

Will the RFP webinar slide deck be available?

Yes, it is posted on the RFP webpage located [here](#).

Could you clarify how the "service sector" is defined?

The National Retail Federation definition is located [here](#). For the purposes of this RFP, the target population is incumbent frontline retail, hospitality, food service, or tourism workers.

Can the grant be used to pay for tuition or credential costs for participants?

Yes. However, this is not a scholarship program. Upskilling programs must be vetted and well thought out for the target population and local geography.

Does the target population have to be incumbent upon entry in the program or can the program both place them and advance them?

Either. The majority of the program should be focused on advancement.

What would Walmart consider a reasonable cost-per-person, or is there a target number of individuals to be upskilled?

While we will not recommend a number, costs should be reasonable (\$1-3k/12 months/person). Programs that can show future scalability that lowers cost of upskilling programs will be favored.

How do non-profits that are not 501(c)(3) organizations - like colleges and state agencies - apply?

They would complete the regular LoI and proposal – additional documentation may be required.

Are letters of support required for the initial LOI or only for the final proposal if selected?

It would be preferable to have the letter of support for the LoI phase; however, they won't be required until the full proposal phase.

Would programs like career coaching which assist internal employees advance either in their careers within the organization or help them move beyond to other employment opportunities apply?

Yes, but they should be a small piece of your overall project. Ultimately, workers will need to receive some type of skills training culminating in a certificate or credential that can lead to career advancement.

Would a braided funding opportunity with the National Retail Foundation be an option for this? With incumbent retail workers receiving the NRF recognized credential?

Yes – if it leads to career advancement or progression in the local geography.

Just to be clear, service sector workers could be upskilled into IT or healthcare middle skill careers?

Yes.

Will this be offered again next year in a similar form?

At this point, we are not able to commit to future RFP announcements.

Will supportive services or incentives to program participants be eligible cost to build into the budget?

Yes.

Would entry-level manufacturing jobs fit into the service sector?

No.

How long does someone need to be employed to be considered incumbent?

90 days.

Do they need to be full time employees?

No, part time employees are eligible as well.