



**Seattle**



**Construction Recruitment, Training, Job Readiness & Retention Services  
Request for Proposals (RFP) FAS 2020-019  
Q&A**

*November 20, 2020*

**Q1: Do people served have to live in an economically distressed ZIP code? Or can women and BIPOC individuals live outside of economically distressed ZIP codes?**

A: The RFP prioritizes:

- Residents of economically distressed ZIP codes [as defined by the City](#), and
- Women and BIPOC individuals, regardless of ZIP code.

**Q2: How would homeless individuals count toward the economically distressed ZIP code priority population?**

A: Economically distressed ZIP codes is based on residence, though it does not have to be a permanent address (such as those in temporary living situations). An example would be to use the ZIP code of the area the individual is located in.

**Q3: Does the City have apprenticeship completion data disaggregated by race, gender and trade?**

A: The City issued a construction apprenticeship analysis with race and gender completion rates by trade in late 2016:

<http://www.seattle.gov/Documents/Departments/FAS/PurchasingAndContracting/Labor/CAI-Apprenticeship-2017.pdf>

In addition, Sound Transit recently issued a retention report that looked at disaggregated data throughout the first three years of construction apprenticeship. A link to the report will be provided soon.

**Q4: Can organizations submitting proposals be located outside King County?**

A: Yes. For example, if you are an organization located in Snohomish County you can submit a proposal.

**Q5: If an organization is submitting for more than one scope of work in the RFP, do they need multiple submittals?**

A: They could submit one proposal for multiple scopes, so long as they're clear what they're responding to. They must clearly and separately answer proposal questions for all the scopes being applied to.

**Q6: Are economically distressed ZIP codes only located within Seattle?**

A: No, there are also economically distressed ZIP codes in King County. You can see the City's list of economically distressed ZIP codes below:

[http://www.seattle.gov/Documents/Departments/FAS/PurchasingAndContracting/Labor/Zip\\_Codes.pdf](http://www.seattle.gov/Documents/Departments/FAS/PurchasingAndContracting/Labor/Zip_Codes.pdf)

Proposers should note that the City of Seattle has a unique economically distressed ZIP code list, as its target areas slightly differ from other agencies with Priority Hire programs.

**Q7: Is the information session PowerPoint available online?**

A: Yes, you can access the PowerPoint here:

<http://www.seattle.gov/Documents/Departments/FAS/PurchasingAndContracting/Labor/PH-RFP-info-session-presentation.pdf>

**Q8: What types of organizations can apply for Scope 3 in the RFP?**

A: Any organization can apply for Scope 3. The one exception is for pre-apprenticeship training proposals, for which an organization would need to be a WSATC-recognized pre-apprenticeship.

**Q9: Can community organizations that are not pre-apprenticeship programs help prepare individuals for pre-apprenticeship or apprenticeship training?**

A: Yes. As noted in question 8 above, any organization can apply for job readiness services under Scope 3. Some examples of job readiness services organizations can propose under Scope 3 include, but is not limited to:

- An organization offering driver's license services
- An organization offering digital literacy training

**Q10: What constitutes financial support services?**

A: See the financial support service guidelines here:



PH Support Services  
Guidelines.pdf

**Q11: Do individuals served under the RFP have to be pre-apprentices or apprentices?**

A: No. Proposals under Scope 1 can include journey workers. And Proposals under Scope 2 exclusively focuses on individuals who are not in construction, with the intention of recruiting individuals into construction.

**Q12: Can organizations submitting recruitment proposals under Scope 2 partner with pre-apprenticeship or apprenticeship programs to place people?**

A: Yes.

**Q13: Do pre-apprenticeship programs have to submit a proposal for recruitment under Scope 2 to find people to train in their Scope 3 proposal?**

A: No. If pre-apprenticeship programs are submitting a proposal for pre-apprenticeship training under Scope 3, they can include programmatic recruitment activities under scope 3 as well.

**Q14: Does this RFP include manufacturing, or is it construction only?**

A: It is only for construction.

**Q15: How long do individuals need to be tracked for retention?**

A: Proposers should plan to track retention for the term of their contract. Actual length of retention tracking will be negotiated in the contract.

**Q16: Should proposers submit letters of support from funders in addition to partnership documentation?**

A: No. Proposers should only include the partnership documentation that shows their relationships in the construction industry, or how they plan to build those relationships.

**Q17: Do proposals have to be submitted via portal or email?**

Proposals need to be submitted via email to [Julianna.Tesfu@seattle.gov](mailto:Julianna.Tesfu@seattle.gov) by 11:59 p.m. (PST) December 18, 2020.

**Q18: Does the City have a list of contract allowable/unallowable costs?**

Yes. You can find them here:



Overhead Costs.pdf