

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

Frequently Asked Questions (FAQs)

Round 2: October 23rd, 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 through October 16th, 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 consolidated and simplified to ensure clarity.

As mentioned in the Request for Applications (RFA), Dalberg and DEO will answer two rounds of written questions. This document consolidates both rounds of FAQs. Round 1 includes questions received during the informational webinar and by email through October 2nd, 2026, with answers released on October 9th, 2026. Round 2 includes questions received by email through October 16th, 2026, with answers scheduled for release on October 23rd, 2026. Questions are numbered consecutively across both rounds. 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.

FAQ Round 1

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 H RTP 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 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 10/1, 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 HRTF funding will enable outreach, enrollment, and training of new participants. HRTF 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.

FAQ Round 2

Core partner roles

71. Can a single organization fulfill more than one required partnership role, such as serving as the lead applicant, training provider, employer, and/or sector intermediary? (Email 10/8, 10/15, 10/16)

Yes. For more information, please refer to Question 2 of the Round 1 FAQs.

72. Can nonprofit organizations, including nonprofit mutual benefit corporations, join an existing H RTP partnership as training, worksite, community-based, or employer-engagement partners? What eligibility or tax-status requirements apply, and is partner-matching support available before the October 30 application deadline? (Email 10/11, 10/13)

Yes. Nonprofit organizations, including nonprofit mutual benefit corporations, may participate in an H RTP partnership as training, worksite, community-based, or employer-engagement partners.

The RFA does not prescribe a specific tax status for additional, non-core partners. Organizations serving in a core partner role must meet the eligibility requirements for that role, as outlined in Section 5.A.2 of the RFA.

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.

73. Is there a partner-matching portal, interest list, or other mechanism to connect organizations interested in forming an H RTP partnership? (Email 10/13, 10/15, 10/16)

No. For more information, please refer to Question 4 of the Round 1 FAQs.

74. May a community-based organization that does not itself deliver training serve as the lead applicant, provided the partnership includes an established training provider as a core partner? If so, what does the lead need to demonstrate? (Email 10/16)

Yes. A community-based organization may serve as the Lead Applicant and Fiscal Agent without delivering training itself, provided it meets the requirements for this role in Section 5.A.2 of the RFA.

75. May an organization serve as Lead Applicant and Fiscal Agent on multiple applications from distinct partnerships? Is an employer partner permitted to participate in more than one application? (Email 10/13)

Yes. Organizations may participate in applications from different partnerships provided that each partnership is distinct and the organization meets the requirements of its proposed role as outlined in Section 5.A.2 of the RFA. Each partnership may submit only one application, and each application must select one funding opportunity.

76. Is there a limit on the number of H RTP Cycle 3 awards an organization may receive or participate in? (Email 10/13)

No. There is no limit on the number of awards a single organization may receive or participate in.

77. May an organization simultaneously serve as the Lead Applicant on one or more applications and as a Training Provider or Core Partner on other applications submitted by separate partnerships? (Email 10/13)

Yes. For more information, please refer to Question 3 of the Round 1 FAQs.

78. Can any of the core roles be split/shared roles? (Email 10/16)

Yes. Multiple organizations may share responsibilities within a core partner role, except for the Lead Applicant and Fiscal Agent, which must be fulfilled by a single organization. Please refer to Section 5.A.2 of the RFA for more information on partnership requirements.

Organization type and eligibility

79. Core partner location requirements: Do core partners have to be headquartered in Los Angeles County, or would an organization with an LA County worksite and commitments to hire participants locally qualify? Would establishing a formal presence within an existing partner's facility be sufficient, or must each organization maintain its own independently operated office? What documentation is required? (Email 10/8, 10/13)

No. Core partners do not need to be headquartered in Los Angeles County, but they must have a physical location with a registered address in LA County or provide evidence that they will establish one by January 1, 2027 (Section 5.A of the RFA). A location within another partner's facility or shared office space may qualify, provided the organization has its own registered address at that location.

The RFA does not prescribe specific supporting documents. Applicants must articulate and provide evidence that demonstrates how they fulfill the location requirement outlined in Section 5.A of the RFA. Examples of evidence may include, but is not limited to, a signed lease or space-use agreement and, where applicable, business registration records showing the address or a plan to register it before grant execution.

80. May a training provider headquartered outside Los Angeles County serve as a core partner, or as the lead applicant, if all training is delivered to Los Angeles County residents? (Email 10/9)

Yes, provided the organization has a physical location with a registered address in LA County, or provides supporting evidence that it will establish one by January 1, 2027. Delivering training to LA County residents alone does not meet the location requirement.

81. Is a for-profit training provider eligible to receive funds as a core partner under the CFCI funding stream? (Email 10/9)

A for-profit training provider may receive HRTF funding as a core partner; it may serve as Lead Applicant and Fiscal Agent only if it is a workforce development provider. No HRTF funds may be used to pay profits (Section 5.A of the RFA).

82. Can a training provider and its wholly owned subsidiary fulfill the training provider and employer partner roles? Would the 20% internal-placement limit apply to hires by the subsidiary? (Email 10/13)

Yes. A parent company and a wholly owned subsidiary can serve as the training provider and employer partner, provided they are legally distinct and each organization independently meets the requirements for its role defined in Section 5.A.2 of the RFA. However, placements into an employer that is wholly owned and managed by the training provider would count toward the 20% limit on placements within the training provider's own organization.

83. Can the subsidiary serve as an AB338 employer partner without an existing pipeline of wildfire recovery projects? (Email 10/13)

For AB338, more than 50% of placements must be located in fire-impacted geographies or neighboring communities, or in roles that create demonstrable impact in these areas. Employer partners must be located or doing work in fire-impacted areas, and their MoUs/LoCs must demonstrate how they plan to hire graduates for jobs located in or benefiting fire-impacted communities (Section 5.C.1 of the RFA). Applicants must demonstrate how their proposed employer partners will meet these requirements, including evidence of relevant work and anticipated hiring opportunities.

84. May a nonprofit Lead Applicant and a for-profit implementation partner share a founder, director, officer, or other management relationship? What disclosures, independent approvals, procurement safeguards, or cost comparisons are required, and when must they be completed? (Email 10/15)

Yes. A nonprofit Lead Applicant and Fiscal Agent and a for-profit implementation partner may share a founder, director, officer, or other management relationship, provided they are legally distinct and each organization independently meets the requirements for its role defined in Section 5.A.2 of the RFA.

85. AJCC Operator Eligibility as Lead Applicant: May an organization that operates an America's Job Center of California (AJCC) serve as Lead Applicant and Fiscal Agent, provided it meets the eligibility requirements and separates HRTF-funded services from existing Workforce Innovation and Opportunity Act (WIOA) funding? (Email 10/9, 10/13, 10/15)

Yes. An organization that operates an America's Job Center of California (AJCC) may serve as the Lead Applicant and Fiscal Agent, provided it meets the eligibility requirements outlined in Section 5.A.2 of the RFA. AJCCs themselves are not eligible to serve as one of the five required core partners.

Organizations that hold contracts to operate AJCCs must disclose this relationship in Question 20A of the Application Form and explain how they will ensure that HRTF-funded services are not already supported through existing WIOA funding.

86. Are partnerships permitted to include organizations that are still formalizing their workforce training infrastructure? (Email 10/13)

Yes. Partnerships may include organizations that are still developing their workforce training infrastructure, provided they meet the requirements of their proposed roles in Section 5.A.2 of the RFA.

87. How can a newer nonprofit demonstrate capacity to serve as the Lead Applicant and Fiscal Agent? May it use leadership experience, contracted grant-management personnel, and documented financial controls? How does eligibility differ from competitive scoring? (Email 10/15)

Applicants must demonstrate their capacity to serve as the Lead Applicant and Fiscal Agent through the following sections of the Application Form:

- Question 16: Identify all core partners, including the Lead Applicant and Fiscal Agent, and their relevant experience.
- Question 31: Describe the partnership's capacity to deliver a complex and multi-stakeholder program and meet the overall H RTP initiative requirements. The description should include any experience running previous programs using government and philanthropic grants of a similar size; previous collaborations that incorporated multiple partners and interests; and general project management experience involving strategic planning, time-sensitive deliverables, and various levels of accountability.
- Question 33: Describe the lead applicant's capacity to be the fiscal agent, including how the organization will ensure there is adequate staffing, financial systems, and infrastructure to implement the program.

In addition to the Application Form, all core partners must submit an MoU/LoC with clear and specific information on their role and commitments in line with the partnership requirements outlined in Section 5.A.2 of the RFA.

Beyond the required application materials, the RFA does not prescribe additional supporting evidence specifically to demonstrate their capacity.

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.

88. Can a training provider's completion and placement outcomes and an implementation partner's program-management and reporting experience support a newer nonprofit-led application? How will reviewers distinguish the Lead Applicant's experience from that of other partners? (Email 10/15)

Yes. Applicants may demonstrate their partnership's capacity through the combined experience of its partners.

Applicants must specify each organization's experience, role, and relevant outcomes in Questions 16, 31, and 32 of the Application Form. The Lead Applicant and Fiscal Agent must also demonstrate their own capacity to administer the grant in Question 33.

89. May a California for-profit LLC serve as the training provider partner? (Email 10/16)

Yes. For more information, please refer to Question 11 of the Round 1 FAQs.

Employer partners

90. Must employer commitment letters specify a guaranteed number of hires, or may employers commit to interviewing graduates and hiring qualified candidates subject to available positions? (Email 10/8)

While specific commitments to hire program graduates are preferred, if this is not possible, employer commitment letters may commit to interviewing graduates and hiring qualified candidates subject to available positions.

91. Does the RFA require employer partners to hire a minimum number or percentage of program graduates? Can hiring commitments reflect employers' anticipated staffing needs and be shared across multiple employer partners? (Email 10/16)

No. The RFA does not set a minimum number or percentage of graduates that each employer partner must hire. Employers must articulate in their MoUs/LoCs what they can commit to, in line with the employer expectations in Section 5.A.2 of the RFA.

Multiple employer partners may contribute to hiring and placement outcomes, allowing commitments to reflect each employer's anticipated staffing needs. However, the HRTF as a whole must demonstrate how it will meet the baseline placement target of 75% of enrolled participants by completing Question 29 of the Application Form, and applications that can demonstrate significant pre-existing hiring commitments will be prioritized.

Labor or worker representative

92. Must the required worker/labor representative be a union, or may a qualified worker advocacy organization fulfill this role, including when the proposed training involves union-represented positions? (Email 10/15)

There is no requirement for the worker/labor representative to be a union. For more information, please refer to Question 17 of the Round 1 FAQs.

93. We have an established group of program alumni working in the tech industry. Would an alumni group who guide and serve as mentors for the current participants be acceptable as the worker rep? (Email 10/16)

Yes. A group of program alumni may serve as the labor or worker representative, provided it includes at least three workers in the industry or occupation of focus and meets the requirements outlined 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.

Training providers

94. If the training model includes on-the-job training (OJT), can the Training Provider and Employer Partner collaborate to meet OJT requirements, including hiring and retention commitments? (Email 10/16)

Yes. The RFA expects employer partners to work with training providers to co-create real-world job experience opportunities, including OJT (Section 5.A.2 of the RFA). Applicants must clearly describe each partner's responsibilities and commitments in their application and MoUs/LoCs.

For OJT specifically, participants must be hired and onboarded as full-time employees before beginning OJT, and the employer must commit to retaining them when the reimbursement of wages end (Section 5.B.3 of the RFA). Training providers may collaborate with employers to design and deliver OJT, but the employer remains responsible for the hiring and retention commitment.

Existing programs and new cohorts

95. May an applicant's new H RTP cohorts draw on curriculum from an existing training program, provided all participants are newly recruited and the curriculum is co-developed with H RTP partners? (Email 10/15)

Yes. For more information, please refer to Question 29 of the Round 1 FAQs.

96. If a training partner already holds or administers state-level H RTP grants, does this affect eligibility or scoring for Cycle 3, particularly if the proposed program serves a distinct cohort or geography? (Email 10/16)

A training partner's administration of state-level H RTP grants does not impact their eligibility for Cycle 3 of the H RTP Fund.

However, the proposed Cycle 3 program must serve new participants through new training cohorts and must not use Cycle 3 funding to supplement activities or meet outcomes already funded through existing state-level grants. Applicants may build on or expand existing programs, including by serving new cohorts or geographies and increasing overall program outcomes, provided the activities and outcomes supported by Cycle 3 funding are clearly distinguished from those supported by other funding sources.

For eligibility requirements, please refer to Section 5.A of the RFA.

Target industry and occupation

97. For AB338 – Rebuilding, does the RFA allow for adjacent roles relevant to physical rebuilding efforts, like construction project managers, supply chain managers, energy analysts, etc.? For AB338 – Recovery, can communications, digital operations, marketing, or business-support occupations qualify if they support wildfire-affected businesses or communities? What evidence is required when the employer's office is outside the affected area? (Email 10/15)

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 – Rebuilding, construction and trades roles that are adjacent to physical rebuilding efforts may qualify if applicants demonstrate how the occupations support the reconstruction of homes, businesses, and infrastructure damaged by the fires. For AB338 – Recovery, occupations such as communications, digital operations, marketing, or business support may qualify if applicants demonstrate (i) how the targeted sectors and occupations were impacted by the 2025 wildfires and (ii) how the program will help restore economic activity in affected communities.

Employer partner(s) must be located or doing work in fire-impacted areas. Employer partner MoUs or LoCs must demonstrate how they are planning to hire graduates for jobs that are located in or benefit fire-impacted communities.

Target populations

98. My organization's workforce development program hires many individuals who have been justice-involved or experienced homelessness; however, we do not explicitly screen for this and not every participant necessarily meets these criteria. Are we still eligible for the relevant funding tracks? (Email 10/7)

Applicants must demonstrate how their proposed H RTP will meet the target population requirements of their selected funding opportunity, regardless of the populations served by their existing programs. Please refer to Section 5.C of the RFA for the complete requirements of each funding opportunity.

For AB109 C4C, applicants must screen prospective participants for lived experience of homelessness or justice involvement to ensure that 100% of program participants have lived experience of homelessness or justice involvement, including at least 50% with lived experience of homelessness. Applicants must also define and assess participants' training and job readiness throughout the program and describe how individuals who do not yet meet readiness criteria will be referred to appropriate services (Section 5.C.6 of the RFA).

For CFCI – Justice-Involved, at least 50% of participants must be justice-involved (Section 5.C.4 of the RFA).

99. Participants under 18: Are participants under age 18 eligible? If so, are there any restrictions or additional requirements concerning their training, paid work experience, credentials, or qualifying job placements? (Email 10/8)

Yes. Participants aged 16 or 17 are eligible to participate, provided the occupational standards for their proposed training allow hiring at the age they will be when the training is completed.

100. How are "older workers" and "underemployed" defined? For example, would project-based entertainment workers whose hours have sharply declined qualify? (Email 10/16)

Older workers are individuals aged 55 or older. Underemployed workers are individuals who are employed in a position that is inadequate with respect to their skills and training, individuals who are employed and meet the definition of low-income individuals, or individuals who are employed and whose job earnings or hours are not sufficient compared to previous job earnings or employment. Applicants must explain how their proposed target populations align with their identified industry and workforce challenge, as outlined in Section 5.B.2 of the RFA.

101. Does autism spectrum disorder qualify under "people with disabilities," and what documentation is acceptable? (Email 10/16)

Yes. Individuals with autism spectrum disorder qualify under the "people with disabilities or chronic health conditions" priority population listed in Section 5.B.2 of the RFA. The RFA does not prescribe specific documentation requirements for this priority population.

**102. Must a minimum share of participants come from the selected priority populations?
(Email 10/16)**

The RFA does not establish a general minimum percentage of participants from each selected priority population. However, all HRTPs must serve at least two priority populations and estimate the number of participants to be enrolled from each selected population (Section 5.B.2 of the RFA). In addition, some funding opportunities have additional requirements. Applicants must meet the requirements of their selected funding opportunity as defined in Section 5.C of the RFA.

**103. Is Los Angeles County residency determined at enrollment? May non-residents join the same cohort if funded entirely from non-HRTP sources and excluded from HRTP counts?
(Email 10/16)**

All HRTP participants must be able to confirm Los Angeles County residency, as outlined in Section 5.B.2 of the RFA. Applicants must confirm residency when enrolling participants into the HRTP program, and it is recommended that applicants screen for LA County residency during participant outreach and intake.

Non-LA County residents may join HRTP-funded cohorts, as long as all non-LA County residents are funded entirely from non-HRTP sources and excluded from HRTP counts.

Target geographies

104. Definition of fire-impacted and neighboring communities: Does the County have an official list of qualifying ZIP codes, census tracts, cities, or geographic boundaries for determining whether an employment placement is located in a fire-impacted or neighboring community? If not, what criteria should applicants use to establish that a community qualifies as neighboring? (Email 10/16)

The RFA does not provide a fixed list of qualifying ZIP codes, census tracts, cities, or geographic boundaries for fire-impacted or neighboring communities. The 2025 wildfires in Los Angeles County include, but are not limited to: Archer Fire, Bert Fire, Bethany Fire, Canyon Fire, Eaton Fire, Ellie Fire, Emily Fire, Hawk Fire, Hughes Fire, Hurst Fire, Jasper Fire, Kenneth Fire, King Fire, Lidia Fire, Palisades Fire, Sepulveda Fire, Sunset Fire, and Woodley Fire. For more information, see CAL FIRE: <https://www.fire.ca.gov/incidents/2025>.

Applicants must identify their priority geographic areas and explain whether these are fire-impacted or neighboring communities. In Question 8A of the Application Form, applicants must articulate how their proposed program will benefit geographies or neighboring communities impacted by the 2025 wildfires and provide a rationale for their geographic focus.

Additionally, in Question 29A, applicants must demonstrate how more than 50% of proposed job placements will be located in fire-impacted geographies or neighboring communities, or in roles that create demonstrable impact in these areas (Section 5.C.1 of the RFA).

105. For AB338, may applicants recruit Los Angeles County residents from outside fire-impacted communities, provided their training leads to employment that demonstrably supports wildfire recovery? Is there any minimum percentage of participants who must reside in fire-impacted or neighboring communities? (Email 10/16)

Yes. Applicants may recruit eligible LA County residents from outside fire-impacted or neighboring communities. However, more than 50% of placements must be located in fire-impacted geographies or neighboring communities, or in roles that create demonstrable impact in those communities. Preference will also be given to programs serving workers financially impacted by the 2025 wildfires (Section 5.C.1 of the RFA).

Placement requirements

106. Olympics-related placements: What documentation is required to establish that a job placement is connected to the 2028 Olympic and Paralympic Games? Would positions in hospitality, food service, retail, transit, arts and media, digital marketing, CRM, analytics, visitor communications, event technology, or cybersecurity qualify if the employer does not have a direct Games-related contract? (Email 10/8, 10/15, 10/16)

The RFA requires that more than 50% of placements be in jobs that directly or indirectly support the 2028 Olympic and Paralympic Games (Sections 5.C.3 and 5.C.4 of the RFA).

At the application stage, applicants must clearly articulate how their proposed program and job placements will support the Games. No specific Games-related contracts or additional supporting documents are required beyond the required application materials defined in the RFA.

Positions in hospitality, food service, retail, transit, arts and media, digital marketing, CRM, analytics, visitor communications, event technology, or cybersecurity may qualify, including where employers lack direct Games-related contracts, if the connection to the 2028 Olympic and Paralympic Games is demonstrated. Neither the occupation nor the employer's industry alone establishes the connection.

During program implementation, grantees will need to provide evidence validating job placements and their connection to the Games. Supporting documentation may include employer letters, work orders, client agreements, or other evidence demonstrating how the positions support Games-related infrastructure, operations, or services. Specific documentation and reporting requirements will be clarified during contracting and implementation.

107. Does a fixed-term, full-time W-2 production job paid through a third-party payroll company count as unsubsidized placement? (Email 10/16)

Yes. A fixed-term, full-time W-2 production job paid through a third-party payroll company may count as an unsubsidized placement, provided it meets the placement requirements in Section 5.B.5 of the RFA.

108. Healthcare placements outside the immediate fire areas: The RFA allows placements in roles with demonstrable impact on fire-impacted or neighboring communities. Would healthcare positions at hospitals, skilled nursing facilities, outpatient clinics, or home healthcare providers located outside the fire perimeters qualify if the employer documents that those positions serve residents affected by the wildfires? (Email 10/16)

Yes. Healthcare placements at hospitals, skilled nursing facilities, outpatient clinics, or home healthcare providers outside fire-impacted areas may qualify if applicants demonstrate how these positions benefit fire-impacted or neighboring communities.

109. Given the growing role of AI tools in enabling entrepreneurship and solo-preneurship, does the RFA allow self-employment or business creation as a workforce-training outcome, or are participants expected to be placed with an established business? (Email 10/16)

Yes. Self-employment or business creation as a workforce-training outcome are permitted if they meet the conditions outlined in Question 42 of the Round 1 FAQs.

Credentials

110. What types of credentials satisfy the requirements in Section 5.B.3 of the RFA? Where no industry or organized labor-recognized credential exists (e.g., for AI-assisted production), would a provider-developed credential validated by employer and labor partners qualify? What documentation would be required? (Email 10/8, 10/16)

Programs must provide industry or organized labor-recognized credentials for industries and occupations where they exist. These credentials must be relevant and directly enhance graduates' competitiveness in the job market. For industries that typically lack industry or organized labor-recognized credentials, programs must create and offer new credentials. Applicants must describe and justify their proposed credentials in Question 24 of the Application Form.

An employer-endorsed or provider-developed credential validated by employer and labor partners may be proposed. Applicants must explain how the proposed credential meets the requirements in

Section 5.B.3 of the RFA, including how it is relevant to and recognized within the industry or occupation.

Systems change

111. What evidence demonstrates lasting workforce systems change beyond the grant period? Would continued employer hiring commitments, shared referral and training systems, worker participation in governance, and a post-grant operating plan qualify? What must be achieved during the grant? (Email 10/15)

Systems change refers to addressing the root causes of complex issues by transforming the underlying structures, relationships, and dynamics within a system to create lasting improvements. As outlined in Section 4.D of the RFA, systems change in HRTPs includes improvements to job pipelines, training and career pathways, employer and workplace practices, policies, and cross-sector partnerships. Continued employer hiring commitments, shared referral and training systems, worker participation in governance, and post-grant operating plans are all relevant examples of efforts that can support lasting systems change beyond the grant period. Applicants are encouraged to consider systems change efforts aligned with the five levers outlined in Section 4.D of the RFA: pipelines, pathways, practices, policies, and partnerships.

Applicants must identify at least two specific systems change goals and articulate their systems change vision and the concrete activities they will complete during the grant period to advance these goals (Section 4.D of the RFA; Questions 14 and 15 of the Application Form). Longer-term commitments may support this vision but do not replace the requirement to complete planned activities and achieve program outcomes during the grant period.

Training stipends

112. Are participant stipends allowable expenses? (Email 10/16)

Yes. For more information, please refer to Question 48 of the Round 1 FAQs.

113. Are there any specific guidelines or limitations we should consider when budgeting/calculating trainee stipends? (Email 10/16)

The RFA does not set a minimum or maximum training stipend amount, except for the AB109 C4C funding opportunity, which requires a minimum stipend of \$4,500 per participant (Section 5.C.6 of the RFA).

Training stipends must be commensurate with participants' needs and compensate for lost wages and costs of participation (e.g., transportation, childcare). Applicants must propose and justify the stipend amount, any eligibility criteria, and the disbursement approach (e.g., fixed schedule or incentive-linked) in Question 27 of the Application Form.

Budget and payment terms

114. Indirect Cost Rate: Section 6.C of the RFA limits indirect costs to 10% unless an organization has a federally approved Negotiated Indirect Cost Rate Agreement (NICRA). Given that the federal Uniform Guidance increased the de minimis indirect cost rate to 15%, would applicants without a NICRA be permitted to apply the 15% rate, or is the H RTP Cycle 3 funding opportunity strictly limited to 10%? (Email 10/13)

As stated on RFA page 33, indirect cost rates for H RTP programs in Cycle 3 cannot exceed 10%. For more information, please refer to Question 51 of the Round 1 FAQs.

115. May a for-profit implementation partner receive payment for participant recruitment, engagement communications, program coordination, data systems, reporting, and relevant curriculum development? How should such an entity be classified (as a contractor, subrecipient, or core partner) and what documentation is required? Please clarify how the prohibition on paying profits applies to contractor fees and whether documented staff costs, overhead, and fixed-price deliverables are treated differently. (Email 10/15)

Yes. For-profit implementation partners may receive payment for eligible program activities, including participant recruitment, engagement communications, program coordination, data systems, reporting, and curriculum development, provided expenses follow the Allowable Expenses Guidance defined in Section 9 of the RFA.

For-profit organizations can serve as core partners, provided they meet the requirements of their proposed role. The Lead Applicant and Fiscal Agent must be either a nonprofit organization or a for-profit workforce development provider (Section 5.A.2 of the RFA). H RTPs can also engage for-profit implementation partners, contractors, or consultants through separate agreements to support program activities, including recruitment, participant engagement, program coordination, data systems, reporting, and curriculum development. Organizations fulfilling a required core partner role must submit an MoU/LoC. Other implementation partners may be engaged through separate contracts or agreements.

The prohibition on using H RTP funds to pay profits does not prevent programs from paying standard commercial fees to for-profit contractors or consultants for eligible services. Contractor fees may include documented staff costs, reasonable overhead, and fixed-price deliverables, provided the costs follow the Allowable Expense Guidelines defined in Section 9 of the RFA.

116. Under CFCI General Workforce Development or Ethical AI, may H RTP funds support a shared system for recruitment, referrals, participant engagement, employer matching, and outcome tracking if records are also entered into CaUOBS? How should shared costs and technology ownership, licensing, data access, and post-grant availability be treated? (Email 10/15)

H RTP funds may support program-related data tracking and reporting systems, participant recruitment, employer engagement, and program administration, as outlined in the Allowable Expenses Guidance (Section 9 of the RFA). Applicants may propose a shared technology system if its costs are necessary, reasonable, and directly attributable to approved H RTP activities. Where a system also serves other programs, only the portion of costs attributable to the H RTP may be charged to the grant. Programs must meet all CaUOBS reporting requirements. Specific arrangements regarding technology ownership, licensing, data access, and post-grant availability, including whether additional agreements are required, will be reviewed and discussed during contracting.

117. If the program serves neurodivergent participants, including individuals on the autism spectrum, may grant funds cover (a) specialized supports such as job coaching and workplace accommodations, including through a specialized partner organization, and (b) training for employer partners' supervisors and production staff to onboard, accommodate, and retain neurodivergent artists? (Email 10/16)

Yes. Beyond baseline supportive services, applicants may propose additional services that participants need to successfully complete training and secure employment, including specialized job coaching and workplace accommodations for neurodivergent participants. These services may be delivered directly or through a specialized partner organization.

In addition, applicants may use H RTP funding for systems change activities with employer partners, including training supervisors and staff on how to onboard, accommodate, and retain neurodivergent workers.

All proposed activities and expenses must align with the program's objectives and the Allowable Expenses Guidance in Section 9 of the RFA.

118. Since H RTP funds may not pay profits (FAQ Round 1 Questions 8 and 11), should a for-profit training provider budget at actual cost, or may it use its approved ETPL tuition rates? (Email 10/16)

A for-profit training provider must budget at actual cost.

119. Are AI software licenses and cloud computing allowable participant costs? (Email 10/16)

Yes. AI software licenses and cloud computing are allowable participant costs provided they are needed for training instruction and successful program completion. Allowable expenses are listed in the Allowable Expenses Guidance (Section 9 of the RFA).

120. Cost Per Trainee: Is there a recommended cost-per-trainee range we should use when developing our budget? Are there any costs that should be excluded when calculating the cost per participant? (Email 10/16)

No. The RFA does not set a target or recommended cost-per-participant range. Programs with lower cost per participant will be prioritized, accounting for differences in training model, priority population, and program design. Each H RTP must determine its cost per participant based on participant needs and its proposed program.

Cost per participant will be calculated as the total cost of the program, divided by the total number of participants enrolled.

Program timeline

121. For the AB338 wildfire recovery funding opportunity, can multi-year Registered Apprenticeship Programs (RAPs) recruit new participants through their existing Joint Apprenticeship and Training Committee (JATC) recruitment and selection processes, rather than establishing a separate H RTP-specific pipeline? Given that apprenticeships typically take multiple years to complete, how can these programs meet the 85% graduation target and the requirement to outreach, train, graduate, and place participants within the grant period? Can progression through apprenticeship training and enrollment in a RAP count toward these outcomes without completing the full apprenticeship? (Email 10/7)

Multi-year RAPs are eligible if they satisfy the conditions outlined in Question 63 of the Round 1 FAQs.

122. What dates would you recommend using when developing the workplan/timeline, particularly for cohort start dates and anticipated program completion? (Email 10/16)

Applicants must propose realistic cohort start and completion dates based on their training model, while meeting the timeline requirements in Section 6.A of the RFA.

Program design begins once contracts with intended awardees are signed and is expected to last 2–3 months. Training implementation must begin by May 1, 2027, and conclude by December 31, 2027. From January 1 to March 31, 2028, programs will provide placement and retention-related support, report outcomes, and complete close-out activities. Please refer to Section 6.A of the RFA for the full grant period timeline.

Application materials and submission

123. Must all core partner MoUs/LoCs be finalized at the October 30 application deadline, or may applicants name prospective partners and formalize commitments after selection? (Email 10/16)

All five required core partner roles must be supported by signed Memoranda of Understanding (MoUs) or Letters of Commitment (LoCs) submitted with the application by October 30, 2026, at 12:00 PM Pacific Time. Naming prospective core partners without submitting their signed commitments is not sufficient.

124. Do applicants for CFCI - AI need to answer Question 18 on partnership requirements and preferences given that there are no partnership requirements and preferences listed for this funding opportunity in the RFA? (Email 10/13)

No.

125. Is there a recording available from the Oct. 1st information session? (Email 10/16)

Yes. Please refer to the Applicant Resource and Events section of the [H RTP Cycle 3 website](#) for a recording of the information session. You can watch the recording [here](#).

Training curriculum

126. Can you please confirm whether CFCI – AI grantees retain ownership of curriculum they develop? Our reading is that the RFA requires County ownership only for curriculum developed under the AB109 category. (Email 10/16)

The RFA requires DEO ownership of the final training curriculum only for the AB109 C4C funding opportunity (Section 5.C.6 of the RFA).