



Workforce Accelerator Fund 9.0

Weekly Question & Answer

February 26, 2021

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ELIGIBLE APPLICANTS

Q: 1) Are public agencies allowed to apply for WAF 9.0 Grant Funding?

A: Eligible applicants for this RFA include but are not limited to local workforce development boards, labor organizations, labor-management partnerships, public universities, K-12 education entities and adult schools, community colleges, county social services agencies, worker centers, community-based organizations, business related non-profit organizations, and workforce intermediaries. Please note that a for-profit private business or a for-profit consortium of businesses cannot be the lead applicant but can be a partner on the Project Team. For more information on applicant eligibility, see page 14 of the RFA.

Q: 2) Does an eligible Innovation Impact applicant have to have experience with a CWDB WAF award, or with any WIOA project?

A: An eligible Innovation Impact applicant must have experience with any previously funded CWDB project from any CWDB initiative (Accelerator, Prison to Employment, AB1111, High Road Training Projects, High Road Construction Careers, and Regional Plan Implementation).

Q: 3) If we are currently a subrecipient of a grant from the CWDB, would we be eligible to apply for the \$250,000 New Accelerator project grant?

A: In order to qualify for the \$250,000 New Accelerator Project applicants must have previously demonstrated successful management of WIOA funding. If applicants current project is their first grant funding from the CWDB and is still currently ongoing, then they have not yet demonstrated successful use of the funds.

Q: 4) Could a Regional Transportation Planning Association (RTPA) or Metropolitan Planning Organization (MPO) qualify as an eligible applicant?

A: The only restriction for applying for WAF 9.0 are for-profit private business or a for-profit consortium of businesses. These cannot be the lead applicant but can be a partner on the Project Team.



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Q: 5) Can you clarify the eligibility requirements for a TA applicant - specifically with respect to prior experience managing a WIOA funded project? Are TA providers required to have prior experience (i.e., a type 2 applicant under new project) managing a WIOA-funded project?

A: The Accelerator 9.0 Technical Assistance and Support Applicants must meet the same eligible applicant criteria as described for “New Accelerator Projects” and meet the minimum qualifications outlined in this RFA. For more information please see page 14 of the [WAF 9.0 RFA](#).

Q: 6) Can a New Project be a research project?

A: Yes.

Q: 7) What if we are not new to WIOA funding but new to the Accelerator Project?

A: If applicants have experience from any previously funded CWDB project from any CWDB initiative (Accelerator, Prison to Employment, AB1111, High Road Training Projects, High Road Construction Careers, Regional Plan Implementation) then they are eligible to apply for New Projects and Innovation Impact Projects.

Q: 8) Is a public agency (City Govt.) an eligible applicant if they work closely with labor organizations and CBOs?

A: Eligible applicants for this RFA include but are not limited to local workforce development boards, labor organizations, labor-management partnerships, public universities, K-12 education entities and adult schools, community colleges, county social services agencies, worker centers, community-based organizations, business related non-profit organizations, and workforce intermediaries. A for-profit private business or a for-profit consortium of businesses cannot be the lead applicant but can be a partner on the Project Team.

Q: 9) Is a public agency, such as a City government, eligible to apply if they already partner with agencies that already receive WIOA funding, such as CBOs and WorkSource Centers?

A: Yes.

Q: 10) The New Accelerator Project for “new applicants” can be led by a for-profit business - correct?

A: No. Please see list of Eligible Applicants, in the RFA on page 14 of the [WAF 9.0 RFA](#). A for profit business cannot be the lead applicant.

Q: 11) On Technical Assistance, does it mean that an organization, or can it be an individual staff within an organization that can offer technical assistance?

A: Due to the scope and amount of work required of the TA project type, it is recommended than an organization apply instead of an individual person. However it is common that TA be made up of a consortium of individuals, particularly due to the broad and specific expertise



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required. Ultimately it will be up to the applicant to demonstrate how they will meet the TA requirements.

Q: 12) Can one organization submit two different applications if they meet the criteria under each grant award (i.e., NEW and also IMPACT INNOVATION)?

A: Yes. Note that they will be viewed as two separate applications/projects and should be developed/written that way.

Q: 13) If we received a grant in 2016 (WAF 4.0), is it possible to receive a grant in 2021 as a New Accelerator Project, or should we apply as Innovation Impact Project?

A: Separate applications can be submitted for either or both, depending on the proposed goals, previous performance and the amount of funding being requested.

Q: 14) The San Diego Association of Governments is a Master Planning Organization responsible for new construction related to the trolley and bus system in the San Diego region. Would SANDAG be eligible to apply for this grant to establish the following: Disadvantaged Workers Program, Targeted Workers Program, and/or Veterans program?

A: If SANDAG falls under the allowable applicant criteria then yes. The above mentioned potential program types sound appropriate for WAF as long as they meet the project type criteria (depending on which is being applied for) and as long as it serves at least one of the Target Populations outlined on page 6 of the RFA. Note that Accelerator funding cannot be used for construction of buildings/physical infrastructure, but can be used to improve system alignment, provide workforce services, create career pathways, etc. for the construction industry.

Q: 15) Our organization attended the Application Workshop and asked if a City Government would be considered an eligible applicant if worked closely with labor organizations or CBOs. It was understood that the answer was yes, we were an eligible applicant and that partnership was not needed. However, after looking over the written response for our question we would like to double-check and have this clarified.

A: A for-profit private business or a for-profit consortium of businesses cannot be the lead applicant but can be a partner on the Project Team. If your organization is a for-profit consortium of businesses you are not an eligible lead applicant.

Q: 16) Can the lead applicant fulfill one of the project team member roles, or do the unique project team members need to be from external entities?

A: This will not disqualify an applicant but it is preferred that different individuals are identified for each partner role to ensure a diverse project team that meets the purpose and requirements of each identified partner type (outlined on page 6 of the [RFA](#)). Ultimately it will be up to the applicant to demonstrate how each individual/organization meets the project team requirements and why it was structured this way.



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Q: 17) Can an applicant be a four year university/college?

A: Yes.

Q: 18) The list of eligible applicants includes “business-related non-profit organizations.” Is there a definition of “business-related,” and can non-profit organizations that are not primarily business-related apply? If so, will such organizations be scored lower in the review process?

A: The CWDB does not have an official definition for “business related nonprofit organization.” The only exemptions from applying would be a for-profit private business or a for-profit consortium of businesses. These types of applicants (for-profit) cannot be the lead applicant but can be a partner on the Project Team. Scoring criteria is not based on the type of business the applicant is a part of; scoring criteria can be further explored on tables 1 – 3 in the [WAF 9.0 RFA](#) located on pages 18 – 24.

Q: 19) We have received and successfully managed funds from the Fresno Regional Workforce Development Board (funds originally from WIOA) for several years as a member of their ETPL list. Our success in managing these funds also recently made us eligible for and successful in receiving federal funds through the Dept. of Labor. Would this make us eligible to apply for an Innovation Impact Project?

A: Yes, you are eligible to apply under the Innovation Impact Project category if you are scaling/replicating work from this previous grant. Please make sure to indicate which previous initiative and project you will be scaling, replicating and/or building upon and bear in mind that (specific criteria is outlined on the Project Matrix). The requirements for Innovation Impact Projects are as follows:

“Demonstrated previous successful management of a WIOA-funded initiative and is planning to adapt, replicate or scale previous successful project models in response to COVID 19, economic recovery, and economic and racial equity. The applicant/fiscal agent MUST BE versed in and be able to apply WIOA and Code of Federal Regulation Title 2 (Uniform Guidance).” Source: WAF 9.0 RFA, page 13.

Please note, if you are not scaling and/or replicating a particular project but do have experience managing WIOA funds, you are eligible to apply for up to \$250,000 under the New Project category, which is open to applicants who have previously demonstrated successful management of WIOA dollars.

Q: 20) Can we use our work to date in an RPI 2.0 grant - expiring on March 31, 2021 - as the basis for an Innovation Impact Project?

A: The CWDB is still researching this question. Answer will be included in the March 5, 2021 Q&A.



APPLICANT & APPLICATION SUBMISSION

Q: 1) The solicitation email notification stated March 1, 2021 as the application due date, but Page 15 of the RFA states the due date is March 8, 2021. Which is correct?

A: Applications are due March 8, 2021 by 3PM Pacific Standard Time, as outlined on page 15 of the RFA. An updated email was sent out with the corrected date.

Q: 2) On the CWDB webpage, the Exhibit Workbook under “new project” actually links to the Project Narrative for New Projects.

A: The link for the Exhibit Workbook under “New Projects” on the CWDB webpage has been corrected and now contains the link to the Exhibit Workbook.

Q: 3) Are the Exhibit Workbook contents the same for New, Innovation, and Technical Assistance and Support project types?

Updated Answer as of 2/26/21: The Exhibit Workbooks are the same for New and Innovation Impact Projects. The CWDB has updated the Technical Assistance Exhibit Workbook and this one should be used going forward. Note that there are specific Project Narratives and Project Matrices for each project type.

Q: 4) Can organizations submit more than one application under the same project category?

A: Yes.

Q: 5) Can parties be on more than one application?

A: Yes.

Q: 6) On Exhibit E, Expenditure Plan, is the YOA 2021?

A: These fields can be left blank.

Q: 7) The Project Team must include a unique person in each of the four categories; but may there be more than unique person representing a given category, for example, two Experts rather than just one Expert?

A: Yes.

Q: 8) Do the budget worksheets need to include the 17-month period?

A: Budget worksheets need to include the entire length of the grant period. The grant periods are 18 months for New Projects and Innovation Impact Projects, and 24 months for Technical Assistance and Support Providers.

Q: 9) An item within Exhibit A: Project Narrative for new projects has these instructions: “Describe the innovation process, how the project is unique, the role of the Project Team, and how this will be documented.” I am not certain what the “this” in “how this will be documented” is intended to reference. Can you provide some clarification?



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A: In other words, the CWDB needs to see how applicants will be documenting the innovation process, uniqueness, and roles of project team members. Some examples include: In regard to innovation – how will the applicant document their proposed idea will lead to change for their target population? In regard to uniqueness – how will it be documented that the idea is unique and can provide a unique approach to the populations needs? For the roles of the Project Team – how is this teams approach to the target populations presenting problem going to assist? These answers are subjective and are based on the goals for applicants proposed projects target population, approach to assisting this population, and the team who will be assisting them. The Accelerator grant is unique in that applicants determine their process, benchmarks, and outcomes. These questions allow the CWDB to understand how the project is setup, how it will measure/determine success, and the support, structure, and ability to pull of proposed outcomes.

Q: 10) Can one organization submit more than one proposal for different types of accelerator projects?

A: Yes. Note applicants should be distinctly different projects and not reference/leverage other applications or proposed projects.

Q: 11) May advocacy for systems change and legislation be included as one of the project's activities?

A: If claiming this as an activity, more information or detail around what the advocacy looks like may be required however, system change could be one of the selected focuses for the project.

Q: 13) Can an Innovation Impact Project include a research component?

A: Yes.

Q: 14) As I look at the list of past recipients, all of the sponsors and projects seem to be worker-oriented, even if they are not directly working with participants. The application can focus on growing a business with a goal of increasing the number of workers, correct?

A: Yes, as long as the growing business and the goals in question reflect the goals of Accelerator 9.0. The goal of Accelerator 9.0 is to impact economic and racial equity by creating pathways to good quality jobs for workers from disadvantaged or low-income communities. For more information please see Project Goals and Objectives on page 4 – 5 of the [WAF 9.0 RFA](#).

Q: 15) Do you need to have an approved indirect cost from a federally cognizant agency to include them in the proposal?

A: This will not be required during the application process, but you may be asked to produce this if awarded.

Q: 16) The pages appear to be split on the Exhibit Workbook. Can the CWDB recommend a page layout setting to fit the spreadsheets on one page? Should the Exhibit Workbook be modified, or should applicants submit as is?



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Updated Answer as of 2/26/2021: The CWDB has updated the Exhibit Workbook and this issue should be resolved. There is no need to modify the Exhibit Workbook in any way and there will not be any issues with submission in this format. Please be sure to fill out all of the required fields as all applications must adhere to the required format and, in order to be competitive, must include all of the requested information, completed forms and attachments. Applications that do not adhere to these requirements will be determined non-responsive and will not be considered for funding.

Q: 17) Do applicants need to specify the budget of a subrecipient when submitting the WAF 9.0 application? In other words, can applicants include a subrecipient line item and then identify the details of the subrecipient's budget as part of the WAF activities during the grant term?

A: Yes, the budget needs to be specified for subrecipients. The applicant's entire budget for their proposed WAF 9.0 project will need to be included in the application. TBD's can be allowed for name of contracted or subrecipient entities (if not yet secured) but this must be clearly outlined along with timeline to secure. Budget and summary of activities must be included in the application (you can adjust later if there are changes once secured).

Q: 18) In the Exhibit A: Project Narrative New Project form, there are two separate project narrative framework questions that ask to "Describe the challenge or gap the project will address and the target population that will be directly or indirectly impacted". Is this an error or are we expected to list separate challenges in each section?

A: This question should have only been in the Exhibit A: Project Narrative New Project form one time. This has been corrected and the updated version has been posted.

Q: 19) The WAF Exhibits require the applicants to provide a "Subrecipient Code". Can you please provide more information on where I would locate our subrecipient code? Would a government agency have a subrecipient code?

A: Subrecipient Codes are unique for each project that receives funding from the CWDB. The CWDB will assign Subrecipient Codes to projects that are awarded grant funding under WAF 9.0. Applicants may leave that field blank, as the CWDB will enter that information when projects are awarded and the subrecipient code is created.

Q: 20) Does the team member need to be identified for the team member "Customer," or is part of the project identifying these individuals?

A: Yes, the team member for Customer needs to be identified in the application. Project Teams must include at least one unique member from each of the groups (Experts, Innovators, and Influencers) in addition to the End-Use Customer (Workers or Employers). For more information please see Page 7 of the [WAF 9.0 RFA](#).

Q: 21) What is the distinction between "the original project" and "points of change" from the original project, in the Project Narrative questions 1 and 4?



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A: Innovation Impact Projects require applicants to use innovative strategies to adapt, replicate and scale previously successful Accelerator Project models. These questions are asking how applicants will use the prior projects achievements, models or approaches to the element(s) that they are replicating/inspired by and how the applicant plans on building upon those accomplishments, findings or models. Furthermore, when choosing to replicate or scale a project, you would describe what that looks like exactly and the correlation with our focuses for 9.0. It is also advisable to include details that will change or differ from the original project.

Q: 22) Are employment/promotion/upward mobility outcomes a requirement during the grant period, or is it sufficient to develop a program and partnership for future implementation)? For example, if the Big Idea is to help workers with career development, promotions, and wage gains, do these outcomes need to happen during the grant period, or are other primary deliverables acceptable (partnership agreements, worker training/education, curriculum development, etc.)?)

A: Other primary deliverables are acceptable during the grant period and it is sufficient to develop a program and a partnership for future implementation. Each project will be unique and have different goals/deliverables. The [WAF 9.0 RFA](#) includes project goals and objectives on pages 4 – 5.

Q: 23) When writing the Project Narrative, the first question/row on Framework duplicates my response on every page. Is there a fix or a way to keep this from happening?

A: This issue has been corrected and should no longer be occurring. Applicants who accessed the older version of the Project Narrative Template prior to the CWDB reposting the corrected template might need to do the following: 1. Follow your local process of clearing your device's browsing data. Potentially, the browser in use is accessing an older file in a "cached" history. 2. Once the browser's history has been cleared, access the Initiative's Workforce Accelerator Fund Page. 3. Find the Application Type and download the forms again. These forms have been corrected and tested and should be working properly now.

Q: 24) How should I categorize a graphics person/company who will be developing materials e.g., team member, Subcontractor, Contractor?

A: This would be a subcontractor. For more information it is highly encouraged to review "200.331 Subrecipient and contractor determinations" Located in Subpart D – Post Federal Award Requirements of the [Electronic Code of Federal Regulations](#).

Q: 25) We are trying to complete the Cover Page template but seem to be encountering an issue with the 'Project Type' selection section. I'm unable to 'select the appropriate application type'.

A: There should not be any issues with selecting a project type. The CWDB has checked the Exhibit Workbook Cover Page for this error upon receiving the email and did not encounter the same issue. Applicants who run into this issue might want to try downloading the exhibits from another device, or try the following steps: 1. Follow your local process of clearing your device's



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browsing data. 2. Once the browser's history has been cleared, access the Initiative's Workforce Accelerator Fund Page. 3. Find the Application Type and download the forms again. These form has been tested and did not show any errors or issues.

Q: 26) The RFA does not appear to require Letters of Support or Letters of Commitment. Is that accurate? What evidence of commitment is required from project partners in the application?

A: That is correct, Letters of Support/Commitment are not required to be provided to the state at this time. Is it up to the awarded entity (subrecipient) to establish and maintain an agreement with their project partners locally. Furthermore, there will be an established subgrant agreement, binding the awarded entity to the rules and regulations of the Workforce Accelerator Fund Grant Program. If awarded, it will be up to the subrecipient to make sure that partner participation and commitments are held in order to achieve the work outlined in the application.

Q: 27) For upward mobility programs, would WAF support a project with a specific deliverable of identifying partners within a larger employer, or do these partners need to be identified in the grant application?

A: Yes, as long as this is clearly outlined in the application and with a concrete plan to identify/secure. Part of the application review criteria for this type of project would be: are goals achievable and with enough pre-planning, strategic thought to pull off the work – this must be clearly articulated in the application. Note that required partners must still be outlined and identified in the application, but other partners (including additional partners within each category) can be added/secured at a later date.

Q: 28) Will applicants be able to submit their proposal sometime in advance so that once reviewed, they can be informed that they have everything (as to not be disqualified)? If so, when would applicants be able to submit it?

A: WAF 9.0 Applicants may submit their application at any time once it is completed to the shared inbox at WAF@cwdb.ca.gov. If applicants follow the RFA instructions and ensure every field is completed they will not be disqualified. The CWDB will not provide individualized assistance to projects to ensure an equitable application process. Section 3: Application Submission Instructions on pages 16 – 24 in the [WAF 9.0 RFA](#) provides a comprehensive list of all materials required for application submission. The application narrative for each project should address each of the sections outlined in the Project Narrative Tables. All applications must include the required forms and signed Cover page (in PDF format). The scoring value of each section of this RFA is included in the Project Application Tables, starting on page 19.

Q: 29) Does the project have to take the full 18 months (for a New Project)? The project we have in mind is anticipated to be complete in roughly 12 months.



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A: Projects are required to span the entire length (18 months) of the grant term. Applicants will see this reflected throughout the Exhibit Workbook, as they must plan their expenditures through the grant period on a quarterly basis.

Q: 30) For our proposed project the Customer will be a non-profit in the social service sector. The Customer will have executives/management who identify and send employees for training. Would the non-profit fit into the employer or workforce category or both? Can the time to the project that is spent by the executives, management and employees be considered in-kind? Are the employees who complete training considered recipients of services that must be added into CalJOBS?

A: The CWDB is still researching this question. Answer will be included in the March 5, 2021 Q&A.

PROJECT TYPES & FUNDING CRITERIA

Q: 1) If an applicant submits a project for \$50,000, does the match have to be \$50,000 to meet the 1:1 RFA match requirement?

A: Yes, every project is required to match 1:1 cash or in-kind. The only exclusion from this requirement is Technical Assistance and Support applications.

Q: 2) Should applicants budget for travel for the convening or are they going to be virtual exclusively?

A: The Community of Practice events are going to be held in a virtual format for the foreseeable future. Applicants do not need to allocate grant funding for this purpose.

Q: 3) What is the definition of "in-kind" and match funds?

A: All WAF 9.0 Subrecipients are required to match their grant award 1:1 cash or in-kind. If the grant award is \$150,000 then the grantee must match \$150,000 cash or in-kind. In-kind is a non-cash contribution of value provided by the grantee e.g., value of services, labor, space, training, supplies, equipment, travel, etc.

Q: 4) What is reference to 15% on the budget sheets?

A: The reference is to the WIOA 15% Governor's Discretionary Fund which is the funding source. Funding under this RFA will be provided through the WIOA 15% Governor's Discretionary Budget. All awards are subject to the availability of appropriated funds and to any modifications or additional requirements that may be imposed by law. The CWDB reserves the right to adjust the grant term duration, and amount of each grant award based upon the availability of funds and performance.

Q: 5) Can match funds come from multiple regional partners?

A: Yes.



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Q: 6) How does the total amount of WIOA funds compare to previous years?

A: The total amount of funding available for the 9.0 Cohort is \$7.4M. Previous cohorts included; 6.0 - \$4.8M in funding, 7.0 – \$4M in funding and 8.0 with \$3M in funding.

Q: 7) Will there be more than 1 TA award?

A: This will be determined based on TA applications received.

Q: 8) May the 1:1 match be covered by Federal funding or other government funding sources?

A: CWDB is authorizing WIOA funds (covered in the RFA, page 34) but for other government or federal funding sources, it would be to the funding sources rules, regulations and guidelines and up to the applicant to determine.

Q: 9) When you say High Road Principles apply to this round of Accelerator dollars, is that to say that 9.0 will only fund projects with worker voice, or it just "quality jobs, equity, and system alignment" that is the focus here?

A: No. Not solely focused on worker voice due to the opportunity to work with different end-use customers which also includes employers as well. The above mentioned focuses are highly encouraged to be embedded in the project's proposed focus in part by choosing one area of focus or in whole, by enveloping in best practices for each.

Q: 10) If I have a software platform, can the funds that were used to develop it (e.g., design, coding, testing, etc.) as the match? How about future expenses associated with improvements to the platform?

A: Matched funds (cash or in-kind support) should be used simultaneously with WAF 9.0 grant funds.

Q: 11) Are AB 1111 funds WIOA?

A: No, AB 1111 is a state funded initiative. It is also an allowable source of match/leverage for this grant.

Q: 12) If we have a negotiated federal indirect cost agreement that exceeds 10%, can we claim it?

A: A negotiated ICR (NICRA) can be over 10% and this is allowable. However, administrative costs must remain below 10% for this grant.

For further information, indirect costs and administrative costs are related but not interchangeable. Indirect costs are costs that **are not** directly attributable to the grant. They can be both program costs and admin costs. Direct costs are costs that **are** directly attributable to the grant, and again, can be both program or admin costs. Some entities may charge all administrative costs indirectly, and only charge administrative costs indirectly (do not charge any program costs indirectly), which would make their indirect cost rate and admin percentage the same. But if that is not the case, the indirect cost rate and admin percentage are likely



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different percentages. If an organization only includes admin costs in their NICRA, and their NICRA is over 10%, then it would indicate that the admin percentage exceeds the limitation. If their NICRA includes program costs, and it is over 10%, the organization would need to ensure that the admin portion of those costs remains under 10%.

Q: 13) Can the 1:1 Match be existing budgeted staffing invested?

A: Yes, a portion of project staff's salary can be billed towards the grant and remaining portions of their salary paid from a different source can be used as leverage. Applicants will need to maintain records of time spent on the grant to support this along with the funding sources for the individual's salary and be prepared to produce these documents in the event of monitoring.

Q: 14) Can we leverage our federal indirect cost exceeding 10% as match?

A: Leveraging indirect costs as match will be allowed but it cannot exceed \$10% of total match required. For example, if applicants are requesting \$100,000 the required match would be \$100,000. In this scenario the maximum amount of indirect costs leveraged allowed would be \$10,000.

Q: 15) Can we utilize WIOA federal funds as match for the WAF 9.0 grant project?

A: CWDB allows WIOA discretionary funds to be used towards match of other CWDB WIOA discretionary funded programs and with WIOA Title I Formula funds. For more information please see page 34 of the [WAF 9.0 RFA](#).

Q: 16) Can the CWDB confirm the 2021 salary and bonus limitations for individuals paid by funds appropriated by the DOL? Per the [Office of Personnel Management](#), the limit should be \$199,300 for 2021. The [WSD 18-07](#) which refers to 2018 but there is nothing more recent.

A: The EDD currently has a draft directive that will update the Salary and Bonus Limitations guidance, which can be found [here](#). Effective January 1, 2020, the salary and bonus limit is set to \$197,300 per year (not accounting for benefits). Note that limits for 2021 for workforce federally funded grants have not been made available yet so, in the meantime use this draft directive until it becomes active.

Q: 17) Since Accelerator requires a 1:1 match, can applicants use a match commitment using regular WIOA funds e.g., Workforce Program Manager and their staff's salary as in-kind?

A: CWDB allows WIOA discretionary funds to be used towards match of other CWDB WIOA discretionary funded programs and with WIOA Title I formula funds. Please note that WAF 9.0 funds are not be used to meet cost sharing or matching requirements of any other federally financed program. Please see page 34 in the [WAF 9.0 RFA](#) for more information.

Q: 18) Are applicants required to have received a previous Workforce Accelerator Fund award? What if an organization was previously a Subgrantee of an award recipient?

A: There is different application criteria for each of the projects. In general, applicants do not have to have received a previous WAF award. New Accelerator Projects are open to new



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applicants who have not previously managed a WIOA-funded grant initiative for a maximum of \$150,000. New Accelerator Projects with an award of \$250,000 are open to applicants who have previously demonstrated a successful management of WIOA dollars. Innovation Impact Projects are open to applicants who have demonstrated previous successful management of a WIOA-funded initiative and is planning to adapt, replicate or scale previous successful project models in response to COVID 19, economic recovery, and economic and racial equity. For further information please see the Eligible Applicants section on page 14 of the [WAF 9.0 RFA](#).

Q: 19) Where are the project details of previously funded WAF recipients located?

A: Project details from previous WAF recipients can be found at the bottom of the [Workforce Accelerator Fund Initiative Page](#).

Q: 20) Do you have a sense of how many of each strategy you will fund?

A: No, there is no predetermined amount of each strategy however, the CWDB would like to have a diverse range of projects that include all project types along with representation throughout the entire state.

Q: 21) If the lead applicant is a non-profit sponsor of a California Registered (DAS) apprenticeship program and is awarded funding, does the funding need to be passed through their Local Education Agency?

A: No, funding would go directly to the non-profit sponsor or the lead applicant, as long as the applicant is an eligible applicant. Please see page 14 of the [WFA 9.0 RFA](#), Section L: Eligible Applicants for more information.

FISCAL & BUDGET

Q: 1) Can we use grant funds to pay for student/worker stipends?

A: Stipends are an allowable use of grant funding as long as they are allowable, reasonable, and allocable. They must also serve a business purpose (and this will need to be clearly demonstrated). It will require prior written approval (process will be initiated by CWDB if project is awarded) and the organization will need to have a formal policy in place (or create one if it does not exist). The applicant must include detail within the Budget Narrative demonstrating how stipends are tied to the program, work experience that will result in receiving, and what form/method they will provided in. Please refer to the EDD/CWDB directive on Allowable Costs and Prior Written Approval for more information and requirements: [Allowable Costs and Prior Written Approval Active Directive](#).

Q: 2) Can Workforce Accelerator Fund (WAF) 9.0 funds be utilized to further the work currently being done under WAF 8.0?

A: Yes. Current WAF grantees may apply for funding under WAF 9.0. If awarded for an Innovation Impact Project, the grantee may choose elements of the current work to scale, replicate, etc. Note that any outcomes and deliverables awarded under 8.0 must be treated as



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its own grant program and must be met within the 8.0 grant period. WAF 9.0 can focus on expansion, replication, and/or scaling of 8.0 work but cannot take the place of.

Q: 3) Can organizations apply a de Minimis rate for indirect costs?

A: De Minimis rate can be used by agencies who do not have a negotiated indirect cost rate. Please refer to the following EDD/CWDB directive on Indirect Cost Rates for ICR information and requirements: [Indirect Cost Rates Active Directive](#).

Q: 4) Can funds be used to incubate an affiliate organization to focus on a similar industry, replicating a successful H RTP model?

A: Yes. Any previously funded CWDB project from any CWDB Initiative (Accelerator, Prison to Employment, AB1111, High Road Training Projects, High Road Construction Careers, and Regional Plan Implementation) would be acceptable.

Q: 5) If our NICRA exceeds 10%, does that mean there is no room in our admin budget for any admin costs not recovered in our indirect rate?

A: You can only use 10% of grant funds so yes, if you use the full 10% to cover indirect costs you will not be able to use admin costs for other areas.

For further clarification, indirect costs and administrative costs are related but not interchangeable. Indirect costs are costs that **are not** directly attributable to the grant. They can be both program costs and admin costs. Direct costs are costs that **are** directly attributable to the grant, and again, can be both program or admin costs. Some entities may charge all administrative costs indirectly, and only charge administrative costs indirectly (do not charge any program costs indirectly), which would make their indirect cost rate and admin percentage the same. But if that is not the case, the indirect cost rate and admin percentage are likely different percentages. If an organization only includes admin costs in their NICRA, and their NICRA is over 10%, then it would indicate that the admin percentage exceeds the limitation. If their NICRA includes program costs, and it is over 10%, the organization would need to ensure that the admin portion of those costs remains under 10%.

Q: 6) Can you explain indirect costs vs. Administration?

A: Indirect costs are costs incurred for a common or joint purpose, benefitting more than one cost objective, and not readily assignable to the cost objectives specifically benefitted, without effort disproportionate to the results achieved. Please review the [Indirect Cost Rates Active Directive](#) for further information. The 10% administrative cap should include indirect costs and administrative activities as described here: [Administrative Costs](#). More information on Administrative costs can also be found on pages 32 – 33 of the [WAF 9.0 RFA](#).

Q: 7) Can WAF funds be used to pay project teams?

A: Yes, Project Team members can receive grant funding through Contractual Services.

Q: 8) Would fiscal sponsor fees be included in administrative costs?



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A: Additional information regarding the specificity of the fiscal sponsor fees may be required. Please see Appendix A for more information and definitions of Administrative Costs.

Q: 9) Are subsidized wages an allowable cost for WAF for these types of workforce bridge programs like transitional employment and earn and learn models?

A: Yes, subsidized wages are an allowable use of grant funding as long as they are allowable, reasonable, and allocable. They must also serve a business purpose (and this will need to be clearly demonstrated). The applicant must include detail within the Budget Narrative demonstrating how wages will be utilized within the program. Please refer to the EDD/CWDB directive on Allowable Costs and Prior Written Approval for more information and requirements: [Allowable Costs and Prior Written Approval Active Directive](#).

Q: 10) Are small grants or incentives to businesses participating in the project (business as customer) an allowable expense?

A: Incentives cannot be used for businesses or for individuals who are not participants within a workforce program. Incentives are to be used for participants participating in the program and must be allowable, reasonable, and allocable. The use of incentives will also require prior written approval (process will be initiated by CWDB if project is awarded).

Please refer to the EDD/CWDB directive on Allowable Costs and Prior Written Approval for more information and requirements: [Allowable Costs and Prior Written Approval Active Directive](#).

Q: 11) Can entrepreneurial activities be used to help customers who are starting small businesses?

A: They can be, but more information on what falls under “entrepreneurial activities” is needed to fully answer. In general terms of allowability, all costs must be allowable, reasonable, and allocable – this must be justified and clearly explained in the application and within the Budget Narrative. Please refer to the EDD/CWDB directive on Allowable Costs and Prior Written Approval for more information and requirements: [Allowable Costs and Prior Written Approval Active Directive](#).

Q: 12) Do project team members have to provide the in-kind match, or can it come from another source?

A: In-kind match can come from another source but it would be to that funding sources rules, regulations and guidelines to ensure allowability and up to the applicant to determine. For more information please see “200.306 Cost sharing or matching” Located in Subpart D – Post Federal Award Requirements of the [Electronic Code of Federal Regulations](#).

Q: 13) Can WIOA funding provide stipends or subcontracted wages to "peers" - for example, applicant's program alumni, people with prior AB1111 barriers, etc. - who are currently on the job and could play important roles in participant mentorship, support, classroom training, and other work funded by WAF?



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A: If asking if it's okay to pay members of the project team either through a stipend or subcontracted wages. If the organization or consultant is being subcontracted to do work for the project like mentioned above, then yes, they would be entitled to compensation through a subcontracting process and established agreement. If the individual is working with a partnered organization that is essentially collaborating or leveraging additional resources that are currently being administered, then no. Stipends are only to be used for participants as part of their participation in the workforce program through the project. Contracted funds can be used to pay for staff time/participation for individuals within another organization, but they should be providing a direct service or activity within the project that they are being compensated for. Also the use of incentives to pay individuals within other organizations for their participation is not allowed.

Q: 14) If a partner organization is an employer, and the project uses funds to subsidize wages or a stipend while the participant progresses through on-the-job training, could the remaining wages or stipend be considered matching funds? Of course, the subsidy will need to be allowable, reasonable, and allocable, serve a business purpose and would require prior approval.

A: Yes, the wages used to pay the participant during their course of the program or on-the-job training could and should be considered as match or leveraged funding. In addition to, and more specifically, the use of stipends with grant funds have to be reasonable, allocable, serve a business purpose and would require prior approval from the State. Stipends are only to be used for participants as part of their participation in the workforce program through the project. Also the use of incentives to pay individuals within other organizations or employers for their participation is not allowed.

Q: 15) Is there any limitation on subsidized wages and benefits being used to pay union benefits or referral hall fees if the participant is working with a partner employer under a Collective bargaining agreement? Of course, the subsidy will need to be allowable, reasonable, and allocable, serve a business purpose and would require prior approval.

A: The CWDB is still researching this question. Answer will be included in the March 5, 2021 Q&A.

SERVING PARTICIPANTS

Q: 1) Should the individuals enrolled into the program (*Enrolled in Program on the Participant Plan*) be the same individuals that are counted in the following categories (*Enrolled in Training, Completed Training, etc.*)?

A: Yes, the same individuals who enroll into the program should be those counted in all subsequent categories. These should be unique individuals (no duplications) and they should progress through the program linearly. **Please only count each individual once.** For example, if an individual is going to be participating in three trainings, you would still only list this as one on the Participant Plan since it's just counting one individual (not the specific trainings). Specific trainings and other activities will be tracked distinctively in the CalJOBS system.



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Q: 2) If you use matching funds to fund participant services as part of an Accelerator project, are you still required to enter the participant info into CalJOBS?

A: If a project is serving participants, it is required to enter participant data into CalJOBS and provide case management support through the duration of the grant period whether using WAF funds or matched funds.

Q: 3) Is there an anticipated number of participants to be served?

A: If a project is going to serve participants then the project team will determine the amount of participants they are going to be serving.

Q: 4) Can applicants serve a mix of WIOA-enrolled and non-WIOA-enrolled participants in the project? If so, should the Participant Plan include only the WIOA-enrolled participants? If not, would it matter if WIOA-enrolled participants were >50% of the total, so that the WAF funds could be spent entirely on them (and the non-enrolled served with matching)?

A: If a project is serving participants in any capacity (either directly with WIOA funding or through leveraged funds) all participants must be WIOA eligible. All participants being served/impacted by the project should be on the Participant Plan.

Q: 5) What is the definition of “immigrant job seekers”?

A: An immigrant job seeker would be an individual who identifies as an immigrant and is seeking employment. The documentation status of the individual in question is not relevant but all participants must meet [WIOA eligibility and reporting requirements](#).

Q: 6) Do wages earned during apprenticeship count as employment on the workplan?

A: No, this would not be considered employment but a paid apprenticeship.

Q: 7) If we do not submit participant data into CalJOBS, do we still submit participant data in the Participant Plan?

A: If serving participants, a Participant Plan is required. If a project serves participants but a Participant Plan is not submitted, the application will be disqualified during the technical review process. All participants represented on the Participant Plan will be required to be entered and case managed in the CalJOBS system, no exceptions.

Q: 8) Training noted in the participant plan is only for state training, not training that is provide in house at our nonprofit – correct?

A: Incorrect, trainings are not limited to state training programs or activities only. It can be any training program or activity completed during the participants participation in a program. It can also encompass multiple trainings. Note that even if it's for multiple trainings, participants should only be counted once on the Participant Plan.

Q: 9) Are Dislocated Workers considered Participants?



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A: Yes, a dislocated worker, if they meet the WIOA Title I Eligibility criteria could be a participant for the WAF 9.0 grant program.

Q: 10) What is the age group of the youth that can be served?

A: WIOA youth applies to individuals who are 18 – 24 years of age. Additional information and requirements specific to in-school and out of school youth, including eligibility and age requirements, are found on page 28 of the RFA.

Q: 11) Is job skills training for current workers (not with the goal of securing good jobs) an allowable direct service delivery?

A: Yes, applicants do not need to place individuals in employment to receive an Accelerator grant. Please refer to the Project Design section of the RFA (page 5 of the RFA), specifically the areas discussing the “Big Idea” concept.

Q: 12) Please clarify again – must individual participants be WIOA eligible?

A: Yes, every participant served with grant funds and enrolled in your program under this grant must be WIOA eligible. This will also require that each individual be enrolled and case managed in CalJOBS throughout the entire grant term.

Q: 13) Since a youth age 18 and over could be a non-dependent and classified as an adult may they served if they are still in-school?

A: Youth are either in-school or out-of-school and the eligibility and age requirements are different for each. For the specific requirements for youth who are in school/out of school see page 28 – 29 of the [WAF 9.0 RFA](#). Please also review the Electronic Code of Federal Regulations for [in school youth](#) and [out of school youth](#).

Q: 14) You have stated that Apprenticeships are required to be State-Approved. Are there any requirements for other types of training programs?

A: For more details on Eligible Training Providers please see the [Eligible Training Provider List](#).

PARTNERSHIPS

Q: 1) Can we be the lead applicant on one application, and be included as a partner on another application?

A: Yes.

Q: 2) If partners get some of the funding, are they considered a subrecipient?

A: Subrecipient or Subgrantee – A non-federal entity that receives a subaward or subgrant from a pass-through entity to carry out part of a federal program, but does not include an individual that is a beneficiary of such program. A subrecipient or Subgrantee may also be a recipient of other federal awards directly from the federal awarding agency. For more information please read the [Subrecipient and Contractor Distinctions Active Directive](#).



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Q: 3) Can members of the Project Team also be listed as partners on Exhibit J, Partner Roles and Responsibilities? For example, may one of the Project Team experts be a training partner, and may the same training partner be included in Exhibit J? Or must these categories include different partners/ different people?

A: Yes, members of the project team and/or their entity or organization should be listed on the Exhibit J – Partner Roles and Responsibilities, this exhibit should provide a snapshot of all entities participating in the WAF 9.0 projects.

Q: 4) In regards to “Experts” which are partners that understand workforce programs (e.g., organizations such as workforce boards, colleges, job centers, etc.) Can this team member be an expert but not or no longer a part of one of these organizations? For example, can this team member be someone who has provided workforce services as part of these organizations but have either retired or moved on from that organization and is now a part of a non-profit or maybe a consultant? Is it more important that they are a part of these organizations or that they have the expertise and understanding of workforce programs?

A: Experts can be an individual, an independent consultant or an organization.

Q: 5) What if a partner organization was funded in Accelerator 6.0, and another partner is building from that work?

A: Innovation Impact Applicants must identify which previous Accelerator project they are proposing to scale, replicate or further. Partners who were not directly funded, do not count as a previous awarded entity. They would be considered a lead applicant if they applied and an actual project if received funding directly.

Q: 6) Do project partners need to be subjected to procurement requirements?

A: Not partners. Subcontractors and subrecipients must be competitively procured according to the Uniform Guidance and OMG Regulations.

Q: 7) Do you require partner letter of commitments or agreements in the proposal application?

A: No, it is not required, however encouraged.

Q: 8) Is the lead fiscal agent required to monitor all partners?

A: No. The Lead Fiscal Agent will be responsible to ensure that all subrecipients and contractors are adhering to the WIOA and OMB regulations.

Q: 9) How do you differentiate contractors that have to be procured from partners?

A: Contractors are treated as subcontractors and are defined as a 3rd party whom is receiving compensation to do a portion of the work (goods or services) within the project. It is paid contributions. Partners are not compensated directly.



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Q: 10) Can an organization partner with more than 1 organization to address more than 1 industry need?

A: Yes, of course. Partnership and collaboration is highly encouraged.

Q: 11) Can several organizations in different regions apply independently for funds for a shared project? Specifically, earning multiple awards for linked multi-regional projects?

A: Each organization could independently apply for funding, with plans to work together or in partner, on certain aspects of their 9.0 projects in part or whole. There is no guarantee that all or more than one would be awarded however, partnership and collaboration are highly encouraged in the Workforce Accelerator Fund Grant Program.

Q: 12) Can a partner be a separate program or division within the same organization?

A: It is preferred that they are from different organizations in order to have a diverse project team that meets the purpose and requirements of each identified partner type (outlined on page 6 of the RFA). If wanting to have individuals within the same organization make up the project team it will be up to the applicant to demonstrate how each individual/organization meets the project team requirements and why it was structured this way.

Q: 13) Can unique team members come from duplicative organizations, or must the team represent at least 4 distinct partners?

A: It is preferred that team members are from different organizations in order to have a diverse project team that meets the purpose and requirements of each identified partner type (outlined on page 6 of the RFA). If wanting to have individuals within the same organization make up the project team it will be up to the applicant to demonstrate how each individual/organization meets the project team requirements and why it was structured this way.

Q: 14) Can project team partners include people and/or organizations with unique content expertise based outside of California if they are not receiving grant funds but providing content expertise to the project? Also can their time supporting/partnering on this work be used as in-kind match?

A: Yes, partners can be individuals/organizations outside of the state of California. The CWDB will accept out of state sources as leverage/match but it would be to that funding sources rules, regulations and guidelines to ensure allowability and up to the applicant to determine.

Q: 15) Can one partner be used to meet the requirements for more than one project team member slot?

A: This will not disqualify an applicant but it is preferred that different individuals are identified for each partner role to ensure a diverse project team that meets the purpose and requirements of each identified partner type (outlined on page 6 of the RFA). Ultimately it will be up to the applicant to demonstrate how each individual/organization meets the project team requirements and why it was structured this way.



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Q: 16) Should project team partners be identified by name and institution or just by institution?

A: Project Team Partners should be identified by institution on all applicable Exhibits. Note that required partners must be outlined and identified in the application, but other partners (including additional partners within each category) can be added/secured at a later date.

GENERAL

Q: 1) The Request for Applications initially states that the grant period will be 24 months for the Technical Assistance and Support Provider. However, the Request for Applications later states that the grant period will span "June 1 2021 - December 30, 2022. Technical Assistance thru March 2022, which is less than 24 months for Technical Assistance and Support providers. What is the range of the grant period for Technical Assistance and Support providers?

A: The grant range for Technical Assistance and Support providers is June 1, 2021 – June 2023. This issue has been corrected in the RFA and on the CWDB webpage.

Q: 3) The RFA requires that applicants budget for and attend the virtual Communities of Practice meetings. Do you expect any of these meetings to be held in person?

A: Due to the pandemic, the Communities of Practice will be held in a virtual format for the foreseeable future.

Q: 5) May applicants receive a recorded version after the workshop is over?

A: There will not be a recording posted of the WAF 9.0 Application Workshop. The power point will be posted on the [Workforce Accelerator Fund Initiative Page](#).

Q: 6) Where can applicants find a definition or explanation for what the “High Road principles” are?

A: The High Road Principles are:

Quality Jobs Quality Jobs - Identify employers (public or private) that offer quality jobs in sectors that are driving regional employment. A quality job, among other traits, provides a living wage, comprehensive employer-provided medical benefits, predictable scheduling, a safe and just work environment, worker voice and agency in the job, ongoing employer investment in paid on-the-job training and career advancement.

Equity - target workers from disadvantaged populations or low-income communities, 5 with emphasis on immigrants, people of color, and the housing insecure.

System alignment- includes workforce boards, public schools and colleges, social services agencies, etc. Mission-driven CBOs that are closest to the target populations play a prominent role in recruitment, counseling, and providing other relevant supports. Unions, businesses, and public sector employers that help create pathways to good quality jobs and provide skills training, including apprenticeship and other earn-and-learn strategies, are also critical system partners. For more information please see pages 4 – 5 of the [WAF 9.0 RFA](#).



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Q: 7) Where is the link to access the RFA?

A: The link to the RFA can be found on the [Workforce Accelerator Fund Initiative Page](#) right about “Application Forms.” It can also be found in the following link: [WAF 9.0 RFA](#).

Q: 8) Will these questions be included in an updated version of the Q&A on the website?

A: Yes, all of the questions from the application workshop will be uploaded onto the [Workforce Accelerator Fund Initiative Page](#) under Q&A postings.

Q: 9) Where can applicants find information about the projects from Accelerators 5.0-8.0? Is that information not included because you feel that they are too recent to be considered for modifications due to the pandemic?

A: This information has not yet been posted to the Workforce Accelerator Fund Initiative page. This has nothing to do with them being too recent to be considered for modifications due to the pandemic and we will work on getting that information uploaded.

Q: 10) Are additional attachments accepted with the proposal e.g., letters of support, logic model for a technical assistance project. Etc.?

A: There is no need to submit additional documents with the proposal. The only criteria for evaluation is outlined in the evaluation rubrics located on page 18 – 24 of the [WAF 9.0 RFA](#).

Q: 11) What would be an example of an acceptable program that is NOT serving participants directly?

A: An organization focusing on connection of systems both county and state level, creating a universal intake application or software system that connects participants to services and resources based on the entered data.

Q: 12) Are New Accelerator Project Teams required to attend 2 virtual community of practice meetings? (pg. 11 of the RFA)

A: All project types are required to attend the communities of practice within the WAF Grant Program. It is up to the project to determine who attends but the CWDB recommends attendance of the core project team.

Q: 13) What are considered Bridge workforce programs? Pathways to public sector employment (does this include green jobs? Do you have to be WIOA approved?)

A: “Connect or “bridge” workforce programs directly to quality jobs” may include transitional employment (such as employment social enterprises) or other strategies that connect the target population(s) to entry level employment in quality jobs, including pathways to public sector employment and existing HRTPs. A “bridge” can include earn-and-learn approaches such as formal apprenticeship or pre-apprenticeship, or structured temporary employment that connects to a quality jobs.



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Q: 14) Where may I access information on previous and current grantees along with services provided and geographical areas served?

A: The CWDB is in the process of updating the Accelerator webpage however, current previous cohort information and data is available at the [Workforce Accelerator Fund Initiative Page](#). We will provide an update if/when the webpage is updated in this Q&A so applicants are notified.

Q: 15) If it is a Technical Assistance or Innovation Impact grant to replicate the model, would the organization being served constitute as participant outcome?

A: Technical Assistance is not the same as an Innovation Impact project/applicant. Technical Assistance grants will not conduct a program no serve participants. In addition, the organization being served in any case would not count as a 'participant' outcome. Participant outcomes are directly related to participant success in a workforce program.

Q: 16) On Technical Assistance – is that funding awarded to organizations who are providing TA to groups who get funded?

A: Technical Assistance and Support is an extension of the CWDB to provide targeted assistance and expertise throughout the grant term to Accelerator 9.0 grantees. These supports will be offered to WAF 9.0 grantees, specifically project leads and the larger project team, not to participants within a program.

Q: 17) How do you define “previous successful project models”? Would these projects be something that was previously funded by CWDB and/or WIOA dollars, or a previous/current project the organization runs?

A: The CWDB defines successful project models as those who have successfully demonstrated and/or achieved deliverables/outcomes. The CWDB will look into the history of the named project and consider the elements presented in the reporting/data that was reported and gathered during the cohort, during the consideration process.

Q: 18) If our project will focus on serving businesses (employers) will we be required to enroll these businesses into the CalJOBS system?

A: No, CalJOBS is only required for projects providing workforce services to individuals (often referred to as participants) and for the purpose of tracking individual activity and progress throughout the program.

Q: 19) Were all previous rounds of WAF and H RTP from Gov's 15% WIOA, other than the H RTP CCI round?

A: Yes, all Accelerator previous grants are WIOA 15% Discretionary Funds. H RTP 1.0 and 2.0 were also WIOA 15% Discretionary Funds.

Q: 20) Does an apprenticeship program need to be certified by a particular governing body?

A: It must be a state-approved apprenticeship program.



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Q: 21) The Workforce Accelerator Fund grant is not on the [California Grants Portal website](#). Can future CWDB grants be posted onto this site? The site is a great resource for organizations to search just on one page.

A: The CWDB will look into this for advertising future grant opportunities.

Q: 22) What is a workforce intermediary?

A: Workforce intermediaries can be any organization functioning as a broker between employers and job seekers to more successfully place job seekers in available jobs.

Q: 23) As a new applicant, I will need assistance ensuring reporting is accurate. What resources are available to manage this process for an awardee?

A: Subrecipients must have the capability to report expenditures, participant data, and outcome data to the State, in a manner that is timely, thorough, and accurate through CalJOBS, the state's required reporting system and program reporting mechanisms. The State will provide training on how to use CalJOBS. All Awardee/Subrecipients will be required to have access to CalJOBS for financial reporting and to perform cash draw downs. Only the Awardee/Subrecipients using grant funds to serve participants, will be required to enter participant data into CalJOBS, submit quarterly participant reports, enter project activities and perform case management. The CWDB will provide a quarterly reporting template and it is the expectation that reports provide comprehensive narrative on project activities, information on expenditures, and metrics for participants, reflecting work done by all partners. Reports will be cross-checked with CalJOBS data entry. For more information on reporting please see page 30 of the [WAF 9.0 RFA](#).

Q: 24) The Big Idea Concept is partly about upward mobility for current workers (RFA pg. 5). However, a project entirely about upward mobility for incumbent workers would exclude people from several Target Populations e.g., unemployed, underemployed, most unhoused workers, and any job seekers (including youth and immigrant job seekers). Is that okay? Would such a project simply need to ensure that the incumbent workers served reside in disadvantaged communities?

A: A "Big Idea" needs to address one or more program areas, or elements of one or more of the listed areas outlined on page 5 of the [WAF 9.0 RFA](#). If an applicant's proposed project decided to focus on one of these areas e.g., upward mobility for current workers, that would be permissible. A project of this capacity would need to ensure that the incumbent workers served fall within the target populations listed on page 6 of the [WAF 9.0 RFA](#).

Q: 25) I submitted a question yesterday and the response in the Q & A's said the answer will not be posted until 2/26/21. Is there a way I could get an answer before that?

A: Some answers take the CWDB team slightly longer to answer and are to be included in the following week's Q&A. The CWDB team does not reach out and answer questions individually, so applicants must wait for their questions to be answered on the Q&A postings. The CWDB appreciates your patience.



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Q: 26) The Workforce Accelerator Fund initiative page states that up to \$7.4 million is available for the 9.0 cohort; however, the Q&A document states that a total of \$7.3 million is available for the 9.0 cohort. For clarification, is the current funding available \$7.3 million or \$7.4 million?

A: The current funding available is \$7.4 million. The error in the Q&A document has been corrected.

Q: 27) For our proposed project the Customer will be a non-profit that supports small businesses. The Customer will have executives/management who identify and send the owners of small businesses (the clients) for training. What type of Customer is the non-profit? What type of Customer is the small business owner? What about small business owners' employees? Can the time to the project that is spent by the executives, management, business owners and employees be considered in-kind? Are the business owners and employees who complete training considered recipients of services that must be added into CalJOBS?

A: It is up to the applicant and the way the project and partnerships are setup to determine which category they fall under as the CWDB does not know the full scope or intent of the project to provide specific guidance. Yes, salaries for time spent by project team members can be used as in-kind (specific amounts and source must be identified). In this situation, the employees receiving training would not be considered "participants" as they are not participating in a workforce program with the goal of obtaining/securing employment. This would be considered staff training and does not require completion of a Participant Plan nor utilization of the CalJOBS system. To further clarify, this project is focusing on "employers" as the end-use customer, which does not consider them participants in the program.