



USDOL Solicitation for Grant Applications: Recovery Funds Available for Health Care and Other High Growth Industries Grants

On July 21, 2009 the US DOL's Employment and Training Administration (DOL ETA) published a "Notice of Availability of Funds and Solicitation for Grant Applications for Health Care and Other High Growth and Emerging Industries" announcing that approximately \$220 million in ARRA competitive grant funds are being made available for projects providing training and placement services to help workers pursue careers in health care and other high growth and emerging sectors.

Of this, the ETA is expecting to grant **\$125 million for projects providing training, education, and job placement assistance to prepare workers to enter the health care sector**, as well as \$25 million designated for communities impacted by automotive restructuring. ETA intends to fund **45-65 grants**, ranging from **\$2 to \$5 million each**.

The full notice of this SGA can be downloaded from the US DOL _ETA website at: http://www.doleta.gov/grants/find_grants.cfm

Below PHI answers key questions regarding the kinds of projects that DOL is likely to fund, the timeline for applications, and the process for applying.

What kinds of projects is the DOL looking for?

ETA targets four industry subsectors within health care for this grant solicitation – **Nursing; Allied Health; Long-Term Care; and Health Information Technology**. While ETA will accept proposals targeting any of the sub-sectors, it is particularly interested in receiving applications that focus on one or more of these four. Two categories – long-



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term care and nursing – are of particular interest to direct-care program operators, their advocates and allies. A third, health information technology, may hold limited opportunities for the direct-care workforce.

1. Long Term Care

Projects that provide training for and support educational paths to careers in long-term care occupations, including CNAs, home health aides, home and personal care workers, direct support professionals and LPNs and RNs working in long-term care settings.

2. Nursing

Projects that provide training and support career progression along established nursing career pathways, as well as short-term skills certification or credentialing including licenses, certificates, and degrees from accredited nursing programs that lead to the Associate Degree of Nursing (ADN) or vocational licensure for LPNs, and positions as CNAs. ETA is also interested in academic strategies that help incumbent workers advance from an ADN to the bachelor's degree in nursing (BSN). The SGA states that programs in nursing could foster transitions long articulated career pathways for graduates of education and training programs at community colleges, vocational training programs, or Registered Apprenticeship programs to help them qualify for entry-level and mid-level nursing positions such as a CNA, LPN, or ADN.

[Projects that involve cross-training and placement of direct-care workers across long term care settings, projects that prepare workers for chronic care management models, or projects that create pathways for personal and home care aides and home health aides to advance to CNA positions may be good candidates for grants under this SGA.]

3. Health Information Technology (HIT)

Projects that design state-of-the-art training and support progression in career pathways for the health information workforce using a variety of learning strategies for individuals who want to specialize in the management of health information, as well as workers who must use HIT to perform the duties of their jobs. HIT jobs will be created in hospitals, physicians' offices, home healthcare and outpatient clinics, as well as residential care facilities.



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[Projects providing training in telehealth for direct-care workers may qualify under this part of the SGA.]

DOL also intends to use a portion of these resources to promote the creation of a virtual tool to help workers learn about and prepare for careers in health care.

DOL “encourages applicants to connect their workforce development strategies to other Recovery Act funded projects that create jobs or impact the skill requirements of existing jobs.” To find health care-related activities funded by the Recovery Act that your state may have already funded, visit your state’s Recovery Act website.¹ To find health care and workforce-related activities being funded at the federal level, visit the Recovery Act websites of the Department of Education (ED), Department of Health and Human Services (HHS), and the Department of Labor (DOL).²

Who has to be served through this grant?

Eligible Participants: Individuals eligible to receive training and support services under this grant, include unemployed workers, dislocated workers, and certain incumbent workers including low-wage workers. (Eligible incumbent workers are those who need training to secure full time employment, advance in their careers, or retain their current occupations). Within these categories, there may be further sub-populations, such as individuals on public assistance, high school dropouts, individuals with disabilities, veterans, Indians and Native Americans, and individuals with Limited English Proficiency.

¹ <http://www.recovery.gov/?q=content/state-local-tribal-and-territorial-resources>.

² For federal agency Recovery Act plans, see: <http://www.recovery.gov/?q=content/agencies>. Recovery Act ED programs that may be of interest to eldercare/disability stakeholders include: Centers for Independent Living, and Independent Living Services. HHS programs of possible interest include: FMAP Increase Implementation, Health Professions Programs, and TANF. DOL programs of possible interest include: Dislocated Worker National Emergency Grants, and Workforce Investment Act.



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About \$25 million of the funds available through this solicitation are reserved for projects serving communities impacted by automotive-related restructuring. To qualify, a program must serve one of the 132 counties identified by the Center for Automotive Research (See Attachment 1 to the Notice).

Who can apply and participate?

Eligible applicants are public entities or private non-profit entities and may include local Workforce Investment Boards and their One Stop Systems, tribal organizations, education and training providers, labor organizations, health care providers, and faith-based and community organizations. The applicant must be a legal entity and serve as the fiscal agent for the grant.

Strategic partnerships are key. According to the notice, to be eligible for funding under this SGA, applicants must demonstrate that the proposed project will be implemented by a “robust strategic partnership.” The ETA has specified required partners and other partners for any grant application:

Required Partners [Must include at least one from each category]:

- The public workforce investment system, such as local Workforce Investment Boards and their One Stop systems;
- Public and private employers, such as health care providers when appropriate, and industry-related organizations; and
- The education and training community -- secondary schools to community and technical colleges, four-year colleges and universities, apprenticeship programs, technical and vocational training institutions, and other education and training entities.

Other Partners:

- “Applicants are strongly encouraged to include other partners that can provide resources or expertise to the project” such as: Nonprofit organizations (e.g., community or faith-based); Labor organizations, including but not limited to labor unions and labor-management



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organizations; Organizations implementing projects funded by the Recovery Act; National, State, and local foundations; and State and local social service agencies.

Although an organization may not submit multiple applications, an applicant may participate as a partner in applications submitted by other organizations.

Cost sharing or matching funds are not required but “leveraged resources are strongly encouraged and may affect applicant’s score.”

What activities will the grants fund?

The SGA emphasizes that these health care and emerging sectors grants must lead to employment and must incorporate direct training activities such as on-the-job training, internship programs, basic skills training, and classroom occupational training resulting in some sort of credential. In addition to direct training, permissible activities include initial assessment of skill levels, aptitudes, abilities, competencies required for specific occupations and career pathways, curriculum development, and assessment of supportive service needs.

More specific allowable activities under this SGA include:

- Classroom occupational training
- On the job training activities
- Development and implementation of Registered Apprenticeship and pre-apprenticeship programs
- Contextualized learning;
- Internship programs;
- Customized training;
- Basic skills training, such as adult basic education, English as a Second Language (ESL), and job readiness training;
- Initial assessment of skill levels, aptitudes, abilities, competencies, and supportive service needs;



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- Job search and placement assistance, and, where appropriate, career counseling;
- Case management services; and
- Comprehensive retention strategies.
- Supportive services
- Updated curriculum

The SGA also allows for updates to existing curriculum and outreach materials. Curriculum development is only appropriate if the curriculum is used in direct training and/or education activities provided through this grant and is necessary to achieve the training and employment outcomes proposed for the grant.

What is the timeline for the grant?

- **August 12, 2009:** A pre-recorded webinar on this SGA will be posted at <http://www.workforce3one.org> by 3:00 PM Eastern Time.
- **October 5, 2009:** Closing date for receipt of applications.

The **period of grant performance will be up to 36 months** from the date of execution of the grant documents. This performance period includes “all necessary implementation, start-up activities; the completion of training activities and the award of employer- or industry-recognized certificates or degrees; and participant follow-up.”

Contact Information:

The application package is available at: <http://www.doleta.gov/grants>
Completed applications must be mailed to:

U.S. Department of Labor, Employment & Training Administration, Division of Federal Assistance
Attention: Donna Kelly, Grant Officer,
Reference SGA/DFA PY 09-01,
200 Constitution Avenue N.W., Room N4716
Washington, D.C. 20210.



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Key Priorities for DOL's Health Care Competitive Grants

DOL/ETA encourages grant applicants to:

- **Clearly demonstrate the need for training and employment** in the local area by describing the overall economy and workforce needs.
- **Target skills and competencies** demanded by the industries in targeted health care subsectors.
- **Provide direct training** (on-the-job training, internship programs, basic skills training, and/ or classroom occupational training) that is accessible for workers.
- **Support career pathways**, such as articulated career ladders or career lattices, to address workers long-term training needs.
- **Leverage employer- or industry-recognized certificates or degrees.**
- **Articulate a clear strategy for post-training employment placement.**
- **Combine supportive services with training services to help participants** overcome barriers to employment, as necessary.
- **Create or build upon strong partnerships** of local workforce investment boards, employers/employer groups, training and education providers, and other local or regional stakeholders.
- **Work with other Recovery Act Programs** that create jobs or impact the skill requirements of existing jobs.

Proposals that leverage additional state / local or foundation resources and that can **demonstrate sustainability beyond the grant period** may receive higher scoring.

For proposal ideas on direct-care workforce employment and training initiatives, see PHI's Guide to Accessing Recovery Funds, available at:

<http://phinational.org/policy/guide-to-accessing-federal-recovery-act-funds/>



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