

1. The RFP notes a 6-month timeline for research. Should the research report be delivered as a single final deliverable, or do you expect interim findings or phased updates during the 6 months?
  - a. The RFP does not specify if it's a final deliverable or interim/phased findings during the 6 months. The RFP does read: Identify and estimate timeline and milestones for research within a 6-month timeframe
2. When referring to "integration of AI into workforce systems," does the County mean actual deployment of AI technologies into Lake County's systems, or more of a strategic roadmap/training approach?
  - a. More of a strategic roadmap/training approach as it pertains to service delivery, which is also articulated within the RFP under the Dual-Track Training Approach section under Key Components.
3. Since multiple groups are listed (businesses, job seekers, municipalities, schools, staff etc.), should vendors prioritize certain audiences or design a standard rollout plan that caters to all groups?
  - a. The stakeholders identified within the RFP will be prioritized. The RFP does not state a prioritized audience, but it does reference a Target Audience under the Scope of Work.
4. For onsite/hybrid training modules, do you have preferred session lengths, team sizes or delivery ratios (in person vs virtual), or should vendors recommend formats?
  - a. The RFP does not state a preferred session length, team sizes, or delivery ratios. The RFP under the Intent Section mentions both onsite and hybrid formats and it is up to the vendor to design accordingly.
5. Since the award is "up to \$100,000," does the County have a preferred budget split (e.g., training vs. consulting vs. research) or should vendors propose their own allocations?
  - a. The vendor can propose their own allocation and reference the RFP's price sheet or Attachment B for Professional Services Fee, Staff wage, and Hours Summary.
6. The RFP emphasizes equity. Does the County have target populations (e.g., youth, underserved groups, dislocated workers) that should be prioritized for AI training and awareness?
  - a. The RFP references its Target Audience under the Scope of Work. The RFP does not state any additional priority populations as it pertains to AI Training and Awareness.
7. Does the County expect vendors to design a long-term training curriculum that Lake County staff can continue to deliver after the contract, or only train staff during the project period?
  - a. The RFP under the Intent Section states: Train the Trainer models to ensure sustainability and internal capacity building. The sustainability wording would reference a sustainable training model past the duration of the agreement.
8. For recorded modules, does the County plan to host content on its own platform/website, or should the vendor propose hosting and technical support?
  - a. The RFP does not state that the County would host content on its own platform or website. The vendor would ensure it is able to address the practical applications, foundational training modules, and recorded instructional content that is stated within the General Information section of the RFP under Intent.
9. How many participants (approximate scale) are expected across each target audience group?
  - a. The RFP does not define the number of participants that are expected across each target audience. The RFP allows the respondent to establish its own metrics and benchmarks within Attachment C of the RFP.
10. Is there a required number of training sessions, modules, or instructional hours for each audience?
  - a. The RFP does not state a requirement as it pertains to the number of training sessions, modules, or instructional hours. The RFP does state a requirement of 100 hours of dedicated consultation to support local business in AI adoption. The RFP allows the respondent to establish its own metrics and benchmarks within Attachment C of the RFP.

11. Will the vendor have access to Lake County's existing training infrastructure or platforms (e.g., LMS systems, digital credentialing platforms), or should these be proposed as part of the solution?
  - a. The RFP does not state there will be access to Lake County's existing training infrastructure or platforms. Lake County is not providing LMS systems, digital credentialing platforms etc. The RFP Vendor would address the required training infrastructure requirements and needed platforms.
12. Does the County currently license or use any Microsoft Copilot products (e.g., Microsoft 365 Copilot, Copilot Studio/Power Platform, GitHub Copilot, Copilot for Security)? If yes, which departments, approximately how many users, and what governance (e.g., DLP, data boundaries) is in place?
  - a. The RFP does not involve or state Lake County Governments practices or intend on using or compromising the current County of Lake infrastructure. The AI proposed services and intent referenced within the General Information Section reiterates deployment of tools, workshops, education on personalized technologies and etc. If there are workshops within defined work settings each entity would need to abide by their IT Governance requirements when using AI resources and tools.
13. Is the use of ChatGPT or other generative AI tools currently permitted within the County? If so, which versions are approved (e.g., ChatGPT Enterprise vs. public web), and approximately how many users are authorized to use them?
  - a. Lake County is developing its own governance currently, which is not related to this RFP. This RFP is not related to Lake County Government specifically but is related to outside stakeholders included within the Scope of Work.
14. Could you provide a complete list of all AI tools that are currently approved for use?
  - a. The RFP states within the General Information section the vendor will deploy the AI tools along with foundational training modules and other industry-relevant case studies for the target audience identified within the RFP. The RFP does not state a specific approved list of AI tools for the target audience to learn.
15. What percentage of the County's employees are currently approved to use AI tools?
  - a. The RFP does not specifically include County employees within the RFP. The vendor services will be made available for all stakeholders identified within the RFP at individual's respective locations adhering to any pertinent governance policies. The services offered are for a variety of stakeholders.
16. Once an employee is designated as an "approved user," do they have access to all AI tools within the County's systems, or only to specific tools?
  - a. The RFP does not specifically include County employees within the RFP. The vendor services will be made available for all stakeholders identified within the RFP at individual's respective locations. The services offered are for a variety of stakeholders. The RFP states under the General Information section under intent- 100 hours of dedicated consultation to support local businesses in AI adoption. If there are governance requirements to address this consultation or in house uses within certain stakeholder environments and organizations- the vendor will comply with the stakeholder's governance policies at that time.
17. Could you provide details on the "fundamental AI trainings" referenced in the County's AI end-user usage policy, including the specific materials and topics covered, and whether any particular AI tools are used for demonstration or training purposes?
  - a. The RFP states within the General Information sections that foundational training modules will be a service offered by the vendor. The services offered are for a variety of stakeholders. The RFP states under the General Information section under intent- 100 hours of dedicated consultation to support local businesses in AI adoption. If there are governance requirements to address this consultation or in house uses within certain stakeholder environments and organizations- the vendor will comply with the stakeholder's governance policies at that time.

18. What specific technical architecture or systems (CRM, ERP, HRMS, etc.) are in place that the AI tools will need to seamlessly integrate with? Are there any proprietary or legacy systems that may require custom integrations?
- The services offered are for a variety of stakeholders. The RFP states under the General Information section under intent- 100 hours of dedicated consultation to support local businesses in AI adoption. If there are governance requirements to address this consultation or in house uses within certain stakeholder environments and organizations- the vendor will comply with the stakeholder's governance policies at that time. The AI proposed services and intent referenced within the General Information Section reiterates deployment of tools, workshops, education on personalized technologies and etc. If there are workshops within defined work settings each entity would need to abide by their IT Governance requirements when using AI resources and tools. The RFP does not state that the County would host content on its own platform or website. The vendor would ensure it is able to address the practical applications, foundational training modules, and recorded instructional content that is stated within the General Information section of the RFP under Intent. The RFP does not state there will be access to Lake County's existing training infrastructure or platforms. Lake County is not providing LMS systems, digital credentialing platforms etc. The RFP Vendor would address the required training infrastructure requirements and needed platforms.
19. Can you share any insights or challenges regarding the interoperability of AI solutions with current business processes or existing AI implementations across different departments?
- The services offered are for a variety of stakeholders. The RFP states under the General Information section under intent- 100 hours of dedicated consultation to support local businesses in AI adoption. If there are governance requirements to address this consultation or in house uses within certain stakeholder environments and organizations- the vendor will comply with the stakeholder's governance policies at that time. The AI proposed services and intent referenced within the General Information Section reiterates deployment of tools, workshops, education on personalized technologies and etc. If there are workshops within defined work settings each entity would need to abide by their IT Governance requirements when using AI resources and tools. The RFP does not state that the County would host content on its own platform or website. The vendor would ensure it is able to address the practical applications, foundational training modules, and recorded instructional content that is stated within the General Information section of the RFP under Intent.
20. What are the expected AI performance benchmarks in terms of speed, accuracy, and scalability, particularly when dealing with a large variety of stakeholder groups (e.g., job seekers, employers, municipalities)?
- On page 27 of the RFP under Attachment C is where the Target Benchmarks are located.
21. What additional resources or support structures would you consider critical to bridge the gap between AI training and the actual skillset requirements of employers within these industries?
- The vendor would provide their own analysis and evaluation, which is stated under the Scope of Work of the RFP.
22. Could you clarify what "AI career pathways" you foresee, and what key sectors or occupations should be prioritized in the design of these pathways to ensure alignment with Lake County's economic development strategies?
- The RFP does not prioritize an industry but it does state under the scope of work within the AI Literacy & Awareness section the identified industries, which are: Manufacturing, Professional Services, Education, Government, Non For Profit, and Transportation and Logistics. The RFP under scope of work within the Research Analysis and Assessment Report for proposed services list corresponding industries as well.
23. What metrics or data will be used to gauge the success of applied AI solutions, particularly with respect to workflow optimization and service delivery improvement for both businesses and workforce clients?
- On page 27 of the RFP under Attachment C is where the Target Benchmarks are located.

24. What will the monitoring and performance evaluation framework look like for assessing the effectiveness of the AI training and integration over time? How will continuous improvement be measured, particularly across diverse sectors and communities?
- a. On page 27 of the RFP under Attachment C is where the Target Benchmarks are located.
25. How do you intend to ensure the sustainability of AI integration after the initial rollout? Should the solution include a comprehensive plan for ongoing updates, community education, or AI governance frameworks?
- a. The RFP under the intent section states: Train-the-trainer models to ensure sustainability and internal capacity building along with recorded instructional content. The RFP does state on page 14 under Contract Term- The County reserves the right to renew the contract an additional 1-year term.
26. Can the Agency clarify whether the AI implementation is expected to replace existing case management tools or integrate with them?
- a. The RFP does not mention case management tools to be replaced.
27. Does the Agency anticipate a phased implementation (pilot → expansion), or should bidders propose a full deployment approach?
- a. The RFP allows the vendor to provide an implementation plan.
28. Are there any preferred AI platforms, vendors, or cloud providers that must be used or avoided?
- a. The RFP does not state preferred AI platforms or providers.
29. Will vendors be provided direct access to WIOA participant data during implementation, or only anonymized datasets for training/testing AI models?
- a. The RFP does not mention there will be direct access to participant data.
30. Are there specific state or federal compliance frameworks (e.g., NIST 800-53, FedRAMP, HIPAA, CJIS) that must be followed for this project?
- a. The RFP under submittal requirements covers the federal, state, and regulatory compliance items.
31. Can the Agency provide a list of current systems that the AI solution must integrate with (e.g., case management, reporting tools, labor market databases)?
- a. The RFP does not provide a list of current systems
32. Is the integration expected to be API-based, or are there legacy/mainframe systems requiring custom connectors?
- a. The RFP does not state there is expected integration into API based or legacy mainframe systems.
33. Are there defined key performance indicators (KPIs) for measuring AI effectiveness (e.g., caseworker efficiency, participant engagement, cost savings)?
- a. The KPIs are within the attachment C of the RFP.
34. Will the Agency require ongoing model monitoring and bias testing beyond implementation? The RFP does not state ongoing model monitoring or bias testing.
- a. The RFP implementation of services encompasses the RFP's intent and scope of work elements.
35. The RFP requires detailed technical and management approaches. Can bidders include optional innovation use cases (e.g., generative AI for workforce counseling), or should proposals stick strictly to stated use cases?
- a. The RFP does not provide detailed technical or management approach recommendations for the vendors.

36. Are vendors allowed to submit multiple solution options (e.g., cloud-first vs. hybrid) under a single proposal?
- The RFP does not restrict submission of multiple solutions. The RFP under intent proposes services to include foundational training modules, offered in both onsite and hybrid formats.
37. The scoring rubric includes technical solution, past performance, and pricing. Can the Agency provide point allocations for each criterion?
- The RFP displays the point allocation within the RFPs evaluation criteria section.
38. Will small business, M/WBE, or veteran-owned participation receive additional evaluation weighting?
- The RFP under general terms and conditions within the Economic Opportunity Program and within the vendor certification document covers how the RFP will provide required provisions and equal opportunities.
39. Is there a defined budget range for this initiative? Should pricing be presented as a firm fixed price, time-and-materials, or milestone-based deliverables?
- The RFP states funding availability based on total available funds, the Lake County Workforce Development Board will award up to and not to exceed \$100,000 in WIOA funding to one qualified firm, vendor, consultant... The RFP states under Contract Term the County reserves the right to renew the contract an additional 1-year term.
40. The RFP indicates a three-year base term with optional renewals. Can the Agency confirm whether renewals are strictly contingent on legislative funding or performance-based?
- The RFP states funding availability based on total available funds, the Lake County Workforce Development Board will award up to and not to exceed \$100,000. The RFP states the renewal is based on funding availability, and performance. The RFP states under Contract Term the County reserves the right to renew the contract an additional 1-year term.
41. Are performance bonds, cybersecurity insurance, or other financial securities required?
- The RFP does not mention performance bonds, cybersecurity insurance, or financial securities.
42. Who is the current incumbent for this project?
- The RFP does not have an incumbent.