

Indiana Department of Administration
Procurement Division
402 W. Washington St., Room W468
Indianapolis, IN 46204

April 17, 2023

Re: Request for Proposal – RFP# 23-74560 Employment and Training Services for Indiana Family and Social Services Administration (FSSA), Department of Family Resources (DFR)

Arbor E&T, LLC dba Equus Workforce Solutions is proposing high-quality training and workforce services to the State of Indiana. We have a team of experienced professionals who employ an evidence-based case management approach to assist people in overcoming barriers to obtaining long-term, sustainable employment.

Building on more than 20 years of collaboration with the FSSA and delivering successful outcomes as a former Indiana Manpower Placement and Comprehensive Training (IMPACT) service provider, our deep understanding of FSSA program policies and operating procedures will support our ability to provide excellent performance and program compliance.¹

With this proposal, Equus makes the following commitments:

- We will increase engagement of SNAP participants by 40%.
- We will increase the TANF participant Work Participation rate to above the national average, exceeding Indiana's current performance.²
- We will exceed expectations for contracts supporting Minority and Women Business Enterprises.³
- We will transition the project with full continuity of service for all customers by identifying and retaining current high-performing staff, hiring effective new talent, and supporting the team through comprehensive training and professional development.
- We will use principles of Diversity, Equity, Inclusion, and Belonging (DEIB) in all aspects of our work.
- We will leverage the experience of our subsidiary Equitable Social Solutions in serving under-reached populations with trauma-informed care and person-centered approaches.
- We will leverage our work as an Industry Intermediary for Registered Apprenticeship Program (RAP) to provide participants with apprenticeship opportunities leading to high-wage employment.
- We will leverage our work as a National RAP Sponsor to provide team members the opportunity to earn a national industry-recognized credential from the U.S.

¹ Former dba ResCare Workforce Services

² FY All-Families National Rate 33.6%, Indiana 12.6%: US Dept. Of Health & Human Services Office of Family Assistance <https://www.acf.hhs.gov/sites/default/files/documents/ofa/wpr2021table01a.pdf>

³ Proposed at MBE 8.5% against the 8% goal and WBE at 12.3% against the 11% goal.

Department of Labor through the Workforce Development Professional apprenticeship program.

We offer ambitious performance goals within a focused design, supported by experience, to achieve the vision for IMPACT with the best value possible to the State. As a partner we are collaborative and responsive, offering integrity and a premiere customer experience at every level.

Concerning our organization's status with the Indiana Secretary of State, Equus Workforce Solutions, LLC is registered as an active business entity. As President, I am authorized to commit Equus to the representations and certify the information offered in our proposal meets all general conditions including the information requested in Section 2.3.4 of Request for Proposal 23-74560.

The principal contact for all communication related to this proposal is:

Michele Day, National Workforce Solutions Director

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Bidder ID #: 0000017258

FEIN: 46-0508470

NAICS Code: 624310

We are ready to begin our cohesive approach to expand the reach of workforce services to additional Hoosiers in under-reached neighborhoods and at-risk populations in the region. We understand the importance of workforce development to the economic growth and sustainability of the State of Indiana, and we are committed to helping participants thrive in today's ever-changing business environment.

Sincerely,



Mark Douglass
President and CEO
mark@equusworks.com