



**The Tulalip Tribes
Request for Quotes
("RFQ")
For
Consulting
Services
to develop an
approach to
Forest Workforce Training**

Brief Description of the Tulalip Tribes

The Tulalip (pronounced Tuh'-lay-lup) Tribes are the successors in interest to the Snohomish, Snoqualmie, Skykomish, and other allied tribes and bands signatory to the 1855 Treaty of Point Elliott. Our tribal population is over 5,000 and growing, with 2,700 members residing on the 22,000 acres Tulalip Indian Reservation located north of Everett and the Snohomish River and west of Marysville, Washington. The Reservation is rich with natural resources: marine waters, tidelands, freshwater creeks and lakes, wetlands, forests, and developable land. The Tulalip Reservation was reserved for the use and benefit of Indian tribes and bands signatory to the Treaty of Point Elliott of January 22, 1855. Its boundaries were established by the 1855 Treaty and by Executive Order of President U.S. Grant, dated December 23, 1873. It was created to provide a permanent home for the Snohomish, Skykomish, Snoqualmie, and allied bands living in the region. To learn more about The Tulalip Tribes, visit <https://www.tulaliptribes-nsn.gov>

RFQ Purpose

The TRIBES are issuing this RFQ to select consulting services to develop an approach and strategy for developing workforce capacity in forestry and natural resource management activities across the Tulalip Tribes' usual and accustomed territories.

Across Washington State, forests are generally managed for both financial return on timber and broader ecological benefit. However, as climate change threatens forest health with hotter and dryer summers, it's even more imperative that we invoke management techniques that are ecologically attuned so that forests can become more climate-resilient. Ecological forest management is generally a more labor-intensive approach to forestry, which demands a well-trained and skilled workforce. Unfortunately, the logging workforce is largely aging out, and the workforce that does exist has not had access to training in harvest, thinning, and planting methods that enhance the ecological integrity of a forest, let alone combine that holistically with other forest service tasks such as fuel management, invasive species removal, habitat restoration, reforestation, or other actions. Use of fire as controlled burns and cultural burning will likely be

a prominent feature in needed skill sets.

The Tulalip Tribes are seeking consulting support to help us address this critical gap in delivering our ecological management strategies across the Treaty territories of the Tulalip Tribes. We need a new generation of forest workers to innovate climate-conscious methods of forest work.

We anticipate the scope of work awarded under this agreement will be on a time and materials basis, not exceeding \$50,000 over a contract period from September 1, 2024, to September 30, 2025.

Scope of Services:

Following is a general scope of services. This scope of services section is intended to outline general requirements for services and does not define all required services.

1. General Requirements

- a. Consultant will analyze existing training & practices and their suitability for Tribal forest workforce development.
- b. Provide a gap analysis of where new training capacity will be needed and in which skill sets.
- c. Report on recommended fuel management, thinning and equipment combinations/options for new businesses and cooperatives, with summary results from experimentation for up to two options.
- d. Provide recommendations for partnership development and coordination.
- e. Provide a recommended ecological forestry training curriculum.
- f. Provide support and recommendations for funding a pilot training
- g. Report on potential options for institutionalizing training curriculum and the work crews that emerge from the training.

2. Required Responses to the RFQ

- a. Provide a General Statement of Qualifications that responds to the background information given above, including the firm's experience providing workforce training and development services.
- b. Would your firm work with another entity to provide support under this agreement with Tulalip Tribes? If so, under what capacity would the other entity be involved?
- c. List any professional and support positions who would be involved in providing services. Provide the resume or CV of the principal consultant who would provide support under this Professional Services Agreement.
- d. Provide examples of past projects or involvement with workforce development and training.

- e. Provide information on your proposed fee structure based on the above scope, including payment for out-of-pocket expenses.

Proposed Schedule

The proposed schedule for the selection of a consulting firm is set forth below and is subject to change.

1. RFP issued June 17, 2024.
2. Proposals are due no later than 4:00 p.m. Pacific Time, July 3, 2024.
3. Conferences either via telephone or in person to discuss selected vendors at agreed upon times between July 29 and July 31, 2024.
4. Announcement of selection (target date only), August 1, 2024.
5. Following TRIBE's contract award, each firm submitting a proposal will receive notification of the decision.
6. September 1, 2024: Consultant's work begins

Guidelines

1. Requests for Clarification or Inquiries and Submission of Final Quotes: Firms with questions concerning this RFQ may submit their questions via email to Steve Hinton, Conservation Scientist, Treaty Rights and Government Affairs Office. Final proposals shall be electronically submitted to shinton@tulaliptribes-nsn.gov.
2. The title page of the proposal shall include the name of the business or individual, mailing address, name of contact person, telephone number, e-mail address, and date.
3. Responses to Questions: Please restate each question or required response item, followed by your response.

Selection Criteria

1. The firm can perform the scope of work described above.
2. Cost structure.
3. Experience and qualifications, including overall experience in workforce training and demonstrated competency and understanding of ecological forestry.
4. The principal consultant must be capable of providing the necessary services.

5. Organization, presentation, and content of proposal.

Disclaimer:

The TRIBES will select a firm based on the best overall solution and value. The TRIBES are not obligated to select the lowest bidder. This RFQ does not commit the TRIBE to any specific course of action or to the selection of any of the vendors.