

Request for Proposal (RFP)

Talent Bridge Miami Portal Development

Issued: February 20, 2026

1. INTRODUCTION

The Beacon Council Foundation (“Beacon Council” or “Foundation”) hereby solicits proposals from qualified firms (“Respondents”) for the design, development, implementation, and support of the Talent Bridge Miami Portal (“the Portal”).

Talent Bridge Miami is a core component of Miami-Dade County’s regional talent and economic competitiveness strategy. The Portal is intended to function as a digital workforce intelligence backbone connecting employers, education and training institutions, workforce organizations, community-based organizations, and residents. The platform will support employer demand articulation, training alignment, and resident career navigation while strengthening regional workforce coordination.

The Beacon Council seeks a development partner capable of delivering a secure, scalable, AI-enabled web platform that meets defined accessibility, interoperability, and governance standards. The selected Respondent must deliver a Minimum Viable Product (MVP) no later than August 2026, within a total project budget not to exceed **\$825,000**.

2. PROJECT BACKGROUND AND OBJECTIVES

Miami-Dade County’s long-term competitiveness depends on improving transparency in career pathways, aligning training capacity with employer demand, and reducing fragmentation across workforce stakeholders. Talent Bridge Miami is intended to address these challenges through a structured, interoperable, and accessible digital platform.

The objectives of this initiative are to:

- Improve employer visibility into regional training capacity
- Facilitate employer-training partner strategic connections
- Provide residents with clear and accessible pathway information
- Enable education and training providers to align programs with labor market demand
- Establish shared data standards to support regional workforce intelligence
- Create a scalable digital infrastructure capable of future expansion

The MVP will establish the operational foundation of this system while remaining appropriately scoped to meet budget and timeline constraints.

3. MINIMUM VIABLE PRODUCT (MVP) REQUIREMENTS

To ensure clarity of scope and comparability of proposals, the Beacon Council defines the MVP as a production-ready system capable of demonstrating specific core user workflows.

3.1 Required Functional Workflows

At a minimum, the MVP must support the following workflows in a live production environment:

- **Learner Pathway Discovery:** Users can search for occupations or interests, view aligned training programs, and receive AI-informed recommendations.
- **Employer Demand Input:** Employers can submit structured workforce demand information and view aligned local programs.
- **Provider Profile Management:** Education and training providers can create and manage program profiles using standardized metadata structures.
- **Veteran MOS Crosswalk:** Users can translate Military Occupational Specialty (MOS) codes into civilian career pathways.
- **Administrative Management:** Administrators can manage taxonomies, user permissions, and view adoption and engagement dashboards.

3.2 Technical and Compliance Requirements

The MVP must include:

- Compliance with WCAG 2.2 AA accessibility standards
- Mobile-responsive design
- Multilingual interface capability (English, Spanish, Haitian Creole)
- Secure authentication and role-based access controls
- Hosting environment must maintain current SOC 2 Type II certification or equivalent security controls
- API-ready architecture to support future integrations

Live integrations with SIS, CRM, HRIS, or credential systems are not required for the MVP unless explicitly included in the budget. The architecture, however, must be designed to accommodate future integrations.

3.3 MVP Acceptance

MVP completion will require:

- Demonstration of all required workflows in a production environment
- Successful completion of User Acceptance Testing (UAT)
- Accessibility validation

- Security verification
- Formal written acceptance by the Beacon Council

4. SCOPE OF WORK

The selected Respondent shall design, develop, implement, and deploy a multi-user web platform with distinct permissions for employers, learners, providers, community-based organizations, and administrators.

The scope includes, at a minimum:

- Employer-facing demand input interfaces
- Program directory structured using recognized metadata standards (e.g., CTDL, LRMI)
- AI-informed pathway recommendation functionality
- MOS-to-civilian career crosswalk capability
- Administrative dashboards and configurable taxonomies
- Data auditing and freshness indicators
- Role-based or attribute-based access control models

The system must be modular, extensible, and API-first in design. Respondents must clearly distinguish between MVP scope and proposed post-MVP enhancements.

5. ARTIFICIAL INTELLIGENCE FUNCTIONALITY & GOVERNANCE

The Portal must incorporate AI-enabled functionality within clearly defined governance parameters appropriate for a public-sector workforce platform.

For MVP purposes:

- AI may be rules-based, retrieval-augmented, or supported by third-party large language model (LLM) APIs.
- AI explainability must enable administrators to understand the primary data inputs and logic used to generate a specific recommendation.
- Administrative oversight and override capability must be included.
- AI systems may not train on personally identifiable data without written approval from the Beacon Council.

Proposals must describe AI model logic, data sources, bias mitigation strategies, monitoring processes, and human review protocols.

Advanced predictive modeling or expanded personalization capabilities may be proposed separately as optional services.

6. SHARED RESPONSIBILITIES & GOVERNANCE

Successful implementation requires a clear division of responsibilities.

The Beacon Council will lead stakeholder convening, governance structuring, data-sharing negotiations, and policy decisions. The selected Respondent will lead technical architecture, requirements translation, sprint management, QA processes, documentation, and deployment. The Beacon Council commits to providing consolidated feedback within five (5) business days of milestone submissions unless otherwise agreed.

Both parties will share responsibility for user testing, feature prioritization, and early adopter pilots. A structured governance model will include named project managers from both organizations and regularly scheduled steering committee meetings.

7. ADOPTION & SUSTAINABILITY REQUIREMENTS

Recognizing that workforce platforms require active ecosystem participation, Respondents must include a Year 1 Adoption Strategy addressing:

- Employer onboarding approach
- Provider data update and validation protocols
- Early adopter cohort development
- User growth targets
- Defined 12-month success metrics

Respondents must also outline a sustainability model beyond the initial support period, including projected operating costs, hosting considerations, AI usage implications, and governance recommendations.

8. DELIVERABLES

The selected Respondent shall provide:

- A fully functioning MVP platform
- System architecture documentation and data models
- UX/UI design artifacts and accessibility validation documentation
- AI governance and technical documentation
- Integration architecture documentation
- UAT framework and testing results
- Administrative training materials
- One year of support and maintenance
- Adoption and sustainability roadmap

9. BUDGET REQUIREMENTS

The total project budget shall not exceed **\$825,000**.

The proposed budget must include all costs associated with development, configuration, documentation, deployment, hosting (if vendor-managed), third-party licenses, AI API usage, security audits, and one year of support and maintenance.

Optional services must be itemized separately and clearly distinguished from the MVP scope.

10. PROPOSAL SUBMISSION REQUIREMENTS

Respondents must submit:

- Executive summary
- Organizational qualifications and staffing plan
- Resumes of key personnel and percentage allocation
- Detailed technical and architectural approach
- AI methodology and governance framework
- Project management plan, timeline, and governance cadence
- Accessibility and UX approach
- Cybersecurity and compliance framework
- Data governance and ownership framework
- Identification of key assumptions and project risks
- Description of experience with State of Florida grant compliance requirements
- Comprehensive budget aligned with the stated cap, including operating cost projections
- At least three references from comparable projects

11. EVALUATION CRITERIA

Proposals will be evaluated on a 100-point scale:

- Implementation Realism & Project Management – 25 points
- Technical Architecture – 22 points
- Relevant Workforce & Multi-Stakeholder Experience – 15 points
- Adoption & Sustainability Strategy – 12 points
- AI Methodology and Governance – 8 points
- UX/UI & Accessibility Compliance – 8 points
- Cost & Value – 5 points

The Beacon Council reserves the right to request clarifications, conduct interviews, or reject any or all proposals.

12. ADMINISTRATIVE & LEGAL REQUIREMENTS

Respondents must comply with all applicable federal and Florida statutes, including but not limited to:

- F.S. 119.0701 – Public Records
- F.S. 287.133 – Public Entity Crimes

Respondents must certify compliance with F.S. 448.095 (E-Verify) and shall enroll in and use the U.S. Department of Homeland Security's E-Verify system for employment eligibility verification.

The selected vendor must certify that they are not owned by the government of a foreign country of concern and are not a company domiciled in such country, and further comply with the following:

- Companies with Activities in Sudan list
- Companies with Activities in the Iranian Petroleum Energy Sector list
- Companies that Boycott Israel
- E-Verify

Along with any other requirements of the State of Florida.

The final contract will be contingent upon the State of Florida grant compliance and appropriation. Intellectual property and licensing provisions will be addressed in the negotiated agreement; however, the Beacon Council will retain a perpetual, non-exclusive license to use, operate, and maintain the delivered platform and related configurations for public benefit purposes.

13. SUBMISSION INSTRUCTIONS

Proposals must be submitted electronically in PDF format no later than **5:00 PM EST on Thursday, March 19, 2026.**

Submit to:

Scott Powell

Senior Vice President, Competitiveness

Miami-Dade Beacon Council

Email: spowell@beaconcouncil.com

Questions must be submitted in writing to the email above. Responses may be shared publicly at the discretion of the Beacon Council.

The Beacon Council reserves the right to reject any or all proposals.

The selected firm will enter into a contract with the Beacon Council Foundation that details the deliverables, payment schedule, record-keeping, and compliance with all applicable requirements.

If the contractor has questions regarding the application of Chapter 119, Florida Statutes, to the contractor's duty to provide public records relating to this contract, contact the Beacon Council's custodian of public records, Camela Glean-Jones, at glean@beaconcouncil.com.