

# Career Pathways RFQ 2024

## Q&A Log

RFQ Posted: June 28, 2024  
Proposals Due: August 7, 2024

**Q.1 Is there a funding cap for individual applications?**

Yes, the cap is \$250,000 per program, which can last up to two years. Awards are expected to range between \$50,000 - \$250,000.

**Q.2 Is the \$250,000 maximum grant award considered per organization or per Pathway program?**

The \$250,000 maximum award is per Pathway program. Yes, an organization can submit more than one proposal that combined would exceed \$250,000.

**Q.3 Can a Minneapolis Employment and Training Eligible Provider apply for a separate Career Pathways grant if they currently have one?**

Yes, MET eligible providers are qualified to lead more than one Career Pathways grant simultaneously.

**Q.4 Is the city prioritizing or focusing on any industry sectors in this RFQ?**

No, the RFQ does not prioritize or exclude any industry sectors from funding eligibility.

**Q.5 Is this Career Pathways RFQ at all related to the Green Career Pathways RFQ that METP is expected to post soon?**

No, this RFQ is not related to the Green Careers Pathways RFQ that is likely to be released later in 2024.

**Q.6 Is there a specific program start date for an agency awarded these funds?**

No, there is not a specific program start date. However, the earliest possible start date for new 2024 Minneapolis Career Pathways programs is October 1, 2024 but program start dates after that can vary.

**Q.7 Is there a cap on participant stipends?**

No, there is not a cap on stipends. However, there should be a clear rationale and reasonable cost measurement consideration that is well articulated for including stipends in a proposal, if at all.

Stipends are not mandatory.

**Q.8 If we have developed multiple pathways tracks, should these projects be combined into one Career Pathways proposal, or should we submit separate proposals?**

There is no limit on the number of proposals an applicant can submit, so it is up to each applicant on how to develop their career pathway proposal(s). All proposals will be evaluated on an individual basis and on the merits of the full application, as outlined in the RFQ.

**Q.9 Is there a general average cost per participant or maximum cost per participant that should factored into the proposal?**

No, there is not an average or maximum cost per participant outlined in the RFQ. Applicants are encouraged to provide a clearly detailed cost basis and rationale for the proposed cost per participant. The City acknowledges that the average cost per participant may vary based upon several factors, including but not limited to the proposed strategy, industry sectors, the option of stipends, and career pathway.

**Q.10 Is there any sort of preference of short-term training programs versus long-term training programs?**

No, there is no application grading preference between short-term, medium-term, or long-term Career Pathways training proposals.

**Q.11 If an agency is considering proposing more than one application, should they be (or is it recommended to be) in a separate proposal?**

Yes, each Career Pathways proposal should be individually submitted.

**Q.12 Will a larger dollar amount request be considered negatively, essentially as an “all or nothing” consideration?**

No, there is no application grading preference between lesser, medium, or larger dollar amount proposal(s).

**Q.13 What is unsubsidized income (UI)?**

Unsubsidized income (UI) is sometimes used interchangeably with unsubsidized employment (UE), which refers to wages/earnings provided to paid workers who do not receive a subsidy of any kind for the creation and maintenance of the employment position.

**Q.14 What are the levels of UI?**

There are not different levels of unsubsidized income (UI). It is either, yes, the position and pay is subsidized or not subsidized. The “Entry Level” reference in the Appendix A and B Example Career Pathways Visual Roadmaps is to differentiate an entry level, mid-level, or senior-level position. Career Pathways programs only focus on training workers to help them obtain entry level positions.

**Q.15 If an applicant agency does not provide 'Continued Training' or 'associate degree enrollment'; how would that affect the application review and/or process?**

“Continued Training” and/or pathways towards “associate degree” programs are encouraged but not required for Career Pathways programs. These references were included in Appendix A and B as parts of example training models and are not vital in the application and/or review process.

**Q.16 Can (MET) share more info about the Northside Works program?**

The Northside Works program is a new initiative that is still in the early stages of development.

**Overview:**

To help foster a sense of pride in our North Minneapolis community by highlighting the visibility of excellent job opportunities and ideal places to work - right around the

corner! Our goal is to raise the visibility of businesses and quality careers in North Minneapolis, and to connect north Minneapolis residents to these local opportunities.

In 2024, the new initiative will launch with some key offerings, including:

- Providing an on-line career platform for connecting employers and residents;
- Highlighting Career Pathways partners and programs on this same on-line platform, connecting businesses and residents with training and supportive services;
- Raising awareness of local hiring opportunities through a marketing and communications campaign;
- Inviting business representatives to meet Northside residents through on-line and in-person hiring events, on company tours, and more.