**QUESTIONS & ANSWERS**

**Date:** October 19, 2023

**Reference Request for Proposal Number:**  RFP-217772-CATALYZE-PHIL-2023-0004

Dear Offerors,

Please see below answers to the questions submitted catalyze.[procurements@thepalladiumgroup.com](mailto:catalyze.procurements@thepalladiumgroup.com).

| **No** | **Question** | **Answer** |
| --- | --- | --- |
| 1 | Is it expected that the full work scope will be solely done by our organization only? Or can we sub-contract or partner with other organizations to complete this project? We would like to get clarity if we are expected to be conducting the technical training itself or if we can partner with established technical vocational schools in the area | Bidders may propose a consortium or partnership approach as long as the management of such a relationship is addressed in their proposal. |
| 2 | Are the employers expected to be hiring the training graduates or they will be asked to only conduct mock interviews? | Bidders are encouraged to propose an approach to potential employer engagement that will yield the best possible rates of successful employment for participants. |
| 3 | How many participants are you looking at? What's the number of graduates to target? | Palladium is estimating three cohorts of 100 for two pilot sites annually (600 total/year). |