

I. Introduction

Opportunities, Alternatives, and Resources of Fairfax Inc. (OAR) seeks proposals from qualified consultants to evaluate and recommend the best employment opportunities for justice-involved individuals in Loudoun, Prince William, and Fairfax Counties. The consultant will also be tasked with identifying key certifications or training programs that provide essential skills for these individuals, including recommending innovative Virtual Reality (VR) training solutions that could be implemented on OAR virtual headsets. The goal is to enhance the employability of individuals with justice involvement, offering them the tools they need to succeed in the workforce.

II. Background

OAR serves individuals who have been involved in the justice system, providing them with resources to reintegrate into society successfully. Part of this reintegration process involves securing stable employment, which is a key factor in reducing recidivism. Identifying employment opportunities that are accessible and sustainable for justice-involved individuals, alongside accessible training, is critical for their long-term success.

III. Objectives

The consultant will achieve the following objectives:

1. Identify Employment Opportunities:

Research and assess employment opportunities in Loudoun, Prince William, and Fairfax Counties that are appropriate and accessible for justice-involved individuals. This should include industries with high demand for workers, areas with lenient background check policies, employers willing to hire justice-involved individuals, and those who pay a living wage or a career wage.

2. Evaluate and Recommend Training Programs:

Identify local training programs, both in-person and online, that equip justice-involved individuals with skills to fill those identified employment opportunities. This may include technical certifications, vocational training, soft skills development, and other relevant programs.

3. Recommend Virtual Reality (VR) Training Solutions:

Propose VR-based training solutions that can be incorporated into OAR's VR headsets. The consultant should identify VR training modules that align with the skills needed for the target employment opportunities. The VR training should be immersive, engaging, and educational, focusing on adaptable skill-building for justice-involved individuals.

IV. Scope of Work

The consultant will be responsible for the following tasks:

1. Research Employment Opportunities:

- Conduct market research to identify the most viable employment sectors in Loudoun, Prince William, and Fairfax Counties.
 - Assess employers open to hiring justice-involved individuals at a living wage and explore partnerships or potential collaborations.
 - Identify challenges and barriers to employment in the region for this population.
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2. **Research and Recommend Training Opportunities:**

- Investigate existing vocational and technical training programs in the target counties that align with local employment opportunities.
- Recommend specific programs that provide certifications or training that will increase employability for justice-involved individuals.
- Evaluate online learning platforms that may serve as alternative training options for individuals with varying access levels.

3. **Develop VR Training Recommendations:**

- Investigate existing VR training platforms, including those focusing on skills relevant to local employment sectors.
- Evaluate the feasibility of incorporating these VR training platforms into OAR's virtual headsets for self-paced, interactive learning.
- Provide a list of recommended VR training content, including the necessary hardware/software requirements for integration.

4. **Provide a Comprehensive Final Report:**

- Deliver a final report summarizing research findings, employment opportunities, recommended training programs, and VR training solutions.
- Provide an implementation plan, including a timeline for introducing VR training content into OAR's VR system and how the program will be monitored and evaluated.

V. Deliverables

1. A detailed list of the best employment opportunities for justice-involved individuals in Loudoun, Prince William, and Fairfax Counties.
2. A report outlining recommended training programs, including in-person and virtual training options.
3. A proposal for VR training content, including VR training modules, a plan for integration into OAR's virtual headsets, and recommended software/hardware.
4. A comprehensive final report summarizing all findings, recommendations, and an implementation timeline.

VI. Consultant Qualifications

Proposals will be accepted from consultants or firms that meet the following qualifications:

- Experience in workforce development, specifically for justice-involved individuals.
 - Proven track record of developing or recommending employment and training opportunities for marginalized populations.
 - Experience with Virtual Reality training programs and technology.
 - Familiarity with the local workforce landscape in Loudoun, Prince William, and Fairfax Counties.
 - Strong research, analytical, and writing skills.
 - Ability to work collaboratively with local stakeholders, including employers, training providers, and community organizations.
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VII. Proposal Submission Guidelines

All proposals must be submitted by April 30, 2025. The following documents must be included in your proposal:

1. A cover letter outlining your experience and qualifications.
2. A detailed project plan, including the scope of work, timeline, and proposed methodology.
3. A budget proposal outlining the costs associated with completing the scope of work.
4. A list of references or case studies from similar projects.
5. A resume or bio of the consultant(s) who will be involved in the project.

Proposals should be sent to:

Derwin Overton – doverton@oarnova.org
10700 Page Ave. Suite 200, Fairfax, VA 22030

VIII. Evaluation Criteria

Proposals will be evaluated based on the following criteria:

- Demonstrated understanding of the project objectives and scope of work.
 - Experience and qualifications of the consultant(s).
 - Proposed methodology and timeline.
 - Cost-effectiveness and budget breakdown.
 - Innovation in VR training solutions.
 - Ability to work effectively with justice-involved individuals and local employers.
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IX. Questions and Clarifications

For any questions or clarifications regarding this RFP, please contact:
Derwin Overton, 703-246-3031, Doverton@oarnova.org

X. Submission Deadline

Proposals must be received by 4 p.m. on April 30, 2025.

XI. Terms and Conditions

- OAR reserves the right to reject any and all proposals.
 - OAR is not responsible for any costs incurred by the consultant in the preparation of proposals.
 - All proposals and materials submitted in response to this RFP become the property of OAR.
 - The successful consultant will be required to enter a formal contract with OAR.
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OAR issues this RFP to ensure the development of an inclusive and comprehensive strategy to provide meaningful employment and training opportunities for justice-involved individuals in Loudoun, Prince William, and Fairfax Counties.