

2025 EARN and Work Ready RFP Q&A

Updated on 1.7.2025

Q: Profit – According to Page 12 (Who can apply), for-profit organizations are eligible to apply for this procurement opportunity. For cost-plus-fixed-fee contracts, these organizations may charge a profit of up to 10 percent of the contract's estimated cost, excluding the fee, as per [48 CFR 15.404-4\(c\)\(4\)\(i\)\(C\)](#). How should profit be budgeted under this procurement?

A: If an organization chooses to budget profit, the amount would need to be labelled under the proposed budget. It is important to indicate how much an organization is charging for profit clearly, as it does take away from other budgeted services.

Q: Indirect – The provisions for a passthrough entity approving the subrecipient's indirect cost rate are outlined in [2 CFR 200.332\(b\)\(4\)](#). These provisions allow for the use of either the de minimis indirect cost rate or a negotiated indirect cost rate if the subrecipient does not have a federally approved rate. The negotiated rate may be based on a prior rate negotiated with a different passthrough entity, in which case the passthrough entity is not required to collect information justifying the rate but may choose to do so. Please confirm that the proposed indirect cost rate may be the negotiated indirect cost rate.

A: If an organization has a negotiated indirect cost rate with an entity, such as the Department of Labor (DOL) or Department of Justice (DOJ), Partner4Work would honor that rate. Otherwise, the de minimus should be used.

Q: Both EARN and WorkReady receive incentives now. In the RFP, it states that TANF will continue to receive incentives but it does not address it for Work Ready. Will Work Ready continue to receive them?

A: Yes, Work Ready programming is eligible for incentives.

Q: For the budgets, it was mentioned that if additional locations are proposed that supplemental budgets would need to be submitted. Does that mean for EARN and Work Ready there should be 2 or more per program?

A: Provide two separate budgets, one for EARN and one for Work Ready, including all program-related and administrative costs, using the required budget template provided (See Partner4Work webpage for this RFP). If you are proposing to deliver EARN and Work Ready services in multiple locations, do not break down your budget according to location; instead, provide total budget amounts that include costs for all locations proposed (breakdown by location to be provided in your budget narrative).