

Q1: Can those who support the efforts of Community-building operations, with established Pre-Apprentices and Apprenticeship programs in the building and construction trades, apply for the grant?

A: Yes, if...

Eligible Grant applicants are limited to organizations that support equal representation in the construction workforce, including:

- Non-profits
- Community-based Organizations
- Local Education Agencies
- Workforce Development Boards
- Unions
- State Registered construction Apprenticeship and Pre-Apprenticeship program sponsors

Applicants must have the following background and experience:

- Operated at least two Pre-Apprentice or Apprentice cohorts focusing on equity and inclusion of underserved populations over the past four years; or
- Marketed, recruited, or advocated for women in state

Q2: Can non-profits apply for the grant?

A: Yes, if...

Eligible Grant applicants are limited to organizations that support equal representation in the construction workforce, including:

- Non-profits
- Community-based Organizations
- Local Education Agencies
- Workforce Development Boards
- Unions
- State Registered construction Apprenticeship and Pre-Apprenticeship program sponsors

Applicants must have the following background and experience:

- Operated at least two Pre-Apprentice or Apprentice cohorts focusing on equity and inclusion of underserved populations over the past four years; or
- Marketed, recruited, or advocated for women in state registered construction Pre-Apprenticeship and Apprenticeship programs.

Q3: Can those outside of California apply?

A: No, only those established in California can apply.

Q4: Can LEA's and/or for-profit be a lead applicant?

A: Local Education Agencies are eligible. For-profit companies are not eligible.

Eligible Grant applicants are limited to organizations that support equal representation in the construction workforce, including:

- Non-profits
- Community-based Organizations
- Local Education Agencies
- Workforce Development Boards
- Unions
- State Registered construction Apprenticeship and Pre-Apprenticeship program sponsors

Q5: The requirement to work in collaboration with registered Apprenticeships, can they be community-based organizations partnering with other community-based organizations?

A: Yes, if they are registered with DAS.

Grant Applicants are encouraged to partner with Local Education Agencies (LEA's), Workforce Development Boards, Apprenticeship intermediaries, Community Based Organizations (CBOs), Non-Governmental Organizations (NGOs), and other workforce development stakeholders to achieve the stated outcome of increasing the employment of women, non-binary, and underserved populations in the building/construction trades. These partnerships will provide supportive services to assist the grantee in achieving the outcomes of the grant.

Q6: Can an organization submit a proposal as a lead applicant and be included on a second application as a funded partner?

A: Yes, but we will not be funding the same activities twice. In all cases, the application should articulate what activities are being funded and for each partner. If you know that you are a lead applicant on one application and a funded partner on another, be sure to clearly articulate the separate and distinct activities that are funded in each case. Do not apply twice to cover the cost of the same activities.

Q7: The SFP states that names of eligible participants served will be validated "as registered with DAS". How would this work for participants who have completed Pre-Apprenticeship Training and are currently in the coaching phase?

A: All eligible participants must be registered as either Pre-Apprentices or Apprentices with DAS. In the above example, they should be registered with DAS as a Pre-Apprentice, and it is while they are a Pre-Apprentice that they are eligible for the funding.

- \$5,000 per eligible participant served within the grant period in a DAS registered Pre-Apprenticeship program.
- \$10,000 per eligible participant served per year in a DAS registered construction Apprenticeship program in which the Apprentice was active within the grant period.

Q8: If we were to partner with other Eligible Applicants in the area, would you require one entity to be a fiscal agent, or could each individual organization receive grant funding?

A: For each application there should be one fiscal agent identified.

Q9: Can partners be a part of multiple proposals?

A: Yes. It is fine to offer letters of support to multiple proposals. See Question 6 regarding funding distinct activities.

Q10: Can an LEA apply for both a CAI N&I grant for Construction, and an ERiCA grant?

A: Yes, you can.

Q11: Who is considered a DAS registered Apprenticeship or Pre-Apprenticeship?

A: A program is considered registered if they have a registered Apprenticeship or Pre-Apprenticeship program with the Division of Apprenticeship Standards (DAS).

An individual is considered registered if they are registered with a DAS approved Pre-Apprenticeship or Apprenticeship program.

Q12: What is CAS?

A: California Apprenticeship System- this is the database that DAS utilizes to register all programs and participants. CAS is accessed through an online portal.

Q13: Does the childcare grant have an age limit?

A: Yes, eligible participants are those Apprentices or Pre-Apprentice that are parents/legal guardians to children under the age of 18.

Q14: Can eligibility for childcare be expanded to include parents of children with special needs who are more than 18 years old?

A: No, eligible participants are those Apprentices or Pre-Apprentice that are parents/legal guardians to children under the age of 18.

Q15: Does the participant have to be the legal guardian of the child to receive a stipend?

A: Yes, eligible participants are those Apprentices or Pre-Apprentice that are parents/legal guardians to children under the age of 18.

Q16: Would participants who are full-time to part-time caregivers (ex. kinship) but not legal guardians be eligible? Are there requirements on custody time to receive a stipend (ex. Must have full or 50% custody)?

A: Eligible participants are those Apprentices or Pre-Apprentice that are parents/legal guardians to children under the age of 18.

Q17: Are only women parents/legal guardians eligible to receive stipends? If a man is the parent/legal guardian to the child, are they also eligible to receive childcare stipends?

A: This funding is not just limited to women; it is inclusive of all parents/legal guardians. Eligible participants are those Apprentices or Pre-Apprentice that are parents/legal guardians to children under the age of 18.

Q18: Is the stipend per child or per Pre-Apprentice/Apprentice?

A: The funding is per Apprentice/Pre-Apprentice, not per child. The funding is calculated as follows:

1A. Pre-Apprenticeship: This funding will go to DAS registered construction Pre-Apprenticeship programs that are providing direct support for parents who are Pre-Apprentices in construction careers. The amount awarded will be calculated as follows:

- \$5,000 per eligible participant served within the grant period in a DAS registered Pre-Apprenticeship program.

1B. Apprenticeship: This funding will go to DAS registered construction Apprenticeship programs hiring Apprentices that are parents. The amount would be calculated as follows:

- \$10,000 per eligible participant served per year in a DAS registered construction Apprenticeship program in which the Apprentice was active within the grant period.

Q19: Is the recipient responsible to adjust the stipend amount per participant?

A: DAS is looking to applicants to articulate how the funding will be utilized; therefore, applicants should describe any stipend that is provided.

“J. Grantee’s responsibility for work: The Grantee shall be responsible for work and for persons or entities engaged in work, including, but not limited to, contractors, subcontractors, suppliers, and providers of services. The Grantee shall be responsible for any and all disputes arising out of its contract for work on the Project, including but not limited to payment disputes with contractors, subcontractors, and providers of services. The State will not mediate disputes between the Grantee and any other entity concerning responsibility for performance of work.” (SFP pg.16)

Q20: Will preference be given to programs with women cohorts?

A: The grant funding seeks to improve access to training and employment opportunities for **underserved populations in construction trades** across all communities throughout the state, by providing supportive resources for childcare along with outreach to and community building among underserved populations.

Eligible Grant applicants must have the following background and experience:

Operated at least two Pre-Apprentice or Apprentice cohorts focusing on equity and inclusion of underserved populations in the building/construction industry over the past four years;

or

Marketed, recruited, or advocated for women in state registered construction Pre-Apprenticeship and Apprenticeship programs.

Q21: For the Outreach and Community Building funding, can the funding be used to expand a current program already in place?

A: Yes.

Q22: Can childcare grant be used for Pre-Apprenticeship completers who get into a Registered Apprenticeship, during the first 6 months of their Apprenticeship? If the answer is yes, would the Apprentice get only \$5,000 or get up to \$10,000 in childcare costs?

A: A single person going through a Pre-Apprenticeship and then going on to enter an Apprenticeship could be eligible for both the \$5,000 Pre-Apprenticeship amount in addition to the 10,000 per year Apprenticeship amount. The method by which those resources are used to support childcare will be dependent on the program and the applicant should articulate that in the proposal.

1A. Pre-Apprenticeship: This funding will go to DAS registered construction Pre-Apprenticeship programs that are providing direct support for parents who are Pre-Apprentices in construction careers. The amount awarded will be calculated as follows:

- \$5,000 per eligible participant served within the grant period in a DAS registered Pre-Apprenticeship program.

1B. Apprenticeship: This funding will go to DAS registered construction Apprenticeship programs hiring Apprentices that are parents. The amount would be calculated as follows:

- \$10,000 per eligible participant served per year in a DAS registered construction Apprenticeship program in which the Apprentice was active within the grant period.

Q23: Can Pre-Apprentices transition to Apprenticeship during the 2-year period receive the stipend? If so, can you provide additional information on the allocation of funds (do they have access to \$15k total) and determining the number of Pre-Apprentices versus Apprentices during the grant period?

A: Yes. A single person going through a Pre-Apprenticeship and then going on to enter an Apprenticeship could be eligible for both the \$5,000 Pre-Apprenticeship amount in addition to the 10,000 per year Apprenticeship amount. The number of Pre-Apprentice/Apprentice to be served will be determined by the program.

Q24: Can the applicant provide a list of men from underserved population for the grants, specifically the childcare grant?

A: For the Supportive resources for childcare funding, eligible participants are those Apprentice or Pre-Apprentice that are parents/legal guardians to children under the age of 18. This can include men and men from underserved populations, but they need to be parents/legal guardians to children under the age of 18.

Q25: What kind of documentation will be needed to document the dispersal of the childcare funds to the trainees?

A: Recipients of 1. Supportive Resources for Childcare will be required at a minimum to report:

- Number of eligible participants served, with a breakdown by demographics and family status
- Names of eligible participants served, to be validated as registered with DAS through the CAS, the DAS web registration database, along with:
- Demographic information
- Family Status
- Eligible participant progress through the program including completion or exit and reason

Q26: “Increasing awareness among women, non-binary and underserved populations” and “reducing contractors and employers concerns” could be hard to collect quantitative data for support. Can you expand on what you are looking for to validate that these goals were met?

A: We will be looking to applicants to put forth the measurable impact of their activities. Applicants should be as concrete and quantitative as possible when putting forth the outcomes and deliverables for their grant activities.

Q27: Are there specific eligibility criteria for participants (e.g., low income, etc.) or can we serve any women, non-binary, and underserved populations?

A: For outreach and community building, this category of funding is designed to bolster outreach and community building to better support women, non-binary, and underserved populations interested in a career in the building/construction industry. Underserved populations are defined as participants who would be eligible for WIOA Title I funding; Adult, Dislocated Workers and Out-of-School and In-School Youth. See pages 2-3 for links to definitions of each of these populations.

Q28: Is there a recommended ratio grantees should aim for among women, non-binary, and underserved populations?

A: No, but applicants should be as concrete and quantitative as possible when putting forth the outcomes and deliverables for their grant activities.

Q29: In addition to partnership letters submitted for each identified partner organization, may an applicant submit letters of support from other interested individuals or organizations?

A: Yes, but in your narrative, please articulate which are implementation partners

Q30: What items should be submitted for the “Letter of Intent”?

A: Note - Deadline for Notice of Intent to Apply. The DIR/DAS can develop a more efficient process for reviewing and evaluating applications if there is knowledge of the number of entities that intend to apply for funding under this competition. **Each potential applicant is strongly encouraged to notify the DIR/DAS of its intent to apply by sending a brief email message with the applicant organization’s**

name and address to DASGrantUnit@dir.ca.gov address with “Intent to Apply” in the email subject line by December 15, 2022. Applicants that do not provide this email notification may still apply for funding.

Q31: What are documentation requirements for stipends (for participants and mentors)?

A: How the funding is utilized should be articulated in the application. From a reporting perspective you will be asked to report on the Apprentices and Pre-Apprentices being supported by this funding. Funded activities may need to be validated. Additional reporting information, requirements and instructions shall be provided to grantees once awarded. (SFP pg. 9)

Q32: Does submitting a proposal for funding in both categories involve a single application or two separate applications?

A: Separate applications will need to be submitted. If an organization is applying for both categories of funding, ensure that the total amount requested does not exceed \$4,000,000.

Q33: What is the format that the Project Plan can be submitted as? Is there a word limit?

A: Please see Cal E-Grants resources on the [Erica Grant Web page](#).

Q34: Do the organizational strategy and vision statements and the barriers to success and alternative plans have a word limit for answering these questions?

A: Please see Cal E-Grants resources on the [Erica Grant Web page](#).

Q35: Will the budget narrative follow a prescribed template, and will there be a word limit for this portion of the submission?

A: The budget summary and narrative are available on our website:

<https://www.dir.ca.gov/DAS/Grants/ERICA.html>

- [Exhibit A – Detailed Budget](#)
- [Exhibit B – Budget Narrative](#)

There is not a word limit on the Budget Narrative

Q36: Never been registered with DAS, can we register now? If we register our program during this grant timeline, would we be eligible for Supportive Resources for Childcare in our Apprentice Readiness Program?

A: In order to apply you must already be registered or be in partnership with a program that is registered. If you have been running a Pre-Apprenticeship program that to date is not registered, but you work in partnership with a registered Apprenticeship program, then to apply you will need to have a letter of support from that registered program. If you receive the grant, you will then be required to register your Pre-Apprenticeship program and Pre-Apprentices in order to actually receive the funding.

Q37: Is there a specific format for applications or will there be some sort of template?

A: Please see Cal E-Grants resources on the [Erica Grant Web page](#).

Q38: For Outreach, will there be a specific limit to each category, and will promotional videos, social media, and signage be accepted?

A: No, there is no limit to each category for the dollar amount, but there is an overall limit for outreach and community building of \$2,000,000. Yes, **promotional videos, social media, and signage are acceptable as cost to the grant.**

Q39: Will each specific category for outreach need to be stated in application?

A: Yes, applicants to Outreach and Community Building will need to clearly state metrics and outcomes in their proposal and if awarded will need to report, at a minimum, specifically on the milestones and progress towards those outcomes in their reporting. Additional reporting information, requirements and instructions shall be provided to grantees once awarded.

Q40: What does it mean to consult the DIR Office of External Affairs?

A: The DIR Office of External Affairs will have a point of contact to support, coordinate, and amplify your efforts. Plan to work in coordination with DIR. Connections to the DIR Office of External Affairs will be provided upon award.

Q41: Are recipients given planning time prior to implementation?

A: Please provide details of timing in your project plan.

Q42: Program Sustainability-is there a time period you are seeking such as after two years of funding, the intent is to the partnership to exist 3 years later?

A: While we hope that you design sustainable programs that outlast the grant funding, that is not a specific stipulation in the grant process. Applicants are encouraged to partner with Local Education Agencies (LEA's), Workforce Development Boards, Apprenticeship intermediaries, Community Based Organizations (CBOs), Non-Governmental Organizations (NGOs), and other workforce development stakeholders to achieve the stated outcome of increasing the employment of women, non-binary and underserved populations in the building/construction trades. Ideally these partnerships will help to provide supportive services to extend the impact of the program.

Webinar Questions:

Q43: Can two organizations apply as partners on ONE application in the Outreach category for recruitment?

A: Yes, there will be one lead applicant. Multiple funded partners can be on one proposal. For each application there should be one fiscal agent identified.

Q44: Can these same two organizations then apply separately (submit TWO separate applications) for the Childcare category?"

A: Yes, but we will not be funding the same activities twice. In all cases, the application should articulate what activities are being funded and for each partner. If you know that you are a lead applicant on one application and a funded partner on another, be sure to clearly articulate the separate and distinct activities that are funded in each case. Do not apply twice to cover the cost of the same activities.

Q45: Are there previous successful applications that we can review for reference?

A: Unfortunately, no, because this is a new grant.

Q46: If our DAS-registered apprenticeship is a 4-year program (and not 2 years), will that affect the strength of our application?

A: If the program is 4-years or longer it will not affect the application, but the grant funding is only available for 2.5 years.

Q47: Is there a minimum funding amount / floor? For example, say an applicant only asked for \$10,000; would their application still be considered?

A: There is no minimum funding amount.

Q48: Does the \$5k per Pre-Apprentice include all costs of coordinating childcare? Am I understanding correctly that it's a fixed amount per participant, e.g. 100 Pre-Apprentices means a budget of \$500K, and that has to include all admin costs, costs of coordination, childcare system navigation etc.? What about indirect costs, can those be in addition to the \$5K per participant?

A: Yes, your understanding is correct, and the indirect costs are limited to 15% of the total award and are inclusive of, not on top of, the budgeted amount.

Q49: Do the applicants have to be registered with DAS?

A: This grant is for programs and organization not for individual Apprentices/Pre-Apprentices. If you are an Apprentice/Pre-Apprentice, please visit the [ERiCA Page](#) after the announcement to reach out to the programs that received this funding.

Q50: What is a "fiscal agent?"

A: The main applicant who will receive and oversee the funding and as needed distribute the funds to other partners and participants.

Q51: What are the reporting requirements?

A: Please see page 9 of SFP.

Q52: Could a Pre-Apprenticeship provide the \$10,000 childcare stipend for participants who get into a Registered Apprenticeship, if the Registered Apprenticeship itself is not providing a stipend?

A: No, the funding will be provided by the corresponding program. The Pre-Apprenticeship program provides the funding to the Pre-Apprentices and the Apprenticeship programs provides the funding to the Apprentices.

Q53: Can a Pre-Apprenticeship program be developed under this grant?

A: No, this funding is for programs with a history of success in serving these populations, not to fund the establishment of brand-new programs.

Q54: Are marine building and construction Apprentices (for marine service technicians) eligible for this grant opportunity?

A: The existing Marine industry Apprenticeships that are registered with CA are associated with IACA and are not eligible for this funding.

Q55: If part of my outreach is to develop a Pre-Apprenticeship program, not registered with CAL, is that covered under this grant?

A: The funding is for programs with a history of success in serving these populations, not to fund the establishment of brand-new programs.

Q56: Can payments for offsite childcare be made to a childcare provider or an intermediary family resource agency rather than to the participant?

A: Yes, please see page 6 in SFP.

Q57: Is the URL for the program we are applying to fund? Or for the organization that is applying?

A: The URL is for the applicant organization.

Q58: What category do we choose if applying for both?

A: You can apply for both categories of the grant separately.

Q59: How are we supposed to know how many Apprentices will participate in the childcare benefit? We have over 5K Apprentices.

A: The program will have to determine that.

Q60: Can you add a line item in uploaded documents?

A: Yes.

Q61: Is there proof required by the parents or guardians that they are parents or guardians?

A: The program will have to determine that.

Q62: Who do we reach out to if we encounter technical difficulties with the application system?

A: Please email DASGrantunit@dir.ca.gov.

Q63: Is there a formal budget form on the application?

A: The detailed budget and narrative are available on our [website](#):

- [Exhibit A – Detailed Budget](#)
- [Exhibit B – Budget Narrative](#)

There is not a word limit on the Budget Narrative.