**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.

1. **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.

1. **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.

1. **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.

1. **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.

1. **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.

1. **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.