

Los Angeles County DEO's High Road Training Partnership (HRTP) Fund Cycle 3

Frequently Asked Questions (FAQs)

Round 1: October 9th, 2026

ABOUT THIS DOCUMENT

This document answers frequently asked questions (FAQs) about the Los Angeles County Department of Economic Opportunity's (DEO) High Road Training Partnership (H RTP) Cycle 3 Fund received during the virtual informational webinar held on October 1st, 2026 and by email by October 2nd, 2026. Questions received during the informational webinar are tagged with "Info Webinar." Those received through email are marked with "Email mm/dd." Questions have been anonymized, consolidated, and simplified to remove identifiable information and ensure clarity.

As mentioned in the Request for Applications (RFA), Dalberg and DEO will answer two rounds of written questions. This document responds to the first round. The second deadline to submit questions is October 16, 2026. To submit your questions, write to H RTP@dalberg.com with the subject line "H RTP Cycle 3 Fund – Questions." Answers to the second round of questions will be released on the [H RTP Cycle 3 website](#) on October 23, 2026. Any questions received later than the stipulated deadlines will not be answered.

Alongside these FAQs, please review the RFA for comprehensive information on the H RTP Cycle 3 Fund and application requirements, in order to submit a complete application by Friday, October 30th, 2026, at 12:00 PM Pacific Time.

Core partner roles

1. Can 2 different organizations serve as the Lead Applicant and Fiscal Agent. (Info Webinar 10/1)

No. HRTPs require a single organization serving as the lead applicant and fiscal agent. Please refer to Section 5.A.2 of the RFA for more information on partnership requirements.

2. May the Lead Applicant and Fiscal Agent also fill a second core role, such as training provider or sector intermediary? Provided the sector intermediary, employer, and labor or worker representatives remain three separate legal organizations” (Email 9/28, (Info Webinar 10/1))

Yes. Applicants must articulate how this organization meets the requirements of both of these roles. Please reference section 5.A.2 of the RFA for more information on eligibility requirements for each core role, as there are limitations to certain roles being played by the same organization. For example, the sector intermediary, employer, and labor or worker representative must each be separate legal organizations.

3. Does this funding opportunity permit an organization to serve as the lead applicant on one proposal while concurrently participating as a project partner or subrecipient on a separate proposal submitted by another entity? (Email 10/1)

Yes. There are no restrictions on serving as the lead applicant on one proposal while partnering on or supporting another. Only one application per partnership is permitted, and each application must choose one funding opportunity.

4. Is there a way to share a list of organizations interested in applying, or a partner-matching space, so we can connect with potential partners? Will there be a portal to connect with other partners interested in applying? Is there a way to identify applications missing certain partners? (Info Webinar 10/1)

No. Dalberg and DEO are not able to provide a list of interested organizations, a partner matching portal, a list of applications missing certain partners, or any other partner matching support. Eligible organizations are required to identify and approach potential partners on their own to form an H RTP and submit an application.

5. Can a Los Angeles reentry / digital-skills education company join an existing High Road Training Partnership as a community training partner for Cycle 3? (Email 9/28)

Yes. Eligible organizations are required to identify and approach potential partners on their own to form an H RTP and submit an application. Please reference Section 5.A.2 of the RFA for more information on eligibility requirements for each core role.

Organization type and eligibility

6. The RFA gives preference to organizations with experience managing LA County or other government-funded grants. Is prior government grant-management experience an eligibility requirement, or may a newer nonprofit serve as Lead Applicant/Fiscal Agent if it otherwise meets the requirements and can demonstrate adequate fiscal, administrative, reporting, and program-management capacity? (Email 10/1)

No. Prior government grant-management experience is not an eligibility requirement for the Lead Applicant and Fiscal Agent role. Any organization that meets the requirements for this role as described in Section 5.A.2 of the RFA is eligible for this role. However, as noted in Section 5.A.2 of the RFA, organizations in this role that have experience managing LA County or other government-funded grants and organizing and coordinating teams across multiple organizations will be prioritized.

7. May a public or quasi-public organization serve as the Sector Intermediary if it meets the RFA requirements regarding employer relationships, convening, and sector coordination? (Email 10/1)

Yes. A public or quasi-public organization may serve as the sector intermediary if it meets the sector intermediary requirements in Section 5.A.2 of the RFA. Government agencies are only ineligible to serve as the lead applicant and fiscal agent (Section 5.A.2 of the RFA). The RFA does not restrict public or quasi-public organizations from serving in other core partner roles.

8. For the Cycle 3 CFCI AI or AB 109/C4C pathway, could you clarify whether a for-profit corporation may serve as (1) the lead applicant and/or (2) a funded or unfunded partner? What minimum operating history, demonstrated training outcomes, partner commitments, and fiscal/financial documents are required for each role? (Email 9/28)

For-profit entities are eligible to serve as the lead applicant and fiscal agent only if they are a workforce development provider. For-profit entities are eligible for the other core partner roles. For any core partner role, applicants must articulate how their organization meets the core partner requirements defined in Section 5.A.2 of the RFA. Please note that no H RTP funds may be used to pay profits.

9. Please confirm whether the lead/fiscal agent must be a nonprofit/public entity, and whether one organization may satisfy more than one required partner role. (Email 9/30)

The lead applicant and fiscal agent must be a nonprofit organization. For-profit entities are eligible to serve as the lead applicant and fiscal agent only if they are a workforce development provider. No H RTP funds may be used to pay profits.

Organizations may play multiple core partner roles. Applicants must articulate how organizations playing multiple roles will meet the requirements of each role. Please reference section 5.A.2 of the RFA for more information on eligibility requirements for each core role, as there are limitations to certain roles being played by the same organization. For example, the sector intermediary, employer, and labor or worker representative must each be separate legal organizations.

10. Is a for-profit LLC that provides community health and workforce training eligible to serve as a core partner in the Training Provider role while a nonprofit partner serves as Lead Applicant and Fiscal Agent? (Email 9/28)

Yes. As long as both organizations meet the requirements for each role as described in Section 5.A.2 of the RFA, and no H RTP funds are used to pay profits.

11. Can a for-profit company serve as: employer partner, training provider, community implementation partner, or another non-lead partner role? (Email 9/30)

Yes. As long as the for-profit company meets the requirements for each role as described in Section 5.A.2 of the RFA, and no H RTP funds are used to pay profits. For profit companies are only ineligible to serve as the lead applicant and fiscal agent, unless they are a workforce development provider.

12. For-profit lead applicant: Can a California for-profit corporation qualify as the Lead Applicant/Fiscal Agent if it can document that it operates as a workforce-development provider? If yes, what evidence should be included to establish that status? (Email 10/1)

Yes, as long as the for-profit corporation that operates as a workforce-development provider meets the requirements for the lead applicant and fiscal agent role as described in Section 5.A.2 of the RFA, and no H RTP funds are used to pay profits. The application and MoU/LoC must include specific evidence demonstrating experience as a workforce development provider, including but not limited to: list of recent workforce development projects, government awarded contracts, or government or philanthropic grants, and services provided; partner organizations on these projects; workforce outcomes achieved; and public sources (e.g., websites, press releases, dashboards, evaluations) substantiating that work.

13. Are all five core partners required to receive grant funding, or may certain partners participate on an in-kind/no-cost basis through their Letter of Commitment or MOU? Is there any minimum required budget allocation or subcontract amount for a core partner? (Email 10/1)

No. Not all core partners are required to receive grant funding, and each H RTP determines how it allocates funds across partners. The RFA does not set a minimum budget allocation or subcontract amount for any core partner.

14. May an organization located outside Los Angeles County participate as a non-core community outreach, technology, navigation, resource-coordination, or supportive-services partner when all required core partners are located within Los Angeles County and all grant-funded services benefit eligible Los Angeles County participants? (Email 10/1)

Yes. The RFA does not restrict the location of additional, non-core partners. All five core partners must be located in Los Angeles County and meet the requirements in Section 5.A of the RFA

15. Could [ORGANIZATION] serve as the specialized training provider—or potentially the nonprofit lead applicant—if the partnership includes all five required core roles and an eligible employer with major-event experience? (Email 9/30)

For any core partner role, applicants must articulate how their organization meets the core partner requirements defined in Section 5.A.2 of the RFA

Labor or worker representative

16. For the Labor or Worker Representative role, what documentation is expected when the representative is a group of three or more workers in the target industry rather than an established organization? (Email 9/28)

Like all core partners, the labor or worker representative must submit an MoU or LoC with clear and specific information on its role and commitments. When the representative is a group of at least three workers in the industry or occupation of focus, each worker should submit an individual letter that introduces themselves (e.g., worker at [employer] or in [industry/occupation]) and describes their commitments to the partnership.

17. Worker/labor representative: Please clarify what types of organizations satisfy the Worker/Labor Representative role where the target occupation is not represented by a traditional union. (Email 10/1)

In addition to a labor union, the labor or worker representative can be a worker center, group of at least three workers in the industry/occupation of focus, or other worker-led entity that can formally participate in the partnership, provide sustained input, and demonstrate consistent ongoing advocacy of worker interests. There is no requirement for the worker partner to be a union.

18. The RFA allows the labor or worker representative to be "a labor union, worker center, group of at least three workers in the industry/occupation of focus, or other worker-led entity." Does an employee resource group (ERG) qualify as a labor or worker representative? If so, does it matter whether the ERG belongs to a company that is not the employer core partner, and what should its letter demonstrate? (Email 10/1)

Yes. An employee resource group (ERG) would qualify as a labor or worker representative, if it meets the following criteria: (1) includes at least three workers in the industry/occupation of focus; (2) is affiliated with a separate company from the core employer partner; and (3) is an independent worker-led entity.

19. The RFA states that the employer, worker representative, and sector intermediary "must be different organizations." Can a worker group convened by the lead applicant or sector intermediary serve as the worker representative? For example, an advisory council of former program participants who now work in the industry. (Email 10/1)

Yes. A group of workers convened by the lead applicant or sector intermediary may serve as the worker representative, provided it meets the requirements in Section 5.A.2 of the RFA. Applicants must clearly lay out the group's role and commitments in the application form and in its MoU/LoC.

Employer partners

20. Employer commitments: What minimum hiring, work-based-learning, curriculum-design, or placement commitments must an employer's MoU/LoC contain for the Ethical AI funding opportunity? (Email 10/1)

The RFA does not set minimum hiring, work-based learning, curriculum design, or placement commitments for employer MoUs/LoCs. Employers must articulate in their MoU/LoC what they can commit to in order to best support HRTF participants, in line with the employer expectations in Section 5.A.2 of the RFA.

21. Must the employer be operating and hiring as of the October 30 application date, or may operations begin before the January 2027 grant period? (Email 10/2)

Yes. The employer must be operating as of the October 30th application date in order to be eligible.

22. What evidence establishes employer presence, good standing, site control, and hiring capacity for a new business? (Email 10/2)

Please refer to Section 5.A of the RFA for employer requirements. An organization is considered to be located in Los Angeles County if they have a physical location (registered address) in LA County. To be in good standing, applicants must not have been debarred, suspended, or otherwise excluded from participating in contracting opportunities or programs funded by any public jurisdictions.

23. Will you release a list of Employer Partners that have experience in the 2028 Olympic and Paralympic Games or other major events? (Info Webinar 10/1)

No. Dalberg and DEO are not able to provide a list of employer partners that have experience in the 2028 Olympic and Paralympic Games or other major events.

24. Under the CFCI 2028 Games/major events pathway, must the employer already have completed major event experience, or can a verifiable future contract or subcontract qualify? (Email 10/2)

An employer partner with a verifiable contract or subcontract to perform work related to the 2028 Olympic and Paralympic Games or other major events will qualify, provided the contract begins before the end of the grant period and the employer can demonstrate its ability to hire graduates for jobs related to the Games or other major events during the grant period, which ends March 31, 2028. The employer must also meet all employer partner requirements in the RFA as outlined in Section 5.A.2.

Training providers

25. The RFA states that training partners for the AB109 C4C funding opportunity must demonstrate experience serving individuals with lived experience of homelessness and/or justice involvement and a track record of placing participants into unsubsidized employment. If an application includes multiple training providers, must each training provider independently meet both experience requirements, or may the combined training-provider team demonstrate the required experience and placement history? (Email 10/1)

Each training provider must demonstrate experience serving individuals with lived experience of homelessness and/or justice involvement. If there are multiple training providers, each individual training provider does not need experience with both populations. Each training provider must also demonstrate a track record of placing participants into unsubsidized employment.

Existing programs and new cohorts

26. Are you going to allow newer organizations who have a track history of doing the work apply to continue their programs (Info Webinar 10/1)

Any organization and partnership is eligible to apply as long as they meet the requirements outlined in the RFA. In addition, new programs, as well as expansions of existing programs are eligible to apply.

27. Our H RTP program is currently operational and has received funding from CA EDD. We would use this funding to expand and add additional cohorts. Would this be a positive or negative? (Info Webinar 10/1)

Any organization and partnership is eligible to apply as long as they meet the requirements outlined in the RFA. Expansions of existing programs are eligible to apply, as long as the application is for the launch of new training cohorts that outreach, train, graduate, and place new participants during the grant period.

28. If a training provider launches a separately funded cohort before January 2027, would a new cohort launched under the grant be considered compliant with the requirement not to serve existing participants? (Email 9/28)

Yes, as long as the new program funded by this grant outreaches, trains, graduates, and places a cohort of new participants during the grant period, and the program design is adapted to fully align with all H RTP requirements as outlined in the RFA. Please detail these adaptations in your application.

29. If an established training provider already operates successful caregiver workforce programs, may the H RTP partnership create a distinct new cohort that incorporates proven curriculum while adding wildfire-recovery preparation, career-pathway development, supportive services, employer engagement, and placement components, provided participants in the H RTP-funded cohort are newly recruited and otherwise eligible? (Email 10/1)

Yes. An existing training program may be adapted if the proposed H RTP launches new training cohorts that outreach, train, graduate, and place new participants during the grant period, and the proposed H RTP does not serve existing participants in an ongoing training program. The program design must be adapted to fully align with all H RTP requirements as outlined in the RFA. Please detail these adaptations in your application.

Target industry and occupation

30. Does EMS training qualify for "community health workers" (Info Webinar 10/1)

Applicants must justify how their proposed occupation aligns with their industry problem and workforce challenge and with the requirements of their selected funding opportunity, leads to high road jobs, offers or demonstrates a clear pathway to a living wage, and has demonstrated industry demand. For AB109 C4C, eligible social services occupations include, but are not limited to, community health workers, mental health workers, peer support specialists, and substance use counselors, as listed in Section 5.C.6 of the RFA. EMS training typically does not qualify as community health workers or as a social services occupation, but if you believe this occupation meets the requirements of the AB109 C4C funding opportunity, please provide a clear justification in your application.

31. Are Medical Assistant pathways included under the healthcare options for the AB338? (Info Webinar 10/1)

Applicants must justify how their proposed occupation aligns with their industry problem and workforce challenge and with the requirements of their selected funding opportunity, leads to high road jobs, offers or demonstrates a clear pathway to a living wage, and has demonstrated industry demand. For AB338, all healthcare occupations, including Medical Assistants, are among the fire-impacted sectors eligible under the recovery focus area listed in Section 5.C.1 of the RFA.

32. Under the AB338 Recovery opportunity, would a workforce program serving caregivers and healthcare workers be eligible where participants receive healthcare career training, emergency and disaster-readiness preparation, case management, supportive services, career navigation, and placement with healthcare employers serving wildfire-impacted communities? (Email 10/1)

Applicants must justify how their proposed occupation aligns with their industry problem and workforce challenge and with the requirements of their selected funding opportunity, leads to high road jobs, offers or demonstrates a clear pathway to a living wage, and has demonstrated industry demand. For AB338, all healthcare occupations are among the fire-impacted sectors eligible under the recovery focus area listed in Section 5.C.1 of the RFA.

33. Would professional hair braiding, textured-hair styling, and event-production hairstyling qualify within the arts, media, and entertainment sector or another eligible 2028 Games-related sector? Could qualifying placements for the CFCI - General WD and CFCI - Justice-involved funding opportunities include entertainment productions, event companies, salons, beauty-service employers, hotels, visitor-serving businesses, and contractors supporting major events? (Email 9/30)

Applicants must justify how their proposed occupation aligns with their industry problem and workforce challenge and with the requirements of their selected funding opportunity, leads to high road jobs, offers or demonstrates a clear pathway to a living wage, and has demonstrated industry demand. For the CFCI - General WD and CFCI - Justice-involved funding opportunities, applicants must describe how their selected industry and occupations are relevant to the 2028 Olympic and Paralympic Games and other major events.

34. For the 28 Olympics track, how does the DEO define ‘major events’ in terms of relevant experience? (Info Webinar 10/1)

For the purposes of this funding opportunity, major events are large-scale, time-bound events in LA County that attract significant regional, national, or international attendance and require substantial event infrastructure, event operations, or event tourism workforce.

35. Ethical-AI occupation standard: What documentation will DEO/Dalberg accept to demonstrate that AI is a core job requirement of the proposed target occupation rather than merely a general digital-literacy or productivity skill? For example, may employer job descriptions, hiring commitments, O*NET/SOC evidence, or employer letters establish this? (Email 10/1)

Applicants must explain in the application form how the H RTP focuses on in-demand, high road occupations with a demonstrable use case for AI as a core part of the job requirement. Applicants may attach any additional evidence they wish to demonstrate that AI is a core part of the job

requirement, including but not limited to employer job descriptions, employer letters, or labor market data demonstrating AI exposure by occupation.

36. If AI competencies are integrated throughout a training program (e.g., competencies across coursework, clinical practice, mentoring, governance, assessment, and professional practice not as a stand-alone AI module) and are validated by employer partners as part of the target occupation, would this satisfy the CFCI-AI requirement that AI be a core part of the work for that occupation? (Email 10/1)

Applicants must explain in the application form how the H RTP focuses on in-demand, high road occupations with a demonstrable use case for AI as a core part of the job requirement. This explanation should focus not just on the training and apprenticeship curriculum's integration of AI, but also demonstrate that AI is a core part of the job requirement through evidence including, but not limited to, employer job descriptions, employer letters, or labor market data demonstrating AI exposure by occupation.

37. For the CFCI – General WD opportunity, the RFA states that "more than 50% of all placements must be in jobs that will directly or indirectly support the 2028 Olympic and Paralympic Games." For the CFCI – AI opportunity, however, the RFA simply states that participants must be placed into "high road jobs that use AI as a core part of the work." For the CFCI – AI opportunity, is there a percentage of placements that must be in jobs using AI as a core part of the work? (Email 10/2)

The RFA does not set a separate placement percentage for CFCI – AI. H RTPs must focus on in-demand, high road occupations with a demonstrable use case for AI as a core part of the job requirement, and must provide training and practical exposure to the ethical use of AI to 100% of program participants (Section 5.C.5 of the RFA). The baseline targets from placements in Section 5.B.6 also apply.

Target populations

38. For justice involved, does this also include individuals involved through the immigration justice system? (Info Webinar 10/1)

Yes. Justice-involved individuals include individuals involved with the immigration justice system. Justice-involved is defined as: An adult or juvenile who has been subject to any stage of the criminal justice process.

39. Can you confirm the LA28 CFCI General category can be for any underserved Angelenos as long as at least 2 target populations are met? (Email 10/2)

Yes. Applicants for the CFCI - General WD funding opportunity must select at least two priority populations listed on page 20 of the RFA. In addition, the proposed target populations must meet all other requirements listed on page 20 of the RFA.

40. Participant priorities: For the Ethical AI opportunity, may a program prioritize justice-involved LA County residents and veterans as two priority populations without being subject to the separate justice-involved percentage requirement applicable to another CFCI opportunity? (Email 10/1)

Yes. The 50% justice-involved participant requirement applies only to the CFCI - Justice-Involved funding opportunity. Applicants for CFCI - AI must serve at least two priority populations from the list in Section 5.B.2 of the RFA, and may select justice-involved individuals and veterans.

41. What documentation will be required to verify:

- lived experience of homelessness;
- justice involvement; and
- whether a participant is considered to be “from Skid Row”?

Will participant self-attestation be acceptable for any of these eligibility categories, and how will “from Skid Row” be defined for purposes of the preference for programs serving at least 50% Skid Row participants? (Email 10/1)

Selected grantees must keep documentation that demonstrates how the participants served meet the requirements of the funding opportunity. For lived experience of homelessness, justice involvement, and residency in Skid Row, documentation may include, but is not limited to: participant self-attestation, documentation from a juvenile or adult criminal justice system source (e.g., court or probation records), a written statement from a caseworker, shelter, or service provider, and Homeless Management Information System (HMIS) records. A participant is "from Skid Row" if they currently reside in the Skid Row area of Los Angeles.

Placement

42. Can documented independent-contractor or self-employment placements count toward the required employment outcomes if participants demonstrate consistent earnings and a clear pathway to the program’s living-wage standard? (Email 9/30)

H RTP placements must be aligned with the placement requirements and definitions in Section 5.B.5 of the RFA. Documented independent-contractor or self-employment placements may count

if the participant meets the gig-based placement definition in Section 5.B.5 of the RFA and documents an increase in income as a result of the H RTP.

43. For occupations that initially pay below the current \$28.92/hour living-wage benchmark (e.g., in social-services or homeless-services, CNA or patient-care support) what documentation would be considered sufficient to demonstrate a clear pathway to a living wage ? (Email 10/1)

Placements must pay a living wage or provide a pathway to a living wage, with documented evidence demonstrating this progression over time (Section 5.B.5 of the RFA). In the application, applicants must list the occupation's starting median wage and explain how they foresee wages growing over time. Evidence may include, but is not limited to, job classifications, job bulletins, or employer-supported advancement pathways. The pathway should be specific to the program (e.g., employer partners with defined advancement steps), not a general career ladder for the occupation. For selected grantees, once placements take place, the H RTP must articulate how they will support placed participants to grow their wages over time, beyond the initial placement.

44. If gig placement can be defined as "Participant is employed across 1+ gigs and earns the equivalent of minimum wage for 30 hours/week or more over a 1-month (\$2,216) or 3-month period (\$6,649)" how would DEO/Dalberg like union-roster earnings to be verified for placements? What verification will be required to show for union-roster placements? (Email 10/2)

Gig-based placements, including union-roster placements, can be verified with: an employer letter verifying that the participant is actively employed, a pay stub, or, for self-employed participants, a self-attestation form. Being on a union roster does not count as a placement; a participant counts as a placement only once they are activated and actively working for an employer, and they must meet the gig-based placement definition in Section 5.B.5 of the RFA.

45. Can current employees who meet the target population criteria participate in the training to advance their career options? If as a result of participating in the training, they are subsequently promoted into a new position with their same employer, will their promotions count toward outcomes? (Email 10/2)

Yes. Incumbent workers who meet the target population criteria may participate, as long as there is a documented wage increase at the end of the program, and the training offered meets all requirements outlined in the training model section (Section 5.B.3 of the RFA). Promotions with the same employer can count toward placement outcomes if they meet the placement requirements in Section 5.B.5 of the RFA.

46. Can graduates of the training be placed into newly hired, unsubsidized positions within the lead applicant's own social services or homeless services programs and would those hires count toward the required placement outcomes? (Email 10/2)

Yes, as long as the positions are considered full-time unsubsidized employment, and that they meet the placement requirements in Section 5.B.5 of the RFA. If the organization serves as both an employer partner and the training provider, it cannot place more than 20% of program participants into unsubsidized jobs within its own organization (Section 5.A.2 of the RFA).

47. If the lead applicant is also the training provider, are there any exceptions allowing more than 20% of trainees to be placed into the applicant's own social service /housing organization at the conclusion of their training and still count toward outcomes? (Email 10/2)

No, there are no exceptions. If the training provider also serves as an employer partner, it cannot place more than 20% of program participants into unsubsidized jobs within its own organization. (Section 5.A.2 of the RFA).

Training stipends

48. Do we have to spend the participant stipends out of the H RTP budget? Or can we use leveraged funds for those? Must participant stipends be paid from the amount requested from DEO for the H RTP, or may applicants cover some or all stipends with leveraged funds from other sources? If leveraged funds are allowed, how should they be shown in the budget? (Info Webinar 10/1, Email 10/1)

Yes. Participant training stipends may be paid from the H RTP budget, from leveraged funds, or from a combination of both. Applicants must articulate in the application how they plan to use H RTP funds.

49. For the "Ethical Use of AI" grant opportunity, is there a minimum stipend requirement? (Info Webinar 10/1)

No. The Fund requires all programs to provide a training stipend to compensate participants for lost wages and overall cost of participation (e.g., travel, childcare), thereby supporting participant program completion and mitigating the potential for dropouts. Training stipends should be commensurate with the needs of participants.

50. For the required minimum \$4,500 stipend per AB109 Careers for a Cause participant, may the stipend be distributed in installments based on attendance, participation, and/or completion milestones? Are participant stipend payments reimbursed through the same monthly reimbursement process as other allowable program expenses? (Email 10/1)

Each H RTP must determine how stipends will be disbursed to make sure it supports successful completion of the program by participants. Payment to grantees will be done on a reimbursement basis, this includes stipends.

Budget and payment terms

51. Is there a reason why you do not allow for the minimum required indirect costs of 15%? (Info Webinar 10/1)

H RTP Fund Cycle 3 is funded by County and State sources (see RFA page 3 for a description of the funding sources). The 15% rate applies to federally funded programs, which in this instance, does not apply. As stated on RFA page 33, indirect cost rates for H RTP programs in Cycle 3 cannot exceed 10%

52. If participants already have their own computers, is the program still required to provide devices? Where devices are provided, may they be funded with leveraged funds rather than the DEO request, and how should that be reflected in the budget? (Email 10/1)

The H RTP Fund Cycle 3 does not mandate programs to provide devices. Programs must provide a combination of baseline and additional supportive services their participants may need to successfully complete the program. Applicants must provide a rationale if any baseline services are not provided. Supportive services may be covered with H RTP funds or leveraged funds, and applicants should explain any nuances in the Budget Narrative, clearly delineating what the H RTP funding supports as opposed to other funding sources.

53. Are employer incentives/wage reimbursements to employer partners considered an allowable cost? (Email 10/2)

Yes. Wage reimbursements to employer partners for real-world job experience/on-the-job training are allowable. Any other employer-related expenses, including employer incentives, must be allowable under the expense categories outlined in Addendum 1 of the RFA, including the Employer, Partnership, and Systems Change Activities expenses described on page 43.

54. Can the grant fund be utilized to train and hire people as well as host event for and during the 2028 Olympic (Info Webinar 10/1)

Grant funds must be used to support participants' training and placement. Any events funded through the grant must be directly linked to participant outcomes and systems change activities. Applicants must articulate in the budget and budget narrative how grant funds will be spend down.

55. If the lead applicant submits the application for the full H RTP, do we need to attach one budget for the full H RTP or does each partner need to have their own budget ready for submission? (Info Webinar 10/1)

One consolidated budget per H RTP is required. It must include the costs incurred by all partners to implement the proposed program. Partners do not submit separate budgets.

56. Which direct employer costs, if any, may be included in a lead applicant's budget? (Email 10/2)

Allowable expenses are listed in the Allowable Expenses Guidance Addendum (Section 9 of the RFA). The applicant must follow the guidance included in the RFA and budget template.

57. The form has separate fields for the amount requested from DEO and the total program budget, while the budget template has a single GRAND TOTAL. Should the Excel budget show only the DEO request or the full program cost, including other funding sources? If the full cost, how should other funds be identified? (Email 10/1)

The Excel budget should show only the amount requested from DEO. Other funding sources should be explained in the budget narrative.

58. The RFA states that "a breakdown of staff salaries and benefits will also be required," but the template is locked except for the amount and explanation cells. Where should this breakdown go? May applicants add a tab, or should it appear in the narrative or a separate attachment? (Email 10/1)

Completing the provided budget template is sufficient to fulfill this requirement. Applicants should use the Explanation of Proposed Costs column in the budget template to describe the primary personnel cost drivers and use the Budget Narrative in the Application Form to provide any additional context on staffing costs.

59. For the AB109 Careers for a Cause opportunity, may an applicant request the full \$755,000 available for the single grant? Since the RFA states that lower cost per participant will be prioritized, is there a target or recommended cost-per-participant range that applicants should consider when determining enrollment above the minimum 42 participants? (Email 10/1)

Yes. Applicants may request up to the full \$755,000 available for the single grant. The RFA does not set a target or recommended a cost-per-participant range. Programs must enroll at least 42 participants, and programs with lower cost per participant will be prioritized, accounting for differences in training model, priority population, and program design. Each H RTP should determine its cost per participant based on participant needs and its proposed program.

60. Is any advance payment available to the fiscal agent, or are all costs, including participant stipends, reimbursed monthly after they are incurred? (Email 9/28)

No. The Fund award will be paid on a monthly reimbursement basis. The reimbursement process is expected to take approximately 30 to 45 days from receipt and approval of a complete and accurate invoice and all required supporting documentation.

61. Financial capacity: Is there any match or cost-share requirement for the Ethical AI opportunity? Please also confirm whether applicants must demonstrate working-capital capacity because reimbursement occurs after eligible expenditures. Does Cycle 3 require any employer cash match, in-kind match, cost share, or expenditure before reimbursement? (Email 101, 10/2)

No. The RFA does not require any match, cost share, or employer cash or in-kind contribution for any funding opportunity. If the total program budget is greater than the requested funding amount, applicants must explain how they will meet the funding gap and provide supporting documentation for any commitments from other funding sources. The RFA does not require applicants to demonstrate a specific level of working-capital capacity

62. The RFA states that receipt of up to 10% of the award will be contingent upon validated placement targets. Will that amount be held back from reimbursement until placement outcomes are validated, or will the performance-based portion be handled through another payment mechanism? (Email 10/1)

The entire award will be paid on a reimbursement basis. Up to 10% of the award is contingent upon validated placement outcomes and will be held back from reimbursement until those outcomes are validated.

Program timeline

63. If you are prioritizing registered apprenticeships, it is not possible for those to be completed in less than a year given the guidelines of apprenticeship. How do you account for that in your timeline requirements? (Info Webinar 10/1)

Registered Apprenticeship Programs (RAPs) are an eligible placement outcome but are not prioritized over other placement outcomes. A placement is defined as (1) full-time unsubsidized employment or (2) enrollment into a RAP (Section 5.B.5 of the RFA). Completion of a RAP is not required to count as a placement.

Registered Apprenticeship Programs (RAPs) are also an eligible training model but are not prioritized over other training models. Multi-year RAPs are eligible if they satisfy both of the following conditions:

- A. The applicant must demonstrate how H RTP funding will enable outreach, enrollment, and training of new participants. H RTP funding must support only these new participants and may not be used to support participants who are already enrolled in the RAP. Participants on existing JATC recruitment waiting lists, that have not yet enrolled in a RAP, qualify as new participants.
- B. The applicant must demonstrate how these new participants will complete a portion of the RAP and secure a wage increase that meets the placement requirements set forth in the RFA during the grant period, which ends on March 31, 2028. Completion of the full multi-year RAP is not required to count as a graduation or placement.

64. The timeline to recruit, train, and place someone in 7 months to go from unhoused to a living wage job is very very short, possibly unrealistic. How do you account for that in timeline? (Info Webinar 10/1)

Applicants must determine what is feasible within the given timeline and describe the activities they intend to undertake and can realistically complete during the grant period in a workplan. (Application Form, question 35).

65. Can you confirm 75% of job-placement metrics have to be met by the end of the grant term in March 31, 2028? Meaning, if a participant got a job working at LA28 in June 2028 for the game, it wouldn't count because we will have had to meet our outcomes by March 2028? (Email 10/2)

Yes. Programs must commit to placing at least 75% of their participants by the end of the grant period on March 31, 2028.

66. I saw that training can start by May 1, 2027. How early can training start? (Info Webinar 10/1)

Exact timing will be discussed with awarded organizations during contracting. The grant period will start in January 2027, and HRTPs must go through a program design stage that is expected to last approximately 2 to 3 months. Training implementation for all programs must begin at the latest by May 1, 2027, and conclude by December 31, 2027. Please refer to Section 6.A of the RFA for the full grant period timeline.

Application materials and submission

67. Are electronic signatures acceptable on partnership letters? (Email 10/1)

Yes.

68. The RFA describes the logic model as mapping "short-, medium-, and long-term outcomes," but the template has a single Program Outcomes box. How should applicants show the different time horizons? (Email 10/1)

Applicants may organize the Program Outcomes box by time horizon, labeling outcomes as short-, medium-, or long-term.

69. Can an organization apply for more than one funding source? Can an organization apply for and if qualify be granted more than one grant as long as they are different grant categories? (Info Webinar 10/1)

No. Applicants must choose one funding opportunity to apply for that is most relevant to their partnership and program, and only one application per partnership is permitted.

AB109 C4C: DEO-owned curriculum

70. For AB109 C4C, the RFA requires the final curriculum to be owned by DEO. How does this apply to pre-existing, proprietary, or open curricula (e.g., an approved DOL apprenticeship model)? Does DEO ownership apply only to new materials developed with grant funds, may pre-existing materials be licensed to DEO instead, and may the training provider continue to use, adapt, or deliver the curriculum in its own programs after the grant period? (Info Webinar 10/1. Email 10/1,10/2)

Applicants must ensure that the final curriculum in its entirety, including both pre-existing and newly developed content, will be owned by DEO to use and adapt in future programs. Ownership must be transferred to DEO at the end of the grant period, and licensing in place of transfer is not permitted. Applicants must also provide support in transitioning the curriculum to DEO at the end of the grant period. The training provider may continue to use, adapt, or deliver the curriculum in its own programs after the grant period. Final terms will be addressed in contracting.

An applicant using a pre-existing or open curriculum must describe this in the application, articulate how they will make it available to DEO, and how they will adapt it to meet the curriculum parameters defined in Section 5.C.6 of the RFA. Curriculum that is not adapted to meet these specific curriculum parameters will not be eligible.