Real-Time Talent Request for Proposal
Sector Outreach and Implementation
Develop Communities of Practice
Establish Workforce Alignment Metrics and Measurement Strategies

Call for Sector Outreach and Data Engagement Professionals: We are seeking a skilled professional to perform outreach with Twin Cities area initiatives, planners, associations and service providers to identify opportunities to engage and coordinate real-time data into current and future efforts. This is a two-year commitment. This role includes:

Sector Outreach and Implementation

1. Identifying sector-based activities, organizations and implementers in the Twin Cities Minnesota region. (Year 1)
   a. Initial focus to include IT, Healthcare (including hospitals and long term care), Construction and Manufacturing, with the option to expand or change focus based on stakeholder contributions.
   b. Identify best practices outside Minnesota and resources to further support sector-based and Real Time Talent goals.
2. In collaboration with Real-Time talent executive director, board and contributors, identify best practices for procuring, analyzing, and organizing data. (Year 1-2)
   a. Include comparison of data types and sources
   b. Develop tools and templates to support the use of data, customized to sectors
   c. Communicate data issues to providers
   d. Create an inventory of sector-based data best practices
   e. Develop a format for training and communicating with others best practices
3. Provide analysis of sectors and support for data requests within the Twin Cities Region and focus on metro-wide sector analysis including career pathway mapping, supply/demand reports for high demand occupations, providing data for key sectors at the regional level demonstrating real time data aggregating capabilities. (Year 1-2)
4. Develop a process and format for generating quarterly reports to help inform activities and research, as well as provide evaluation data. (Year 1-2)

Develop Communities of Practice for Using Real Time Data and Labor Market Data in collaboration with RTT Staff.

1. Develop communities of practice/ professional user groups to expand both the use of real time data in sector based decisions and service – both in terms of quality and quantity of data pulled, shared and analyzed. (Year 1)
   a. Develop template for communicating and sharing data in print and electronic formats
   b. Provide training and presentations in person and via technology
   c. Develop an inventory of potential speakers and experts by sector using real time data
2. Cultivate a strong working relationship with DEED LMI staff and improved communications work with DEEDs LMI unit and ensure traditional LMI sources are leveraged in decision-making in coordination with real time data. (Year 1-2)

Establish Success Metrics and Measurement Strategies

1. Review use-case and organizational patterns of use for Real-Time Talent tools to identify “reach” goals and strategies for expanding the use of data within and between organizations (with a concentration in Twin Cities, but collaborating with RTT ED and contributors for statewide application. (Year 1)
   a. Meet with stakeholders to identify potential metrics and engender support
2. Establish metrics beyond use-data to demonstrate the effectiveness of using real time data as a catalyst for change and impact on workforce alignment. (Year 1)
   a. Identify a means and process of documenting progress toward metrics
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b. Periodically evaluate metrics and progress to validate appropriateness and progress
3. Collaborate with executive director, board and other contributors to make periodic and end of year recommendations aligned to the vision of Real-Time Talent (Year 2)

General Activities to support Real-Time Talent goals and metrics, in collaboration with RTT Executive director and training and technical support staff:

1. Identify additional means of contributing to Real-Time Talent as a catalyst for change – supporting the responsiveness of the education and workforce ecosystems to economic and labor market demand in Minnesota.
2. Identify means and deliver support for the sustainability of Real-Time Talent, including validation of assumptions and logic model and funding.
3. Identify a means of sharing insights and coordinating stakeholder groups, including: Metro MnSCU colleges and universities, University of MN, Private Colleges, DEED workforce centers, community based training and workforce service organizations and employer associations.

Note: 85 percent of consultant activities will be focused on Twin Cities Metro Area, with 15% of effort supporting statewide implementation.

Evaluation Proposal Guidelines: Proposals should address the following components:

A. Qualifications:
   a. Respondent’s experience in conducting program evaluations, specifically those that were cross-sector partnerships
   b. Respondent’s specific experience in evaluating workforce and/or education issues & programs
   c. Names and background of key person(s) who will be assigned to this evaluation effort (if relevant)
   d. Client names and/ or reference information
B. Understanding of sector approaches and how real time data might transform or support efforts
C. High-level work plan that outlines approach to above description.
   a. Include estimate of hours of work per month
   b. Include prospective connections to sector based initiatives
   c. Include estimate of budget required to complete first year activities by June 30, 2016

Proposals should be electronically submitted by November 3 at 12:00 pm to: Jess Niebuhr at jess.niebuhr@state.mn.us. Questions regarding this request can be submitted by email or by calling Jess at 612.201.3394.

Real-Time Talent

Real-Time talent (RTT) is a newly formed public/private collaborative conceptualized by the members and stakeholders of the Itasca Project Workforce Alignment Initiative. Real-Time Talent is focused on workforce alignment – ensuring that graduates and job seekers in Minnesota have the skills and capabilities to meet the needs of our future economy to support economic growth in Minnesota and increased quality of life for Minnesotans. In the first year of independent operation, RTT is building from the pilot activities of the Workforce Alignment Initiative by fully implementing access to real time data tools (Wanted Analytics) as a catalyst for change. Funding for the collaboration and data access is currently provided by the board member organizations, MSPWIN, and Minnesota Job Skills Partnership.