



Health Careers Jan. 27 Webinar – Q&A

1. Do Community Mental Health Centers qualify?

To answer your question please indicate more thoroughly how your organization fits into one or more of the eligible applicant categories listed below:

Eligible applicants are Iowa-based Nursing & Skilled Nursing Facilities, Residential Care Facilities, Assisted Living Facilities, Hospitals, Home Health Agencies, Public/Private accredited Iowa High Schools, Community Colleges, and Colleges & Universities, all of which must be located within the state of Iowa.

2. Is it possible to receive a copy of the presentation slides?

Yes, the full recorded presentation and slide deck is available via the following URL:

www.earnandlearniowa.gov/health-careers

3. Does this not include the HCBS Direct Support Professional?

Direct Support Professionals would be considered an eligible occupation under the Iowa Health Careers 2.0 grant.

To answer your question more thoroughly in regard to if your organization would be considered an eligible applicant, please indicate how your organization fits into one or more of the eligible applicant categories listed below:

Eligible applicants are Iowa-based Nursing & Skilled Nursing Facilities, Residential Care Facilities, Assisted Living Facilities, Hospitals, Home Health Agencies, Public/Private accredited Iowa High Schools, Community Colleges, and Colleges & Universities, all of which must be located within the state of Iowa.

4. The third paragraph mentions dates between 2021 and 2024 as not eligible time periods for expenses and seems confusing.

The funds for this award are provided by the State and Local Fiscal Recovery Fund (SLFRF), part of the American Rescue Plan. SLFRF requires that all costs be incurred during the period beginning March 3, 2021, and ending December 31, 2024. **Therefore, all costs incurred prior to March 3, 2021, and after December 31, 2024, are not eligible uses of these funds.** The period of performance for SLFRF funds runs until December 31, 2026, which will provide recipients an additional two years during which they may expend funds for costs incurred (i.e., obligated) by December 31, 2024. Any award funds not obligated or expended within these timeframes must be returned to the State. Recipients of these funds will be held accountable to these funding timeframes.

What this means: is that the Iowa Health Career Grant begins 6/1/23 and runs until 6/30/26. BUT – per SLFRF, no purchases may be made after Dec 31, 2024. Grantees can pay for things such as invoices of things that were ordered prior to 1/1/2025 and they can pay for things such as wages to run the program after 12/31/2024, but they can't buy/order anything after that date.

5. To clarify, is this a reimbursement grant?

Yes, grant funds will be administered as reimbursement only and no advance payment options are available.

6. Are community health care centers in Iowa eligible to apply?

To answer your question please indicate more thoroughly how your organization fits into one or more of the eligible applicant categories listed below:

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7. Are the grants restricted to ONLY the health care facility types listed or can other types of health care providers apply?

The Iowa Health Careers grant is limited to the following eligible applicants: Iowa-based Nursing & Skilled Nursing Facilities, Residential Care Facilities, Assisted Living Facilities, Hospitals, Home Health Agencies, Public/Private accredited Iowa High Schools, Community Colleges, and Colleges & Universities, all of which must be located within the state of Iowa.

If you are uncertain if your organization aligns with one of the identified eligible applicants, you are encouraged to review the detailed definitions located in the full notice of funding opportunity document found here: www.earnandlearniowa.gov/health-careers

8. Can you go back to previous slide for a moment to get details of who is included?

Eligible applicants are Iowa-based Nursing & Skilled Nursing Facilities, Residential Care Facilities, Assisted Living Facilities, Hospitals, Home Health Agencies, Public/Private accredited Iowa High Schools, Community Colleges, and Colleges & Universities, all of which must be located within the state of Iowa.

IWD requires applicants for this grant to cultivate partnerships to fulfil project activities and outcomes. Eligible applicant partnerships must be comprised of, at a minimum of, an applicant and a Related Training Instruction (RTI) provider such as a high school, community college, universities, or other accredited third-party training provider.

9. The Pathway Program Costs document seems to outline the only occupations that qualify for this grant, right? What about the education/programs outlined...are those the only ones that qualify?

Eligible occupations under this grant include: EMR, EMT, Paramedic, Direct Support Specialists/Professionals, CNAs, LPNs, Community Health Workers, and Behavioral Health & Substance Abuse Specialist.

The program pathway costs document (Appendix C), is meant only as an example of potential costs associated with the related training instruction (classroom training) expenses associated within the specified occupation. It is not indicative of only those education/programs eligible under the grant. Applicants can choose an accredited RTI provider that best meets the needs of their project design.

*Important: Related Training Instruction must comply with all occupational specific licensing and certification requirements as well as all DOL Office of Apprenticeship Program Requirements.

10. The Pathway Program Costs document seems to outline the only occupations that qualify for this grant, right? What about the education/programs outlined...are those the only ones that qualify?

Please refer to the answer in #9.

11. Are community health centers in Iowa eligible to apply?

Please refer to the answer in #6

12. If we have a RA program currently receiving 15B funds, does that same program qualify for this new grant program?

The 15B grant is a separate grant, with its own eligibility requirements. The reception of 15B funds would not impact eligibility under the IHC 2.0 grant.

13. If the program site is near a bordering state, are you able to partner with entities who may be outside the State of Iowa?

Yes, although the grant specifically states that all **eligible applicants** must be located within the state Iowa. Partner entities are not under this same requirement: "IWD requires applicants for this grant to cultivate partnerships to fulfil project activities and outcomes. Eligible applicant partnerships must be comprised of, at a minimum of, an applicant and a Related Training Instruction (RTI) provider such as a high school, community college, universities, or other accredited third-party training provider."

14. In the NOFO, it notes that "Related instructional training must be provided by an accredited high school, college, university, or other accredited third-party RTI providers". So, to confirm if our entity provides the training/instruction internally that would not be allowable/eligible, correct?

The Related Instructional Training must be provided by an accredited provider. If an organization conducts in-house training, they will need to ensure that the selected curriculum and instruction for in-house training is accredited for eligibility under the IHC 2.0 grant.

15. Can you define Accredited Trainer Provider?

- a. If an organization is an approved Dept of Labor training provider, would that qualify?

Accreditation is official certification that a school or course has met standards set by external regulators. Grant Applicants will want to ensure that the related training instruction provider they choose as part of their project design is an accredited training provider.

- a. Perhaps, Related Training Instruction Providers approved by DOL may or may not be considered an Accredited Training Provider. You will want to verify accreditation status with the provider directly.

16. Are CNA and LPN the only allowable positions? For example, we have a PCT (Patient Care Technician) RA that we would like to expand that is extremely similar to CNA.

To determine eligibility, please consider how your specific occupation aligns with one or more of the eligible occupations under the Iowa Health Careers 2.0 grant: EMR, EMT, Paramedic, Direct Support Specialists/Professionals, CNAs, LPNs, Community Health Workers, and Behavioral Health & Substance Abuse Specialist.

I.e., What are the similarities and/or differences between the CNA and Patient Care Technician?

17. Would surgical technicians be a direct support specialist? This category is vague?

No, they are not an eligible occupation under the Iowa Health Careers 2.0 grant.

18. Under Behavioral Health do Behavioral Technicians and Board-Certified Behavior Analysts in a Center for individuals with autism qualify?

Those occupations would be considered eligible occupations under the Iowa Health Careers 2.0 grant.

To answer your question more thoroughly in regard to if your organization would be considered an eligible applicant, please indicate how your organization fits into one or more of the eligible applicant categories listed below:

Eligible applicants are Iowa-based Nursing & Skilled Nursing Facilities, Residential Care Facilities, Assisted Living Facilities, Hospitals, Home Health Agencies, Public/Private accredited Iowa High Schools, Community Colleges, and Colleges & Universities, all of which must be located within the state of Iowa.

19. Most DSPs are employed for Community Based Waiver Providers or Home-Based Habilitation Providers. These providers are not Residential Care Facilities, Assisted Living Companies or Home Health Agencies. How would Iowa Waiver Providers meet the eligibility?

Please refer to the answer in #18.

20. Is it allowable to co-apply with a partner (a high school and a hospital for example) so that funding can be shared between both entities?

IWD would only award and have a contract with one entity so there must be a lead applicant which then can share the funding between the partners.

21. Applicants are encouraged to create nursing registered apprenticeships. Our understanding is that students are not able to be rewarded/earn money during their clinicals. How should we navigate this?

Registered apprentices are paid for on-the-job training, which will open the door to more Iowans having access to outstanding career pathways and help address the health-care workforce shortage. We encourage applicants for the grant to work creatively with their partners to develop proposals that incorporate apprenticeship to provide high-quality alternative health-career preparation.

22. Also, Jen said community college - are private accredited colleges eligible?

Yes, the grant encourages public/private accredited educational institutions located in Iowa to apply.

23. Under Behavioral Health do Behavioral Technicians and Board-Certified Behavior Analysts in a Center for individuals with autism qualify?

Please refer to the answer in #18

24. With the competencies are they aligning with the governing bodies such as the NREMT standards?

Registered Apprenticeships are based on industry standards.

25. So, if the employer has a training program for the occupation, is the high school mainly the conduit for referrals or do the high schools also have to offer specific courses that students take there?

An employer could be the grant applicant, partnering with a high school to attract student talent into the RA program. Maybe the high school could develop a quality pre-apprenticeship program that could flow seamlessly into the employers RA program. As to whether the high school would need to offer specific courses, that would depend on the related training instruction (RTI) associated with the specific RA program. If classes could be incorporated at the high school level that meets the requirements of the RTI of the RA program that would be extremely beneficial to the apprentice who also has high school curriculum requirements to meet.

26. How many hours of RTI are required? Are there more specific requirements than 1-5 years part-time, which is quite broad?

For programs that do not have specific licensing/certification requirements there is a requirement of 144 hours of related training instruction per year of a registered apprenticeship program. Any amount of required educational training associated with licensing or certification would supersede the 144 hours/yr. requirement of DOL OA.

27. Can a Community College (in partnership with businesses) be an applicant? Or must the business be the applicant?

Yes, the grant encourages public/private accredited educational institutions located in Iowa to apply.

28. If an employer wants to use internal staff to deliver some components of the RTI, what credentials must that staff member have in order to meet the "instructor" requirements?

Instructors of curriculum within a Registered Apprenticeship program must meet all certification, licensing, or other train-the-trainer requirements specific to either the occupation itself or the curriculum being taught. In addition, DOL Office of Apprenticeship requires that instructors of RTI curriculum within a RA program must have experience in Adult Style Teaching and must be able to provide documentation of such if requested.

In addition, as stated in the answer to #14, Related Instructional Training must be provided by an accredited provider. If an organization conducts in-house training, they will need to ensure that the selected curriculum and instruction for in-house training is accredited for eligibility under the IHC 2.0 grant.

29. In the RFP - there is information regarding awarded grantees will receive virtual reality training. Can you give us an overview of what that looks like and can we also include something like this in our budget if we want to include an innovative training technology?

VR SIM equipment will be awarded to successful high school applicants under the grant. This state-of-the-art equipment can be utilized to enhance the related training instruction and other ways to the benefit of the apprentices.

30. Could you define/describe direct support professionals?

As skilled professionals, DSPs support people with disabilities to participate in their communities, including through employment. For example, they may serve as job development staff to assist in finding and/or customizing jobs or as job coaches who provide direct employee assistance on the job. They also provide other services, such as help with activities of daily living. (Source: US DOL Office of Disability Employment Policy) <https://www.dol.gov/agencies/odep>

Alternative definition: Assist other social and human service providers in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist

clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care. (Source: O*NET Online O*NET Title: Social and Human Service Assistants O*NET Code: 21-1093.00)

31. Private high schools are eligible, are private colleges eligible?

Yes, the grant encourages public/private accredited educational institutions located in Iowa to apply.

32. Can you provide examples of school/hospital partnerships, and which is typically the applicant?

Applicants can be either one under the Iowa Health Careers 2.0 if they are in the state of Iowa. As to who would be the typical applicant, it really depends on the desired result.

A hospital applicant can develop a RA occupation/pathway and partner with a local high school to attract student talent, while also having the capabilities to hire adult job seekers into their RA program.

If the high school is the applicant and builds the RA program the hospital can sign on as the participating employer partner (the employer would be the employer of record and responsible for providing the on-the-job learning requirements).

A high school could build a RA program for CNA with the hospital as the employer partner, while the employer partner simultaneously develops their own LPN RA Program so that once a student completes the CNA program with the high school, they could transfer into the employer's LPN program.