time of the submission of their Proposals and comply with all applicable Puerto Rico or U.S. laws and/or requirements.
- Proponents must have adequate resources to perform the project, or the ability to obtain them within the jurisdiction of Puerto Rico. It is critical that the proponents have proficient Spanish speakers for interacting with the public.
- Proponents must have a satisfactory record of performance, integrity, and business ethics. Organizations included in SAM debarred list will not be allowed to participate in this NOFA.
- Proponents shall provide a listing and brief description of legal actions for the past five years.
- Proponents must submit a complete Proposal covering all necessary topics outlined in this NOFA.
- Proponents must upload required documents as attachments with response as detailed in section 7 (Proposal Submission).
- If a selected proponent is not up-to-date and/or fails to diligently comply with Puerto Rico's contracting requirements, this will be cause to for-go any other contracting efforts and select the next qualified entity.

5.2 Transparency, Accountability, and Oversight Required

Subgrantees each have a critical role to play in ensuring that the BEAD Program is implemented in a manner that ensures transparency, accountability, and oversight sufficient to, among other things:

1. Minimize the opportunity for waste, fraud, and abuse;
2. Ensure that recipients of grants under the Program use grant funds to further the overall purpose of the Program in compliance with the requirements of the Infrastructure Act, 2 C.F.R. Part 200 (Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards) , the terms and conditions of the award, and other applicable law; and
3. Allow the public to understand and monitor grants and subgrants awarded under the Program.

Subgrantees will also need to:

1. Comply with the reporting requirements set forth in Section I.E of the BEAD NOFO.³
2. Comply with the obligations set forth in 2 C.F.R. Part 200 and the Department of Commerce Financial Assistance Standard Terms and Conditions.
3. Establish and widely publicize telephone numbers and email addresses for the subgrantees' internal ethics office (or comparable entity) for the purpose of reporting waste, fraud, or abuse in the Program. Subgrantees shall produce copies of materials used for such purpose upon request of the Federal Program Officer.

The recipient of a subgrant shall submit regular reports, at least every three months, for the duration of the subgrant to track the effectiveness of the use of funds provided. Each report shall describe each type of project and/or other eligible activities carried out using the subgrant and the duration of the subgrant. The regular reporting should also include:

All Projects

Summary of Activities Conducted: Outline the key activities performed during the reporting period, as specified in your project's scope.

Number of Participants Engaged and Demographics: Provide the number of individuals who participated in your programs, trainings, or events, along with evidence of their engagement and status of their participation (i.e. completed or in process)

List of Supporting Organizations: Identify any community organizations, industry partners, or educational institutions that are supporting your efforts, including their roles and contributions

Resources and Materials Utilized: Detail any curriculum, training materials, equipment, or other resources developed or used in your programs.

Outcomes Achieved: Highlight the results and achievements during the reporting period, such as certifications awarded, workshops held, or milestones reached.

Employment and placement Outcomes: Highlight the number of participants who have secured employment, apprenticeships, or internships in the broadband industry post-training and name of their employers

Outreach and Marketing Efforts: Summary of campaigns conducted to promote the programs and which channels were utilized (e.g. social media, community events, partnerships with organizations) along with reach and engagement metrics

Technical Support and Participant Services Provided: Description of support services offered to participants, such as mentorship, counseling, and technical assistance, along with impact metrics

³ <https://broadbandusa.ntia.doc.gov/sites/default/files/2022-05/BEAD%20NOFO.pdf>

Continuous improvement and lessons learned: Description of observations and learnings made during the reporting period, such as successes around engagement, relationship management with industry partners, or delivery methods.

Budget update: Itemized budget expenses incurred in the last period and since the beginning of the project.

<p>Program A: Career Explorations (K-12) and internships (higher ed)</p>	<p>Program B: Non-degree and innovative workforce programs</p>	<p>Program C: Training Centers of Excellence for certifications and apprenticeships</p>
<ul style="list-style-type: none"> - Number of schools and students engaged through the Ambassadors Program. - Types of activities conducted (e.g., workshops, exploration days, field trips). - Feedback or testimonials from participating students, teachers, and schools. - Details of ambassador recruitment and training efforts. - Number of internships and internship programs launched / coordinated. - Impact metrics, such as increased interest in broadband careers among students. - Number of local companies participating/ 	<ul style="list-style-type: none"> - Curriculum / program development updates for new or expanded courses. - Scheduling and delivery methods that demonstrate flexibility / innovation (e.g., evening classes, online modules, mobile training). - Partnerships with industry employers to ensure alignment with workforce needs. - Participant satisfaction surveys regarding program accessibility and relevance. - Impact metrics, such as increased accessibility or participation rates compared to traditional methods. 	<ul style="list-style-type: none"> - Progress updates on the establishment of Training Centers of Excellence, including facility development, equipment acquisition, and staffing - Specialized tracks or apprenticeship programs launched, including curriculum specifics - Number of participants enrolled in and completing programs at the Training Centers of Excellence - Partnerships formed with industry stakeholders, ISPs, and educational institutions. - Accreditation or recognition received from industry bodies.

Note: Recipients are expected to report on all relevant aspects of their project as outlined within their project's scope. This includes but is not limited to the activities and outcomes specific to the program(s) you are implementing under this NOFA. By providing comprehensive and accurate reports, you will assist the PRBP in assessing the effectiveness of the funded programs and ensure compliance with all federal and local requirements.

5.3 Project Term

PRBP will prioritize programs that start working on the Scope of Work under this Workforce Training Program as soon as the subgrantee is selected and the grant agreement is signed (end of 2024 or beginning of 2025) and until the end of 2029.

6. Proposal Submission

Responses to the NOFA submitted after the prescribed deadline will not be accepted. The only required document in the Proposals is Appendix 2 Form filled out. It may include any exhibits, appendices and/or attachments to be deemed complete. All correspondence, documents and related information submitted by Proponents in connection with this NOFA shall be written in English (please contact the PRBP team for any exceptions / requests to do so in Spanish). All applications must adhere to Proposal Package requirements, use the required format, and include all the requested information. Only one Proposal Package will be accepted from each applicant. All applications must include a certification and signature that all the information submitted in the Proposal is true and accurate. Clearly identify one designated contact person for the Proposal engagement.

IMPORTANT: For each program of the three above for which there is a proposal, a separate Appendix 2 should be submitted with its Pricing Proposal. Each program will be evaluated independently.

Proponents should submit their responses to the smartisland.pr.gov website in a single PDF of maximum 10 MB.

Should a Proponent choose to amend its submitted proposal, it may only do so by submitting, before the submission deadline, an entire revised proposal marked as "Amended Proposal." The PRBP will consider submitted amended proposals to replace and supersede all earlier submissions.

6.1. Questions & Answers

Any questions regarding this NOFA or the evaluation shall be submitted in writing via electronic mail only to the following address: FAQ@smartisland.pr.gov and must reference this specific NOFA in the subject line of the email as "Q&A NOFA Workforce Training". No telephone inquiries will be accepted. Answers will be posted on PRBP's website at <https://www.smartisland.pr.gov>.

Questions must be submitted by October 25, 2024, at 4.30 pm; answers will be provided by October 28, 2024, at 4.30 pm. The OMB reserves the right to extend this deadline based on the volume and timing of questions.

6.2. Expression of Interest

The PRBP will strongly appreciate it if potential Proponents could express their interest in this program by sending an email to info@smartisland.pr.gov by October 16, 2024, at 4.30pm. Please provide the following information in your email:

Name of the Proponent Entity

Name of the Point of Contact, email, and phone number for contact

In the subject line, add “Workforce Training NOFA | Interest from [name of your Proponent Entity].”

Please note that this Expression of Interest does not imply any commitment from the Proponents to present a proposal to this program.

6.3. Webinar

PRBP will conduct a Webinar to present the program and answer any question from interested entities. The Webinar will take place on October 23, 2024. A link will be posted in the PRBP website (<https://www.smartisland.pr.gov/>) and will be sent to all organizations that expressed their interest in the program in the form detailed in the previous sub-section. Answers to questions addressed in the Webinar will be incorporated to the Q&A document that will be published on October 28, 2024, to ensure transparency and equal access to information among Proponents.

6.4. Allowed and Prohibited Communications

Only questions and requests for clarifications on this NOFA submitted by Proponents as per the Questions and Answers section are allowed. Communications by prospective Proponents with officials and/or representatives of PRBP, PROMB, other government entities, the Government of Puerto Rico and any of its instrumentalities, or any other parties associated with the PRBP, regarding the contents of this NOFA or its qualification and selection process, are prohibited during the submission and selection processes. Failure to adhere to this requirement may result in the disqualification of submitted applications.

Verbal inquiries or emails sent to addresses not specified in this NOFA will not be addressed or considered by the PRBP.

7. Response Evaluation

The OMB will examine all Proposals in a proper, objective and timely manner to determine if they meet the submission requirements. The final evaluation and selection will be based upon the criteria listed below for each of the two Programs:

Maximum points	Category	Description
35	A. Program design and innovation	<p>Relevance of new program / program enhancements to employers and/or students</p> <p>Applicant's track record of instituting innovative program design.</p> <p>Accessibility of proposed programs to various student groups and inclusion of wrap-around services.</p> <p>Specific approach to target women.</p> <p>Program proposes innovative solutions to capture the attention and interest of students and promote the broadband programs</p>
20	B. Joint development	<p>Program is developed taking into account the input from the industry and/or key stakeholders to ensure that the main workforce development issues are tackled</p>
20	C. Cost-efficacy and efficiency	<p>Program is cost effective and can be completed in a reasonable time.</p> <p>Evaluates leadership commitment/engagement, the ability to sustain program overtime, and the ability to continue scaling.</p>
25	D. Sustainability and affordability	<p>Program is free or low-cost for students.</p> <p>Programs with paid work experience prioritized.</p> <p>Focus on sustainable programs beyond this funding</p>

8. Selection Process

A committee of OMB staff and/or consultants will review the proposals and evaluate them based on the aforementioned criteria. The OMB staff and/or consultants reserve the right to request additional information from Proponents on an as-needed basis during the evaluation process. Following this, the OMB may enter negotiations with the Proponents to expand or contract the scope of work and adjust the grant amount accordingly.

PRBP reserves the right to allocate quotas of funding to proposals under each of the three programs suggested, to ensure balanced financial support across all program types.

If an organization presents proposals for more than one program in this NOFA, each proposal will be evaluated independently and not as a joint proposal.

9. Timeline: Important Dates & Deadlines

The following is the proposed timeline for this project:

Target Date	Event
October 17, 2024	Publication of NOFA
October 23, 2024	Webinar
October 25, 2024	Questions & Answers Submission Deadline
October 28, 2024	Submission of PRBP Responses to Questions
November 18, 2024	Proposal Submission Deadline
Dec' 24 – Jan' 25	Notice of Award Expected
2025-2029	Program duration

Please note that each deadline above is set by end-of-business day at 4:30 pm (local Puerto Rico time).

Please note that the NOFA timeline includes target dates and may change subject to the sole discretion of PRBP. It is the responsibility of Proponents to periodically review PRBP's website for regular updates to the NOFA timeline and other important information.

10. Appendix 1 – List of Priority Roles

PRBP would like to share with Proponents this list of priority broadband roles for context on where the workforce efforts are most needed in Puerto Rico.

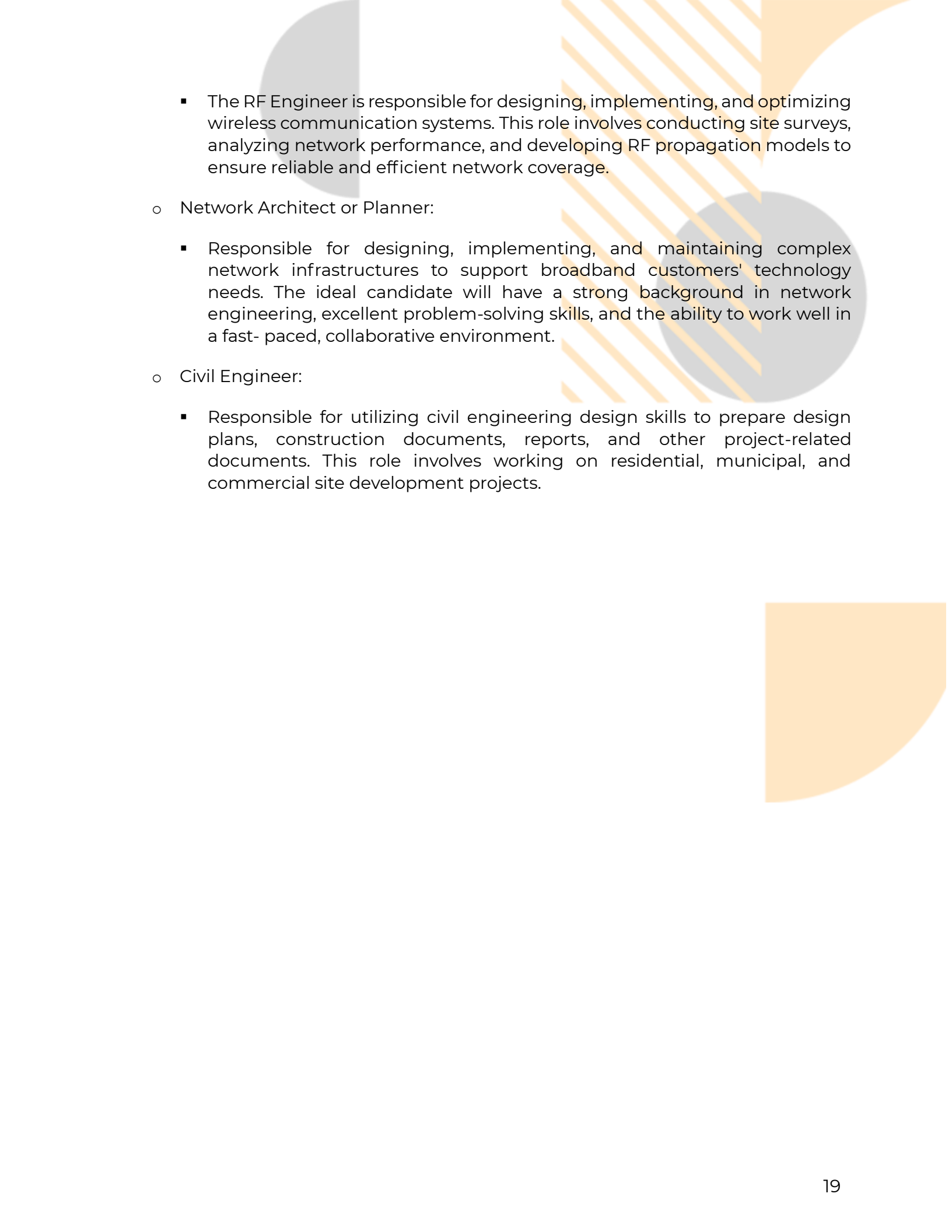
Please note that the definitions of these roles are generic, and may differ slightly at each industry player:

- **Broadband Technicians:**

- Fiber Splicer:
 - The Fiber Splicer is responsible for splicing and maintaining fiber optic cables to ensure optimal network performance. This role involves performing fiber splicing, testing fiber connections, and troubleshooting any issues that arise.
- Field Operations Technician:
 - The Field Operations Technician is responsible for developing and performing maintenance and repair on telecommunications equipment and infrastructure to ensure continuous service. This includes roles that involve activities such as the ones performed by tower climbers, fiber installers, fixed wireless technicians, 5G microcell technicians and maintenance and field technicians.
- Network Technician:
 - The Network Technician is responsible for the installation, configuration, and maintenance of network hardware and software, ensuring the efficient operation of local area networks (LANs), wide area networks (WANs), and other data communication systems. This role involves troubleshooting network issues, managing network performance, and optimizing data traffic to ensure reliable connectivity for users.
- Customer Support Center Technician:
 - The Customer Support Center Technician provides technical assistance and troubleshooting support to customers via phone, email, or chat. This role involves diagnosing and resolving network, hardware, or software issues, guiding customers through problem-solving steps, and escalating more complex problems to higher-level support when necessary to ensure customer satisfaction and service continuity.

- **Broadband Engineers:**

- Radio Frequency Engineer:

- 
- The RF Engineer is responsible for designing, implementing, and optimizing wireless communication systems. This role involves conducting site surveys, analyzing network performance, and developing RF propagation models to ensure reliable and efficient network coverage.
 - Network Architect or Planner:
 - Responsible for designing, implementing, and maintaining complex network infrastructures to support broadband customers' technology needs. The ideal candidate will have a strong background in network engineering, excellent problem-solving skills, and the ability to work well in a fast-paced, collaborative environment.
 - Civil Engineer:
 - Responsible for utilizing civil engineering design skills to prepare design plans, construction documents, reports, and other project-related documents. This role involves working on residential, municipal, and commercial site development projects.

11. Appendix 2 – Work Plan and Pricing

Notification of Funds' Availability for the Workforce Training Programs by the Puerto Rico Broadband Program within BEAD

General Information

Name of the organization	
Registration number of the organization (EIN)	
Unique Entity Identifier (UEI) from SAM.gov	
Address of principal offices	
Name of the point of contact	
Email of the point of contact	
Phone of the point of contact	
Name of the legal representative ⁴	
Position of legal representative	
Legal status of legal representative	
City of residence of legal representative	
Email of the legal representative	
Phone of the legal representative	

Please indicate which program(s) you are applying for (select all that apply):

Program	YES / NO
Program A: Career Explorations (K-12) and internships (higher ed)	
Program B: Non-degree and innovative workforce programs	
Program C: Training Centers of Excellence for certifications and apprenticeships	

IMPORTANT: For each program of the three above for which there is a proposal, a separate Appendix 2 should be submitted with its Pricing Proposal. Each program will be evaluated independently.

⁴ Person that would eventually sign the Grant Agreement if selected

Overall approach - Career Explorations (K-12) and internships (higher ed)

Please describe your organization and explain **what is your overall plan / approach** to be able to deliver on the goals of the program.

[To be completed]

A. Program Design and Innovation

A.1. Detail your organization's experience in training / education and workforce development, including examples of specific projects / programs developed or implemented.

[To be completed]

A.2. Explain how your program will be accessible to various student groups, including underrepresented⁵ populations. Highlight any wrap-around services you will provide (e.g., counseling, mentorship, or job placement assistance). Please describe the eligibility criteria that will be applied to evaluate students to be accepted in your program(s).

[To be completed]

A.3. Describe your specific approach to targeting and engaging women in your program.

[To be completed]

⁵ Includes, but is not limited to: residents who live in rural areas, minorities, incarcerated individuals, veterans, individuals with disabilities or older adults.

A.4. Explain any innovative solutions or methods your program will use to capture the attention and interest of students and promote careers in the broadband sector. Please explain why that approach is innovative.

[To be completed]

B. Joint Development

B.1. Describe how your program has been developed with input from industry professionals and/or key stakeholders to ensure that the program addresses real workforce development needs in Puerto Rico.

[To be completed]

B.2. Explain any partnerships you have with employers, training providers, or industry associations that will support the development and implementation of the program.

[To be completed]

C. Cost- Efficacy and Efficiency

C.1. Explain how your program is designed to be cost-effective and kicked-off within a reasonable time frame.

[To be completed]

C.2. Describe the commitment of your organization's leadership to the program, as well as their engagement in its development and implementation

[To be completed]

C. Cost- Efficacy and Efficiency

C.3. Detail your plan for scaling the program in the future.

[To be completed]

D. Sustainability and Affordability

D.1. Explain your plans to ensure your program(s) will be free or low-cost for students.

[To be completed]

D.2. Provide a plan for how your program(s) will remain sustainable after this funding period.

[To be completed]

D.3. Describe how your program(s) will incorporate paid work experience opportunities for participants (if applicable)

[To be completed]

Proposed Program Pricing and Total Outcomes – please fill out and provide detail via attachment

Instructions: The below table provides an example on a manner in which you can submit the Program Pricing requirement. Proponents can submit their Proposed Pricing in the format and way they deem more appropriate. However, the Proposed Pricing should have clear information, including a split per year, per program applying for, and a proposed disbursement schedule for each.

Please include the total expected program cost and requested funding by fiscal year (Federal Fiscal Year begins on October 1 and ends on September 30 of the following year)

	Y1	Y2	Y3	Y4	Y5	Total
Overall Program Cost:	\$					

Item Name	Item cost (for one unit)	Quantity	Total	Note / Explanation
Curriculum & Training				
<i>E.g., cost of training session for (XX participants)</i>	50,000	4	200,000	<i>E.g., cost of staffing and deploying trainers</i>
Community Outreach				
Program Management				
<i># dedicated resources</i>				<i>E.g., compensation for planned staff hired</i>
Equipment and Materials				

Certification

Please provide below a certification and signature that all the information provided, including appendixes and attachments, is true and accurate.

[To be completed]

Overall approach - Non-degree and innovative workforce programs

Please describe your organization and explain what is your overall plan / approach to be able to deliver on the goals of the program.
[To be completed]

A. Program Design and Innovation

A.1. Detail your organization’s experience in training / education and workforce development, including examples of specific projects / programs developed or implemented.
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[To be completed]

A.2. Explain how your program will be accessible to various student groups, including underrepresented⁶ populations. Highlight any wrap-around services you will provide (e.g., counseling, mentorship, or job placement assistance). Please describe the eligibility criteria that will be applied to evaluate students to be accepted in your program(s).

[To be completed]

A.3. Describe your specific approach to targeting and engaging women in your program.

[To be completed]

⁶ Includes, but is not limited to: residents who live in rural areas, minorities, incarcerated individuals, veterans, individuals with disabilities or older adults.

A.4. Explain any innovative solutions or methods your program will use to capture the attention and interest of students and promote careers in the broadband sector. Please explain why that approach is innovative.

[To be completed]

B. Joint Development

B.1. Describe how your program has been developed with input from industry professionals and/or key stakeholders to ensure that the program addresses real workforce development needs in Puerto Rico.

[To be completed]

B.2. Explain any partnerships you have with employers, training providers, or industry associations that will support the development and implementation of the program.

[To be completed]

C. Cost- Efficacy and Efficiency

C.1. Explain how your program is designed to be cost-effective and kicked-off within a reasonable time frame.

[To be completed]

C.2. Describe the commitment of your organization's leadership to the program, as well as their engagement in its development and implementation

[To be completed]

C.3. Detail your plan for scaling the program in the future.

C. Cost- Efficacy and Efficiency

[To be completed]

D. Sustainability and Affordability

D.1. Explain your plans to ensure your program(s) will be free or low-cost for students.

[To be completed]

D.2. Provide a plan for how your program(s) will remain sustainable after this funding period.

[To be completed]

D.3. Describe how your program(s) will incorporate paid work experience opportunities for participants (if applicable)

[To be completed]

Proposed Program Pricing and Total Outcomes – please fill out and provide detail via attachment

Instructions: The below table provides an example on a manner in which you can submit the Program Pricing requirement. Proponents can submit their Proposed Pricing in the format and way they deem more appropriate. However, the Proposed Pricing should have clear information, including a split per year, per program applying for, and a proposed disbursement schedule for each.

Please include the total expected program cost and requested funding by fiscal year (Federal Fiscal Year begins on October 1 and ends on September 30 of the following year)

	Y1	Y2	Y3	Y4	Y5	Total
Overall Program Cost:	\$					

Item Name	Item cost (for one unit)	Quantity	Total	Note / Explanation
Curriculum & Training				
<i>E.g., cost of training session for (XX participants)</i>	50,000	4	200,000	<i>E.g., cost of staffing and deploying trainers</i>
Community Outreach				
Program Management				
<i># dedicated resources</i>				<i>E.g., compensation for planned staff hired</i>
Equipment and Materials				

Certification

Please provide below a certification and signature that all the information provided, including appendixes and attachments, is true and accurate.

[To be completed]

Overall approach – Training Centers of Excellence for Certifications and Apprenticeships

Please describe your organization and explain what is your overall plan / approach to be able to deliver on the goals of the program.
[To be completed]

A. Program Design and Innovation

A.1. Detail your organization’s experience in training / education and workforce development, including examples of specific projects / programs developed or implemented.
[To be completed]
A.2. Explain how your program will be accessible to various student groups, including underrepresented⁷ populations. Highlight any wrap-around services you will provide (e.g., counseling, mentorship, or job placement assistance). Please describe the eligibility criteria that will be applied to evaluate students to be accepted in your program(s).
[To be completed]
A.3. Describe your specific approach to targeting and engaging women in your program.
[To be completed]

⁷ Includes, but is not limited to: residents who live in rural areas, minorities, incarcerated individuals, veterans, individuals with disabilities or older adults.

A.4. Explain any innovative solutions or methods your program will use to capture the attention and interest of students and promote careers in the broadband sector. Please explain why that approach is innovative.

[To be completed]

B. Joint Development

B.1. Describe how your program has been developed with input from industry professionals and/or key stakeholders to ensure that the program addresses real workforce development needs in Puerto Rico.

[To be completed]

B.2. Explain any partnerships you have with employers, training providers, or industry associations that will support the development and implementation of the program.

[To be completed]

C. Cost- Efficacy and Efficiency

C.1. Explain how your program is designed to be cost-effective and kicked-off within a reasonable time frame.

[To be completed]

C.2. Describe the commitment of your organization's leadership to the program, as well as their engagement in its development and implementation

[To be completed]

C.3. Detail your plan for scaling the program in the future.

[To be completed]

D. Sustainability and Affordability

D.1. Explain your plans to ensure your program(s) will be free or low-cost for students.

[To be completed]

D.2. Provide a plan for how your program(s) will remain sustainable after this funding period.

[To be completed]

D.3. Describe how your program(s) will incorporate paid work experience opportunities for participants (if applicable)

[To be completed]

Proposed Program Pricing and Total Outcomes – please fill out and provide detail via attachment

Instructions: The below table provides an example on a manner in which you can submit the Program Pricing requirement. Proponents can submit their Proposed Pricing in the format and way they deem more appropriate. However, the Proposed Pricing should have clear information, including a split per year, per program applying for, and a proposed disbursement schedule for each.

Please include the total expected program cost and requested funding by fiscal year (Federal Fiscal Year begins on October 1 and ends on September 30 of the following year)

	Y1	Y2	Y3	Y4	Y5	Total
Overall Program Cost:	\$					

Item Name	Item cost (for one unit)	Quantity	Total	Note / Explanation
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<i>E.g., cost of training session for (XX participants)</i>	50,000	4	200,000	<i>E.g., cost of staffing and deploying trainers</i>
Community Outreach				
Program Management				
<i># dedicated resources</i>				<i>E.g., compensation for planned staff hired</i>
Equipment and Materials				

Certification

Please provide below a certification and signature that all the information provided, including appendixes and attachments, is true and accurate.

[To be completed]