Pathways to Career Opportunities Grant Program
Competitive Grant FY 2019-2020
Questions and Answers

Posted September 6, 2019

Question #1: The RFP states that an expansion program must be prepared to employ or train new apprentices within 120 days of issuance of the grant. That would put us in February. Are students expected to finish the program by June 30th?

Answer #1: No.

Question #2: In a program expansion application, are equipment purchases allowable, if the application does not include additional apprentices to be enrolled in the program?

Answer #2: No. An Expansion proposal requires new apprentices to be enrolled in the program

Question #3: What if we fall under 2 categories for grant submission, both a technical college and an approved apprenticeship program training sponsor

Answer #3: .Either agency may apply for funding, if they meet the eligibility requirements stated in the RFP.

Question #4: What is "recurring instructional costs"? Curriculum Development?
Can you define recurring instructional cost?

Answer #4: Any instructional expense that will occur every year, in order to maintain the program, is a recurring expense. An example of instructional expense would be a teacher/instructor salary. Curriculum development is not recurring, and would be an allowable expense.

Question #5: Must there be a separate application for each school participating in a participation program? In other words, might more than one school be a part of a single application if they are both participating in the same program?

Answer #5: The applicant is the fiscal agent responsible for the grant. A school board would be the fiscal agent for schools within that school board. If several schools are participating in a program that covers multiple school districts, or for example a public high school and a state college, they would each need to apply for the funds they intend to use.

Question #6: If a technical college is working with a currently registered apprenticeship program and wants to submit a grant for expansion, would the technical college submit the application or should the industry submit it?

Answer #6: If both agency are considered eligible applicants, then it would be a local decision which agency submits the proposal.

Question #7: Will more than one grant be funded per region?

Answer #7: That will depend on the number of proposals submitted which meet the mimimum scoring critera and the availability of funds.

Question #8: Will applicants be provided a copy of the score sheet?

Answer #8: Upon the conclusion of the competition, score sheets are available upon request for public records.

Question #9: If we include a job experience component to our registered pre-apprenticeship program can we pay them out of the grant or is the employer required to pay the wage for the pre-apprentice student?

Answer #9: Wages are paid by the employer. Wages are not an allowable expense of this grant.

Question #10: Are paid student internship stipends an allowable cost for this funding?

Answer #10: Wages are paid by the employer. Wages are not an allowable expense of this grant.

Question #11: Where can we access a list of current approved registered apprenticeship programs, program sponors, and standards or guidelines for approval?

Answer #11: Standards are not based on a specific set of criteria. Apprenticeship is driven by employer needs. Therefore, every program is tailored to the employer establishing standards based on their employment needs. Approved programs and sponsors may be found on our website, at: https://web02.fldoe.org/Apprenticeship/search.aspx

Question #12: There are no businesses in our district that in this program. Can a district apply for the grant and part of it be to recruit businesses to offer this opportunity that is not currently available?

Answer #12: No. The intent of the grant is to increase capacity/completers by enrolling students during the 2019-2020 program period.

Question #13: Are apprenticeships only for new hires? What constitutes a new hire?

Answer #13: Apprentices are already employed with a participating employer in a Registered Apprenticeship program. The intent of the grant is to "expand" registered apprenticeships through either expansion of an existing program or the development and registration of a new program. In either case, a new hire is an individual hired with the intent of registering them in the apprenticeship program.

Question #14: Is it possible to award more than one award per region?

Answer #14: Yes.

Question #15: Will the Powerpoint be available, and how soon?

Answer #15: The Webinar powerpoint is posted on our website at http://www.fldoe.org/pathwaysgrant.

Question #16: What is the page limit for the abstract?

Answer #16: There is not a specific page limit for the abstract. See the RFP for submission requirements.

Question #17: To confirm, we must submit one application for a new pre-apprenticeship program and a new apprenticeship program in the same trade?

Answer #17: No. If you have multiple apprenticeship programs, you may be submitting new or expansion proposals to differing programs. Reminder: In order to submit a preapprenticeship proposal (new or expansion), it must be affiliated with an apprenticeship program(s) in the same occupation(s).

Question #18: If we are applying for both a pre-apprenticeship and apprenticeship program, what happens if one is recommended for funding and the other is not?

Answer #18: The apprenticeship program, if approved, could be implemented alone. The pre-apprenticeship program, if the apprenticeship program is not implemented, could not be implemented alone.

Question #19: To establish a pre-apprenticeship in an occupational field, an apprenticeship is required. Therefore, must two applications be submitted for this grant. If so, if the Aprrenticeship application is not approved, would this impact the pre-apprenticeship app?

Answer #19: The apprenticeship program, if approved, could be implemented alone. The pre-apprenticeship program, if the apprenticeship program is not implemented, could not be implemented alone.

Question #20: May funds be used to pay for a coordinator to establish a new apprenticeship program?

Answer #20: Yes.

Question #21: Can an agency (i.e., community college) be approved for a program that is sponsored by another agency (i.e., labor union)?

Answer #21: Yes. You will need to provide the agreement with the sponsor.

Question #22: How long does it usually take for a new registered apprenticeship to be approved by the state once the application is submitted? (that would be the approval time for the registered apprenticeship application, not the grant application being discussed)

Answer #22: The estimated time for approval is 4 to 6 weeks. The contingency is based on the Department having all the necessary documents submitted to the Department correctly.

Question #23: Unallowable Costs - Dues to Organization: May we use grant funds to cover "Employer Fees"

Answer #23: No. Pathways to Career Opportunities grant funds may not be used to cover sponsor or employer fees

Question #24: Is software considered equipment? OJT Tracker?

Answer #24: Software expense is allowable, as long as the expenses are incurred during the grant period and are not recurring (annual licensing fees, maintenance or update fees, etc.)

Question #25: In light of the impending storm, do you anticipate there will be a second webinar offered for the Pathways to Career Opportunities? While I plan to watch the webinar from off-site on Wednesday, the current timeline for the storm would likely put Seminole in the path at the time of the webinar. Further, given the widespread state impact of this storm and the likelihood of closures, has there been any discussion of an extension to the competitive deadline?

Answer #25: Not at this time.

Question #26: May we use Grant funds in conjunction with an H1B federal grant? Co-Enrollment?

Answer #26: Pathways to Career Opportunities grant funds may be used in combination with other funds to support a program. However please recall that PCO grant funds must be used to support increased capacity in the state in the form of a brand new program or expansion of an existing program. Apprentices or preapprentices currently being served irrespective fund source would not be considered new or expanded.

Question #27: Would the cost associated with leasing a building be allowable?

Answer #27: No.

Question #28: Is a cell tower considered instructional material? Would costs associated with erecting the tower be considered construction?

Answer #28: No, this would not be allowable.

Question #29: Are you looking for collaborative proposals with more than one education provider forming a consortium?

Answer #29: It is a local decision how eligible applicants choose to design their apprenticeship program.

Question #30: If we are an FCS school currently providing RTI for registered apprenticeships and want to expand, can we be the applicant, or should it be the sponsoring entity?

Answer #30: It is a local decision how your agency wish to approach your expansion program model.

Question #31: Do potential preapprentice programs have to feed into the registered apprentice programs that are listed on the DOE website: https://web02.fldoe.org/Apprenticeship/search.aspx

Answer #31: Yes, but remember, the pre-apprenticeship program must be sponsored by the registered apprenticeship program(s).

Question #32: Is there a minimum of apprentices served?

Answer #32: No. The application must show an increase in capacity overall in the apprenticeship program.

Question #33: Can you provide examples of how an agency can expand on an approved apprenticeship program besides expanding with a pre-apprenticeship program.

Answer #33: One example would be to add occupations to an existing program or register new apprentices.

Question #34: How many reviewers will be on each review team?

Answer #34: The webinar incorrectly stated that three independent reviewer's scores will be averaged. The actual number of reviewers per team has not yet been determined.

GENERAL APPRENTICESHIP QUESTIONS:

May we replicate a NSP here in FL, which is approved by DOL, even if the OJT is not 2000 hours?

Answer: Yes, an apprenticeship program can be established in Florida using National Program Standards (NPS), but would have to incorporate all the requirements in order to be operationalized in Florida. That includes that all apprenticeship training approaches must have a minimum of 2,000 hours of OJT.

Are the 2000 hours annual or total for an apprenticeship program?

Answer: The concept of OJT time is akin to a "draw-down." Meaning that for every hour that an individual apprentice is learning on-the-job, the hour is subtracted from the required hours as outlined in the apprenticeship program. It is possible that an apprentice could complete their apprenticeship program in less than a year (working weekends, overtime, etc.). It is also possible that an apprentice could complete their apprenticeship program in more than a year (sick leave, injury, part-time, etc.).

Does the exemption of payment of tuition and fees (1009.25) extend to a student enrolled in a pre-apprenticeship programs, as well? The Statute only list "an approved apprenticeship program". Please clarify this for pre-apprentices.

Answer: Florida Statute 1009.25(b) states: "*A student enrolled in an approved apprenticeship program, as defined in s. 446.021.*" Preapprenticeship is defined in s. 446.021.

How does a pre-apprenticeship work exactly? Do the pre-apprentices need to have an employer sponsor that pays them?

Answer: The purpose of a registered preapprenticeship program is to prepare individuals to become registered apprentices in a registered apprenticeship program that is sponsoring the registered preapprenticeship program. If the registered preapprenticeship program incorporates OJT, then the preapprentices will need to be paid by the participating employer.

For a new Pre-Apprenticeship Program Proposal with a registered apprentice program sponsor for HVAC are we only allowed to register pre-apprenticeships who are in a related technical instruction area? In other words, you can't register a student working on pharmacy technician skills in an approved pre-apprentice program if that program is sponsored by a registered approved HVAC apprenticeship program.

Answer: All registered preapprenticeship programs must include only the same occupations as the sponsoring apprenticeship programs.

How can we identify specific registered apprenticeships in the "newer" areas (such as Sales, Retail, Management and Distribution, etc.)? Is this listed somewhere?

Answer: Because these new occupational areas have recently been made available to be apprenticed, no employers or employer groups have registered any apprenticeship programs with the Department.

The FLDOE website states that the region #4 regional representative is vacant. Is that correct? If so, who do we contact in the meantime?

Answer: Until the position is filled, please contact: Richard Norman, State Director of Apprenticeship, 850-245-9039 or richard.norman@fldoe.org.

Which technical college is going to be implementing the Pharmacy Tech apprenticeship program with CVS?

Answer: CVS is providing their own RTI and is not partnering with an LEA.

Please clarify - can the instruction provided in a pre-apprenticeship program allow the apprentice to meet the 144 hours of related instruction required for an approved apprenticeship program?

Answer: That would be a decision made by the registered apprenticeship program as per their Standards of Apprenticeship.

Is there any minimum requirement of hours of instruction for a pre-apprenticeship program?

Answer: Registered Preapprenticeship programs do not have a minimum hour requirement. There is a length of calendar time minimum and that is six (6) months with a maximum of twenty-four (24) months.