

Questions and Answers

PY 2009 Incumbent Worker Training Program

Updated as of 2/18/2010

1. Will companies be considered for funding if they do not propose a partnership with another company for the training?

Answer: You are not required to partner with another company to apply for these funds. In fact, many individual companies have been awarded training funds during the last funding cycle in 2006. We recommend you take a look at the summary report of 2006 funding awards that is located on our website to see the large number of individual companies awarded and the types of training conducted. <http://www.dws.arkansas.gov/Employers/IWTP.htm>

2. Do applicants need to submit separate applications for each different training project being proposed?

Answer: Per the Arkansas Incumbent Worker Training Program application instructions, page five (5), fourth (4) paragraph, “employers shall be required to submit a separate application request for each of the projects they are proposing. All proposals will be evaluated as separate training projects. Any resultant contract award will be made to the applicant that offers the best value for each of the separate training projects”. Each training project may contain multiple sessions or start/end dates.

3. Can applicants combine multiple sessions planned for one training program (i.e. start July 1, start October 1, start January 1); into one application and just identify each session?

Answer: Each training project may contain multiple sessions or start/end dates.

4. Can applicants propose to use “in-house trainers” if the trainers are removed from their regular duties to provide training to upgrade skills?

Answer: Per instruction from the U.S. Department of Labor, the funding source of this training program, in-house trainers are not an allowed activity under this funding opportunity. Therefore, we cannot consider an application that proposes to fund in-house trainers with IWTP funds.

5. What is the definition of sectarian activities?

Answer: Sectarian activities means religious worship or ceremony, or sectarian instruction.

Per the federal Workforce Investment Act Section 188 (a)(3)(3) PROHIBITION ON ASSISTANCE FOR FACILITIES FOR SECTARIAN INSTRUCTION OR RELIGIOUS WORSHIP.—Participants shall not be employed under this title to carry out the construction, operation, or maintenance of any part of any facility that is used or to be used for sectarian instruction or as a place for religious worship (except with respect to the maintenance of a facility that is not primarily or inherently devoted to sectarian instruction or religious worship, in a case in which the organization operating the facility is part of a program or activity providing services to participants).

Additionally, the WIA federal regulations at § 667.266 What are the limitations related to sectarian activities? (a) Limitations related to sectarian activities are set forth at WIA section 188(a)(3) and 29 CFR 37.6(f). (b) Under these limitations: (1) WIA title I financial assistance may not be spent on the

employment or training of participants in sectarian activities. This limitation is more fully described at 29 CFR 37.6(f)(1).

6. If a company has multiple locations, may each location be considered an independent applicant or is the company as a whole limited to \$150,000 regardless of the number of independent locations?

Answer: A company may submit multiple applications for multiple training projects at one or more worksite locations; however, the company as a whole, inclusive of all worksite locations, is limited to the maximum funding of \$150,000.

7. Can a company complete an application for training they anticipate conducting and, if approved, only bill DWS for training that is completed and not for training that is canceled?

Answer: Applicants should only submit applications for training that they are committed to complete upon approval of the application. For every approved training project, at least one onsite review will be conducted. This review will focus on the project's performance in meeting the grant's programmatic goals and participant outcomes. Failure to meet the approved objectives could adversely affect an applicant's ability to secure funding from the IWTP program in the future.

8. When will the Incumbent Worker Training Program grant be awarded?

Answer: We anticipate making awards with a start date of May 1, 2010. Training must be completed by April 30, 2011, giving applicants one year to complete the training planned.

NOTE: Questions have been summarized for general applicability and removal of identifying information.