

DIRECT CARE WORKER (DCW) TRAINING GRANT BIDDER'S CONFERENCE QUESTIONS AND ANSWERS

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QUESTIONS:

1. Does PA DLI have a preference for training providers to focus on either (or both) of these?:
 - a. upskilling incumbent workers
 - b. providing training to attract workers new to the field

ANSWER: Both. Robust proposals will describe activities to improve technical proficiency levels of current direct care workers, while also attracting new workers to the field, particularly by providing career pathway access.

2. The NGA specifies training programs for positions related to the home care industry (Personal Care Assistant, Home Health Aide, Certified Nursing Assistant, and equivalent positions). Would training programs for Direct Support Professionals (DSPs) working with people with intellectual disabilities also be eligible?

ANSWER: The NGA focuses on training Personal Care Assistant, Home Health Aide, Certified Nursing Assistant. Often these positions provide care to aging individuals as well as individuals with disabilities. The grant application should focus on the positions themselves without regard to who they are caring for.

3. Does PA DLI have an expectation regarding the number of DCWs the training provider needs to target for training?

ANSWER: No, but the budget should be reflective of the number of individuals you propose to serve. Additionally, a portion of the score considers grant outputs. If two proposals end up with close scores, but one describes a capacity to serve more people, it will likely be viewed more favorably.

4. Does PA DLI have an expectation regarding the cost per DCW to be trained?

ANSWER: Same as question 3.

5. The NGA states "DCWTG funding is anticipated to be used for grant-related activities between January 1, 2021, and September 30, 2022." Does ramp-up time qualify as a "grant-related activity"? By what date does training need to start?

ANSWER: Grantees will be notified in November, which will begin the process to enter into a contractual grant agreement, followed by the creation of the Notice of Obligation (NOO) to provide the funding mechanism. Ramp-up activities can begin after January 1, 2021. There is no designated start date for training to begin.

6. Is there a minimum threshold for funding?

ANSWER: No, however, the department is really looking to award two grantees approximately \$2 million each, your proposal should reflect that scale.

7. Is there admissions/eligibility criteria for trainees?

ANSWER: No, as long as the proposal focuses on targeting individuals for the positions listed. We want to see you are strategically seeking individuals who will most benefit from your services.

8. There is a reference to customer service in allowable direct costs; how would you define that?

ANSWER: Costs that focus on supporting the individual and the career pathway/career development model. These would include case management, career coaching, mentoring, exposure to various healthcare occupations, etc.

9. Can we submit more than one proposal geared towards two different populations, such as one focusing on incumbent workers and one focusing on attracting new workers?

ANSWER: We will accept two different proposals from the same entity, there is nothing in the NGA that limits you to one submission, however, they will be scored individually.

10. What about geographic regions?

ANSWER: In the scoring, you are asked to define the geographic region to be served. Your ability to provide services statewide, or to several counties will be beneficial. However, if you submit a proposal with a limited geographical scope, but can justify why you feel this particular area needs these services, that would score well also. Refer to the Evaluation Criteria specifically Project Design and Management Plan, bullet #6.

11. Will participation be voluntary or mandatory, as in the case of an employer sending an employee to training? Is this training going to be state mandated?

ANSWER: Voluntary. We want people to better themselves, and be able to provide better care, therefore we want to see through your recruitment strategy how you are seeking individuals who will benefit from your program.

12. Are incentives permitted?

ANSWER: Yes, since these are state reemployment funds there is nothing that prohibits incentives. Incentives are a great way to boost recruitment and retention, but their cost leaves a portion of funds unavailable to serve more individuals.

13. Explain career pathway supports?

ANSWER: Since this is a workforce grant, we want to see evidence in your proposal that you are educating, training, and preparing workers for success now and future successes in this industry.

14. My agency employs and trains direct care workers; we're not to supplant, but it is acceptable to grow existing efforts?

ANSWER: If current employees are working directly on the grant, they can charge the grant. However, the goal is to expand service delivery. You want to exhibit growth and your ability to go above and beyond the work you are currently doing.

15. Follow-up to career pathways question; which is more important to L&I new entrants to these positions or incumbent workers?

ANSWER: Ideally you will target both groups. You want to educate individuals as far as improving technical proficiency, provide tips and techniques to improve how they work, teach new strategies, grow healthcare knowledge, etc., while providing components of your training that focus on career pathways. This might include resume writing, exposure to less traditional healthcare careers students may not have previously been aware of or considered, issues (such as quality of life, work-life balance, work environment, salary, growth potential, etc.) to consider and strategies used when exploring potential career opportunities, etc.

16. Follow-up to cost per participant question; is there any kind of range we should be targeting?

ANSWER: It is going to vary based on many factors that will likely differ across applicants. This is one component of a bigger picture. Other important factors are your ability to fully articulate the need for your proposed work, and ensuring your proposal is responsive to each portion of the NGA.