

Career Pathways RFQ 2025

Q&A Log

Last Updated: March 4, 2025
Proposals Due: March 17, 2025

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 can 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 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 2025 Minneapolis Career Pathways programs is May 1, 2025 but program start dates can vary after that.

Q.6 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.7 If providers 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.8 Is there a general average cost per participant or maximum cost per participant that should be 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.9 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.10 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.11 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.12 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.13 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.14 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.14 Can costs related to the applied for Career Pathways program, such as IT staff support, hardware, marketing, or promotional activities and/or resources, be covered by Career Pathway funds?

Yes, any of these related expenses can be included in the “Career Services” cost category in the budget.