

**Apprenticeship Building America (ABA) & Pennsylvania Grant Program  
Bidders Conference  
October 12, 2022  
1:00 PM**

**Questions and Answers**

The following is a list of questions and answers from the Apprenticeship Building America (ABA) & Pennsylvania Bidders Conference held on Wednesday, October 12 at 1 PM via Microsoft Teams.

**1. Is ABA grant funding allowable for pre-apprenticeship and registered apprenticeship programs developed by the same single sponsor?**

Yes. ABA grant funding can be used for pre-apprenticeship and apprenticeship programs developed by the same sponsor.

**2. Is the ABA grant funded by the Workforce Innovation and Opportunity Act (WIOA)? If so, is the combination of both WIOA incumbent worker training funds and ABA grant funds for Related Technical Instruction (RTI) allowable?**

ABA is not funded by WIOA. ABA is a separate US Department of Labor grant program. While 10% of awarded ABA funds must be used to cover RTI and On-the-Job Learning (OJL) costs and 20% of awarded ABA funds must be used to provide support services, grantees may supplement ABA funding with WIOA incumbent worker training funds.

**3. Are program expenses allowable for local apprenticeship plan development by local workforce development board (LWDB) staff outside of grant administration?**

Yes. Program expenses for plan development by LWDB staff are allowable.

**4. Can a nonprofit organization apply without a LWDB?**

No. Workforce development boards are the only entities eligible to apply.

**5. Can a LWDB apply for less funding than what is outlined in the NGA?**

LWDBs may apply for less funding than what is outlined in the NGA. However, grantees would still be required to meet the outcomes detailed within the NGA.

**6. Would you please define what you are looking for when asking us to "expand" current programs?**

For the purposes of this NGA, program expansion is considered to be the enhancement of apprenticeship and pre-apprenticeship programs that are currently registered. Enhancement includes, but is not limited to, enrolling new apprentices, updating standards, etc.

An additional method to expand current programs could simply include using RTI/OJL funds to assist an already existing program by enrolling additional apprentices.

**7. Can we expect continued funding in the future?**

The period of performance for this grant ends on March 31, 2026. Additional or continued funding beyond the period of performance is not anticipated. However, applicants are asked to provide sustainability plans with their proposals, identifying strategies to continue their projects beyond the period of performance.

**8. Would the Apprenticeship and Training Office (ATO) entertain a "Planning Only Application" from a LWDB at a modest dollar amount?**

LWDBs may apply for less funding than what is outlined in the NGA. However, grantees would still be required to meet the outcomes detailed within the NGA.

**9. Has the ATO considered what happens if they don't get the necessary applicants? Would they distribute funding to other LWDBs?**

Without knowledge of the applicant pool, the ATO is unable to provide a response to this question. However, a strategy has been developed to address unanticipated issues that may impact the ATO's outcomes under their ABA grant.

**10. If LWDBs able to reactivate dormant programs in their areas, would this be considered an expansion?**

Yes. However, programs do not have to be dormant in this instance. If LWDBs have existing apprenticeship and pre-apprenticeship programs in their areas and the LWDB uses reimbursement funds to enroll additional apprentices, that would also be considered expansion.

**11. When will the ATO share the apprenticeship Support Services template?**

The ATO will be developing a support services template and share this with grantees upon award. Applicants are asked to submit *current* support service policies along with their applications.

**12. If multiple local WDBs apply together, is it intended that their goals and budgets mirror each other exactly or would you anticipate and allow some differences (while still intending to partner)?**

If multiple LWDBs partner and apply together, goals and budgets do not necessarily need to mirror each other per workforce development area. Collectively, the outcomes must be met as detailed in the NGA.

**13. Are people who are disabled, low-income, and part of the LGBTQIA+ community considered part of under-represented groups?**

Yes. Applicants are also encouraged to focus on and adhere to WIOA Priority of Service.

**14. To clarify, one liaison at ATO to all 22 LWDBs?**

Yes. One full-time ABA grant coordinator will serve as a liaison between the ATO and all awarded LWDBs. In addition, all grantees will have the full support of the ATO.

**15. Are there any restrictions to how the funding is divided/allocated for grant proposals with multiple boards?**

No. If multiple LWDBs partner and apply together, goals and budgets do not necessarily need to mirror each other per workforce development area. Collectively, the outcomes must be met as detailed in the NGA.

**16. How quickly will this recording be made available?**

The recording of the Bidders' Conference and PowerPoint slides will be posted on L&I's grants page by October 14.

**17. Will questions and answers from the chat be available as part of the recording?**

Yes. Questions and answers will be posted to L&I's grants page within one week.

The following is a list of questions and answers regarding the Apprenticeship Building America (ABA) & Pennsylvania NGA. Questions were submitted to the Apprenticeship and Training Office after the Bidders Conference.

**18. Can workforce development areas with lower populations be held to a lower count of new apprentices, especially of the target group, than that of larger metropolitan areas?**

Boards representing workforce development areas with lower populations are expected to adhere to the specific outcomes included within the Notice of Grant Availability.

**19. Will the Bidder's Conference slides be made available this week?**

The recording of the Bidders' Conference and PowerPoint slides will be posted on L&I's grants page by October 14.

**20. Do participants involved in apprenticeship training through the grant need to be WIOA eligible?**

Participants involved in apprenticeship and/or pre-apprenticeship training through the grant do not necessarily need to be WIOA eligible. However, 50% of apprentices and pre-apprentices served must come from underrepresented populations. Therefore, it is expected at least 50% of apprentices and pre-apprentices served would be WIOA eligible.

**21. Do Single WDB applicants need to produce 27 RA and 27 Pre-RA NEW participants, within the one NEW RA and the one NEW Pre-RA, or can these be 27+27 within existing RA/Pre-RAs?**

Single WDB applicants should support the new enrollments of at least 27 apprentices in at least two (2) existing and one (1) new Registered Apprenticeship Programs. Single WDB applicants should support the enrollments of at least 27 pre-apprentices in at least two (2) existing and one (1) new Registered Pre-apprenticeship Programs.

**22. Are activities proposed for RAs and Pre-RAs that serve our workforce development area, but may not fall within our area's zip codes, allowable?**

These activities would be allowable, but please be sure to detail how these activities are specifically benefitting your area.

**23. Can applicants receive credit for businesses and/or apprentices under a group model?**

Yes, as long as all information is clearly tracked and reported.

**24. Can applicants subcontract services out to local agencies that are working on building more apprenticeship programs in their area or do applicants need to utilize grant funding in conjunction with their Title 1 WIOA contractor to offset project costs?**

Yes, applicants can subcontract services out as long as project outcomes are still met.

**25. On page 6 of the Notice of Grant Availability, outcome number four reads as follows: "Help develop and register at least one (1) RA and one (1) pre-RA." Please clarify that this "one and one" statement is for a NEW RA and a NEW Pre-RA?**

Single WDB applicants should support the new enrollments of at least 27 apprentices in at least two (2) existing and one (1) new Registered Apprenticeship Programs. Single WDB applicants should support the enrollments of at least 27 pre-apprentices in at least two (2) existing and one (1) new Registered Pre-Apprenticeship Programs. An additional outcome would be the creation of one new registered apprenticeship program and one new pre-apprenticeship program (one would expect at least some of the new apprentices and pre-apprentices would be enrolled in these new programs).

**26. Is preference being given for developing apprenticeships in non-traditional industries? Is manufacturing considered a non-traditional industry?**

There is no specific preference given to non-traditional programs within the ABA NGA. Manufacturing would be considered a more traditional program.

**27. The NGA outlines that 20% of awarded funds must be used for Support Services. The third bullet under Outcome #5 includes "incentives" as an allowable expense. Can applicants split that funding to include supportive services and incentives, which are two different types of services?**

Incentives are not included as part of the support services funding. The sentence below, taken from page 6 of the NGA, is referencing incentive funding (\$18,333) *and* support service funding (\$36,666) as separate items.

Incentive and support service funding should support the enrollment of at least 27 apprentices in at least two (2) existing and one (1) new RA program.

**28. Regarding the development and registration of one new Registered Apprenticeship, can this be a trade addition from an existing sponsor?**

This outcome requires a newly registered program. Therefore, if the trade addition would result in a new program being approved and registered in Pennsylvania, this would be acceptable.

**29. Will the Apprenticeship and Training Office consider requiring less apprentices for regions with less population?**

Under the Single WDB Applicant option, applicants must adhere to the outcomes outlined within the Notice of Grant Availability. If LWDBs partner under this initiative, partnering workforce development areas may serve less apprentices. However, in this instance, partnering LWDBs must collectively meet outcomes as outlined in the Notice of Grant Availability.

**30. Which element in the following question should be mapped? Identify the type of program this initiative will address (include the characteristics of the individuals(s) or employers(s) to be served under this initiative), including the number of Registered Apprentices and Pre-Apprentices served. Demonstrate the geographic coverage and extended reach if possible, show reach on map.**

Applicants must demonstrate the geographic coverage provided through their proposed projects. If possible, applicants should illustrate this coverage by including a map within their proposals.

**31. Is the pre-apprenticeship supposed to be developed through the CTCs?**

No. However, applicants must engage CTCs within their areas to develop plans for Pre-RA to RA pipelines.

**32. Do applicants need to fund a full position with the ABA grant or can they fund a partial FTE at the WDB?**

Applicants do not need to fund a full position under the ABA initiative and may fund a partial FTE at the WDB.

**33. Is the \$1,000 incentive for employers the same as the \$1,000 OJT reimbursement or should we be planning to give a \$1,000 for incentive plus \$1,000 for OJT?**

Yes. The incentive for employers is the same as the reimbursement for OJT. Reimbursements for OJT and/or RTI will be provided at a maximum rate of \$1,000 per apprentice over the course of the period of performance.