

Questions from emails

1. **Although the ERiCA Grant is state funded, will the new DEI changes on the federal level affect it?**

1A. ERICA grant is state funded and is not impacted by the DEI changes at the federal level. CA continues its commitment to creating a California for All, and this ERiCA Grant is included in that and is unchanged by any of the conversations at the federal level.

2. **Is the maximum allowable indirect cost rate 15%, or should it be based on program's Negotiated Indirect Cost Rate Agreement (NICRA)?**

2A. For all categories of the funding, indirect expenses are limited to 15% of the total award. The NICRA is a rate used with federal grants and this is state funding, therefore the NICRA is not relevant to this grant.

3. **Is it expected that the childcare stipend funds are coming from an organization's cash on hands and then reimbursed, or will funding be provided upfront to cover the costs of providing the childcare stipends?**

3A. 25% of the total grant amount will be paid upon receipt and approval of the first month narrative progress report, which will be due one month after the contracted start date of the grant. Then there will be quarterly reimbursement thereafter contingent upon approved quarterly progress reports and the reimbursement of actual costs, which cannot commence until the contracted start date. The final 25% of expenses must be reported but will not be reimbursed since 25% of the grant was paid after the first month's approved report. Once an invoice is received and approved, it is paid within 45 days. We are hopeful that this payment structure gives the grantees the funding to operate the childcare funding.

4. **Will we be able to carry balances from quarter to quarter, even after requesting reimbursement? For example, if we do not spend the entirety of the first 25% payment within the first quarter of performance, can we request the full second 25% payment the second quarter?**

4A. 25% of the total grant amount will be paid upon receipt and approval of the first month narrative progress report, which will be due one month after the contracted start date of the grant. Then there will be quarterly reimbursement thereafter contingent upon approved quarterly progress reports and the reimbursement of actual costs, which cannot commence until the contracted start date. The reimbursements are on top of the 25% paid after the receipt and approval of the first month narrative progress report. Therefore, DAS is expecting that at the end of the first quarter, a grantee will report and then invoice for actual expenses for that first quarter, which would be paid in full.

5. **We understand that separate proposal submissions and narratives are required for each of the three scopes of work being pursued (Recruitment, Childcare, and Worksite Culture). Is it acceptable in proposal submissions to use the same proposal narrative language for questions where the answers are applicable across the three proposal submissions (e.g., Question 2 geographic region served, Question 3 industries and occupations served)?**

5A. All narratives have to align with the proposal for the grant category. Some parts of the narrative might provide the same information for all grant proposals, but only if those answers are accurate to that category's proposal.

6. **Will organizations who are former ERiCA grantees and who met their performance goals receive any bonus or preference points in the evaluation/scoring process?**

6A. The evaluation of grant proposals looks at the proposals past performance, which could include performance in the first round of the ERiCA Grant. This would be evaluated under "b) Demonstrated history of serving under-represented populations in construction (30 Points) "

In addition, former ERiCA Grantees are only eligible if they have they passed their annual review as of December 31, 2024, which is evaluated under:

- a) "Fulfills eligibility requirements (5 Points) – If 0 on any components within this category, then the whole proposal gets 0 Points.
 - i) Eligible entity type
 - ii) Lead or collaborating with a registered construction Apprenticeship or Pre-Apprenticeship program as validated with a letter of support and DAS File No/Program Name.
 - iii) If former ERiCA Grantee – Have they passed their annual review as of December 31, 2024"

7. **What documentation is required for the apprentice who receives the stipend?**

7A. Eligible participants are those apprentices or pre-apprentices that are parents or legal guardians to children under the age of 13, or to dependent children with disabilities requiring documented specific care needs, and all eligible participants must have a demonstrated need for childcare or specific care needs services. Participants will be asked to provide proof of eligibility and sign a statement of demonstrated need for childcare services.

8. **Can the \$10,000 stipend for apprentices be given upfront or in increments over a certain period?**

8A. There are 3 models of Childcare Funding: in-house, reimbursement, and stipends. Applicants should indicate which model they plan to utilize. With Stipend model, the program is offering eligible participants a stipend to cover childcare/care costs. Since this is likely to be a taxable stipend, there is a broader set of eligible costs, however stipend recipients must all sign an affidavit validating that the stipend

is used for eligible childcare/care costs. DAS will provide a template affidavit for this type of model. Eligible childcare/care costs in this scenario include:

- a) Daycare or Special Needs Care reimbursement
- b) In home childcare costs (such as a nanny, babysitter, au pair, family member or institutional-setting care, such as child daycare or special needs care services by qualified caregivers.)
- c) Summer or vacation day camps
- d) Before- and after-school care
- e) Application fees, deposits (etc. requirements for obtaining care, but only if care is subsequently provided)
- f) Enrichment programs and lessons (i.e. music, sport lessons)

In the budget narrative, proposals should explain planned amount and distribution of childcare stipends or reimbursements. There is not a prescribed structure to the payments for stipends, but a clear and consistent plan should be articulated.

9. What happens if award money for the stipend cannot all be used? Can it be returned or transferred to another program?

9A. If a grantee expects to not utilize all of the funds and they have another partner or program they would like to work with, they can request an amendment to their contract to add additional partners. Any grant funds not expended during the grant agreement period shall be returned to the state no later than June 30, 2027.

10. Many apprentices felt it was too good to be true, and we were hesitant to participate. Have you considered having testimonials on your website from those who benefited from the first round of the stipend?

10A. We would love some. Please send those over to DASgrantsunit@dir.ca.gov email.

11. If we are self-administering the grant, can overhead and administrative costs be a percentage of the amount received for recruitment and workplace culture?

11A. For all categories of the funding, indirect expenses are limited to 15% of the total award.

12. Can multiple users work on the same application in cord?

12A. Yes, users under the same organization or business can work on the same application together. To ensure all your users are assigned to the correct organization and to streamline user account creation, make sure to use your organizational or business email address, ending in your unique authorized domain or URL if applicable.

13. If we do not have an apprenticeship standards program, can we still apply for the grant categories?

13A. All applicants must either be a DAS Registered Apprenticeship or Pre-Apprenticeship program or be in collaboration with one, validated with letters of

support. Eligible Grant applicants must have a demonstrated history of operating at least two pre-apprentice or apprentice cohorts focusing on equity and inclusion of underrepresented populations in the building/construction industry over the past four years; or marketed, recruited or advocated for women or non-binary individuals in state registered construction pre-apprenticeship and apprenticeship programs. Eligible Entity types include Non-profits, Community-based Organizations, Local Education Agencies, Workforce Boards, Unions and/or State Registered construction apprenticeship & pre-apprenticeship program sponsors.