



Request for Proposal (RFP) Alumni Recruitment Regional Talent Attraction Campaign



Deadline for Proposal – August 27, 2024

Initiative Overview: The Greater FM EDC has been awarded a grant from the State of North Dakota to deploy a large-scale marketing initiative focused on regional talent attraction (recruiting additional workforce to the region).

Our goal is to recruit additional talent to the region with a multi-prong marketing plan focused on workforce attraction focused on the region's higher education alumni. As a group who has already experienced the region, we believe we can work to attract them by re-educating them about the region's ever-evolving economy including the diversity of available high-paying jobs and excellent quality of life. We would also love to consider high school alumni as part of our target audience.

We have provided funding for a basic framework for a marketing campaign with marketing (to include any writing, strategy management and creative), video, website updates, HubSpot workflow creation and advertising. We encourage creativity and "out-of-the-box" thinking.

What does success look like?

Success would mean that we have a robust marketing and ad campaign that uses data to effectively target and message alumni and pulls them into an automated marketing funnel (through HubSpot). The campaign keeps them in the funnel until they apply for a job or meet with a liaison or local champion who will assist them with their needs in hopes of having them relocate to the region. If feasible, we'd like to incorporate some surveying to determine if we've changed their perceptions of the region.

The Grant: The ND Regional Workforce Impact Grant (RWIP) provides grant dollars to regional entities. According to the state website, "RWIP provides grants to regional workforce entities in North Dakota to design and implement innovative plans to address their region's most demanding workforce challenges. The grant program is designed to encourage regions and communities to develop sustainable, innovative solutions to help businesses find workers, and help workers and jobseekers connect to jobs and communities. The RWIP grant aims to support the cost of local solutions that will have a broad impact through a community or region."

The state grant will be awarded in three tranches, each new tranche awarded when the recipient meets an agreed upon milestone.

The GFMEDC will manage this project along with the lead marketing firm selected. We aim to gather a collective group of professionals with a shared vision for talent attraction through a coordinated marketing plan. As such, this RFP contains several components that make up a broader talent attraction plan. These components could be fulfilled by one or many agencies/freelancers.

Please include at the top of your application the component(s) you are interested in working on.

Proposed Project: The overall goal is to attract alumni back to the region to fill high valued positions. While our goal is to convince people to change their zip code, we understand that starts with changing perceptions of our area with these targeted individuals and those they may associate with. Our plan lays out several components to achieve this goal. We want to utilize the most enhanced data to monitor and prove we are changing perceptions and convincing people to move to the area.

This project will require the primary marketing firm to take on a leadership role helping to act as a coordinator with the other vendors hired for the project and our partners in higher education. We'll use those high-impact quality of life aspects to re-educate and change perceptions and sell potential residents on the benefits of our larger regional community.

We'll have several components to support the marketing campaign including: marketing materials for an ad campaign, landing pages, LiveinFMArea website enhancements, HubSpot Workflows, video(s) and an ad campaign.

The ads will drive users to a landing page, where we'll grab their contact information to place them in an automated email campaign or workflow through HubSpot.

We will use the data and information and work with higher education and other partners to target alumni

Using the marketing materials, we'll pull "customers" into a funnel. Targeted communication would ultimately lead a "customer" to connect to a job page to apply for jobs or a local contact/liaison (who communicates directly with the customer). Our goal is to track the success as closely as we can to each "customer" or candidate being interested in or accepting a position in the metro. Our ultimate KPI would be a change in zip code, but we understand additional KPI's are also important including traffic to the website, specifically the jobs board, form submissions, email open rates etc. We would want high-level reports with enough detail that our investors understand what we're doing and how we are meeting our KPI's.

We anticipate that all the agencies selected will meet regularly (weekly if needed) with the GFMEDC team and the lead marketing firm and other community partners to build and track the campaign.

Your Role: If selected for one or more of the components, you will join a larger group working on one marketing project. We anticipate weekly meetings to keep the project on time and on budget.

Project Components	Budget
--------------------	--------

No person in the United States must on the ground of race, color, national origin, handicap, age, religion, or sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under, under any program or activity receiving Federal financial assistance.

To effectuate compliance with Title VI of the Civil Rights Act of 1964 (42 U.S.C. Section 2000d et seq.); as amended, LARC is required to include the following in any solicitation or contract and these provisions will be incorporated into the contract between LARC and the selected consultant. The Consultant will need to abide by these provisions:

1. Title VI of the Civil Rights Act of 1964 (42 U.S.C. §§ 2000d et seq.) and US Department of Commerce implementing regulations published at 15 C.F.R. Part 8 prohibiting discrimination of the grounds of race, color, or national origin under programs or activities receiving Federal financial assistance.
2. Title IX of the Education Amendments of 1972 (20 U.S.C. §§ 1681 et seq.) prohibiting discrimination on the basis of sex under Federally assisted education programs or activities.
3. The Americans with Disabilities Act of 1990 (42 U.S.C. §§ 12101 et seq.) prohibiting discrimination on the basis of disability under programs, activities, and services provided or made available by State and local governments or agencies thereto, as well as public or private entities that provide public transportation.
4. Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. § 794), and DOC implementing regulations published at 15. C.F.R. Part 8b prohibiting discrimination on the basis of handicap under any program or activity receiving or benefiting from Federal assistance. For purposes of complying with the accessibility standards set forth in 15 C.F.R § 8b.18(c), non-federal entities must adhere to the regulations, published by the US Department of Justice, implementing Title II of the Americans with Disabilities Act (ADA) (28 C.F.R. part 35; 75 FR 56164, as amended by 76 FR 13285) and Title III of the ADA (28 C.F.R. part 36; 75 FR56164 as amended by 76 FR 13286). The revised regulations adopted new enforceable accessibility standards called the “2010 ADA Standards for Accessible Design” (2010 Standards), which replace and supercede the former Uniform Federal Accessibility Standards for new construction and alteration projects.
5. The Age Discrimination Act of 1975, as amended (42 U.S.C. §§ 6101 et seq.), and DOC implementing regulations published at 15. C.F.R Part 20 prohibiting discrimination on the basis of age in programs or activities receiving Federal financial assistance.
6. Any other applicable non-discrimination law(s).

