City of Minneapolis
Community Planning and Economic Development
Minneapolis Employment & Training

Career Pathways RFQ 2027

Q&A Log

Last Updated: November 19, 2026
Proposals Due: December 4, 2026

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

Yes, the cap is $125,000 per program, which can last up to twelve months. All awarded project periods must end by December 31, 2027.

Q.2 Is the $125,000 maximum grant award considered per organization or per Pathway program?

The $125,000 maximum award is per Pathway program. Yes, an organization can submit more than one proposal that combined can exceed $125,000.

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?

Yes, this 2027 RFQ funding priorities are focused on these high-demand industries in Minneapolis:

- Construction
- Manufacturing
- IT/technology
- Healthcare
- Education (Including Early Childhood Education)

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 Minneapolis Career Pathways programs is January 1, 2027 but program start dates can vary after that. Regardless, the program must end by December 31, 2027.

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 separate proposals be submitted?

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 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.14 Can costs related to the applied for Career Pathways program, such as IT staff support, hardware, or promotional activities and/or resources, be covered by Career Pathway funds?

Yes, any related expenses to executing the approved Career Pathways program can be allocated to one for the accepted budget cost categories including:

- Career Services
- Training
- Training Stipend
- Support Services
- Administrative and Indirect costs (Maximum 20%)

Q.15 Are applicants required to submit a Letter of Commitment (LOC) from every partner listed in the Section 5 - Partnership chart, or only required to submit two (2) LOCs even if more than two partners are listed?

It is not required to have letters of commitment (LOC) from every partner listed in the Section 5 – Partnership chart (p.14). A minimum two employer partners are required in the Section 5 – Partnership Chart and both must submit a LOC. It is encouraged to have additional employer partners and/or other collaborating institutions (community-based organizations, colleges/universities, training institutions, unions, etc.) listed in the chart but only two employer LOCs are mandatory.

Q.16 Is there a defined age range that the Career Pathways programs are meant to serve?

No, there isn't a defined age range for participants in the Career Pathways programs; however, individuals must be 18 years or older to participate.

Q.17 Will MET accept an existing and signed Memorandum of Understanding (MOU) from within the past 12 months in place of an employer partners' letter of commitment, provided the MOU remains in effect and outlines the employer's hiring and workforce development commitments?

No, MET is not able to substitute an existing or signed MOU with an employer partner for a letter of commitment from that employer in support of a new Career Pathways 2027 RFQ proposal.

Q.18 How do organizations confirm prospective participants' Minneapolis residency?

Proof of Minneapolis residency

To be eligible for services, a prospective participant must document residence in Minneapolis with a valid Minnesota ID, Minnesota driver's license, or Tribal ID with a Minneapolis address. If the prospective participant does not have one of these, residency may be documented by an approved photo ID AND an approved document.

Approved photo IDs include: a driver's license, state ID or learner's permit issued by any state; a U.S. Passport; U.S. Military or Veteran ID; any Tribal ID (with name, signature, and photo); Minnesota university, college, or technical college ID; or a Minnesota high school ID.

Approved documents include the following, under a participant's name and with a Minneapolis address: a bill, account or start-of-service statement due or dated within 30 days of application for solid waste, sewer, electric, gas, water, phone, TV, internet, banking or credit card, or rent or mortgage statement; a residential lease or rent agreement valid at time of enrollment; or a current student fee statement.

Q. 19 Can prospective participants who are experiencing homelessness in Minneapolis meet the residency requirement, so they can participate in the career pathway? If so, how does the City advise organizations to meet any residency documentation needs?

Yes, homeless individuals in Minneapolis do qualify. Importantly, partner organizations must case note the homeless status in WorkForce One (WF1) when an individual is going through the application and enrollment process. The address portion of the application form is left blank and case note the homelessness there instead. Self-attestation by the homeless individual must be part of what's captured in the signed application forms organizations and applicants always fill out and upload into WF1 prior to enrollment into the program. If an address to a homeless shelter exists, that can/should be added into WF1 during the application process as well.

Q. 20 Is there an age eligibility requirement for Career Pathways participants?

Yes, Career Pathways is only eligible for participants 18+ years old. A Career Pathways training program cannot be combined or overlap with a youth training program for participants younger than 18 years old.

Q.21 Would Appliance Repair training fall under the Construction or Manufacturing industry category?

For this RFQ, yes, Appliance Repair would likely be considered under the field of either construction or manufacturing sectors depending on the type of training offered. Applicants are recommended to clearly describe how the training fits within at least one of the two sectors listed.

Q.22 If two or more organizations that are Eligible Providers choose to collaborate on a proposed program, is the application evaluated any differently than a proposal submitted by a single organization? Are there any specific considerations, advantages, or evaluation criteria related to collaborative or partnership-based applications that applicants should be aware of?

There's no difference in RFQ evaluations if two or more Eligible Providers submit a single collaborative proposal compared to a single organization submitting the application.

Q.23 Will examination fees fall under training or support services?

Yes, examination fees are an eligible support service cost.

Q.24 Would a program focusing on the construction of green infrastructure and developing environmental education leaders qualify under the construction or education required industry sectors?

Yes, this example program would qualify under the broad definition of the construction and/or education high-demand industries.

Q.25 Does a program with an end date of December 31, 2027, must have all its goals and objectives completed by that end date as well? For example, if a Career Pathways training cohort ends in December, would graduates need to find jobs by the end of the year to meet outcome goals?

All goals and outcomes are set and targeted to be completed by the grant end date, however, MET positively recognizes additional job placement results of Career Pathways training participants who are placed into full-time training-related positions for up to six months following the grant end date.

Q.26 How much total funding is available from the MET Career Pathways 2027 RFQ?

Total funds available for this RFQ will be determined by MET prior to program year 2027 (January 1, 2027)

Q. 27 When is the next round of Career Pathways funding planned for?

To be determined. Tentatively planned for Fall 2027.