

**Direct Care Workforce Innovation Program
Questions and Answers**

- 1. Question:** Are applicants required to demonstrate that they have strategies in place to capture the reporting metrics required for the program?
Answer: No, the application does not require projects to demonstrate or justify that they will be able to capture the required program deliverables; however, grantees may choose to submit supplemental information along with their applications that demonstrates their ability to accurately capture data.
- 2. Question:** Does the training itself have to end with a promotion or credential?
Answer: There are no requirements that participants earn a wage increase or title promotion, but they must be able to earn an industry-recognized credential upon training completion.
- 3. Question:** Does it make a difference if there are only 1-2 students in a program compared to larger cohorts?
Answer: Review teams will not be instructed to weigh applications in favor of those that serve more individuals. Review teams are assessing applications based on the quality of the project proposed and the project's adherence to grant application requirements.
- 4. Question:** Is there a match of funds required?
Answer: Yes, applicants must be able to demonstrate a 100% cash or in-kind match of the requested award total.
- 5. Question:** Does the training partner have to be a HBCU?
Answer: No, there are no partnership requirements for the Direct Care Workforce Innovation Program; however, MD Labor strongly encourages partnerships between and among training providers, supportive service providers, and employers, as needed.
- 6. Question:** Does the project plan with the projected job openings need to be submitted as an Excel spreadsheet?
Answer: Question 12 on the grant application includes space for applicants to provide information on current or projected job opening or relevant Labor Market Information related to direct care workers in the region to be served by the project. An applicant may choose to submit supplemental documentation, if needed.
- 7. Question:** Can we mix some sources of Apprenticeship funds and use them for the match?
Answer: Matching funds can include a variety of items such as but not limited to staff time, training space, and instructor costs. Matching funds may come from state, federal, philanthropic, or other in-kind sources.
- 8. Question:** Would a nonprofit that has educated CNAs and other nursing home/assisted living staff, not as a training school but as a private entity, be eligible on its own or in partnership with a nursing home that does NOT currently train its CNAs?
Answer: Non-profits that have an established record of recruiting or providing training to direct care workers are eligible to apply for the grant. Applicants must also be in compliance with any

requirements of the Maryland Higher Education Commission and/or the Maryland Department of Health.

- 9. Question:** If an applicant plans to establish a training program in consultation with an “organization with an established record of providing training to direct care workers” does that consulting organization have to be an established CNA training school or could it be another kind of training entity?

Answer: The primary applicant does not need to be an established CNA training school if they are working in consultation to develop a training program with another organization that has an established record of providing training to direct care workers.