

H RTP 2025 Grant Program - Phase I

Cumulative questions and answers for Phase I of the H RTP 2025 grant will be posted on the H RTP 2025 webpage every Friday, beginning May 2, 2025.

Questions must be received each Tuesday by 2:00 PM (PST) to be included in Friday's weekly posting. Questions submitted after the deadline will be included in the following week's Q&A while the application is open. The last Q&A posting will be on Friday, May 16, 2025.

The Q&A does not include duplicate questions. The CWDB encourages prospective applicants to utilize the search feature (CTRL + F) in this document to find answers to frequently asked or previously asked questions.

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Weekly Q&A through Friday, May 16, 2025

ELIGIBILITY

Q: We have had some delays with our training providers and while we have reached over 50% for our training numbers, we have not reached the 50% threshold for placements and still may not by June. Can we still apply for the grant because in total we expect to be at 50%?

A: The CWDB will assess whether applicants have met the 50% program deliverables threshold collectively, not by individual metric.

Q: Can multiple affiliate organizations apply and be awarded funding under this opportunity? Each of the affiliated organizations has its own unique, tax identification number.

A: Organizations with distinct tax identification numbers are considered distinct organizations for the purpose of this grant. Each distinct organization is eligible to receive a maximum of one grant award.

Q: Can an organization that is applying for the LA County High Road Training Partnerships Fund grant also apply for and be awarded funding under this opportunity?

A: Yes

Q: If our partnership has previously received funding from the LA County H RTP initiative, will we qualify as an Existing Project for the CWDB's H RTP 2025 grant program?

A: No, past funding from a non-CWDB source does not provide eligibility as an Existing Project. Existing Projects are those that have received a CWDB H RTP grant only.

Q: If our HQ office applies on behalf of our regional offices, must each employer/worker representative also have a statewide reach or can they be localized in each affiliate region that we are including in our application?

A: Required partners may either be localized or possess a statewide reach. Projects spanning multiple regions must include one or more employer, worker representative, and training provider serving each or all target regions.

Q: We have an ongoing H RTP grant. The employer partner served as the lead applicant and fiscal agent for the past grant. In this round, our union (501c3) partner intends to serve as the lead applicant. Would they be precluded because they were not the direct grantee, but a partnership?

A: Existing projects may apply with a different lead applicant. Applicants in this scenario are strongly encouraged to retain their existing project name (the project name will be collected in Phase II). Applicants in this scenario are also strongly encouraged to provide their rationale for restructuring the partnership in the Phase II application.

Q: Is a 501(c)12 organization eligible to serve as a lead applicant for H RTP 2025 funding consideration?

A: Yes

Q: We have an existing CWDB-funded H RTP training grant. Based on our current program expenses, we project to cross the 50% threshold of CWDB funding with our July invoice. However, this invoice would only be submitted in August (once July ends). Is the 50% threshold in regard to when costs/expenses are incurred or when invoices are submitted?

A: Applicants that are projected to meet the 50% threshold as of their June invoice (submitted in July) will be considered for funding. Prior to determining final awards, the CWDB will review existing grantees' most current submitted invoice to verify the 50% threshold has been met.

Q: Can we submit two applications? If so, do we present the programs within the same response, or submit two separate responses?

A: Applicants may submit a maximum of one application per project type; however the CWDB will award a maximum of one grant to a single organization. If submitting multiple applications, applicants should submit each application separately.

Q: We are a current H RTP grant recipient. However, we are applying for the H RTP 2025 grant for a new, different project and entirely different sector (e.g., healthcare). The H RTP 2025 grant funds would not go to further our current H RTP project. Given that the application would be for new and different H RTP project, would we be eligible to apply as the fiscal agent? Or do we need to apply under the same sector that we previously received funding for?

A: Existing H RTP grantees may propose a project that focuses on a new strategic sector. However, the new proposal must expand, scale, or replicate the existing project.

Q: Can an applicant serve as a lead on one application and a partner on another application?

A: Yes, organizations may serve as a Lead Applicant for one H RTP 2025 application and as a Required or Additional Partner in a separate application for a different project.

Q: Our organization currently has two H RTP grants. Is the 50% requirement calculated using a combined formula? We have almost fully spent CWDB grant #1 and have spent less than 50% of CWDB grant #2. We are over 50% completed with our outcomes of the two combined grants but will be under 50% spending with our most recent grant. Are we eligible to apply for funding?

A: The 50% thresholds for expenditure and deliverables applies to each H RTP grant rather than the collective expenditures/deliverables across multiple grants. Lead applicants with an existing H RTP grant that have not met the expenditure and deliverable thresholds by the Phase II application deadline are not eligible for funding consideration. More information about this requirement for Existing Projects can be found on page 1 of the RFA.

Q: We are a past H RTP grant recipient. If this funding is only available for existing H RTP-funded partnerships, would we be eligible if we now submit for a new partnership with a new set of labor/employer partners?

A: Past H RTP grantees proposing new partnerships are allowable, provided the proposed project meets all relevant eligibility requirements outlined in the RFA. Applicants in this scenario are strongly encouraged to provide their rationale for restructuring the partnership, detail the role of all new partners, and submit all required partner MOUs in the Phase II application if invited to apply.

Q: If an organization has its headquarters outside of California, but all programmatic activities for this grant would be delivered in California, are they eligible to apply as the Lead Applicant? Our potential Lead Applicant is a training alliance with the capacity to manage large grants for Joint Apprenticeship and Training Committees (JATCs) based in California.

A: Lead Applicants must have a physical address within California to be eligible for funding. Services funded by this grant are available to California residents only.

Q: Do applicants need to have their IRS determination letter in hand to apply for funding?

A: Lead Applicants that are nonprofit organizations are required to provide a valid Federal Employer Identification Number (FEIN) at the time of Phase II application submission. The CWDB verifies the applicant's nonprofit status as part of its Technical Review phase. Applicants lacking documentation of their status with the California Department of Justice's Registry of Charitable Trusts (RCT) should plan to reconcile and/or bring their status current by the Phase II application deadline (July 9, 2025) or be subject to disqualification during Technical Review.

If a nonprofit entity is excluded from registering with the DOJ, justification must be provided with the application. For-profit entities are not eligible to serve as Fiscal Agents. For more information about Eligible Lead Applicants and H RTP Partners, see page 5 of the RFA.

Q: Are private non-profit institutions of higher education eligible to apply?

A: Yes, private non-profit institutions of higher education are eligible to apply for H RTP 2025 funding.

PROJECT TYPES

Q: A central part of our proposed project will be entirely new, including a new core partner. Part of the project will be connected to another part developed previously but will have new elements built off of our existing model and will include an existing H RTP partner. Since we have incorporated new elements but will also be utilizing some that stem from an existing H RTP project, are we eligible to apply as an existing H RTP under the Expanding Project Type? Or should we consider eligibility as a new project (Training & Implementation)?

A: Proposals for Existing/Expanding projects must expand, scale, or replicate the existing H RTP project. Existing projects are encouraged to apply using the name of the previously funded H RTP project (project name will be collected during Phase II). If the proposed project does not substantively expand, scale, or replicate an existing project, the New/ Training Implementation project type is likely to be the more suitable project type.

Note: New projects must submit one of the required agreements for new projects as described in the *Required Agreements for New Projects* subsection beginning on page 2 of the RFA.

Q: We are a for-profit Employment partner who served as the Lead/Fiscal Agent for our existing H RTP grant. We have expended more than 50% of our funding. We will have the same training partner and labor organization as partners. Are we eligible to apply for an Expansion grant?

A: Lead applicants must have non-profit status to serve as a lead applicant for the H RTP 2025 grant. Applicants in this scenario are encouraged to work with an existing non-profit partner to assume the role of lead applicant.

REQUIRED PARTNERS

Q: We have multiple organizations involved for each Required Partner (Employer, Worker Voice Representative, Training Provider). Is it best to have a lead for each of these partnerships, or should we list multiple partnerships within each of these sections in the Pre-Application? Just to clarify, the Lead Applicant will serve as a convenor who will organize the activities and the entire project.

A: For Section 2b in the Phase I Pre-Application, applicants should identify the Required Partners for which MOUs will be submitted as part of the Phase II application. Applicants will have the opportunity to identify additional partners in the *Partner Roles and Responsibilities* exhibit in the Phase II application.

EVIDENCE OF FORMAL PARTNERSHIPS

Q: Regarding MOUs from project partners, is it okay to use existing MOUs to prove partnership, even if these existing MOUs are not for H RTP, but are for similar workforce programs? Or would you prefer that all submitted MOUs at the time of Phase I (and Phase II) are specifically for H RTP 2025?

A: New or existing MOUs may be submitted as part of the Phase II application. MOUs must include a description of the roles and responsibilities the Required Partner agrees to perform as part of the funded H RTP project.

Note: The roles and responsibilities described in each MOU should be consistent with those detailed for that partner in the Partner Roles and Responsibilities exhibit of the Phase II application.

Q: We have a Labor Management Partnership (LMP) with our partner that includes training. Would that single LMP MOU cover both the Training Provider MOU and the Worker Voice MOU, or do we need to have two separate MOUs?

A: Provided the Training Provider and Worker Representative are different organizations, the CWDB will consider MOUs in which all three required partners are party to a single, existing MOU. Applicants in this scenario should upload the same MOU twice in the Phase II application, once in each Required Partner MOU prompt in the Upload Documents section.

Q: We have multiple organizations involved under each Required Partner category (Employer, Worker Voice Rep, Trainer). Should we identify one lead organization for each category, or list all involved organizations in each section? To clarify, the Lead Applicant is a convenor overseeing the entire project.

A: For Section 2b in the Phase I pre-application, applicants should identify the required partners for which MOUs will be submitted as part of the Phase II application. Applicants will have the opportunity to identify additional partners in the Partner Roles and Responsibilities exhibit in the Phase II application.

Q: Will a formal Letter of Support be sufficient in place of an MOU? The MOU process we must abide by is lengthy due to the requirement that our Chief Local Elected

Official must sign it.

A: Formal MOUs, as described on pages 9-10 of the H RTP 2025 RFA, must be submitted to receive funding consideration.

Note: Applicants do not need to submit signed MOUs until the Phase II deadline (Wednesday, July 9, 2025). The CWDB designed the two-phase solicitation process in part to provide applicants with sufficient time to procure MOUs from the required program partners. Applications with evidence of partnership(s) that are missing and/or incomplete may be disqualified.

REQUIRED AGREEMENTS FOR NEW PROJECTS

Q: Are Tribal Labor Agreements considered an acceptable form of documentation to satisfy the Agreements for New Projects requirement?

A: The CWDB may determine that Tribal Labor Agreements are allowable, provided the agreement is: 1) substantiated in written form, 2) accurately identified via the Upload Documents section of the Phase II application, and 3) submitted to the CWDB prior to the Phase II deadline.

Q: What might partnerships with a Community Benefits Agreement (CBA), Labor Management Partnership (LMP), Project Labor Agreement (PLA), and Labor Peace Agreement (LPA) look like? We are a private high school with a 501c3 that has partners in place to provide jobs for our students one day of the week. Would we need to have an agreement, like a CBA, with those partners to be eligible for funding?

A: The Required Agreement(s) for New Projects will generally involve an organization that represents workers. All H RTP projects must include a Worker Representative partner (see page 7 of the RFA for more information). The CWDB will consider any CBA, LMP, PLA, or LPA that aligns with the definitions provided in the RFA. The RFA also includes links to external sources that provide additional information about the Required Agreements for New Projects.

Q: Can a Collective Bargaining Agreement be used as one of Required Agreements for New Projects?

A: Yes, a Collective Bargaining Agreement is an allowable Required Agreement for New Projects.

Q: The RFA notes that agreements can be formal or informal written agreements, but the CBA description specifically includes the language "legally enforceable" while the

others do not. Can you clarify any intentional differences in how CBAs are treated vs the other agreements in this program?

A: Required Agreements for New Projects will be evaluated for their alignment with the definitions provided in the RFA. The CWDB does not have additional guidance regarding the requirements for each type of agreement beyond what is articulated in the RFA.

H RTP 2025 PRIORITIES

Q: Are Construction projects, particularly those that were previously granted High Road Construction Careers (HRCC) funding, eligible to apply for H RTP 2025 funding?

A: Yes, projects in the Construction sector are eligible to apply as this is an identified Strategic Sector in all regions of the state. The CWDB will release a separate funding opportunity for the HRCC program later this year. Interested HRCC applicants can refer to the CWDB's [Funding Forecast](#) webpage for updates about the HRCC grant program.

Q: Is there a specific geographical area in CA that will receive preference for funding? Will interventions that span across several different regions receive preference from the CWDB over a project that focuses on one specific region in CA? or vice versa?

A: Geographic focus is not a standalone scoring criterion for the H RTP 2025 grant program. However, the CWDB intends to fund partnerships in high-demand Strategic Sectors identified in California's State Economic Blueprint and the thirteen California Jobs First Regional plans. Potential applicants must illustrate how their project will focus on one or more of the Strategic Sectors in their region(s) as identified in California's State Economic Blueprint and the thirteen California Jobs First Regional plans. See pages 3-5 of the RFA for more information about California Jobs First Strategic Sector Alignment.

Q: Can applicants submit proposals that serve multiple areas and/or regions, or does our project need to focus on only one?

A: Applicants may propose projects that serve a single region or multiple regions.

Q: For an Industry that crosses over several Jobs First sectors, what is the recommended approach for selecting industry sector?

A: The CWDB does not have a preferred approach to sector selection beyond the guidelines provided in the RFA related to alignment with California Jobs First regional priorities. Applicants may propose programming across multiple sectors and/or multiple regions.

SELECTIONS AND AWARD PROCESS

Q: Is there a scoring advantage for proposals that request the maximum for a new project (\$3,000,000) and provide more leveraged resources than the 1:1 match that is required?

A: No

ADMINISTRATIVE REQUIREMENTS

Q: Regarding the pre-application submission, can wages paid to apprentices (participants) be counted as leveraged funds?

A: Yes, the payment of wages to enrolled participants is considered an allowable source of leveraged funds.

Q: If the project is already underway, and we've already invested dollars in the project, can we leverage those funds spent as matching dollars after the grant is awarded?

A: Leveraged funds must be expended during the H RTP 2025 grant term. Expenditures that predate the H RTP 2025 grant term start date (January 1, 2026) are not an allowable source of leveraged funding.

Q: Can a subgrantee (under an awarded grantee/fiscal agent) have subrecipients and/or subcontractors?

A: Yes, Contractors and/or Subrecipients of the Fiscal Agent/Awardee can have their own subcontractors and/or subrecipients and will be held to the same programmatic requirement standards if carrying out a portion of the award. For more information about Contractors, see the RFA's Contractor Procurement section on page 32 of the RFA.

Q: What information and documentation are required from subgrantees?

A: The Fiscal Agent/Awardee is responsible for providing adequate oversight to Contractor(s) and/or Subrecipient(s) throughout the grant period to ensure grant program requirements are met in all required areas according to the Contractor and/or Subrecipient role. The Fiscal Agent has the same oversight and responsibility to the subcontractor and/or subrecipient of the Contractor and/or Subrecipient under the awarded Fiscal Agent. If monitored, and at any point during the grant period, the Fiscal Agent/Awardee must provide proof that oversight was provided and that guidelines were followed. If grant

program rules are not followed, or a Contractor and/or Subrecipient engages in disallowed activities, it may impact the Fiscal Agent/Awardee's performance, future funding opportunities, and/or the continuation or termination of the contract. Disciplinary action or disallowed costs will be up to the Fiscal Agent/Awardee to address with the CWDB.

OTHER

Q: What information will be protected as proprietary once funding decisions are made?

A: Since the CWDB is a state department, all materials submitted in response to this RFA are subject to the Public Records Act ([Gov. Code, § 6250, et seq.](#)). The CWDB will disregard any language purporting to render all or portions of any application confidential or proprietary. After applications are evaluated, and the notices of intent to award have been posted, all applications shall be available for public inspection. The contents of all applications, draft RFAs, correspondence, agenda, memoranda, working papers, or any other medium which discloses any aspect of an applicant's application are treated as confidential until the award is made. The CWDB shall hold the content of all working papers and discussions relating to an application confidential indefinitely unless the public's interest is best served by the disclosure because of pertinence to a decision, Agreement, or evaluation of an application.

Q: Do we have some flexibility in how we might approach a CBA (aligned with the description of High Road Construction Career activities), covering multiple types of projects across multiple regions, for example, vs single, larger infrastructure projects? Or in our case, should we be looking at the other types of agreements as better instruments for community benefits and employment quality and equity?

A: The CWDB cannot instruct applicants on which required agreements are most suitable to include in their proposal. The CWDB will accept any community benefits agreement(s) that align with the definition provided in the RFA.