

Workforce Development Corporation (“WDC”)

ADDENDUM #3 – Issued December 5, 2025

Request for Proposals:

Cannabis Job Opportunity Pipeline and Training Program

RFP PIN #: 2026WDC002

QUESTION AND ANSWER

I. RFP

- 1. Do you only need to include Resumes and/or Description of Qualifications for lead contact/project manager and organizer or will we need to include those for other potential job positions to be proposed in the project budget as well?**

Proposers are only required to include a resume and/or description of the qualifications for each lead contact/organizer. WDC clarifies this to mean the key team members of the prime contractor and any subcontractors. If the proposer needs additional resumes or qualifications in order to show they meet Minimum or Preferred Qualifications (either alone or with subcontractors), proposers should submit those resumes and qualifications.

- 2. Is the 10 page limit inclusive of both Attachments B and C, or is there no page limit for Attachment C?**

The 10 page limit is only on Attachment B – Program Proposal (Proposed Approach) and excludes the Project Timeline from such page limit.

- 3. Do you need proof of subcontract at time of proposal application? If so, what are the requirements and where should they be attached?**

Proposals do not need to show proof of subcontract(s) at the time of proposal application. If the subcontractors are known at the time of the proposal, proposers should share their names and any other information required by the RFP in their proposal, especially if proposers are using subcontractors to meet minimum or preferred qualifications. If subcontractors are not known at the time of proposal, the winning contractor may submit their names after awarding of the agreement. All subcontractors must be reviewed and approved by WDC. All subcontract agreements must be consistent with the terms and conditions of the prime contract between WDC and the prime contractor.

4. Where should subcontracts be categorized?

- a. In the Proposed Approach (Attachment B) section of the Proposed Approach proposers should make clear whether the prime contractor or the sub-contractor(s) will carry out which portions of the Scope of Services.
- b. Subcontractors costs should also be categorized as Other Than Personnel Services costs under Attachment D and clearly marked as subcontractor costs.

5. Does the Project Manager have to be an identified person working for the main Contractor at time of proposal, or can it be someone proposed to be hired?

The Project Manager can be someone proposed to be hired, in which case the proposer must include a description of qualifications for this role.

6. To strengthen collaborative proposals, will SBS/WDC provide a list or guidance on workforce organizations currently working with the City that may be open to partnership for this initiative? For example, organizations with strong workforce development experience but without cannabis-specific programming.

WDC will provide a list of organizations that are interested in partnering with other organizations either as a prime or subcontractor. You may reach out to those on the list, but you are not limited to working with only those on the list. Please see Addendum 2 on the WDC Contracting Opportunities [website](#). WDC is unable to provide any further guidance on other potential partnerships.

7. I was not able to attend the in-person information session. If my company is interested in participating as a subcontractor, will WDC or Cannabis NYC introduce subs to the prime contractor after the selection process, to help facilitate potential collaboration opportunities for future phases or contract extensions?

WDC will provide a list of organizations that are interested in partnering with other organizations either as a prime or subcontractor. You may reach out to those on the list, but you are not limited to working with only those on the list. Please see Addendum 2 on the WDC Contracting Opportunities [website](#).

8. Will you give additional consideration for application that add MWBE subcontractors on application or strong wording of collaborative language when submitting application. If so, what percentage are being looked at for MWBE subcontractors?

There will be no preference or additional consideration given for proposers that are or subcontract with MWBEs. Still, proposals from certified Minority and Women-Owned Business Enterprises (M/WBE) are encouraged.

- 9. How strictly will WDC enforce the 10-page limit on Attachment B? Does this include charts, graphics, or appendices.**

The program proposal (Attachment B) is subject to the 10-page limit. The 10-page limit includes charts and graphics, but not appendices or attachments.

- 10. Can proposers include optional attachments (e.g., sample training plans, logic models, or case studies) if they help demonstrate capability.**

WDC strongly encourages proposers to submit only optional attachments that directly and clearly respond to the RFP.

- 11. Can WDC confirm whether the anticipated March 2, 2026 start date is firm?**

The desired start date for this contract is March 2, 2026.

- 12. We acknowledge and commend that this RFP encourages a collaborative approach. Can you please clarify if the RFP anticipates one contractor and no single entity can deliver training across the full cannabis supply chain, would WDC consider awarding multiple contracts?**

This RFP is for only one contract that may be only one single entity delivering all the services or multiple contractors in a prime-subcontractor relationship delivering the services together.

- 13. Will proposals focused on specific industry segments (cultivation, retail, ancillary) be viewed less favorably than comprehensive approaches?**

We encourage a comprehensive approach that supports workforce development across multiple segments of the cannabis industry. Proposals will not be scored based on the specific cannabis industry segment they target.

II. Program Design – Job Seekers

- 1. Do the minimum 100 recruited jobseekers have to be placed in Year 1? Or can they be placed over the three year period?**

It is expected that at least 100 recruited jobseekers will be placed over the full 3-year contract period.

- 2. Can you please clarify whether the expectation is to recruit and place 100 job seekers over the full three-year contract term or each year?**

See Question 1 in this section.

- 3. Does the initiative prioritize recruiting unemployed individuals for entry-level jobs or upskilling existing cannabis employees?**

This initiative is primarily focused on supporting job seekers from Communities Disproportionately Impacted (CDIs) in securing employment opportunities within the cannabis industry. Proposers are also welcome to present compelling recruitment strategies that include upskilling. The final recruitment approach will be refined in collaboration with the selected Contractor.

4. Can the job-seeker pool include individuals outside the defined Communities Disproportionately Impacted (CDI) if they fill essential cannabis workforce roles?

As outlined on pages 8 and 9 of the RFP, this program prioritizes recruiting job seekers from the Target Population. Final recruitment criteria, eligibility and strategy will be determined in partnership with the selected Contractor.

5. Will Cannabis NYC provide outreach or promotional support for contractor recruitment campaigns?

Yes, Cannabis NYC will provide support with outreach and promotional support.

6. Will the selected contractor have access to City-maintained job-seeker lists or prior program participants (e.g., CREATE pilot graduates)?

Cannabis NYC may share participant information so long as it does not violate any privacy agreement or participant consents from the Cannabis Reentry Employment Assistance and Training Experience (“CREATE”) program, Mayor’s Office of Criminal Justice (“MOCJ”), and/or SBS.

7. Can the contractor access and utilize CWI's lists or data of New York City residents from communities disproportionately impacted (CDIs) who have already completed the New York State Cannabis Workforce Initiative (CWI) training modules or are affiliated with CREATE, in order to offer On-the-Job (OJT) training opportunities to this existing pool of qualified candidates seeking employment in the cannabis industry?

Cannabis NYC may share participant information so long as it does not violate any privacy agreement or participant consents. Cannabis NYC can assist with determining if Cannabis Workforce Initiative (“CWI”) would be willing to share their data, which may be subject to any restrictions they may impose.

8. What documentation will WDC accept to verify a candidate’s CDI status, and who makes the final eligibility determination (contractor vs. City)?

Subject to any State law requirements and applicable State guidance, Cannabis NYC will work with the contractor to approve verification methods.

9. Does “full-time work-ready” have a defined minimum hours per week and allowable probationary accommodations (e.g., staggered start, part-time ramp)?

There is no defined minimum number of hours per week for eligibility, but being able to work 30-40 hours per week is typically considered full-time work-ready. The Contractor is expected to develop a job seeker application, screening and intake process that is to be completed by each job seeker that could be hired by eligible employers. Jobseeker eligibility criteria is expected to be finalized by the selected contractor and the City. We

welcome proposals that may include defined minimum hours per week for jobseekers, as well as probationary accommodations for jobseekers placed through this program.

10. For the “≥6 full-time employees” requirement, how are FTEs calculated (e.g., 30 or 35 hours/week), and do seasonal/temporary workers count toward the threshold?

The City uses [Common Metrics for Workforce Development](#) to define full time job placements. The specific criteria for determining full-time employee status, including the number of hours per week and whether seasonal or temporary workers are included, will be finalized in collaboration with the selected Contractor. We will draw on the selected Contractor’s expertise to shape clear and practical eligibility guidelines that align with the goals of this program.

11. Is there a list of preferred workforce roles or positions that SBS is hoping to prioritize for certification or training through this program?

There are no preferred workforce roles or positions. Jobseekers are expected to be matched with a wide variety of quality employment opportunities in the cannabis industry supply chain. Participating employers may include those in the adult use and medical cannabis sectors, as well as in ancillary industries - businesses that support cannabis operations without directly handling cannabis products. A key goal of the program is to connect jobseekers with quality jobs that offer good wages and opportunities for advancement.

12. Can WDC specify the expected scale of this pilot — i.e., the total number of job seekers, employers, and OJT placements the City hopes to achieve annually?

The Contractor is expected to place a minimum of 100 job seekers from the Target Population. The Contractor is expected to maintain a pool of job seekers large enough and with a diverse enough range of expertise to enable them to easily match all participating cannabis businesses with qualified applicants. The City has not set a specific number of employers or OJT placements in the RFP, as those metrics will be finalized with the selected Contractor based on the reimbursement structure and employer eligibility criteria. The pilot is expected to include a mix of smaller and larger cannabis businesses, and precise annual targets will be defined with the Contractor during contract discussions.

13. Can jobseekers be recruited outside of the CDI zones if they meet other eligibility criteria, or must all participants reside in designated CDI communities?

The program prioritizes recruiting jobseekers from the Target Population as defined in the RFP, and the Contractor is required to build a pool of jobseekers from the Target Population large enough and with a diverse enough range of expertise to enable them to easily match all participating cannabis businesses with qualified applicants.

However, the RFP also notes that additional participants may be recruited by employers if they meet eligibility criteria that is to be determined by the Contractor in collaboration with the City after vendor selection. This means that the program may include some jobseekers from outside CDI zones depending on the final jobseeker eligibility criteria established with the selected Contractor.

14. Will the Contractor need to validate CDI residency — and if so, what documentation is acceptable (lease, ID, affidavit, etc.)?

The contractor will be responsible for verifying CDI residency. We encourage proposers to include a proposed approach or strategy for validating CDI status in their submission. New York State provides a useful guide for determining address of an individual from a CDI area - [how-to-prove-address-to-qualify-as-a-member-of-a-community-disproportionately-impacted.pdf](#). As stated above, subject to any State law requirements and applicable State guidance, Cannabis NYC will work with the contractor to approve verification methods of CDI residency.

15. Will the Contractor be responsible for providing supportive services or wraparound assistance (e.g., transportation, childcare, job readiness workshops), or will those be handled by SBS?

The Contractor is not required to provide supportive services such as transportation or childcare, though proposals that include these services are welcome. The Contractor will be responsible for maintaining a database of job seekers and, in coordination with Cannabis NYC, referring individuals to SBS for basic job readiness support if those services are not available in-house.

16. What specific documentation will be required for participant eligibility verification?

Please see response to the above questions in this Section II.

III. Program Design – Employer Recruitment

1. Will WDC and/or Cannabis NYC provide employer referrals or participate in business outreach support, or is recruitment exclusively contractor driven?

The selected Contractor is primarily responsible for employer recruitment and business outreach. As described on page 9 of the RFP, “The Contractor is expected to actively recruit employers to apply for Talent Development Reimbursements. This may include leveraging existing relationships, online and in-person outreach campaigns, coordination with SBS, Cannabis NYC and more.”

2. Would the funder consider revisiting the employer eligibility criteria as it basically limits "plant-touching" placements to retail dispensaries, given the requirement that the employer facility must be within the five boroughs with six or more full-time employees? This structure may unintentionally restrict participants' exposure to the broader cannabis industry and their ability to pursue diverse, sustainable career

pathways. Expanding eligibility criteria beyond the 5 boroughs could create more equitable opportunities aligned with participants to pursue training and placement in a broader range of meaningful positions (that would include processors and cultivators who are predominantly based outside of the five boroughs) that align with their skills and aspirations.

This program will be funded by New York City tax levy funds and such funds must be used to help support New York City residents and New York City businesses. The guidelines and eligibility criteria will be determined collaboratively by the selected Contractor, Cannabis NYC, and NYC Opportunity following vendor selection. Vendors are encouraged to propose eligibility guidelines in their submissions with clear justification for their recommended approach.

3. What level of coordination or approval will WDC or Cannabis NYC require for employer outreach, recruitment materials, and training content?

The Contractor will lead development of outreach/recruitment and materials and training content, but it is expected that the Contractor will coordinate with Cannabis NYC across all these areas.

The Contractor will coordinate with Cannabis NYC on jobseeker recruitment and employer outreach strategies, and is expected to submit the proposed participating employers, OJT training plans, and potentially placed jobseekers to Cannabis NYC for final review and approval during the term of agreement.

4. Will contractors be required to verify cannabis-license compliance and background checks, or will this be handled by WDC/SBS?

The selected Contractor is expected to develop a competitive application for employers to determine their eligibility to participate in the program. The selected Contractor will screen employer applications to ensure they meet eligibility requirements, including proper licensing and compliance with applicable laws. This may include, but not limited to, verifying that employers are compliant with tax and labor regulations, and meet other program criteria outlined on page 9 of the RFP (and to be finalized with the selected Contractor). Final review and approval of participating employers, training plans, and jobseekers will then be conducted by Cannabis NYC, as stated on page 10 of the RFP.

5. Will the Contractor (and subcontractors) be responsible for certifying employer eligibility and verifying that they meet New York City's compliance criteria (e.g., tax, labor, licensing)?

Please see response to Question 4 in this Section.

6. Does WDC have an existing list or pipeline of eligible employers (from Cannabis NYC or SBS databases), or must the contractor build this from scratch?

The list of retail businesses is public information and can be found on the state's website [here](#). A list of ancillary businesses may also be provided to the award contractor. Cannabis NYC can assist with contacting businesses where appropriate, with the expectation that the contractor will take steps to generate a list prior to Cannabis NYC becoming involved.

7. Will Cannabis NYC facilitate introductions to licensed cannabis employers, or will the Contractor be expected to source these relationships independently?

Cannabis NYC can assist with introductions or by following up with unresponsive businesses. In addition to the follow up, Cannabis NYC may provide technical assistance where appropriate.

8. Are there caps per employer (e.g., maximum trainees or maximum total reimbursement per employer per year)?

This program is intended to reach a wide variety of employers across the industry. Reimbursement guidelines, including any caps per employer, will be determined collaboratively by the selected Contractor, Cannabis NYC, and NYC Opportunity following vendor selection. Vendors are encouraged to propose reimbursement and eligibility guidelines in their submissions, with clear justification for their recommended approach.

9. Can WDC clarify whether the training plan and OJT curriculum must be industry-wide (standardized) or employer-specific?

Training plans are expected to be employer-specific, tailored to the duties, responsibilities and everyday work workflow of each participating employer and job role. Additionally, those OJT plans are expected to also incorporate supplemental training materials that the Contractor sources or develops to enhance on-the-job learning. See pages 9 and 10 of the RFP for more details on OJT plans and supplemental training materials.

10. Why allow participating employers to also do their own recruitment

This program is intended to reach people from the Target Population as described in the RFP, and there may be multiple pathways to do so. Including an employer driven recruitment pipeline may help expand the reach of this initiative by including employer networks. Final recruitment criteria will be developed in partnership with the selected Contractor.

11. Does WDC need to see/review contract between Contractor and participating employer?

At this time, Cannabis NYC does not anticipate reviewing the agreements between the Contractor and any participating employer, but reserves the right to request review and approval of such agreements at any time. The Contractor is solely responsible to ensuring each employer agreement complies with any applicable terms of the prime contract.

IV. OJT / Training Hours and Reimbursement

- 1. We'd like to clarify expectations regarding the employer reimbursement, required training hours, and available budget. If we reimbursed for the annual minimum number of job seekers (100) for the minimum required training hours (210) at the minimum wage (\$17.00 as of January 1, 2026), that would amount to \$357,000 per year, which is well above the recommended funding level for this category in the RFP. Delivering a program with even more training hours (the RFP's range is 210–420 hours) or at the prevailing industry wage (\$18–20/hr.) would increase the budget even further.**

- a. With that in mind, is it permissible to reimburse employers only a percentage of the overall wages (e.g., the employer commits to paying the trainee \$18/hour and the provider reimburses the employer a portion of this, such as \$9 or \$12 per hour)? Did SBS have other reimbursement structures in mind to ensure that a provider could afford meeting the required number of training hours with the funds available?**

The reimbursement structure, guidelines, rate, target number of participating employers and corresponding number of job placements will be determined collaboratively by the selected Contractor, Cannabis NYC, and NYC Opportunity following vendor selection. Within the amount of the funding for this program, vendors are encouraged to propose a reimbursement structure in their submissions, with clear justification for their recommended approach.

- b. If this is permissible, we are concerned that employers could be incentivized to fire a trainee once they complete the program and the employer is no longer receiving the reimbursement, effectively raising the employer's financial obligation. To prevent such a situation, can the provider (or SBS) mandate that employer reimbursement be tied to an employer's commitment to employ trainees for a certain period of time, so long as certain conditions are met? And should an employer violate that agreement, could the provider (or SBS) penalize the employer by requiring them to forfeit some of the reimbursement back to the provider?**

The reimbursement structure and guidelines, including any mandates or commitments, will be determined collaboratively by the selected Contractor, Cannabis NYC, and NYC Opportunity following vendor selection. The resulting

contract between the Contractor and each employer should reflect that collaboration. In your proposals, vendors are encouraged to propose a reimbursement and compliance structure in their submissions, with clear justification for their recommended approach.

2. How much are we supposed to pay each employer in Talent Development Reimbursements? I.E., how much do employees get paid per hour for their training? Is it dependent on business or standardized at NYC minimum wage?

All trainees will become employees of NYC cannabis businesses who must be paid at least the State's minimum wage.

3. What is the defined milestone for “successful placement” in relation to Talent Development Reimbursements — job start, completion of the first 4 weeks, 90-day retention, etc.?

Proposers should propose a defined milestone for “successful placement” in their proposal. The final milestone(s) will be determined collaboratively with the selected Contractor.

4. For employers utilizing third-party payroll or HR vendors — can they still qualify as the employer of record for OJT participation?

Yes, businesses that utilize a third-party administrator may still qualify as the employer of record for OJT participation. The business may still be requested to provide documents, including but not limited to, articles of incorporation, business license or registration certificate, IRS federal EIN letter, and/or operating agreement.

5. What proportion of total training hours must be OJT vs. Classroom?

Training is expected to be primarily work-based, delivered by employers through their OJT plans, with foundational materials from the Contractor integrated into that on-the-job training. We welcome proposals that include classroom or preparatory training, but they should explain how it will fit with or be incorporated into an employer-driven OJT plan.

6. Can employer-led apprenticeships or internships count toward OJT requirements?

Paid employer-led apprenticeships or internships may count toward OJT requirements. Any potential apprenticeship or internship placements would need to be reviewed by the City to ensure they meet the program's OJT requirements.

7. Are employers eligible for stipends or wage reimbursements?

Talent Development Reimbursements will provide wage subsidies to participating employers for job seekers hired through the OJT program. They will be offered as reimbursements for a minimum of 210 hours and maximum of 420 hours of on-the-job training, meaning that participating employers must be able to pay the onboarding and training costs up front until they are reimbursed.

8. Is there a maximum number of OJT participants per employer per quarter or program year?

Refer to Section III - Program Design- Employer Recruitment Question 8.

9. Can hybrid roles (ie. some cannabis-touching, some ancillary functions) qualify for OJT and reimbursement?

Yes.

10. Will wage reimbursement be processed monthly after the initial 4-week verification period, or only once 210+ hours are fully completed?

It is expected that participating cannabis businesses may begin receiving reimbursements from the selected Contractor on a monthly basis after completing the initial four (4) weeks of OJT activities. See page 10 of the RFP for more detail on Talent Development Reimbursements. The selected contractor and employer are responsible for ensuring Cannabis NYC and WDC receive a proper invoice and all required documentation to support wage reimbursements in order to receive payment.

11. If employer demand for OJT reimbursement exceeds initial projections, will line-item budget modifications be permitted to maintain program continuity?

The overall contract budget is not expected to change at this time. As stated in the RFP, reimbursements are set at a minimum of 210 hours and maximum of 420 hours. The selected contractor is expected to monitor and account for wage reimbursements on a regular basis throughout the term of the forthcoming agreement to avoid exceeding the budget. This information, including projected and actual reimbursements, should be provided to Cannabis NYC as part of ongoing reporting to ensure this agreement stays within the contract amount.

12. Should proposers assume they must bridge wage payments during reimbursement processing, or strictly verify & administer reimbursements after payroll verification?

This is a line-item reimbursement contract. The selected contractor will need to bridge wage payments during reimbursement processing. Under a line-item reimbursement contract, the contractor must make and pay the expense first before being reimbursed by WDC. In order to ensure reimbursements are made in a timely manner, the selected contractor must provide a proper invoice and work with each employer to provide all the required documentation to support the wage reimbursement request.

13. Will WDC provide templates for OJT plans, hour logs, and reporting, or should the contractor propose them?’

The selected Contractor is expected to develop templates for OJT plans, hour logs, and required reporting. Proposers may draw on or reference existing models and adapt them to fit the design of this program. WDC does not provide templates in advance.

14. Is there a training period where the recruited employees get training by the Contractor(s) before getting placed in each employer's businesses for their OJT hours?

Refer to Question 5 of this Section. On-the-job training is expected to be primarily work-based, delivered by employers through their OJT plans. The selected contractor is expected to work with each employer on their proposed OJT plan.

15. Do the 210-420 hours have to be committed in a row as full-time (40 hours/week) work, or can they be spread out?

While job seekers are expected to be full-time work ready, it is expected that On-the-Job Training (OJT) hours ranging from 210 to 420 can be spread out for jobseekers placed with participating employers. Specific programmatic guidelines for Talent Development Reimbursements, including reimbursement rates and structures, will be developed collaboratively by the selected Contractor, Cannabis NYC, and NYC Opportunity following vendor selection.

16. What is the formal justification for the 210-hour minimum and the 420-hour maximum for the On-the-Job Training (OJT) period?

The 210 - 420 hour range corresponds to roughly 6 - 14 weeks of full-time employment (at 30 - 40 hours per week) and was selected to balance two priorities: enabling substantive, structured on-the-job training and ensuring that available pilot funding can support a meaningful number of participants and businesses. All details of Talent Development Reimbursement, including programmatic guidelines, required hours and reimbursement rates, will be finalized in partnership with the selected Contractor.

17. Please clarify the following:

- **Minimum Hours Rationale: Which industry standard or job competency model was used to determine that 210 hours are necessary for an entry-level employee to achieve basic proficiency in the targeted cannabis-related roles?**

Please see Question 16 in this section.

- **Maximum Hours Rationale: What specific programmatic, administrative, or budgetary factor established the 420-hour ceiling? Does this maximum align with standard industry practice for OJT duration?**

Please see Question 16 in this section.

- **Supporting Documentation: Was a job task analysis or skills gap study conducted to tie these specific hour requirements to demonstrable job outcomes?**
No. See question 16 regarding the expected 210 - 420 hour range.

18. With OJT reimbursements covering 210–420 hours, and average industry wages at \$20–\$25/hour, does WDC expect most program funds to be used for wage reimbursements?

It is not expected that the majority of program funds are used on Talent Development Reimbursements for participating employers. The chart below (also included on pages 6-7 of the RFP) provides estimated funding amounts available each year based on phase of the Project.

| Item | Year 1 | Year 2 | Year 3 |
|--|--------------|--------------|--------------|
| Creation of Training Content | \$150,000.00 | \$0.00 | \$0.00 |
| Talent Development Reimbursements for Cannabis Businesses | \$125,000.00 | \$250,000.00 | \$250,000.00 |
| Other Program Costs (recruitment of jobseekers and businesses, technical assistance, program administration) | \$250,000.00 | \$250,000.00 | \$250,000.00 |

Vendors may propose alternative breakdowns if supported by appropriate rationale or justification. All details of Talent Development Reimbursement, including programmatic guidelines and reimbursement rate, will be finalized in partnership with the selected Contractor.

19. Are reimbursements expected to cover 100% of wages plus free training? What about for higher-level jobs such as manager positions?

Reimbursements are not expected to cover 100% of wages plus free training. OJT programs are traditionally designed to reimburse employers for a portion of the trainee's wages, often up to 50% of the hourly rate. Reimbursement rate and guidelines have not been predetermined but we welcome proposers to propose a reimbursement structure that aligns with the requirements outlined in the RFP and within the available funding amount. All details of Talent Development Reimbursement, including programmatic guidelines and reimbursement rate, will be finalized in partnership with the selected Contractor.

20. Can reimbursement guidelines accommodate higher-wage positions where employer costs exceed projected ranges?

WDC does not anticipate any changes to the projected ranges outlined in the RFP. The selected contractor and employer is expected to keep within the range of hours and funding outlined in the RFP as well as in the agreement between the contractor and

employer. It is recommended that any proposal include details about how higher-wage positions fit in so that WDC may better understand how higher-wage positions may be covered under this program and subsequent reimbursement guidelines.

21. Are ancillary (non-plant-touching) businesses eligible for reimbursements on the same terms as licensed operators?

Yes. All employers that participate in this program, including ancillary businesses, will be eligible for reimbursements on the same terms.

22. Can virtual/remote roles with NYC employers qualify if the new hire is an NYC resident, or must all OJT hours occur on-site in NYC?

Yes, virtual/remote roles with NYC-based employers for NYC residents would qualify.

23. What documentation is required from employers for weekly verification (e.g., timesheets, training checklists, supervisor attestations), and how frequently are site visits expected?

The contractor should collect and provide, but not limited to, timesheets, payroll documents, and any other documentation supporting wages paid by each employer.

The awarded contractor is expected to, among many things, manage employer documentation and timing expectations. The awarded contractor is responsible for submitting reimbursement requests to WDC in a timely manner. Any additional required documentation and site visit frequency will be developed in partnership with the selected vendor.

24. Please specify any background check, fingerprinting, or compliance requirements that must be built into OJT plans.

Trainees are expected to complete the background screening process required by the employer they will be placed with and in accordance with any applicable laws. The requirement for background checks, fingerprinting, and related compliance items should be built into the agreement with each employer to mitigate any risk of employees being ineligible to work.

25. What is the anticipated reimbursement rate per trainee (hourly, flat rate, or percentage of wages)?

Please see Question 19 in this Section IV.

26. Is there a maximum reimbursement amount per employer or per trainee?

Please see Question 19 of this Section. Reimbursement rate and guidelines have not been predetermined. All details of Talent Development Reimbursement, including programmatic guidelines and reimbursement rate, will be finalized in partnership with the selected Contractor.

27. How will WDC define eligible training hours (e.g., 210–420 total, does orientation count)?

All details of Talent Development Reimbursements, including programmatic guidelines and eligibility criteria, will be finalized in partnership with the selected Contractor.

28. Can participating employers use existing internal training programs if aligned with cannabis job competencies, or must all training plans be newly developed under this RFP?

Participating employers may use existing internal training programs as long as they align with the employer's OJT plan and the program's overall OJT standards to ensure that participants are provided with a combination of instruction in job-ready skills, necessary employment competencies, and relevant occupational skills that enable them to be successful in their roles. Existing internal training programs may also be modified or used in tandem with additional training materials to fully meet OJT plan standards.

29. How will foundational training modules from the Cannabis Workforce Initiative (CWI) be integrated or approved?

The Contractor will source, adapt, or where necessary, develop supplemental training materials to enhance the on-the-job learning provided by participating employers. This may include incorporating no-cost trainings and certificate programs from New York State Cannabis Workforce Initiative (CWI) no-cost training modules and certificate programs. It may also include the creation of stand-alone training modules should the Contractor choose to include additional training topics not covered by CWI. Training content should align with New York State and City cannabis regulations, adult learning best practices, and vocational training standards. The Contractor will also use the City's existing industry analysis, with updates as needed, to ensure that additional training modules reflect current job roles and in-demand skills. Input from employers and job seekers must inform material selection and adaptation.

30. Will employers receive reimbursement monthly, quarterly, or upon completion of training milestones?

It is expected that participating cannabis businesses may begin receiving reimbursements from the selected Contractor on a monthly basis after completing the initial four (4) weeks of OJT activities.

31. What documentation must employers submit to receive reimbursements (payroll, timesheets, training logs, etc.)?

The Contractor is expected to verify that participating employers are delivering OJT activities as planned. Verification should include oversight of participant training and compensation, including conducting financial oversight of reimbursement funds and ensuring compliance with all applicable requirements and regulations. The selected Contractor is expected to document feedback from participating workers, the participant

supervisor's perspectives on the progress of training, and a review of the participating employer's payroll records, timesheets, and training logs.

32. Must the Contractor front employer reimbursement funds before receiving payment from WDC, or will WDC pre-fund reimbursements?

This is a line-item reimbursement contract. The selected contractor will need to front wage payments during reimbursement processing. Under a line-item reimbursement contract, the contractor must make and pay the expense first before being reimbursed by WDC. In order to ensure reimbursements are made in a timely manner, the selected contractor must provide a proper invoice and work with each employer to provide all the required documentation to support the wage reimbursement request.

33. How will Talent Development Reimbursement guidelines be set — by WDC or collaboratively with the selected Contractor?

All details of Talent Development Reimbursement, including programmatic guidelines and reimbursement rates, will be finalized collaboratively with the selected Contractor.

34. How will the maximum hours eligible for Talent Development Reimbursement (TDR), from 210 to 420 hours per employee, be determined?

From initial application to finalizing OJT plans, the contractor should work with each employer on determining open positions and the appropriate number of hours required to help each new hire achieve proficiency in their role.

35. Will the TDR amount per employee be a fixed percentage of the actual payment to employees? What will that percentage be?

See answer 19 in this section.

36. Does participating employer get to select the new hires or will the new hires be placed by the Contractor?

It is expected that participating employers will select their new hires, but the Contractor is responsible for building a strong recruitment pipeline of candidates through building and maintaining a pool of eligible jobseekers from the program's Target Population. While jobseekers may come through multiple recruitment channels, the program's goal is to ensure employers have access to qualified candidates from the Target Population and to support cannabis businesses in meeting their workforce needs.

V. Contract Management

1. Who is the primary point of contact for program administration post-award?

The Cannabis NYC team from SBS will serve as the primary contract for program management.

2. Will there be regular technical assistance, reporting, or compliance monitoring from the agency?

Yes, Cannabis NYC will be actively engaged throughout implementation. The Contractor should expect to meet weekly to monthly with the Cannabis NYC team as described on page 11 of the RFP. The selected Contractor should also expect to maintain contact via email and submit monthly, quarterly, and annual reports.

3. What is the notification period for contract renewal or termination?

There is no defined notification period for contract renewals in the agreement. As more fully described in as further described in Article 15, Section 15.10 of Appendix A, for termination without cause, the effective date of termination is no less than 10 days from notice being personally delivered or 15 days from notice by mail or email. For termination for default, the effective date of termination is either the same as termination without cause or such earlier date that the WDC Executive Director determines. Please see Article 10 of Appendix A for the terms and conditions related to termination.

4. Can WDC confirm which specific deliverables it expects within the first 4 months (Phase 1), e.g., recruitment plan, intake tools, database, OJT templates?

(Pg 11 of RFP) Phase 1: Materials Development and Outreach Launch (Months 1–4)

- Develop and launch job seeker recruitment, screening, and intake process;
- Build job seeker pool and corresponding database;
- Develop Talent Development Reimbursement application and eligibility criteria for employers;
- Initiate employer recruitment campaign for OJT program;
- Finalize foundational training materials for incorporation into OJT plans (sourced from CWI and/or developed by Contractor)

5. What is the expected timing of employer and job seeker recruitment — concurrent or sequential?

There is no prescribed sequence. Proposers should outline their proposed approach to recruitment of employers and jobseekers, and detail how their proposed strategy will effectively achieve program goals and ensure timely and successful jobseeker placements with participating employers.

6. Will the Contractor need to design and manage the employer and job seeker applications, or will WDC provide templates?

The WDC will not provide templates. The selected Contractor is expected to oversee recruitment, which includes designing and managing the employer and job seeker applications.

7. What technical assistance or oversight will WDC provide during implementation?

WDC will provide oversight when it comes to general contract support and payment processing of the contract awarded for this RFP.

8. Is WDC expecting the Contractor to provide ongoing job coaching or retention tracking after placement, or just during OJT?

It is expected that the contractor will track retention milestones after placement, for up to 6 months after the end of the OJT reimbursement period. In keeping with the City's Common Workforce Metrics, the proposer should propose appropriate retention milestones for this program. As described in the RFP on page 11, retention information will be important for outcome metrics. It is not expected that the Contractor will provide ongoing job coaching beyond the OJT period, however proposers are welcome to include those services in their proposals if they believe it will strengthen outcomes for their proposed approach.

9. Will WDC provide guidance on compliance with state cannabis workforce rules (e.g., licensing, criminal history, safety)?

It is expected the contractor will be well versed in the State cannabis workforce rules, but Cannabis NYC will provide support and technical assistance if needed.

10. Will WDC require risk mitigation plans (e.g., contingency for under-enrollment or low employer participation)?

While WDC will not require a formal risk mitigation plan, the contractor is expected to meet or exceed any targets outlined in the resulting contract between the contractor and WDC. The selected Contractor is expected to consistently review program data and feedback to make data informed improvements to the program in real time during the term of the agreement. This may include iterating on the design of the program, and refining program performance measurement metrics and data collection process and tools. Participant feedback practices are expected to be incorporated into on-going continuous quality improvement of the program as well.

VI. Outcomes and Metrics

1. What are the key performance indicators (KPIs) or metrics that will determine Program success?

Success will be measured through a combination of employment, training, and retention benchmarks. The City uses [Common Metrics for Workforce Development](#) which are applicable across workforce programs.

Some key outcomes include the number of clients served, placement in full-time or part-time positions within the cannabis industry, attainment of industry-recognized training credentials, employer-validated completion of training programs, and retention in employment for six months or longer. Additional indicators of success include wages and benefits earned, demonstrating that participants are achieving sustainable, quality employment.

Proposers are encouraged to propose additional or alternative metrics of success that reflect the unique goals and strategies of their proposed program, provided that these metrics are measurable and aligned with the overall objective of preparing participants for sustained employment in the cannabis workforce.

2. How will program “success” be measured—placement rate, retention, hours trained, employer satisfaction, or other metrics?

Please see Question 1 of this section.

3. What outcomes or benchmarks are required to demonstrate participant success?

Please see Question 1 of this section.

4. Are there minimum or target placement benchmarks (e.g., 100 job seekers recruited, 50% hired, 25 employers engaged)?

The RFP sets a target of placing 100 individuals by the end of the contract term. Proposers should establish realistic, measurable targets that align with their proposed program model, research, industry standards, and organizational capacity to achieve this goal.

5. Will WDC provide definitions or metrics for what constitutes a “successful placement,” “OJT completion,” and “retention”?

Please see answer to Question 1 of this section. Proposers are encouraged to include proposed definitions and performance metrics for these outcomes in their submissions. Cannabis NYC and NYC Opportunity will refine and finalize performance metrics for key indicators including successful placement, OJT completion, and retention in collaboration with the contractor after vendor selection.

VII. Reporting and Compliance

1. Will the agency provide templates for reporting or evaluation tools?

NYC Opportunity will provide reporting templates, including formats for qualitative narrative reports and quantitative quarterly reports. However, proposers are encouraged to share any existing reporting templates they currently use and may propose adopting their own tools if they can demonstrate that these alternatives effectively meet the reporting requirements.

2. Is a shared performance management system permitted between the prime contractor and subcontracting workforce partners to support real-time tracking and data integrity?

Yes. A performance management system can be implemented between the prime contractor and subcontractor, provided that appropriate privacy safeguards and data-sharing agreements are established. These requirements will be further defined and finalized in collaboration with the selected vendor.

3. Will Cannabis NYC provide access to any existing CRM or databases to manage job seeker and employer data, or should the Contractor propose its own?

Cannabis NYC will not provide access to an existing CRM or database. The Contractor is expected to propose and implement their own secure system to manage job seeker and employer data.

4. Will WDC provide standardized templates or data systems for required monthly and quarterly reports?

Please see above questions in this section.

5. What data elements must be collected on job seekers, employers, and training outcomes?

See Question 1 in outcomes and metrics section.

6. Is there a data management platform mandated by WDC or will the Contractor propose its own system?

Please refer to Question 2 and 3.

7. Will WDC require real-time data sharing or dashboards for Cannabis NYC and NYC Opportunity staff?

Real-time data sharing is not required, but the Contractor must provide Cannabis NYC and NYC Opportunity staff with regular access to performance data and progress reports. Proposers should outline how they will facilitate timely and transparent data sharing, such as periodic data exports.

8. Does WDC have required templates for progress or financial reports, or may proposers submit their own format

For the purposes of invoicing, WDC will provide the awarded contractor with a “Fiscal Package” with instructions and templates for submission of their monthly financial report as part of their invoice package.

For the purposes of progress reports, please see above questions in this section regarding templates.

9. How will Cannabis NYC define and measure equity outcomes for this pilot, e.g., percentage of participants from CDIs, job retention rates, etc.?

See Question 1 in outcomes and metrics section.

VIII. Legal

1. What are the data tracking and privacy requirements for program reporting?

Please review Attachment F, Privacy Protection Rider and Appendix A, specifically Section 5.08 – Confidentiality, both available on the [WDC Contracting website](#).

2. How should the Contractor ensure data privacy compliance under the Privacy Protection Rider (Attachment F)?

Proposers should review the City of New York’s cybersecurity requirements for vendors webpage: [Cybersecurity Requirements for Vendors & Contractors - NYC Office of Technology and Innovation - OTI](#). Generally, proposers should be, but not limited to, prepared to protect personally identifiable information under this agreement by limiting access and use of, training employees on security and confidentiality, strengthening technical security such as multi-factor authentication, protecting networks and devices, managing data including disposal and retention policies, conducting security audits, and planning for cyber breach incidents.

3. If the contract is terminated early, will the contractor be reimbursed for approved deliverables and expenses incurred up to that date?

Please review Appendix A, Article 10, available on the [WDC Contracting website](#), for more details. WDC will pay for services provided in accordance with the agreement prior to the termination date as determined under Article 10.

4. Does participation in this contract limit a contractor’s ability to apply for future City or State cannabis-workforce initiatives using overlapping materials?

No, contractors may request a license to use work product created under this agreement for future City or State cannabis-workforce initiatives. Please review Appendix A, Article 6 for more details on use of work product.

5. Will WDC require proof of insurance coverage (general liability, professional liability, workers' comp) at the proposal stage?

Proposers will not be required to provide proof of insurance coverage at the proposal stage. WDC recommends both New York State and out-of-state employers review the insurance requirements.

IX. Intellectual Property

1. What is "Work Product"?

Any reports, documents, data, photographs, deliverables, and/or any other materials provided under the forthcoming agreement will be considered work product or "work-made-for-hire." Please see Appendix A, Article 6 for more information.

2. What specifically constitutes "Work Product" under the work-made-for-hire clause? For example, are pre-existing training modules or previously developed curricula automatically assigned to WDC once used in this project?

Please see above response to Question 1 under this Section IX.

Under Appendix A, Article 6, specifically Section 6.03, proposers may assert or protect its rights as it relates to any material in connection with or produced under the forthcoming agreement that existed prior to or was developed or discovered independently from activities directly related to the forthcoming agreement.

Otherwise, any work product that falls under the definition provided under Appendix A, Section 6.01, become the exclusive property of the WDC. WDC may grant the awarded contractor a license to use the materials on such terms as determined by the WDC and set forth in the license.

3. If a contractor adapts its own materials, will only the new content be WDC property, or the entire underlying training asset?

Please see response to response to Question 2 under this Section IX.

4. May contractors continue using or licensing their original materials as well as materials developed during the time period of the RFP after contract completion, provided they do not reuse WDC branding or City-funded content?

Subject to WDC's discretion, WDC will generally allow contractors to use materials developed under the agreement provided that appropriate attribution is given to this project.

- 5. Many workforce-training materials rely on standardized industry practices or compliance content (e.g., safety, retail procedures). If these generic or pre-existing materials are used to meet program objectives, would they also be considered exclusive WDC property? For workforce-development organizations, loss of such IP could prevent continuation of their broader mission. Can WDC clarify whether pre-existing or generic instructional content may be excluded from “work-made-for-hire,” or whether a license-back may be negotiated for future non-City use?**

Please see answers to the questions in this section.

- 6. Does WDC retain ownership of the job-seeker and employer databases developed under this contract, or may the contractor continue to use them for future workforce programs?**

The contractor may be able to retain ownership of the job-seeker and employer databases developed under this agreement, but must remove all information, especially on any participant or employer, from the database upon expiration of the forthcoming agreement.

- 7. If a contractor builds a digital intake or application system, does that infrastructure remain WDC property, or can it be replicated for other initiatives?**

The contractor may be able to retain ownership of a digital intake or application system developed under this agreement, but must remove all information, especially on any participant or employer, from the system upon expiration of the forthcoming agreement.

- 8. Do customized OJT training plans developed jointly with employers become WDC IP, or can the employer and contractor continue to use those plans internally?**

WDC will own the OJT training plans, but the employer and awarded contractor may continue to use the plans internally. The use of any such plans should also be outlined in the agreement between the contractor and each employer.

- 9. Can the contractor leverage New York State Cannabis Workforce Initiative (CWI) training modules and still retain ownership of supplementary materials it develops?**

The contractor can leverage New York State Cannabis Workforce Initiative (CWI) training modules but must work directly with CWI to secure approval for such use by the contractor under the forthcoming agreement. For supplemental materials that the contractor may develop, such materials may be subject to additional requirements by CWI. In addition, such materials must comply with the intellectual property provisions

under this program. WDC may grant the contractor a license to use the supplemental materials on such terms as determined by the WDC and set forth in the license.

X. Budget and Fiscal

- 1. If my organization has a MOCS-approved indirect rate, are we permitted to include that in our budget? The budget form says “10%”, but I want to confirm if that’s just a placeholder, since our MOCS-approved indirect rate is higher than that.**
The WDC standard indirect rate is currently 10%. If any proposer has a NYC Mayor’s Office of Contract Services approved indirect rate other than 10%, please submit verification of the approved rate.

- 2. Are there maximum administrative cost thresholds?**
There are no maximum administrative cost thresholds. However, price proposals should aim towards providing direct services to jobseekers and employers to the greatest extent possible. WDC also recognizes that back office and administrative roles and responsibilities are important to the success of the program

- 3. Can funds be used for technology, software, or LMS licensing?**
Subject to Appendix A and the WDC fiscal policies, funds may be used for necessary and reasonable technology, software, and Learning Management System licensing items. Please see Appendix A, Section 3.03 on Equipment for additional requirements. The winning contractor will be required to provide appropriate invoices, supporting documentation, and any other information deemed necessary by WDC to support any costs under the agreement.

- 4. Are indirect costs allowed, and if so, what is the cap?**
Indirect costs are allowed and the cap is currently 10%. Please see response to question 4 under this Section X.

- 5. Are matching funds or in-kind contributions required?**
While matching funds and in-kind contributions are not required, proposers are encourage to seek and use additional funding sources to support this program. Overall, WDC is looking for proposers to demonstrate that they have sufficient capacity to support the disbursement of reimbursements to employers.

- 6. Can funds be used for participant stipends, travel, or employer reimbursements?**
Funding may not be used for participant stipends or travel. Participating employers will be reimbursed for wages paid to the job seekers participating in their on-the-job training program. Please see RFP page 10 for more details on employer reimbursements.

- 7. Can we provide stipends or payments to the cultivators and processors in the cannabis industry using project budget funds?**
Stipends or payments cannot be provided to cultivators and processors. This program is intended to reimburse employers for wages paid to job seekers in their respective on-the-job training programs.

8. Are there allowable resources for technology, outreach, or curriculum development beyond the allocations shown in the sample budget?

Yes, proposals may include any necessary and reasonable resources that stay within the overall maximum budget of \$1,525,000 for this agreement. Attachment D – Price Proposal includes sample expense categories and proposers may add or delete categories as needed.

9. Will initial start-up costs—such as curriculum design or recruitment setup—be eligible for reimbursement prior to the first OJT cycle?

This is a line-item reimbursement based agreement. The winning contractor will be reimbursed for costs. WDC will consider proposals with alternative payment structures that help with initial start-up costs, but after initial start-up, the remainder of the agreement must be line-item reimbursement.

10. Can WDC confirm the anticipated 30–60-day reimbursement cycle?

Yes, the contractor can be reimbursed for wages paid by the employers on a 30-60 day reimbursement cycle. This assumes that all the supporting documentation provided by the awarded contractor to WDC is correct and sufficient. Under a line-item reimbursement contract, the contractor should collect and provide, but not limited to, timesheets, payroll documents, and any other documentation supporting wages paid by each employer.

The awarded contractor is expected to, among many things, manage employer documentation and timing expectations. The awarded contractor is responsible for submitting reimbursements to WDC in a timely manner.

11. Can WDC clarify what proportion of total funding (\$1.525M) is expected for:

- **Training material development**
- **Employer reimbursements**
- **Program administration and staffing**

WDC provided an estimated funding breakdown on RFP page 6-7. Proposers may propose alternative breakdowns if supported by appropriate rationale or justification.

12. What documentation is required to demonstrate fiscal capacity (e.g., audited statements, bank letters, proof of liquidity)?

Proposers typically provide financial statements conducted by an outside auditor or accounting firm.

XI. Timeline & Process

1. What is the anticipated award notification date?

Proposals are due Tuesday December 19, 2025 and the anticipated start date of the contract is March 2, 2026. Between those two dates, the evaluation committee will evaluate all the proposals and score them based on the evaluation criteria outlined in the RFP. The evaluation committee may choose to request site visits, presentations or interviews with any proposer. After completing the evaluation process, a proposer will be notified of award and will then go through the contracting process with WDC.

2. Are there any anticipated delays or contingencies that applicants should plan for?

The length or any anticipated delays with evaluation or getting to contracting can be attributed to many factors, including but not limited to, the number of proposals received, proposal discussions, and contract negotiations. WDC highly recommends that proposers carefully read the RFP and understand the requirements.

3. What is the expected turnaround time for contract execution once awarded?

After award, the winning proposer will be provided with a draft contract for review. The general scope of work and standard terms and conditions were already provided in the RFP. WDC's standard terms and conditions are non-negotiable. The expected turnaround time for contract execution will depend on review time by both parties, clarifications needed, and resolving any issues.

XII. Evaluation & Scoring

1. Will Cannabis NYC staff be a part of selection committee of the grant awardee and/or to what degree will they influence the decision-making process?

The selection committee will consist of at least three (3) people with knowledge, expertise, and experience sufficient to make a fair and reasonable evaluation based on the evaluation criteria outlined in the RFP. Each selection committee member is required to sign a conflict of interest statement.

2. What are the highest-weighted scoring categories (e.g., experience, partnerships, budget)?

The evaluation criteria is outlined on page 16 of the RFP: Experience (30%), Organizational Capability (30%), and Proposed Approach (40%). WDC will rank the proposers by technical merit based on the above criteria, and then open only the price proposals of the highest technically ranked firms. The price proposals will then be reviewed to determine whether such price proposal(s) are responsive to the RFP. Price proposals are not scored.

3. How will innovation or scalability be evaluated?

Innovation and/or scalability may be evaluated as part of the Proposed Approach. While the RFP does not specifically call out for innovation or scalability, WDC seeks any

proposal that presents a creative yet practical OJT program for the cannabis industry since this the first of its kind in the cannabis industry in NYC. WDC also welcomes any proposal that can scaled to reach more potential jobseekers and that such program can be replicated in the future.

4. Are preference points awarded for MWBE or social equity partnerships?

No, there are no preference points for MWBE or social equity partnerships.

5. Will the qualifications of subcontractors and prime be evaluated collectively or only on their own independent qualifications?

Collectively.

6. How will proposals be scored regarding M/WBE certification if the applicant is a nonprofit or educational institution not eligible for certification?

There is no scoring preference for M/WBEs under this RFP.

7. Will M/woman-owned businesses that are in the process but not yet M/WBE-certified receive any scoring advantage or preference?

There is no scoring advantage or preference for M/WBEs under this RFP.

XIII. Partnerships

1. Is there a preferred percentage of the budget that must go to the lead vs. subcontractors?

While there is no preferred percentage, WDC is seeking a prime contractor that will be self-performing a significant or major portion of the scope of work.

2. Are MOUs or LOIs required at submission or post-award?

WDC does not require subcontracts, MOUs, or LOIs to be submitted for approval during the RFP process. WDC requests the subcontractor's name and their business EIN to conduct a due diligence review. WDC reserves the right to request the agreement between the prime contractor and any subcontractor. Any subcontractor (whether paid under a subcontract, MOU, or LOI) must have an agreement that includes the same required clauses as the prime contract.

3. May a single firm submit a proposal as the Prime Contractor on one application, and concurrently be proposed as a Sub-Contractor or team member on a different, competing application for this same RFP? If so, are there any restrictions, conflict of interest mitigation requirements, or disclosure requirements?

Yes, a firm may appear as a prime contractor in its own standalone application and also as a subcontractor or team member on another competing application.

4. Are there any restrictions on subcontracting to out-of-state partners?

There are no restrictions on subcontracting to out-of-state partners. However, WDC notes that following from the RFP:

The Minimum Qualifications on page 7 of the RFP requires that any prime or its subcontractors currently operates or have operated workforce development programs in New York City or a similarly sized metropolitan area for at least one (1) year. The Preferred Qualifications includes a preference for a prime or its subcontractors to have direct experience in delivering services to job seekers and businesses in New York City for at least two (2) years.

WDC also highlights the scope of services of the RFP where we are seeking a contractor to support the cannabis industry within New York City. Accordingly, the prime, subcontractor, and any other resources proposed should be readily available to support the success of this program.

XIV. Miscellaneous

1. I see that you do cannabis loans what's the interest rate?

Loans are not offered under this RFP. More information about the City of New York's loan programs can be found at <https://www.cannabisnycloanfund.com/>.