

**PROCUREMENT SUMMARY
TALENT DEVELOPMENT BENCH
PS133086000 - PS133086006**

1.	Contract Number: PS133086000 through PS133086006	
2.	Recommended Vendors: Advanced Problem Solving LLC (Discipline 5) Conscious Leadership Partners LLC (Disciplines 1, 3 and 4) Insight Strategies, Inc. (Disciplines 1, 3, 4 and 6) McKinsey & Company, Inc. Washington DC (Discipline 3) Redwood Resources (Disciplines 1, 2, 3, 4, 5 and 6) The Canton Group, LLC (Disciplines 5 and 6) The OMNI Group, LLC dba OGx Consulting (Disciplines 1, 2, 3, 4, 5 and 6)	
3.	Type of Procurement (check one) : ☐ IFB ☐ RFIQ ☒ RFP ☐ Non-Competitive ☐ Modification ☐ Task Order	
4.	Procurement Dates:	
	A. Issued: October 7, 2025	
	B. Advertised/Publicized: October 7, 2025	
	C. Pre-Proposal Conference: October 14, 2025	
	D. Proposals Due: December 19, 2025	
	E. Pre-Qualification Completed: In Process	
	F. Ethics Declaration Forms submitted to Ethics: December 23, 2025	
	G. Protest Period End Date: July 21, 2026	
5.	Solicitations Downloaded: 63	Proposals Received: 35
6.	Contract Administrator: Britney Shedrick	Telephone Number: (213) 418-3313
7.	Project Manager: Ayda Safaei	Telephone Number: (213) 922-5229

A. Procurement Background

This Board Action is to approve Contract Nos. PS133086000 through PS133086006 for talent development services to deliver effective training programs that enhance skills development (technical and soft), leadership development, coaching, eLearning support, administrative and project management support. Board approval of contract awards is subject to resolution of any properly submitted protest(s), if any.

On October 7, 2025, Request for Proposals (RFP) No. PS133086 was issued as a competitive procurement in accordance with Metro's Acquisition Policy, and the contract type is a firm fixed unit rate. The Diversity & Economic Opportunity Department (DEOD) established an overall 20% Disadvantaged Business Enterprise (DBE) goal, an overall 17% Small Business Enterprise (SBE) goal and an overall 3% Disabled Veteran Business Enterprise (DVBE) goal for this bench contract. However, the U.S. Department of Transportation (USDOT) issued an Interim Final Rule (IFR), effective October 3, 2025, that made changes to the DBE Program, including suspending the establishment of DBE goals, counting DBE participation, and enforcement.

Work under each contract will be authorized through the issuance of separate task orders. Each future task order will contain a specific scope of services and will be issued on a rotational basis.

Six amendments were issued during the solicitation phase of this RFP:

- Amendment No. 1, issued on October 10, 2025, clarified the DBE participation goal set forth in the solicitation is not a factor or requirement for this procurement due to the review of the Interim Final Rule (IFR).
- Amendment No. 2, issued on November 14, 2025, extended the proposal due date from November 18, 2025 to December 2, 2025.
- Amendment No. 3, issued on November 25, 2025, extended the proposal due date from December 2, 2025, to December 9, 2025.
- Amendment No. 4, issued on December 4, 2025, extended the proposal due date from December 9, 2025, to December 19, 2025, and revised Exhibit 3B (Submittal Requirements) to clarify that proposals shall be submitted electronically via email.
- Amendment No. 5, issued on December 16, 2025, amended the LOI-15 (DBE Program), other relevant sections of the RFP document, including the exhibits, to reflect changes to the DBE Program in accordance with the IFR.
- Amendment No. 6, issued on December 17, 2025, showed the changes to the RFP solicitation document and all associated exhibits related to the DBE Program per Amendment No. 5.

A total of 63 downloads of the RFP were included in the planholders' list. A virtual pre-proposal conference was held on October 14, 2025, and was attended by 28 participants representing 10 firms. There were 12 questions received for this RFP and responses were provided prior to the proposal due date.

A total of 35 proposals were received by the proposal due date of December 19, 2025, and are listed below in alphabetical order:

Discipline 1: Soft Skills Training

1. Conscious Leadership Partners LLC
2. Insight Strategies, Inc.
3. Profoundly Pristine
4. Purpose Fulfilled Inc.
5. Redwood Resources
6. RKKPS, Inc.
7. The OMNI Group, LLC dba OGx Consulting

Discipline 2: Technical Skills Training

1. Redwood Resources
2. RKKPS, Inc.
3. The OMNI Group, LLC dba OGx Consulting

Discipline 3: Employee and Leadership Development

1. Conscious Leadership Partners LLC
2. Insight Strategies, Inc.
3. McKinsey & Company, Inc. Washington DC
4. Profoundly Pristine
5. Redwood Resources
6. RKKPS, Inc.
7. The OMNI Group, LLC dba OGx Consulting

Discipline 4: Employee and Executive Coaching

1. Conscious Leadership Partners LLC
2. Insight Strategies, Inc.
3. Profoundly Pristine
4. Purpose Fulfilled Inc.
5. Redwood Resources
6. RKKPS, Inc.
7. The OMNI Group, LLC dba OGx Consulting

Discipline 5: eLearning Design/Development/Implementation Support

1. Advanced Problem Solving LLC
2. Redwood Resources
3. Risk Raters LLC
4. RKKPS, Inc.
5. The Canton Group, LLC
6. The OMNI Group, LLC dba OGx Consulting

Discipline 6: Project Management Support

1. Insight Strategies, Inc.
2. Redwood Resources
3. RKKPS, Inc.
4. The Canton Group, LLC
5. The OMNI Group, LLC dba OGx Consulting

B. Evaluation of Proposals

A Proposal Evaluation Team (PET) consisting of Metro staff from Metro's Talent Development Department, Corporate Safety, and Transit Service Delivery was convened and conducted a comprehensive technical evaluation of all proposals received for each of the disciplines.

From January 14, 2026, through April 28, 2026, the PET independently evaluated the proposals based on the following evaluation criteria:

Phase I: Minimum Qualifications Requirements (Pass/Fail): At the time of proposal submittal, Proposers must meet the minimum qualification requirements for each discipline for which a proposal is submitted, as listed below:

- Proposer must have at least 5 years of experience in the discipline(s) that they are proposing.

Risk Raters LLC's proposal for Discipline 5 was deemed non-responsive for failure to demonstrate the required years of experience. Hence, Risk Raters LLC was excluded from further evaluation.

On February 12, 2026, the PET continued to evaluate the remaining 34 proposals based on the following Phase II weighted technical evaluation criteria:

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|--|-----|
| • Prime Contractor/Team's Skill and Experience | 25% |
| • Proposer's Key Personnel and Availability | 30% |
| • Resource Allocation Plan/Approach | 25% |
| • Price | 20% |

Several factors were considered when developing these weights, giving the greatest importance to the proposer's key personnel and availability.

At the conclusion of the evaluation process, the PET determined the following firms were outside of the competitive range and were excluded from further consideration:

- Profoundly Pristine – Disciplines 1, 3, and 4
- Purpose Fulfilled Inc. – Disciplines 1 and 4
- RKKPS, Inc. – Disciplines 1, 2, 3, 4, 5, and 6

The firms within the competitive range are listed below in alphabetical order by discipline:

Discipline 1 - Soft Skills Training

1. Conscious Leadership Partners LLC
2. Insight Strategies, Inc.
3. Redwood Resources
4. The OMNI Group, LLC dba OGx Consulting

Discipline 2 - Technical Skills Training

1. Redwood Resources
2. The OMNI Group, LLC dba OGx Consulting

Discipline 3 - Employee and Leadership Development

1. Conscious Leadership Partners LLC
2. Insight Strategies, Inc.
3. McKinsey & Company, Inc. Washington DC
4. Redwood Resources
5. The OMNI Group, LLC dba OGx Consulting

Discipline 4 - Employee and Executive Coaching

1. Conscious Leadership Partners LLC
2. Insight Strategies, Inc.
3. Redwood Resources
4. The OMNI Group, LLC dba OGx Consulting

Discipline 5 - eLearning Design/Development/Implementation Support

1. Advanced Problem Solving LLC
2. Redwood Resources
3. The Canton Group, LLC
4. The OMNI Group, LLC dba OGx Consulting

Discipline 6 - Project Management Support

1. Insight Strategies, Inc.
2. Redwood Resources
3. The Canton Group, LLC
4. The OMNI Group, LLC dba OGx Consulting

C. Price Analysis

Each proposer submitted fully burdened firm fixed unit rates for labor classifications necessary to perform services under the talent development bench per discipline. The rates have been determined to be fair and reasonable based on price analysis, technical analysis, and fact-finding.

Work will be assigned through the issuance of separate task orders, containing a specific scope of services, on a rotational basis in accordance with the established rates.

D. Background on Recommended Contractors**Advanced Problem Solving, LLC**

Advanced Problem Solving, LLC (APS), established in 2013, is headquartered in Claremont, CA. It is an educational technology and eLearning company specializing in interactive online training portals and customized learning management systems. APS's clients include the Los Angeles Area Regional Training Group, Los Angeles County Emergency Medical Services Agency,

California Debt and Investment Advisory Commission, and Toyota Motor North America.

Conscious Leadership Partners LLC

Conscious Leadership Partners LLC (CLP), established in 2024, is headquartered in Pasadena, CA. It designs and delivers leadership development, soft skills training, and executive coaching programs for public agencies and municipal utility agencies. CLP utilizes standardized methodologies, tools, and quality controls. Public sector clients include the Water Replenishment District, City of Pasadena, Los Angeles Superior Court, City of Burbank, and Port of San Diego.

Insight Strategies, Inc.

Insight Strategies, Inc. (Insight), established in 1994, is headquartered in Los Angeles, CA. It is a management consulting, coaching, and training firm that provides services for organizational alignment, process improvement, and executive development. Transportation agency clients include Anaheim Transportation Network, California Department of Transportation, Long Beach Transit, OCTA, Omnitrans, Riverside Transit Agency, Metro, and SunLine Transit.

Insight has provided training, consulting, and coaching services to Metro and performance has been satisfactory.

McKinsey & Company, Inc. Washington DC

McKinsey & Company, Inc. Washington DC (McKinsey), registered in California since 2010, is headquartered in Washington, DC. It provides management consulting services for various public transit agencies through designing and delivering employee and leadership development programs to address challenges clients face around strong leadership teams and performance improvement in functional topics including digital, agile, sales and operations. Public sector clients include Los Angeles World Airports, Southeastern Pennsylvania Transportation Authority and Georgia State Road and Tollway Authority and Metro.

McKinsey has provided talent development and various management consulting services to Metro and performance has been satisfactory.

Redwood Resources

Redwood Resources, established in 2010, is headquartered in Culver City, CA. It is a full-service professional outreach and marketing consulting firm that provides services to public agencies, construction firms and professional services firms as well as the small business community. Redwood Resources focuses on design, implementation and management of business and community programs. Clients

include NAWBO- California, I Work 4 U, Caterpillar Inc., COLAS USA, and Glumac.

Redwood Resources has provided consulting services to Metro and performance has been satisfactory.

The Canton Group, LLC

The Canton Group, LLC (TCG), established in 1998, is headquartered in Baltimore, MD. It has experience designing and delivering e-learning and workforce training solutions for state and federal agencies, including transportation, education and public health sectors. TCG provides services to talent and training departments to design and deliver blended learning programs. Public sector clients include Los Angeles County, Maryland State Department of Education, Montana Department of Public Health & Human Services, and Etech Global Services.

The OMNI Group, LLC dba OGx Consulting

The OMNI Group, LLC dba OGx Consulting, established in 2008, is headquartered in Centennial, CO. It is a public sector focused management and training firm with experience supporting organizations through workforce development, organizational change, and technology enabled transformation. Public-sector clients include the New Orleans Regional Transit Authority, Regional Transportation District of Denver, the Metropolitan Atlanta Rapid Transit Authority, San Mateo County Transit District, the Washington Metropolitan Area Transit Authority, and Metro.

The OMNI Group, LLC dba OGx Consulting has provided various consulting services to Metro and performance has been satisfactory.