California Apprenticeship Initiative (CAI)

FY21-22 New & Innovative – Pre-Apprenticeship & Apprenticeship

FREQUENTLY ASKED QUESTIONS (FAQs)

1. Who is eligible to apply for the grant?
   a. The following entities are eligible to apply for CAI Pre-Apprenticeship Grant Program and CAI Apprenticeship Grant Program funding, then acting as fiscal agents while partnering with other agencies or local entities as needed:
      i. California Community College districts
      ii. K-12 Local Education Agencies
      iii. Regional Occupational Centers & Programs
      iv. California Adult Education Program (CAEP) providers
      v. County Offices of Education
      vi. Local school districts

2. What is the definition of new and innovative in this case, can an already existing programs apply?
   a. New and innovative means: a program that is entirely new or not fully established, a program that is experiencing stunted or plateaued growth due to inefficient funding, a program that wants to grow or change in order to employ new strategies (to it) that support the vision for success, and that support economic growth and recovery with equity.

3. Where can I get a copy of the bidder's conference webinar slide deck?
   a. The webinar recording may be found HERE. We have chosen not to release the webinar slides separately from the recording because we believe the spoken additional context provided during the webinar is vital in fully understanding the slide deck content.

4. Please provide more details regarding what is allowed for the employer match?
   a. The 20% match can be a monetary match where the employer funds a portion of specific grant activities, or the match may be in kind services in which the employer provides staff hours or space to use specifically for program use that would otherwise need to be rented. The proportion of mentor wages applicable to guidance provided to apprentices may count towards the match, but apprentice wages may not. The match may be covered by a sponsoring agency on behalf of the employer.

5. For pre-apprenticeship programs, is there a standard template for a formal agreement with a registered apprenticeship?
   a. There is not a template. We would be looking for the agreement to stipulate that the apprenticeship will be open for additional apprentices at a specific point in time and that pre-apprentices will be guaranteed consideration for those openings.

6. What happens if the grantee does not register the number of pre-apprentices or apprentices that it agrees to register?
   a. The grantee will be required to report quarterly on its efforts to register apprentices. If the grantee does not register the number of pre-apprentices or apprentices that it agrees to register, the grantee must explain within its reporting why its outcome fell short of its estimate. A grantee's failure to register the number of pre-apprentices or apprentices, and its reported explanation, will be considered when evaluating the feasibility of future applications submitted by the grantee and/or its district.

7. How long may grants last?
    a. The grant period will begin April 1, 2022 and may extend as long as three years, until March 31, 2025. The grant may be as short as an applicant desires.
8. Are indirect expenses not allowed?
    a. An expenditure of up to 4% of the grant award may be spent on indirect expenses, or in other word, the cost of reporting on grant performance progress and the cost of addressing grant related requests from the Chancellor's Office.
9. Can a College District and separately a college within that district both apply for different grants with different apprenticeship programs?
    a. Yes, either a district, a specific college, or both may apply for one or several grants. However, the district would be the signatory of the grant agreement if the college applies. Grant applications submitted by a district and its colleges may not address the same programs.
10. Please clarify regarding applicants that were recently awarded a Chancellor's Office HRTP grant.
    a. Awardees of the 2020-21 HRTP grants have been guaranteed award of the 2021-22 CAI: New & Innovative grant upon their applications earning 75 competitive points or more. There is enough funding for 2021-22 CAI: New & Innovative grants that we do not believe funding for the 4 HRTP grants awarded will impact other applicants.
11. Can you provide examples of the employer incentives referenced?
    a. The employer incentives referenced would be the benefits that your pre-apprenticeship or apprenticeship program bring to the employers that partner with it.
12. Do you have sample participant letters, employer MOUs, or apprenticeship pathway agreements?
    a. We do not have sample templates for these documents. We want to allow each applicant to provide the documents they may use in their normal business. We have included guidance within the application that clarifies what specific information we would like to see in these letters and agreements.
13. Where can I find the RFA?
    a. The RFA may be found [HERE](https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/Workforce-and-Economic-Development/WEDD-RFA/RFA-for-the-CAI-Pre-Apprenticeship-and-Apprenticeship-Grant).
       https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/Workforce-and-Economic-Development/WEDD-RFA/RFA-for-the-CAI-Pre-Apprenticeship-and-Apprenticeship-Grant
14. Does the applicant complete the feasibility section?
    a. No, the feasibility score will be determined by the grant reviewer, taking the entire application into context. A point of feasibility worth note is whether objectives and activities included in applications are effectively tied to deliverables and measurable outcomes with clear completion timelines.
15. If we plan to submit a grant that includes apprentices in engineering, biomed/health and computer sciences (or similarly several programs), can we submit one grant or do we have to submit 3 separate ones?

    a. You must submit a separate grant application for each program that you would like to fund. It is important that we are able to discretely tie grant funding to program outcomes.

16. Do I need industry partner agreements before the start of the grant, or can I add industry partners and other partners during the grant period?

    a. Industry partner agreements are not needed prior to the start of the grant period. Partners may be added during the grant period.

17. Does the NOVA application include character limits on responses?

    a. The NOVA application does include varying character limits. It is important to create responses that are concise in answering the application questions.

18. What will be the schedule/cycle for when this becomes rolling or is open again?

    a. We anticipate that this grant will be awarded on a flowing basis once the underlying system is established.

19. How much money is available for 2021-22 CAI: New and Innovative grants?

    a. There is more than $45 Million available for the 2021-22 grant period. We will award grants that meet application and competition requirements until we deplete our available funds.

20. Is there any required timeline for when the first apprentice is on-boarded? Or can that be our own timeline as long as we have the program approved by DAS w/in six months of project start?

    a. On-boarding may occur at your own pace, however; the program must register at least 1 apprentice within the grant period for every $20,000 requested.

21. For apprenticeship programs, must the apprentice go through 2,000 hours of OJT? Or is a competency-based model ok if approved by DAS? Appendix A mentions requiring 2,000 hours in the "how apprenticeships work" section.

    a. The apprenticeship program must be approved by DAS prior to the start of the grant period of within the first 6 months of the grant period. The number of apprenticeship hours referenced in the RFA and during the webinar were meant to describe broadly how apprenticeship programs may operate.

22. How are grant funds paid: reimbursement or up front?

    a. Funds will be reimbursed quarterly as invoices are submitted. Invoices may not be processed until quarterly fiscal reporting has been completed and approved, and invoices must match fiscal reports and work plan outcomes.

23. Were any of the grants already awarded to SEIU/LEAs for non-traditional apprenticeship programs considered a High Road Training Partnership planning grant by the Chancellor's Office?

    a. 4 HRTP grants were awarded by the Chancellor's Office in September 2021. Those grants are still waiting board approval as of October 20, 2021.

24. If a program is about to apply for DAS registration, and they are interested in a CAI grant, should they hold off on registering with DAS?

    a. No, registration may occur before the grant period, but must have occurred by the end of the 6 month of the grant period.

25. With the allowable expenses I noticed "All forms of student aid are allowable only when the purpose of the sponsored agreement is to provide training to selected participants and the charge is approved by the sponsoring agency. SB 1070 does not specify providing training to select participants so no student expenses or direct services to students is allowed per this funding." - does this mean that student support services such as childcare or a transportation stipend are not allowed to be included in this funding source?
    a. Correct. Childcare services and transportation stipends are not allowable expenditures under this grant.
26. Are applicants responsible for any matching funds?
    a. There is not an applicant match requirement, there is a 20% employer match requirement discussed in question 4 above.
27. Can an applicant submit a proposal for $200,000 for pre-apprenticeship and $300,000 for apprenticeship?
    a. Yes, applications do not need to be for the full $500,000 available and should match the program needs.
28. Please explain the difference between an organizational chart and a governance chart.
    a. The organizational chart should include all staff members, and their position titles (include only position titles if positions are not filled), who will be working on the grant.
    b. The governance chart should describe the key entities and partners involved in the grant and the program areas that they oversee.
29. May a pre-apprenticeship be all course work with no OJT or expectations to document any mentoring/supervision?
    a. To qualify for this grant, pre-apprenticeship programs must be registered with DAS either before the grant period begins or within the first 6 months of the grant period. Additionally, pre-apprenticeship programs must establish pathways with registered apprenticeship programs, again either before the grant period begins or within the first 6 months of the grant period. This grant does not include the requirement for a pre-apprenticeship program to include OJT, but this grant also does not preclude DAS or a registered apprenticeship pathway partner from requiring that OJT be included in a pre-apprenticeship program.