



BREAKING BARRIERS

to Employment Initiative

AB628 Breaking Barriers to Employment Initiative

Q&A - Week of July 11

Q1. Are we required to use CalJOBS for participant and fiscal reporting?

A1. No, all reporting and invoicing will be completed through the Cal E-Grants portal, powered by Salesforce.

Q2. Do participants need to be eligible to work in the US?

A2. No, they do not need to have work authorization to be eligible.

Q3. Do participants need to be registered for selective service?

A3. No, this is not a requirement.

Q4. Are there standards for performance? For example, minimum number of participants served, employment rate, credential rate, etc?

A4. Performance will be measured based on the grantee's progress toward goals and outcomes stated in their proposal. Grantees will additionally be evaluated based on the evaluation criteria set forth in the RFA. While there are no minimum requirements, the outcomes stated in the proposal should be aligned with the funding amount requested and the goals of the initiative.

Q5. If our subrecipient has staff that meets the percentage requirements for bonus points, does that count?

A5. The bonus points available for percentage requirements are based upon the lead applicant organization's makeup.

Q6. Could you please let me know whether participants who are funded by this funding stream need to be entered in Cal jobs?

A6. No, we will only be utilizing the Cal E-Grants portal for reporting purposes.

Q7. Could you tell me what the maximum award amount is for this funding opportunity?

A7. Applicants defined as **small CBOs** may request **up to \$300,000** in grant funds to complete proposed grant activities. Applicants with annual **budgets exceeding \$1.5M** may request **up to \$750,000** in grant funds to complete grant activities.

Q8. I received notice of the AB 628 Initiative, and would like to clarify eligibility criteria. It looks like community colleges are not eligible to be applicants?

A8. Community Colleges are not eligible to serve as the lead applicant but are encouraged to be a partner to a Workforce Development Board or Community-based Organization that is applying as the lead agency.

Q9. Could you clarify whether an eligible CBO can submit multiple applications as the lead applicant? Or can an eligible CBO be the lead applicant on only one application, but also partner with other CBOs and workforce development boards on separate applications?

A9. Organizations may submit one application as a lead and may also serve as a partner on applications submitted by different organizations.

Q10. How should CBO's describe how the relationship with WDB's will be effective? Will this have any points tied to it?

A10. This can be accomplished in the Narrative section of the application. Applicants will be scored based on their ability to demonstrate collaborative working partnerships.

Q11. How can organizations serving undocumented individuals describe their services, since regular labor market outcomes are not an option? Can services like workplace training, know-your-rights training and things like that can be included, and make them competitive?

A11. Yes, these services are eligible activities under this funding. The evaluation criteria outlined in the RFA are inclusive of both labor market outcomes as well as educational

outcomes. Applicants should develop outcome goals based on their target population(s) and in alignment with the criteria stated in the RFA.

Q12. Can programs that are already underway be funded to expand?

A12. Yes, as long as the program approach and services delivered are aligned with the goals and requirements of the initiative as stated in the RFA.

Q13. If larger organizations include smaller CBO's in their proposal would that help them get points (since some of the incentive points are specifically for smaller CBO's)?

A13. The bonus points available for small CBOs are reserved for small CBOs that serve as the lead applicant. However, larger organizations are encouraged to partner with small CBOs and should include these partnerships in their applications. Applicants will be scored on their ability to demonstrate collaborative partnerships that provide services directly to the target population(s) identified.

Q&A - Week of July 18

Q14. Can you please confirm if a CBO can be in two applications, one as the lead applicant and one in which the workforce board is the lead applicant?

A14. Yes, organizations may submit one application as a lead and may also serve as a partner on applications submitted by a different organization or a workforce board that is the lead applicant.

Q15. Can two small CBOs apply for the RFP together or do we have to apply separately?

A15. You will need to select one lead applicant. Additional CBOs may be included as partners and may be subcontracted to perform work.

Q16. Do we need to send an intent to apply for the RFP?

A16. No, an intent to apply is not necessary. A completed application needs to be submitted by the deadline, which is **Friday, September 2, 2022, by 5:00pm PT**

Q17. When you state that we need to collaborate with the Workforce Development Board, does that include the WIOA Youth Providers that are managed by the Workforce Development Board or the AJCC?

A17. The collaboration must be directly with a Workforce Development Board and its programs. Additional partners, including third-party providers, may also be a part of the collaboration.

Q18. What is the Foundation for California Community Colleges' definition of a community-based organization?

A18. According to [20 USC § 7801\(5\)](#), the term “community-based organization” means a public or private nonprofit organization of demonstrated effectiveness that— (A) is representative of a community or significant segments of a community; and (B) provides educational or related services to individuals in the community. The Foundation for California Colleges does require proof of 501c3 status.

Q19. Partnership with small CBOs with annual budgets of less than \$1.5M is emphasized, but there's no clear definition of a CBO as the lead agency. What is the definition of a CBO?

A19. According to [20 USC § 7801\(5\)](#), the term “community-based organization” means a public or private nonprofit organization of demonstrated effectiveness that— (A) is representative of a community or significant segments of a community; and (B) provides educational or related services to individuals in the community. The Foundation for California Colleges does require proof of 501c3 status.

Q20. Other than specific diversity requirements listed under bonus points, are there other restrictions or selection priorities that would make an application from a U.S.-based refugee resettlement agency, such as the IRC, ineligible or less competitive?

A20. All CBOs with proof of 501c3 status and Local Workforce Development Boards in California with experience in providing services consistent with the objectives of this initiative and the populations specified are invited to apply. The selection committee will seek to award a diverse pool of applicants based on a ranking of application scores in combination with factors such as geographic distribution of funds, reasonableness of funding request, representation of organizations by size, populations served, etc.

Q21. Will there be LoS templates that both CBOs and LWDBs can use when they want to partner with one another on a project proposal?

A21. There is not a Letter of Support (LoS) template for this initiative.

Q22. What is a reasonable cost per participant served for the Breaking Barriers Initiative?

A22. There is not a specified cost per participant specific to Breaking Barriers. For guidance, CWDB uses a cost per of \$12,000 for similarly funded programs. Funding amounts requested should be reasonable and aligned with the applicant's goals and deliverables.

Q23. What was the cost per range for the AB 1111 Breaking Barriers to Employment Initiative?

A23. CWDB uses a cost per participant of \$12,000 for similarly funded programs.

Q24. Does the proposed project need to be brand new, or can it represent the continuation of an innovative and proven pilot that serves the purposes of AB 628?

A24. No, the proposed project can be an established initiative that has proven to address racial, ethnic, and socioeconomic disparities in the labor market.

Q25. Can a project that includes the expansion of an existing program also include some funding for the existing program?

A25. Grants funds must be used for the proposed project outlined in the application. Funds may support an existing program that is implementing innovative approaches to and proven practices for addressing racial, ethnic, and socioeconomic disparities in the labor market as aligned with the goals of the initiative.

Q26. For the partner letters, who should they be addressed to? Someone at CWDB or FoundationCCC?

A26. Letters of Support may be addressed to the Breaking Barriers Solicitation Team at the Foundation for California Community Colleges.

Addendum to RFA and related Q&A:

Bonus available under the Target Populations section of the scoring rubric outlined in the RFA have been revised.

The following three statements have been removed:

- *At least 51% of its board of directors identify as immigrants/people of color (1 point),*
- *51% of executive leadership identify as immigrants/people of color (1 point) and/or,*
- *At least 51% of the population being served identify as immigrants/people of color (1 point).*

The following was added to align more closely with AB628:

- *At least 51% of executive leadership reflects the target populations they serve (2 points).*

Q27. Can you clarify how many applications a single organization can be part of? In theory could an organization be the lead on 1 application and simultaneously the partner on multiple others?

A27. Yes, organizations may submit one application as the lead agency and may also serve as a partner on applications submitted by a different organization or a workforce board that is the lead applicant.

Q28. Assuming the partnership team includes WDBs in the proposed areas of work, would a statewide application with a CBO as the lead that has a presence throughout the state be allowed? Or is the RFP looking for local and regional level partnerships only?

A28. In accordance with the RFA, services under Breaking Barriers shall be delivered at the local and regional level through collaborative partnerships. CBOs with a statewide presence may still apply given that the programs and services are aligned with local and regional needs and delivered in collaboration with local and regional partners.

Q29. Would it be possible for a university (Ex: University of California, Irvine) to partner with a CBO on this project?

A29. Yes, higher education institutions may serve as additional partners. The lead applicant must be a CBO or Local Workforce Development Board.

Q30. Where do the definitions used in the glossary section come from?

A30. The definitions used in the glossary are primarily sourced from current or previous CA Bills related to the initiative or similar terms defined by other state agencies, such as the Office of the Governor. Those definitions in the glossary that do not fall under either of those categories were sourced from educational institutions in California.

Q31. What does "education outcomes" entail? Does this mean credential attainment, passing exams, or receiving a diploma?

A31. Education outcomes may include a variety of metrics that support participants in their ability to enter, be retained, and advance in the labor market.

Q32. Since AB 628 is funded by the state and not federal government, are there other ways that organizations can meet their reporting obligations?

A32. Reporting obligations and metrics will directly align with the goals and objectives of the initiative and evaluation criteria established in the RFA. Additionally, awarded grantees will be measured based on their progress toward the outcomes specified in their grant proposal.

Q33. There are certain eligible activities that may not fall neatly within WIOA definitions of educational outcomes. One example that comes to mind is know-your-rights trainings: though it does have a natural educational element to it, it's just as much about worker empowerment and improving existing working conditions. Are there examples you're envisioning on how to craft a successful proposal that includes this activity?

A33. Breaking Barriers is not funded through WIOA and is subject to a different set of criteria (as outlined in the RFA and in accordance with [AB 628](#)). This is a competitive solicitation, and guidance cannot be provided on creation of a successful proposal.

Q34. Can public funding sources be used as the Cash Match Requirement as long as they go towards overlapping project activities? Thinking of ORR RCP or RES funding.

A34. Yes.

Q35. We will develop a curriculum for courses specific to the population we plan to serve. Is the development of the curriculum an allowable cost?

A35. Yes, that would be an allowable cost as long as it is clearly aligned to the objectives of the outlined program.

Q36. How much space is available for the narrative for each section or question in the application?

A36. There is a 3,000 character limit in each text field of the narrative.

Q37. Is a project designed to deliver self-employment and entrepreneurship training eligible? This would include entrepreneurial training, assistance to formally establish a business.

A37. Yes. As stated in the RFA, entrepreneurial training and support for small business development is an eligible activity.

Q38. What are the terms and conditions of this funding and what is the max requested funds?

A38.

- Applicants defined as **small CBOs** may request **up to \$300,000** in grant funds to complete proposed grant activities
- Applicants with annual **budgets exceeding \$1.5M** may request **up to \$750,000** in grants funds to complete grant activities.
- Please read the RFA for more detail on grant eligibility and requirements:
https://cwdb.ca.gov/wp-content/uploads/sites/43/2022/07/22_07_11_AB628-Breaking-Barriers-RFA_FINAL_ACCESSIBLE.pdf

Q39. Would you be so kind as to inform me where the link to this grant application can be found? Would you also please provide the due date for the application?

A39.

- The application is available online through Cal E-Grants under the Funding Opportunities tab <https://caetp.force.com/calegrants/s/>.
- Organizations must create an account in order to apply and can add multiple users to collaborate on the application. **Only applications submitted through Cal E-Grants will be accepted.**
- Applications must be submitted by **Friday, September 2, 2022 by 5:00pm PT.**

Office Hours Session 1 Notes (08/01/22):

Q40. Can someone please tell me whether universities are eligible to apply?

A40. The lead applicant must be a CBO or Local Workforce Development Board. Universities can be partners but can not act as a lead applicant. Higher education institutions may serve as additional partners.

Q41. CBOs can be fiscally sponsored, correct?

A41. Yes.

Q42. Will these slides be available to the participants?

A42. The slides will not be shared as the content is available through resources on the Breaking Barriers web page.

Q43. How many grant awards will each region be awarded?

A43. There isn't a defined number for each region. Per the RFA, recommendations for funding will take multiple factors into consideration, including geographic distribution of funds.

Q44. If a small CBO is fiscally sponsored by a larger CBO, which organization will apply as the lead applicant for the grant?

A44. The larger CBO.

Q45. Is it possible for program participants (trainees) to be located in multiple counties in California? if yes then can the lead organization partner with two WDBs?

A45. Yes, services may be provided to participants in multiple counties. All WDBs in the service areas must be notified of the organization's intent to apply and at least one Letter of Support is required.

Q46. Could the following count as direct costs, or would some of them need to be indirect: (1) payroll taxes for program enrollees who get paid through the program, (2) worker's comp for program enrollees who get paid through the program, (3) worker's comp for trainers of individuals enrolled in the program, (4) computer software in order to provide training for individuals enrolled in the program. What would count as direct vs indirect costs?

A46. Payroll taxes and workers' compensation for program participants completing a grant related activity would be considered direct costs. Staff salaries can be included under the wage section. Staff salaries, taxes, and workers' compensation are considered administrative/indirect costs. Computer software and other items for purchase are direct costs.

Q47. Can a small CBO partner with a WIOA Youth Provider services/programs that is under the Workforce Development Board be used as in-kind services applied to the match requirement.

A47. Yes.

Q48. Could you elaborate as to what is an allowable activity under the Mental health services, trauma-informed care, and wraparound support services category?

A48. This activity category was left intentionally broad to encompass mental health service needs specific to the target population and community being served. Justification should be provided in the budget narrative to demonstrate the applicability of the service(s) being proposed.

Q49. Did you all say the cost per participant would be 12k per participant, or up to 12k?

A49. There is not a specified cost per participant for Breaking Barriers. If applicants are seeking guidance, the California Workforce Development Board uses a \$12,000 cost per participant calculation under similarly funded initiatives.

Q50. Qualifications of small CBO question- our operating budget is 1.2 million but what is reflected on our 990 is over 1.5 million due to non monetary donations it puts us over. Would we still apply as a small CBO?

A50. The determination for small CBOs will be based upon the tax documentation submitted with the application. Organizations with budgets exceeding \$1.5 million will not qualify as a small CBO, but may still apply for grant funding. The only variance is in the funding cap.

Q51. Follow up the question about training providers - "Does the training provider have to be on the ETPL?" as they would for WIOA.

A51. No, they don't have to be on the ETPL list.

Q52. We are a Workforce Accelerator Fund 10.0 recipient which runs through December 2023. Can we use Breaking Barriers funding to augment this program?

A52. Yes, as long as the program aligns with the goals of the initiative.

Q53. Regarding the allowable activity under the Mental Health, etc. Category, a specific activity we had in mind was Public Benefits/Social Services application assistance and navigation of services. Is that acceptable?

A53. Yes.

Q54. What's the age range for defining youth?

A54. The minimum age for youth is 16. There is not an upper age limit, however, participants served must be aligned with the categories defined in the target populations list in the RFA.

Q55. Just to clarify, there is no identified number of grant recipients and this is for the entire state of CA?

A55. Correct. There is not a specified number of grant recipients. Yes, funding is available for the entire state of CA.

Q56. Have you received any questions asking for advice on whom to reach out to at a LWDB if a CBO wants to propose a partnership?

A56. A list of Local Workforce Development Boards with links to their respective website can be found on [CWDB's website](#). The CA Workforce Association may also be a good starting point for CBOs looking to form partnerships.

Q57. Will the Office Hours slides be sent out afterward? And/or a recording of the first portion of the session?

A57. The Office Hour sessions are not recorded. All questions asked and answers provided will be shared in this public Q&A document. The slides will not be shared as the content is available through resources on the Breaking Barriers web page.

Q58. If a small CBO submits a budget for \$200K, is there a chance they will be awarded more or less?

A58. Applicants should request the amount needed to deliver the proposed activities. FoundationCCC reserves the right to request budget modifications if needed.

Q59. Is there a list of previously awarded projects?

A59. Yes, the list of awarded projects under AB1111 can be found at the link below. Please note there have been changes to the Breaking Barriers to Employment Initiative under the current funding opportunity through AB628.

http://www.northcentralcounties.com/AB1111_Announcement_12.2.19_Accessible.pdf

Q60. Can CBO's submit more than one grant serving a different grant population?

A60. Each organization can only submit one application but you can submit as a lead applicant and serve as a partner on other applications.

Q61. Can a fiscal sponsor also submit a grant application?

A61. No. Only one application is permitted per organization. If a larger CBO is a fiscal sponsor of a small CBO, the larger CBO may submit an application on behalf of the fiscally sponsored CBO. The fiscal sponsor may only submit one application.

Q62. Can an Organization with a Budget of way more than 1.5 Million in Budget apply?

A62. Yes. The funding cap will still be \$750k that they can apply for.

Q&A - Week of August 1

Q63. We are a \$20 million agency and we plan to apply for the AB628 Breaking Barriers grant. We understand that there is an emphasis on funding small nonprofits with budgets of \$1.5 million or less. We could apply as a \$20 million agency with our local workforce board to fund the development of an ECE apprenticeship program as part of the ECEPTS model. Alternatively, we could apply with a much smaller nonprofit to mobilize resources for our shared goal to support indigenous language speakers in our region. We understand this is a competitive process and we want to explore the option that most closely aligns with FoundationCCC's and CA Workforce Development Board's priorities and goals. Can you share guidance on the best use of funds to help us determine how best to approach our application?

A63. FoundationCCC is not able to provide this type of guidance. Applicants should propose programs that have innovative approaches to, and proven practices for, addressing racial, ethnic, and socioeconomic disparities in the labor market and align closely with the goals of this initiative. Organizations of any size that meet the eligibility criteria are invited to apply.

Q64. What type of connection to America's Job Center is required as part of the partnership?

A64. Workforce Development Boards are required partners under this funding and a letter of support must be submitted. The **role of local workforce development boards** shall be to ensure a connection between community-based organizations and the America's Job Center of California system to integrate individuals served by community-based organizations under this initiative into the education system and broader workforce for employment.

Q65. Can the CBO Executive Director be on the payroll for providing services related to the grant project? (Example: doing workforce readiness orientations,

information sessions, workshops, career counseling, job placement etc., as long as we only use 10% of grant funds for administrative cost.)

A65. Yes.

Q66. What kind of funding qualifies for the 20% in-kind match? For example, can other state or federal funding (e.g. WIOA) qualify or is it limited to outside funding?

A66. State and federal funding sources may be leveraged as match.

Q67. Question regarding page 8, Eligible Activities, item g. Can you please clarify the use of funds for "Stipends and income and language supports for trainees". Example, may we use in the range of 4,000 as stipends for a pre-apprenticeship program?

A67. Yes, stipends are eligible activities. It will be up to applicants on how to use them and what amount. There are specific regulations around stipends, W2 employment, etc under California labor law that should be adhered to.

Q68. We're looking at this grant, in partnership with our local WIB, and wonder what the expected scope of applicants served in a year looks like in a competitive application. Also, is job placement a factor to track as part of the grant outcomes?

A68. There is not a defined number of participants to be served. The proposed number of participants served in relation to the activities outlined and the amount of funding requested will be taken into consideration. Job placement will be one of the metrics tracked. Performance will be measured based on grantee progress toward their proposed outcomes.

Q69. Is a program focused on providing self-employment and entrepreneurship training eligible for this RFA?

A69. Yes. As stated in the RFA entrepreneurial training and support for small business development is an eligible activity.

Q70. Can we apply for multiple counties?

A70. Yes, please make sure to identify and notify all local workforce development boards serving the counties identified and obtain at least one letter of support.

Q71. Can we use in-kind services that the Workforce Development Board -WIOA Youth Providers provide for youth?

A71. Subcontractor contributions will count toward match requirements. Non-cash resources, such as services, must be given a monetary amount.

Q72. Can the services that the CBO provide be counted as in-kind services?

A72. Yes. For in-kind match, non-cash resources, such as services, must be given a monetary amount.

Q73. Can you give an example of how many clients should be served with \$300,000 in grant funds?

A73. There is not a specified cost per participant specific to Breaking Barriers. For guidance, CWDB uses a cost of \$12,000 per participant for similarly funded programs. Funding amounts requested should be reasonable and aligned with the applicant's goals and deliverables.

Q74. Can a CBO apply for more than one grant if the grant proposal is supporting a different population?

A74. Each organization can only submit one application but you can submit as a lead applicant and serve as a partner on other applications.

Q75. Is it possible for program participants (trainees) to be located in multiple counties in California?

A75. Yes, please make sure to identify and notify all local workforce development boards serving the counties identified and obtain at least one letter of support.

Q76. If yes, could an organization partner with both San Diego Workforce Development and Los Angeles Workforce Development, for instance -- toward apprenticeship placement?

A76. Yes, the lead applicant can partner with multiple workforce boards. We ask that you identify all of them in your application. At least one Letter of Support is required.

Q77. Can grant funding be used for purchasing computers/technology access/software access for participants and developing the curriculum?

A77. Yes, as long as the costs are justified and in alignment with proposed grant activities.

Q78. Is there a requirement that our participants in workforce training be co-enrolled in WIOA?

A78. No they do not need to be co-enrolled

Q79. Is there any way we can see what the application looks like (the questions) in order to prepare the questions to be submitted into the portal? Is there a checklist?

A79. The application rubric table in Section IV of the RFA (linked below) provides an outline of questions and other components that will be in the application. To view the full application, you must create an account in the Cal E-Grants portal.

https://cwdb.ca.gov/wp-content/uploads/sites/43/2022/07/22_07_11_AB628-Breaking-Barriers-RFA_FINAL_ACCESSIBLE.pdf

Office Hours Session 2 Notes (08/03/22)

Q80. How is “executive leadership” defined?

A80. We define executive leadership as the team of executives who report to the leader of your organization, including the leader.

Q81. Must we list the full program objectives in the main proposal narrative? Or can we list the full objectives in the Work Plan?

A81. The narrative section can be used to summarize program objectives, and more detail should be provided in the Work Plan.

Q82. Are those without the right to work documentation eligible participants?

A82. Yes, they are eligible participants. This initiative does not require work authorization.

Q83. Is there a specific number of awards reserved for small or large CBOs?

A83. No, however this will be a factor in the selection process to ensure representation across organization size.

Q84. Is there a requirement that our participants in workforce training be co-enrolled in WIOA?

A84. No they do not need to be co enrolled.

Q85. What type of connection to America's Job Center is required as part of the partnership?

A85. Workforce Development Boards are required partners under this funding and a letter of support must be submitted. The **role of local workforce development boards** shall be to ensure a connection between community-based organizations and the America's Job Center of California system to integrate individuals served by community-based organizations under this initiative into the education system and broader workforce for employment.

Q86. The RFP does not indicate if job placements are required. Our project focuses on training-related outcomes and job placement numbers are more challenging to project.

A86. Applications should clearly indicate how the services and program provided will reduce barriers to employment and support career advancement, and may include examples of past successes. Job placements are one of multiple metrics that will be used under this initiative.

Q87. In the RFA, under participant plan, there are 4 categories. My question is if we don't include 1) post secondary education 2) apprenticeship, pre apprenticeship in our offerings , will that work against us?

A87. No, that would not work against you as long as the specific outcomes are aligned with the project you are proposing.

Q88. Does the CBO need to be on the ETPL?

A88. No, they do not need to be on the ETPL.

Q89. Is it a requirement to work with the Workforce Development board or can we apply independently - this may have been answered. Also, is it the county workforce development board or can it be a city workforce development board?

A89. It is a requirement to partner with a workforce development board. It can be either a county or city workforce development board that supports the population you are targeting.

Q90. Can the CBOs be fiscally sponsored?

A90. CBO's that are fiscally sponsored are eligible to apply. However, the appropriate lead applicant listed on the RFA is determined based on whose name appears when taxes are filed and which entity has 501c3 documentation.

Q91. Is it a requirement that we aim to have participants served by the breaking barriers transition to additional services through the workforce system? Or can they graduate from our program and just get follow up services from us?

A91. Services must be delivered through collaborative partnerships between CBO's and workforce boards.

Q92. The minimum requirement for CBOs is to partner with a workforce board. If our project only partners with workforce boards, and articulates a strong partnership...does this align with the spirit of expectations around partnerships?

A92. Yes, the only required partners are a workforce development board and community-based organization. If there are any other partners they must be listed.

Q93. Is a program that creates training and pipelines that break barriers to employment for a general group of people, rather than providing direct services to specific individuals, eligible for this funding?

A93. One of the goals for the Breaking Barriers initiative is to deliver direct services, whether they are delivered by the lead applicant or collaboratively through partner organizations.

Q94. Can an Organization with a CBO of over 50 Million still apply?

A94. Yes, they can still apply. However, the funding cap doesn't change. They will only be eligible for up to \$750k in funding.

Q95. If our proposal includes multiple communities or counties, what happens if some of the WDBs are happy to provide a LOS and some WDBs are unwilling to provide a LOS (as happened with AB1111)? I understand that they're not submitted Letters of Commitment, so the "ask" is less intensive. But nonetheless, we may have little to no ability to influence them in this regard.

A95. The intent of funding is to have a meaningful partnership. If a letter of support cannot be given that may signify their inability to meaningfully partner.

Q96. How will funding be disbursed? (performance, monthly invoices, etc.)

A96. The funding will be reimbursed based on a monthly invoice process. As listed in the RFA, grantees are able to request up to 20% advance payment to help with start up costs. We will be monitoring progress on outcomes, objectives and spend down. Training will be provided.

Q97. What type of connection to America's Job Center is required as part of the partnership?

A97. Workforce Development Boards are required partners under this funding and a letter of support must be submitted. The **role of local workforce development boards** shall be to ensure a connection between community-based organizations and the America's Job Center of California system to integrate individuals served by community-based organizations under this initiative into the education system and broader workforce for employment.

Q98. Do participants necessarily need to COMPLETE the program by the end of the grant funding period? Or can they still be "in process"?

A98. No, participants do not need to complete the program. Progress will be measured quarterly based on the outcome target numbers determined by each grantee in their application.

Q99. Can part of our proposed project be an existing grant with Ca WFDB?

A99. Yes. Having an existing grant attached to a program does not make you ineligible.

Q100. Our target audience is low income with language barriers and no need for wrap around services. Is that in the spirit of the audience that the RFA is looking for? Do wrap around services have to be in the budget?

A100. We can't offer advice on how to make the project more competitive. There isn't a requirement on how much wrap around supports are provided. Applicants should clearly articulate who the target audience is and how they can achieve family sustaining wages along with justification for the service delivery approach being proposed.

Q101. To even apply to this funding your organization must have a support letter from a workforce development board and your organization must partner with America's Job center?

A101. Workforce Development Boards are required partners under this funding and a letter of support must be submitted. The **role of local workforce development boards** shall be to ensure a connection between community-based organizations and the America's Job Center of California system to integrate individuals served by community-based organizations under this initiative into the education system and broader workforce for employment.

Q102. We're considering utilizing some of the funding for participant stipends. If some participants drop, which they do, can the funding identified for individuals' stipends be used to increase the amount we distribute to the remaining participants?

A102. Yes. Grantees will also be trained on how to submit budget modification requests.

Q103. For the RFA there is a section called In Kind. Could the facilitators expand on that?

A103. There is a required match of 20%, cash or in kind. The definition of in-kind match is a contribution of non-cash resources used specifically for project activities for example staff time on a project.

Q104. I'm part of a CBO that is fiscally sponsored and interested in this opportunity. Do we have to partner with a WDB?

A104. Yes it is at minimum a requirement to partner with a workforce development board.

Q105. Can you define a WDB and a list where we can find a WDB to partner with?

A105. The CA workforce Dev Board site is a good place to start.

https://cwdb.ca.gov/local_boards/local_workforce_investment_associations/