

REQUEST FOR PROPOSAL (RFP)

AEROSPACE WORKFORCE RECRUITMENT ANALYSIS

RFP Issue Date: 08-08-23

RFP Due Date: 08-29-23

1. BACKGROUND

Washington's economy has been significantly influenced by the aerospace sector, representing a major source of innovation, advanced manufacturing processes, and high-paying jobs, even for those without a four-year degree. Recent events and challenges in the industry, coupled with the aftermath of the COVID-19 pandemic, have altered the perception of aerospace as a viable career path. The Pacific Northwest Aerospace Alliance (PNAA) seeks to analyze these evolving perceptions and hiring practices within the aerospace sector.

2. OBJECTIVES

The primary goal of this RFP is to understand:

1. The current hiring practices and challenges of aerospace employers.
2. The perception of aerospace careers among 2-year and 4-year college students in relevant disciplines.
3. Awareness and interest among high school students towards aerospace careers.

3. SCOPE OF WORK

The selected bidder is expected to:

- **Task 1:** Conduct interviews with aerospace executives and recruiters to understand the hiring landscape, recruitment sources, notable skills gaps, post-pandemic work expectations, etc.
- **Task 2:** Design and administer an electronic survey for students in 2- and 4-year university programs that are aligned or intersect with aerospace disciplines.
- **Task 3:** Develop, but not deploy, a survey targeting high school students regarding their awareness and perceptions of the aerospace sector.
- **Task 4:** Compile the collected data and findings into a comprehensive technical report, including an executive summary, data exhibits, and technical addenda.

4. DELIVERABLES

1. Interview summaries and insights.
2. Two survey designs: one for college students and one for high school students.
3. A comprehensive technical report.
4. (Optional) PowerPoint presentation of the findings.

5. PROPOSAL REQUIREMENTS

Bidders are expected to provide:

- A detailed plan of approach.
- Proposed timeline and milestones.
- List of potential interview targets (if available).
- Cost estimates for each task.
- List of team members and their qualifications.

6. SELECTION CRITERIA

The selection will be based on:

- Relevance of the proposed approach to the objectives.
- Past experience in similar projects.
- Cost-effectiveness.
- Timeliness.

7. SUBMISSION DETAILS

Proposals should be submitted to Merrie Beth Childs, mchilds@pnaa.net by 5:00 pm PST on August 29, 2023.

8. CONTACT

For any questions or clarifications related to this RFP, please contact: Lauren Estep, 425.885.0290 x106, lestep@pnaa.net

9. OTHER

PNAA reserves the right to accept or reject any proposal at its discretion.

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FREQUENTLY ASKED QUESTIONS updated 8/15/2023

What is the anticipated budget for the Workforce Report?

There is currently no estimated budget range for this project. Proposals will be scored according to the reasonableness of the cost for the proposed work, with cost-effective proposals receiving more favorable consideration.

What is the anticipated timeline for the Workforce Report?

The timeline for completing the work is at the discretion of proposers, but we expect that the work would be completed in 6-10 weeks.

Who are the anticipated survey participants?

Respondents will be responsible for finding survey participants. Any compensation for survey takers must be part of the proposed budget.

Who is the audience for the Workforce Report?

The final report should be understandable to general audiences and should include an executive summary.