

## **Request for Proposal (RFP) -REVISED**

### **Talent Bridge Miami Portal Development**

**Issued: February 20, 2026**

**Revised: March 17, 2026**

**New Response Deadline: Friday, April 3, 2026, at 4:00 pm**

*(Please note this is a revised RFP. From the feedback that we received. The elements are the same, but we reduced some requirements and adjusted the phasing. Along with that the deadline has been extended to April 3<sup>rd</sup>.)*

#### **1. INTRODUCTION**

The Beacon Council Foundation (“Beacon Council”) invites qualified firms (“Respondents”) to submit proposals for the design, development, and deployment 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 serve as a digital workforce intelligence backbone that connects employers, education and training institutions, workforce organizations, community-based organizations, and residents. The platform will support articulation of employer demand, training alignment, and resident career navigation while strengthening regional workforce coordination.

The system will serve as a digital workforce intelligence infrastructure, enabling ecosystem stakeholders to better understand labor demand, training capacity, and workforce pathways across Miami-Dade County.

The Beacon Council seeks a development partner capable of delivering a secure, scalable, AI-enabled platform that supports regional workforce coordination and economic competitiveness. The platform will be developed using a phased implementation model, with an initial Phase 1- Minimum Viable Product (MVP), delivered by August 30, 2026, followed by subsequent system enhancements.

##### **1.1 Project Phasing and Scope of Procurement**

The Talent Bridge platform will be implemented through a three-phase development approach, beginning with the launch of a Minimum Viable Product (MVP), followed by progressive platform expansion.

This Request for Proposals (RFP) seeks submissions from qualified vendors to deliver Phase 1 – MVP Platform Development.

Phase 1 is the only phase being procured and funded under this RFP.

Respondents must also include a high-level roadmap describing their approach to Phase 2 and Phase 3 development, demonstrating that the proposed architecture can support the full Platform vision, with these phases addressed in each applicable section of the RFP.

Detailed scope and pricing for Phase 2 and Phase 3 are not included in this procurement and may be subject to future funding and procurement decisions.

## **2. PROJECT BACKGROUND AND OBJECTIVES**

Miami-Dade County's long-term economic competitiveness depends on improved coordination and transparency among workforce stakeholders and better visibility into regional workforce supply and demand to reduce fragmentation. Talent Bridge Miami is designed to address these challenges through a structured, interoperable digital platform that supports regional workforce decision-making. The

The objectives of this initiative are to:

- Improve employer visibility into regional training capacity (training providers, institutional expertise, corporate partnerships, etc)
- Facilitate strategic collaboration between employers, training providers, and nonprofit partners to create a testbed for innovation workforce solutions
- Enable education and training providers to align programs with labor market demand (data access, market insights, and sector-specific needs)
- Establish shared data standards quarterly to support workforce intelligence (companies provide select data regularly to inform platform intel)
- Provide access to countywide data on workforce performance by sector
- Create a scalable digital infrastructure capable of future expansion. The platform is intended to support ecosystem stakeholders, including employers, workforce organizations, education and training providers, and economic development organizations.
- Provide tools to assist companies in hiring people with special abilities and veterans (tools for supporting people with special needs/Military MOS Crosswalks)

## **3. MINIMUM VIABLE PRODUCT (MVP) REQUIREMENTS**

The Phase 1 MVP must deliver a production-ready platform demonstrating core ecosystem workflows and foundational system capabilities aligned with the County's workforce coordination and data transparency objectives. The MVP should prioritize structured data capture, standardized taxonomy development, and actionable workforce intelligence.

The Phase 1 MVP must be appropriately scoped to meet development timeline and budget constraints, with clear extensibility for future phases.

### **3.1 Required Functional Workflows**

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

Employer Demand Input

Employers can submit structured, standardized workforce demand data on a recurring basis,

including roles, skills, hiring timelines, and occupational classifications. The system should enable alignment of employer demand with regional training capacity.

#### Provider Profile Management

Education and training providers can create and manage program profiles using standardized metadata (e.g., credentials, program duration, industry alignment, outcomes where available) to support comparability and alignment with employer needs.

#### Ecosystem Intelligence Dashboards

Authorized stakeholders can access dashboards displaying workforce supply and demand insights across industries and geographies, including training capacity, program alignment, and available workforce performance indicators (where data is available). This includes military crosswalk information.

#### Administrative Management and Data Standards

Administrators can manage taxonomies, data standards, user permissions, and system configurations to ensure consistency, interoperability, and data integrity across the platform.

### **3.2 Design Requirements**

To ensure the platform effectively serves the Miami-Dade workforce ecosystem, the following design principles must be incorporated:

#### **Geographically Precise Data Views**

The system must support workforce intelligence insights at the municipal level (ideally, the zip code level) to enable localized economic development analysis.

#### **Member-Contributed Data Infrastructure**

In addition to external data integrations, the platform must support data contributions from participating in ecosystem organizations through structured submission processes.

#### **Inclusive Workforce Infrastructure**

The platform architecture must support the future identification of services and hiring preferences for veterans and other-abled populations, even if these features are deployed in later phases.

### **3.3 Technical and Compliance Requirements**

The MVP must include:

- WCAG 2.2 AA accessibility compliance
- Mobile-responsive design
- Secure authentication and role-based access control
- SOC 2 Type II or equivalent security controls
- API-ready architecture supports future integrations. Multilingual infrastructure must be incorporated into the platform architecture during Phase 1 development.

Full multilingual interface capabilities (English, Spanish, Haitian Creole) will be implemented in later phases of platform expansion.

### **3.4 Phase 2 and Phase 3 – Platform Expansion (Future Phases)**

Following the deployment of the MVP, the platform will expand through additional phases.

These phases are not included in the scope of this RFP.

Phase 2 – Platform Expansion

Target Completion: December 31, 2026

Anticipated capabilities may include:

- Advanced ecosystem dashboards
- Deeper partner integrations
- Smart resource linking to programs and funding sources
- Mobile application or enhanced mobile interface
- Workflow automation tools utilizing predictive analytics

Expanded system and regional analytics capabilities. Phase 3 – Platform Enhancement, Target Completion: May 17, 2027, anticipated capabilities may include:

- MOS-to-Civilian Career Crosswalk capability
- Full multilingual interface (English, Spanish, Haitian Creole)
- Future jobs projection board
- Advanced predictive workforce analytics

## **4. SCOPE OF WORK**

The selected Respondent shall design, develop, implement, and deploy a multi-user workforce ecosystem platform supporting the following stakeholders:

- Employers
- Education and training providers
- Workforce organizations
- Community-based organizations
- System administrators

In addition, the scope should include provision of, at a minimum:

Employer-facing demand input interfaces

Program directory structured using recognized metadata standards (e.g., CTDL, LRMI), AI-informed pathway recommendation functionality, 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 designed with an API-first architecture to support future integration.

Respondents must clearly distinguish between Phase 1 MVP deliverables and future platform enhancements.

## **5. ARTIFICIAL INTELLIGENCE FUNCTIONALITY AND 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 or retrieval-augmented
- 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 recommendations must provide explainability regarding data inputs

AI systems may not train on personally identifiable information without written approval. Respondents must describe:

- AI methodology and governance framework
- Data sources used to support recommendations
- Bias mitigation strategies
- Monitoring processes
- Human oversight protocols

## **6. SHARED RESPONSIBILITY AND GOVERNANCE**

Successful implementation of the Talent Bridge platform will require a clear division of responsibilities between the Beacon Council and the selected Respondent, as well as a governance structure that supports rapid development and timely decision-making.

The Beacon Council will lead stakeholder convening, governance structuring, data-sharing negotiations, and policy decisions regarding the platform's role in the regional workforce ecosystem. The selected Respondent will be responsible for leading the technical implementation of the platform, including system architecture, requirements translation, sprint management, software development, quality assurance processes, technical documentation, and system deployment.

- Given the accelerated timeline for Phase 1 MVP delivery, the project will require parallel/concurrent workstreams. To maintain schedule integrity, the project must operate under the following principles:
- Minimal changes in scope once development begins, with feature prioritization aligned to the defined MVP requirements.
- Responsive and timely decision-making to avoid delays in development cycles.
- Structured sprint reviews and milestone approvals to ensure continuous progress toward MVP delivery.

To support this process, 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 and feedback cycles
- Feature prioritization decisions
- Early adopter pilot engagement

The governance structure will include:

- A designated project manager from both organizations
- Regular sprint review meetings
- Scheduled steering committee meetings to review progress, address risks, and approve milestone deliverables

This governance model is intended to ensure that the platform can be delivered within the required timeline while maintaining quality, usability, and alignment with regional workforce objectives.

## **7. ADOPTION & SUSTAINABILITY REQUIREMENTS**

Recognizing that workforce platforms require active participation from regional stakeholders, Respondents must include an MVP- Phase 1 adoption and engagement strategy aligned with the MVP implementation period.

Phase 1 adoption efforts should focus on establishing the initial ecosystem of participating organizations and demonstrating early platform value to employers and workforce partners.

Respondents must include a Phase 1 Adoption Strategy addressing:

- Employer onboarding approach for early participation in the platform
- Data contribution and validation protocols for participating organizations
- Development of an early adopter cohort of employers and ecosystem partners
- Initial user engagement targets aligned with MVP functionality
- Defined success metrics for the Phase 1 MVP period

Adoption activities during Phase 1 should prioritize building the foundational ecosystem participation necessary to support future platform expansion.

Expanded user adoption, broader ecosystem participation, and public-facing engagement strategies will be incorporated in Phase 2 and Phase 3 development agreements, subject to future funding and program priorities.

Respondents must also outline a long-term platform sustainability model, including:

- Projected operating and maintenance costs
- Hosting and infrastructure considerations
- AI usage and licensing implications
- Governance and stewardship recommendations for ongoing platform management

The sustainability plan should demonstrate how the platform can remain operational and continue to grow beyond the initial MVP deployment.

## **8. PROJECT TIMELINE**

The Beacon Council anticipates the following procurement and development timeline:

RFP Issued – March 13, 2026

Proposal Submission Deadline – April 3, 2026

Vendor Selection – April 17, 2026

Contract Execution – May 1, 2026

Development Start – May 18, 2026

Design Element and Prototype- June 30, 2026

Phase 1 MVP Launch – August 31, 2026

The proposed timeline is aggressive and requires tightly scoped development and parallel agile workstreams.

## **7. DELIVERABLES**

The selected Respondent shall provide:

- Fully functioning MVP platform
- System architecture documentation
- UX/UI design artifacts and accessibility validation documentation
- AI governance documentation
- Integration architecture documentation
- User acceptance testing framework and results
- Administrative training materials
- One year of support and maintenance
- Adoption and sustainability roadmap

## **8. BUDGET REQUIREMENTS**

The total Phase 1 project budget shall not exceed \$825,000.

The proposed budget must include all costs associated with:

- Development
- Documentation
- Deployment
- Hosting (if vendor-managed)
- Security and compliance
- AI API usage
- Third-party licensing
- One year of support and maintenance

Optional services related to future phases must be clearly itemized.

## **9. PROPOSAL SUBMISSION REQUIREMENTS**

Respondents must submit:

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

## **10. EVALUATION CRITERIA**

Proposals will be evaluated on a 100-point scale:

- Implementation Realism & Project Management – 25 Points
- Technical Architecture – 25 Points
- Relevant Workforce Experience – 15 Points
- Adoption & Sustainability Strategy – 12 Points
- AI Methodology and Governance – 10 Points
- UX/UI & Accessibility Compliance – 8 Points
- Cost & Value – 5 Points

## **11. ADMINISTRATIVE AND 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.

## **12. SUBMISSION INSTRUCTIONS**

Proposals must be submitted electronically in PDF format no later than **4:00 PM EST on Friday, April 3, 2026**. The previous deadline was Thursday, March 19, 2026.

Submit to:

Scott Powell  
Senior Vice President, Competitiveness  
Miami-Dade Beacon Council  
Email: <mailto: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.