

HEALTHCARE APPRENTICESHIP INITIATIVE

FREQUENTLY ASKED QUESTIONS

These Frequently Asked Questions (FAQ) were developed as a supplement to the Healthcare Apprenticeship Initiative Application Packet. The Application Packet, FAQ updates, and more Healthcare Apprenticeship Initiative information can be found on the [ApprenticeshipTexas](https://www.apprenticeshiptexas.gov) webpage. Questions about this initiative can be emailed to ApprenticeshipTexas@twc.texas.gov.

Q. Who are eligible grant recipients?

- A. A Texas-based employer who:
- is the Registered Apprenticeship (RA) sponsor; or
 - has a signed employer agreement with a RA sponsor; and
 - demonstrates labor shortages in one or more of the following occupational fields:
 - certified medical assistant;
 - certified nurse assistant;
 - licensed vocational nurse; and
 - related healthcare fields.

Q. Is there a maximum request amount?

- A. The maximum amount that can be requested is one million dollars (\$1,000,000).

Q. What is the average cost per new apprentice in a Healthcare Apprenticeship project?

- A. The average cost target for a new apprentice cannot exceed six thousand dollars (\$6,000).

Q. What is the typical length of a Healthcare Apprenticeship grant?

- A. The standard length of time for a Healthcare Apprenticeship grant is eighteen (18) months. Projects allow time for development and planning so that deliverables can be accomplished with the grant period.

Q. What are the application submission deadlines?

- A. Applications may be submitted year-round, pending funding availability. Funding is awarded on a first-come, first-serve basis. Applicants are encouraged to take advantage of technical assistance prior to application submission. Contact our ApprenticeshipTexas Team at ApprenticeshipTexas@twc.texas.gov.

Q. What is a New Apprentice?

- A. A participant who is newly enrolled or registered in a RA Program for the first time during the grant period of performance and receiving Texas wages.

Q. What can the Healthcare Apprenticeship funds be used for?

- A. Funds can be used to support the apprenticeship registration, costs related to curricula development, related instruction or training for apprentices (in-person, online, or hybrid), books and training materials for apprentices, instructor costs, mentor activities, and paid clinicals for registered healthcare apprentices.

Q. Are there unallowable costs in Healthcare Apprenticeship projects?

- A. Yes, the Healthcare Apprenticeship funds cannot be used towards the following costs:
- food and beverage costs;
 - alcoholic beverages;
 - entertainment;
 - goods or services for personal use;
 - expenditures for construction, purchases, additions, improvements, modifications, replacements, rearrangements, reinstallations, renovations, or alterations to land, facilities, and buildings (whether leased or owned);
 - pre-award costs;
 - door prizes, and other giveaways;
 - foreign travel;
 - out-of-state travel;
 - vehicles; and
 - equipment⁺.

⁺Equipment is not an allowable cost under this Application. Equipment is defined as an article of nonexpendable, tangible, personal property having a useful life of more than one year, and an acquisition cost of \$5,000 or more.

Q. Will there be reporting requirements for these projects?

- A. Upon award, grantees will be required to submit quarterly progress reports, quarterly data submissions (using TWC's online Apprenticeship Information Management System), monthly expenditure reports (via TWC's Cash Draw and Expenditure Reporting System), a financial closeout package, a final progress report, and at times ad-hoc reports to TWC.

Q. Who is the eligible population to be served?

- A. The eligible population to be served under this initiative consists of New Apprentices who are:
- Texas residents;
 - age 18 or older;
 - US citizens or individuals certified to work in the United States; and
 - if male, meet [Selective Service](#) requirements.

Eligible participants are persons 18 years of age and older who are not enrolled in a RA Program at the time of initial grant service. TWC is particularly interested in increasing the diversity of RA Program populations by actively recruiting women, people of color, formerly incarcerated individuals, and persons with disabilities, as well as the protected groups identified in [29 CFR Part 30](#). TWC also remains committed to prioritizing veterans.

Q. Can an application be resubmitted if denied?

- A. Applicants are encouraged to take advantage of technical assistance prior to application resubmission to improve elements that did not meet application requirements. Contact our ApprenticeshipTexas Team at ApprenticeshipTexas@twc.texas.gov.

Q. I am a training provider and partnering with a local employer to train additional Certified Nursing Assistants (CNAs). Will TWC consider the cost of my training program in comparison with other licensed CNA training providers across the state of Texas?

A. Considering the maximum cost per new apprentice is not to exceed six thousand dollars (\$6,000), a cost comparison will be conducted to ensure that training costs are in alignment with TWC's current Eligible Training Providers (ETPs).

Q. If I choose to partner with an institution of higher education, a career school, an apprenticeship sponsor, and/or a community-based organization to provide Related Training Instruction (RTI) as part of the registered apprenticeship model, is it possible to use training providers and/or vendors not located within the state of Texas?

A. The TWC serves employers and job seekers by training workers for jobs that target high-growth, high-demand, and emerging occupations in the state of Texas. Applicants are encouraged to use Texas-based occupational training providers. By doing so, funds awarded by TWC stay in Texas and contribute to the state's economy. Applicants that use Texas-based training provider(s) will be given priority.

Q. Are other healthcare occupation besides RN occupations being considered for this funding initiative?

A. While it is the primary intent for the Healthcare Apprenticeship initiative to increase the number of registered nurses (RNs) in the state of Texas, other healthcare fields will be considered, but *priority will be given to grant applicants* who demonstrate clear linkages to upskill healthcare professionals into future nurses. For example, applicants who demonstrate a career pathway ladder for licensed vocational nurses (LVNs) to Registered Nurses and/or Certified Nurses Assistants (CNAs) to Licensed Vocational Nurses will be given priority consideration. Grant applicants that propose to add CNAs into an existing workforce with no articulated pathway to an LVN, for example, will not be given priority consideration.
