Path to Trades Non-Colleges RFP
Frequently Asked Questions (FAQ)

Updated: 11/06/2026

About this FAQ:

This page contains responses to all questions received for this RFP to ensure everyone has access to the same, most current information. This FAQ is updated based on questions asked within the defined Q&A window. This is a read-only resource; no action is required on this page. The Q&A period for this RFP closes at 11:59pm on November 12, 2026.

To submit a question, email DEELfunding@seattle.gov. Individual email responses will not be provided - answers will be posted here.

Email Question 1:

Hello DEEL Funding Team,

I'm [redacted]. We are assessing the Path to Trades Non-Colleges RFP with a potential training partner and project manager.

Before committing to a delivery team, we need to understand the funding and payment requirements. Could you please clarify:

1.1. **Startup advance**: Can an awarded provider receive an advance against its base funding after contract execution? We are exploring approximately $30,000 for initial staffing, training-partner deposits, insurance, supplies and facilities. What limits, documentation and approval requirements apply, when could funds be released, and how would the advance be reconciled against later invoices?
1.2. **Regular payments**: Are base payments made through cost reimbursement, fixed monthly payments or milestones? How frequently may providers invoice, what documentation is required, and how long does payment normally take after a complete invoice is approved?
1.3. **Budget structure**: Should the required budget template show only the 90% base amount, with performance pay added separately? For example, would a $144,024.10 base budget correspond to an approximately $160,026.78 total award before any applicable sales tax?
1.4. **Owner compensation and business fee**: May an eligible for-profit provider include reasonable owner wages for project oversight and workshop delivery? Separately, is a commercial fee/profit permitted within base funding—for example, a 10% markup on allowable project costs? If permitted, where should it appear, and does it count toward the template's 15% indirect/admin limit?
1.5. **Sales tax**: Where legally applicable, should customer sales tax be included within the requested award or

added separately? How does DEEL apply the 90% base/10% performance split to amounts that include sales tax?
1.6. **Applicant eligibility**: Can a Washington for-profit LLC apply as prime while subcontracting with a qualified trades-training provider? Which eligibility or experience requirements must the prime itself satisfy rather than its partners?

Our goal is to ensure the base funding supports the agreed services and staffing without relying on performance payments to cover operating costs.

Thank you for helping us assess feasibility before we make commitments.

Answer:

The following answers correspond to each sub-question above:

1.1 Startup advances are not available. If providers need additional time to on-ramp for initial staffing, deposits, insurance, supplies, and facilities, this must be incorporated into the proposed program model in the application and noted as part of the budget submission.

1.2 Base payments represent the guaranteed portion of the contract amount that supports the minimum level of service delivery. This payment includes all program cost such as staffing and other direct expenses require to carry out essential activities and deliver the agreed upon outcomes.

Base payments may be issued through fixed monthly payments, cost reimbursement, or milestone-based payments. Providers may typically invoice monthly, unless otherwise specified in the contract based on the payment structure.

Regarding payment timeline, we follow the City's 30 days Prompt Payment:

Prompt Payment to Agency

1. *Timely Payment: Except as provided otherwise herein, payment for an invoice will be issued and mailed to the Agency within thirty (30) calendar days of receipt of the invoice.*
2. *Disputed Items: The City may withhold payment for disputed items. The City will promptly notify the Agency in writing, outlining the disputed items, the amount withheld and actions the Agency must take to resolve the disputed items. The City default is to delay payment until a revised invoice is submitted and approved. However, the Agency may request partial payment for the approved amounts, if the unapproved amount represents a small share of the total invoice. The City shall pay the revised invoice within thirty (30) calendar days of receipt.*
3. *Legal Fees: In any action brought to collect interest due under this Section, the prevailing party is entitled to an award of reasonable attorney fees.*

1.3 Applicants should budget program model and proposed services to only base pay levels and enter base pay total in the budget template. Base pay is 90% of total pay. An additional 10% performance pay will be added during the contracting phase. Any taxes should be incorporated into proposed line-item totals.

1.4 The budget template should include any positions/staff FTE, services, equipment, or other expenses that are part of the proposed service model and delivery.

Indirect/Admin costs are defined as:

- Costs not exclusively attributed to a specific project or activity
- Costs that would occur regardless of DEEL funding

1.5 Sales tax should be incorporated into line-item costs for services, equipment, and other costs related to proposed program service delivery. Program model and service delivery must be budgeted to base pay levels in proposed budget template, including any expected sales tax from purchases related to service delivery. An additional 10% performance pay will be added during the contracting phase

1.6 Yes, a for-profit LLC can submit the application. Applicants are not required to be the trades-training provider.

The applicant must meet the eligibility requirements outlined in the RFP announcement:

The 2026 Path to Trades Non-Colleges RFP seeks proposals from providers who:

- Meet city and state insurance, licensing, privacy, confidentiality, and regulatory requirements
- Provides support for entry to trades career pathways at one of the following institutions:
    - Washington state-accredited educational institutions
    - Washington state-registered apprenticeship programs
    - Washington state-accredited training providers

Providers must meet all contracting requirements outlined in Appendix A.

Page 10 and 11 of the RFP outlines what a strong application looks like including strong evidence of experience providing trades career training and services, connection/partnership with employers and apprenticeships, service of priority populations, and prior evidence of positive outcomes for students. These are key elements to include for individual organizations, partnerships, and/or planned sub-contracted providers.

Email Question 2:

Dear DEEL Funding Team,

I am writing on behalf of [redacted], regarding the 2026 Path to Trades Non-Colleges RFP.

Before preparing a proposal, could you please clarify:

2.1. Is an Egypt-based company eligible to apply as the lead applicant, subject to meeting the applicable City licensing, registration and insurance requirements before contracting?

2.2. If direct participation is not permitted, may we participate as a training partner or subcontractor to an eligible local lead applicant?

2.3. Which US or Washington State registrations, accreditations and other eligibility requirements would apply to our company in each case, and which must be satisfied at application rather than before contracting?

2.4. We understand that funded services must be delivered in person or in a hybrid format, that fully remote programs are ineligible, and that the proposed pathway must connect to a qualifying Washington State institution, apprenticeship program or training provider.

We would appreciate guidance on whether there is a permissible participation route for an Egyptian company and any relevant sections of the RFP we should review.

Kind regards,
[Redacted]

Dear DEEL Funding Team,

To clarify our earlier email, [redacted] we do not have a local US partner. Our inquiry concerns direct application by our Egyptian company only.

2.5. Could you please confirm whether an Egypt-registered company can apply independently as the lead applicant for the Path to Trades Non-Colleges RFP, without a local partner? If so, please specify the eligibility, registration, licensing and accreditation requirements and when they must be met. If this is not permitted, please confirm that direct application is not available to us.

Answer:

2.1. Yes.

2.2. Yes.

2.3. All contracting requirements outlined in Appendix A must be met before a contract can begin.

The RFP states:

Providers must support participant entry to trades career pathways at one of the following institutions:

- Washington state-accredited educational institutions
- Washington state-registered apprenticeship programs
- Washington state-accredited training providers applies to the trade career pathway for which the participant is supported

This does not necessarily apply to an applicant if they are not the training provider. The application must clearly document and demonstrate how the proposed program model will meet this eligibility requirement.

2.4. This RFP requires that funded organizations must provide specific funded services (Funded Services - Section 2 of RFP PDF) and must serve specific Seattle student populations (Participant Eligible – Section 4 of RFP PDF). The program model also must support participant entry into one of the three types of institutions (Provider Eligibility – Section 3 of the RFP PDF). Applicants can provide funded services to eligible applications through existing programs, new program models, existing training partnerships, or new training partnerships. As noted, the funded services must be in-person or hybrid.

2.5. Yes, an Egypt-registered company can apply independently as lead applicant provided they can meet the contracting requirements of Appendix A by the time of contracting. Failure to meet these requirements two weeks before contract start date (anticipated February 2027) may delay or prevent contracting. The program model proposed in the RFP must be in-person or hybrid and must serve eligible participants as outlined in Section 2 of the PDF.

Page 10 and 11 of the RFP outlines what a strong application looks like including strong evidence of experience providing trades career training and services, connection/partnership with employers and apprenticeships, service of priority populations, and prior evidence of positive outcomes for students. These are key elements to include for individual organizations, partnerships, and/or planned sub-contracted providers.

Email Question 3:

Greetings,

Are non-accredited nonprofits eligible to apply to the Path to Trades Non-Colleges grant? Or do we have to partner with an accredited organization? If so, our closest partners are the [redacted].

We are also loosely partnered with many [redacted] High Schools but typically serve youth from multiple schools in each of our after-school programs. Would you recommend this instead?

Answer:

The RFP does not require that applicants are accredited. Providers must support participant entry into trades career pathways at one of the following institutions:

- Washington state-accredited educational institutions
- Washington state-registered apprenticeship programs
- Washington state-accredited training providers

Partnerships are not required, but as outlined in the RFP scoring details (pages 10 & 11), strong applications may include partnerships in several sections of the RFP questions and scoring.

Prospective applicants interested in partnering with Seattle Public Schools (SPS) to serve SPS students through this grant should contact Brian Day, Director of K-12 STEM and Career and Technical Education for SPS at bgday@seattleschools.org.

Email Question 4:

Good morning,

[Redacted] Public Schools has a two year high school construction pre-apprenticeship program as well as a middle school summer construction program. Are we eligible to apply?

Thank you.

Answer:

Programs outside of the City of Seattle are eligible to apply. Page 7 of the RFP outlines participant eligible: "Providers must serve Seattle public high school 11th and 12th grade students. High school students enrolled in Path to Trades Non-Colleges programs funded by this RFP may continue to participate in the program after graduation."

Email Question 5:

Hello,

I'm preparing an application for the Path to Trades Non-Colleges RFP through [redacted].

Can a non-college organization apply as the lead provider and partner with Seattle Central College to help students enter an eligible trades training program?

If this arrangement isn't allowed, what other partnerships would qualify? For example, could we work with a registered apprenticeship program, accredited training provider, or community organization?

I'd appreciate your guidance before finalizing a partnership.

Thank you!

Answer:

Yes non-college organizations can apply as the lead provider and partner with other organizations.

Partnerships are not required, but as outlined in the RFP scoring details (pages 10 & 11), strong applications may include partnerships in several sections of the RFP questions and scoring.

Providers must support participant entry into trades career pathways at one of the following institutions:

- Washington state-accredited educational institutions
- Washington state-registered apprenticeship programs
- Washington state-accredited training providers

Email Question 6:

Thanks for hosting the meeting today for the Path to Trades Grant. Super helpful.

My question, that I think might be an “only me,” question, is, are high schools in SPS allowed to apply to this grant? We serve 11th and 12th graders in SPS to earn high leverage IRCs that support students to gain living wage jobs in industries of need in our region.

Answer:

Applicants are eligible to apply if they meet the minimum provider eligibility outlined on page 6 of the RFP PDF and serve the eligible participant student population on page 7 of the RFP PDF.

Prospective applicants interested in partnering with Seattle Public Schools (SPS) to serve SPS students through this grant should contact Brian Day, Director of K-12 STEM and Career and Technical Education for SPS at bgday@seattleschools.org

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Info Session Panel 1 of 2 | 10/26/2026

Question 1:

Does the applicant need to be accredited the way noted under partner eligibility requirements?

Answer:

No. The RFP states:

Providers must support participant entry to trades career pathways at one of the following institutions:

- Washington state-accredited educational institutions
- Washington state-registered apprenticeship programs

- Washington state-accredited training providers applies to the trade career pathway for which the participant is supported

Provider/program status as registered or accredited is not required of an applicant if they are not the training provider. The application must clearly document and demonstrate how the proposed program model will meet this eligibility requirement.

Question 2:

If you partner with Seattle Schools does that mean they need to be written in as a funded partner or can they just write a letter of support?

Answer:

Prospective applicants interested in partnering with Seattle Public Schools (SPS) to serve SPS students through this grant should contact Brian Day, Director of K-12 STEM and Career and Technical Education for SPS at bgday@seattleschools.org.

Question 3:

Can the budget include coverage of staff time?

Answer:

Yes, staff positions and/or partial positions can be included in the proposed program model and documented in the budget template as part of the application submission.

Question 4:

Is this funding expected to continue into additional grant cycles?

Answer:

The Path to Trades Non-Colleges is included the six-year FEPP 2025 levy. This RFP will fund programs from February 16, 2027 – August 31, 2028.

Question 5:

For the Program Model, does direct paid work experience count as “professional skill building / competency readiness”? Direct paid work experience - as part of program hire young people into entry level jobs that feed into

Answer:

Proposed program models can include funding to participants for paid work experience. In the RFP “Funded Service” (Section 2 of RFP PDF), the second funded service is “financial support” and includes “other financial support such as stipends, tuition, or fees”. This can include payment to participants for training and work activities.

Question 6:

Can the partner be located outside of Seattle?

Answer:

Yes. The partner can be located outside of Seattle as long as they meet the contracting requirements outlined in Appendix A by the time of contracting and the program model serves the eligible student population and provides in-person or hybrid training services.

Info Session Panel 2 of 2 | 11/04/2026

Question 1:

Can you clarify if the applicant needs to be accredited, or are the applicants supporting students to access those accredited programs?

Answer:

Applying organizations are not required to be accredited.

Providers must support participant entry into trades career pathways at one of the following institutions:

- Washington state-accredited educational institutions
- Washington state-registered apprenticeship programs
- Washington state-accredited training providers

Question 2:

Does DEEL have a target number of young people they want to reach overall with this funding?

Answer:

No.

Question 3:

Does SPS have particular goals for number of young people and schools to be included?

Answer:

The RFP does not outline any goals or requirements of SPS.

Prospective applicants interested in partnering with Seattle Public Schools (SPS) to serve SPS students through this grant should contact Brian Day, Director of K-12 STEM and Career and Technical Education for SPS at bgday@seattleschools.org.

Question 4:

Is the opportunity for exploration and awareness for students, or would it be best for the experience with some sort of certificate, license or credential?

Answer:

All of the listed services/elements are included in the list of types of services the RFP funds. Additionally, the RFP outlines investment outcomes.

The RFP funds two types of services:

1. Career preparation, outreach, and completion support: Instruction and training, professional skill building, certifications, pre-apprenticeships, and/or apprenticeship programs; Outreach, youth engagement, field trips; Advising, mentorship, and/or competency readiness
2. Financial support: Scholarships up to $1,500 for tools, supplies, or other required program or professional items; Other financial support such as stipends, tuition or fees

Programs must positively impact the following outcomes:

- Knowledge of trades career pathways
- Financial support to enter trades career pathways
- Participation in trades career pathway such as training, certificate, credential, degree, pre-apprenticeship, or apprenticeship
- Persistence and completion of trades career pathway
- Trades career employment

Additionally, successful funding proposals will produce the following investment level outcomes:

- Increase number of students in living-wage trades careers
- Increase number of students completing trades career training or degrees
- Increase number of students participating in trades certificate, credential, pre-apprenticeship, or apprenticeship
- Increase number of students prepared for trades career pathways
- Increase financial supports for students to access trades career pathways
- Increase student knowledge of trades career pathways

Question 5:

Can we select from the list of outcomes, and/or is there a required number to select?

Answer:

The intended long-term outcome of the Path to Trades Non-Colleges RFP is to increase the number of youth in living-wage careers. Programs should positively impact the following outcomes:

- Knowledge of trades career pathways
- Financial support to enter trades career pathways
- Participation in trades career pathways such as training, certificate, credential, degree, pre-apprenticeship, or apprenticeship
- Persistence and completion of trades career pathway program
- Trades career employment

Question 6:

Does the program have to partner with schools or is the requirement just providing opportunities for/with SEA public school students?

Answer:

Providers must serve Seattle public high school 11th and 12th grade students. High school students enrolled in Path to Trades Non-Colleges programs funded by this RFP may continue to participate in the program after graduation.

Providers are encouraged to partner with Seattle Public Schools (SPS) and public charter schools or other organizations that serve students as part of their outreach strategy and training service model.

Prospective applicants interested in partnering with Seattle Public Schools (SPS) to serve SPS students through this grant should contact Brian Day, Director of K-12 STEM and Career and Technical Education for SPS at bgday@seattleschools.org.

Question 7:

Are we able to know who is on the scoring panel for these applications? How many people? What industries are represented?

Answer:

For each competitive process, the department (DEEL) will publish a list of panelists engaged in the evaluation process.

Question 8:

Are there any specific criteria on what an "evidence based" practices entails?

Answer:

No.

Question 9:

Are there any requirements for the project being new or an existing program?

Answer:

No. The RFP scoring details (page 10 & 11 of RFP PDF) do outline sections where demonstrating evidence of experience, results of work with priority populations, and evidence of prior impact are elements of a strong applicant.

Question 10:

Would a Washington State Trainer for Early Childhood be eligible?

Answer:

Providers must support participant entry into trades career pathways at one of the following institutions:

- Washington state-accredited educational institutions
- Washington state-registered apprenticeship programs
- Washington state-accredited training providers

A more complete list approving entities can be found on page 6 of the RFP PDF with links to approving agencies and their respective lists of approved programs.

Question 11:

Does the funding support community outreach events that will inform targeted youth on pathways to trade careers?

Answer:

Yes. Outreach is listed in one of the two funded services of the RFP (page 5 of the RFP PDF)

This RFP invests in two types of services:

1. Career preparation, outreach, and completion support: Instruction and training, professional skill building, certifications, pre-apprenticeships, and/or apprenticeship programs; outreach, youth engagement, field trips; advising, mentorship, and/or competency readiness
2. Financial support: Scholarships up to $1,500 for tools, supplies, or other required program or professional items; other financial support such as stipends, tuition or fees

Question 12:

Are there recommendations from DEEL around taxation and how the fund might be distributed to students? i.e. Stipend vs. scholarship vs. internship pay.

Answer:

No, DEEL does not have guidance or recommendation around student funding distribution.

Question 13:

What is the percent limit on indirect costs?

Answer:

15%. This is a separate line item in the RFP budget template.

Question 14:

Would an SPS Skill Center be eligible to apply?

Answer:

Applicants are eligible to apply if they meet the minimum provider eligibility outlined on page 6 of the RFP PDF and serve the eligible participant student population on page 7 of the RFP PDF.

Prospective applicants interested in partnering with Seattle Public Schools (SPS) to serve SPS students through this grant should contact Brian Day, Director of K-12 STEM and Career and Technical Education for SPS at bgday@seattleschools.org.

Question 15:

Is there a minimum amount of Youth you need in program?

Answer:

There is no minimum amount of youth required in a program.

Question 16:

Is there a minimum length of program?

Answer:

There is no minimum length of a program.

Question 17:

Is there a ratio between student and educator?

Answer:

There is no requirement on ratio between student and educator.

Question 18:

If some of the roles are in demand, but others aren't - can we include all? Or should it only be for those in demand? Will it be evaluated on only those in demand or it will be evaluated by overall program model that includes those in demand/non-demand?

Answer:

Applicants can determine how to demonstrate employment opportunities in the occupation or industry related to the program model and how to incorporate various data or evidence.

DEEL will evaluate applications using the RFP scoring details outlined on page 10 and 11 of the RFP PDF. Section 6 scoring in the RFP will take into consideration employment opportunities data provided in RFP question 11.