1. I would like to request consulting and guidance on the application process and properly completing the things I need to achieve.
   a. Since this is a competitive process DEED and Xcel Energy are unable to provide one-on-one consulting to complete the application. We encourage all interested to attend the Request for Proposal (RFP) information session Sept. 15th at 1:00pm: https://minnesota.webex.com/minnesota/j.php?MTID=m5bb212a5af8f680bf2eb887f257e6f0

2. I see that Institutes of Higher Education are not eligible to apply, and so I was wondering how do you see IHEs role in this process? As a partner or subgrantee perhaps? If so, I would like to reach out to some agencies that we may be able to partner with on developing a proposal.
   a. Institutes of Higher Education qualify as an eligible applicant under Part 1 and may be considered as a partner or subgrantee to a Part 2 eligible applicant.

3. Are participants expected to complete their training within one year?
   a. Page 11 of the RFP outlines an Estimated Training Schedule for Part 1
      i. All Part 1 participant criteria must be completed by May 15 for each cohort in 2023 and 2024 to transition participants to apprenticeship readiness skilled training, allowing for graduation to align with the Sherco solar project construction or general construction job opportunities.
      i. All Part 2 apprenticeship readiness training must be completed by June 30 for each cohort in 2023 and 2024, to allow graduates an opportunity to transition to either the Sherco solar project or other construction related jobs.

4. Please share information on permanent employment opportunities after the project completion.
   a. Page 26 of the Request for Proposal (RFP) states: Programs must facilitate the direct placement of participants to apprenticeships with trade unions or direct placement into full time energy-related construction employment. Programs are required to provide retention services for a minimum of 90 days post placement. Xcel Energy will assist in placement efforts by introducing graduates/trainees to Sherco Solar project employers.

5. Is this open to agencies that are hosting Construction programs only? Can we participate for resource to help with our people that are enrolled in construction program?
   a. No. Part 2 of this Request for Proposal (RFP) is open to labor management organizations that offer placement with registered apprenticeship. Credentials and programs must ensure that training provided meets minimum requirements for union apprenticeship entrance. Programs must also offer active construction site tours.
   b. This Request for Proposal (RFP) cannot be used to subsidize construction cohorts in process. Successful participants include those who:
      i. Attain a program certificate of completion AND
      ii. Enter a trades Registered Apprenticeship OR
      iii. Exit to construction employment
6. **Is the group responsible for recruitment of participants, along with the physical activity screening and assessment?**
   a. Part 1 recipients will be responsible for the components listed on page 11 of the RFP which includes:
      o Outreach and recruitment,
      o Participant screening eligibility,
      o Physical activity screening and assessment,
      o Introduction to construction occupations,
      o Work readiness skills training,
      o Navigation services provided through the duration of a participant’s enrollment in the program,
      o Participant incentive plan for reaching program milestones, and
      o Supportive Service allowance plan for vehicle repair and purchase.

7. **If we are applying for part 2, but have partners that are better suited to part 1 activities, how should we apply? Should we apply separately from our partners, but identify them as a partner that is applying for part 1 grants? If so, should they then also list us as a partner that is applying for part 2 grant funds?**
   a. To better foster a skilled energy workforce, this Request for Proposal (RFP) will be divided into two Parts. Applicants are eligible to apply for one Part only and are limited to one application per entity. Applicants MUST indicate which one of the two Parts they are applying for.
   b. Collaborations and partnerships are highly encouraged. Each partner should apply separately and identify all partners who will contribute to the success of the program.

8. **How much funding is available overall?**
   a. Xcel Energy has allocated up to $3.6 million for grants under the Xcel Energy Power Up Program; Part 1 $250,000-$2,000,000 and Part 2 $500,000-$1,600,000

9. **Do participants need to complete part 1 before joining a part 2 cohort?**
   a. Participants will be required to enroll in and complete a Part 1 program prior to beginning/enrollment in a Part 2 cohort. Participants will participate in a comprehensive program and must receive navigation services, support services, construction industry focused apprenticeship readiness skills training and facilitated placement into an apprenticeship program or construction job.

10. **Is this only open to people in a certain part of MN or all of MN?**
    a. The Request for Proposal (RFP) is open to all eligible applicants that meet Part 1 criteria on page 11 and Part 2 criteria on page 25 of the RFP.
    b. Participants must meet the eligibility criteria outlined within the Program Eligibility section in the RFP on page 8.

11. **It states that applicants are required to enroll and train 150 participants between 2023 and 2024. Is that 150 statewide or per grantee?**
    a. The 150 is statewide, an overall number that the $3.6M will serve in SFY2023 & 2024.

12. **Can you elaborate on what is expected in the Introduction to Construction Industry portion of the Workplace Readiness Training in Part 1? Is this classroom training (e.g., introductions via industry representatives coming to class, review of the many skilled occupations available in the industry?) or is it actual skills building?**
a. Yes, it would be expected that an Introduction to Construction Operations would be classroom training including a basic introduction to construction related work, tools, and equipment and interpersonal skills and industry-specific expectations, alongside traditional work readiness training such as interviewing, resume creation, and job search.

13. What are the tools that we need to provide to each student upon graduation from the Workplace Readiness training?
   a. Participants must be provided with a trade specific basic set of tools necessary to enter an apprenticeship program when they complete and graduate from the program.

14. Is it allowable for participants to be dually enrolled in our program with funding from multiple grants, as long as funding streams and services are kept separate and only funded by a single grantor? In other words, may we braid funding for individual participants?
   a. Yes, co-enrollments are allowable as long as each participant clearly meets the eligibility requirements for each program/funding stream. When co-enrolling, the reason for co-enrollments must be reasonable and documented within WF1 and expenses associated must be appropriately allocated and consistently applied, no duplicate billing is allowed.

15. Is there a per-participant cost guideline for the grantee's cost of processing data into Workforce 1 for this grant?
   a. This program allows for a cap of 10% for Administration costs which are the costs associated with carrying out administrative and general management functions. Administrative costs must be appropriately allocated and consistently applied.