

Career Pathways for Healthcare Workers Program Questions and Answers

- Question:** If you already have a training program that meets the parameters of this grant would you be able to apply even if the training program has already begun?

Answer: Yes, if an applicant has an eligible training program that is already in existence they can still apply for funding.
- Question:** Are occupations listed on slide 6 of the pre-proposal conference powerpoint the only occupations eligible for funding?

Answer: Slide 6 of the pre-proposal conference powerpoint (see also pages 5-6 of the Career Pathways for Healthcare Workers [policy](#)) includes eligible occupations that correspond to workers who are licensed or certified under Title 8 of the Health Occupations Article of the Maryland Annotated Code. Per the policy, eligible occupations also include “any other individual employed by an eligible employer who provides personal care, assistance, behavioral health, or treatment services directly to patients or residents in the course of the worker’s regular duties.”
- Question:** Can training providers partner with more than one eligible employer?

Answer: Yes, a training provider may partner with more than one eligible employer that is serving as the lead applicant.
- Question:** Would the application be more favorable if it trained more individuals vs a smaller amount?

Answer: Review teams will not be instructed to weigh applications in favor of those that serve more individuals. Review teams are assessing applications based on the quality of the project proposed and the project’s adherence to grant application requirements.
- Question:** Does this grant require that a participant receive a credential?

Answer: No, it is not required that a project include industry-based credentials as an outcome; however, eligible employers must commit to providing a wage increase that is commensurate with current labor market trends for the jurisdiction in which the healthcare worker is employed within 90 days of training completion.
- Question:** Can applicants use the grant money to pay participant wages while they are in clinicals?

Answer: Grant funds are only permitted to be used for training programs as defined by the statute, [Career Pathways for Healthcare Workers Program Md. Ann. Code. Labor and Employment Article, §§11–1501-1507](#).

7. **Question:** Must the community college be located in Maryland? Or can we access a college across state lines?

Answer: Yes, the community college or HBCU must be based in Maryland.

8. **Question:** Can the 100% match be dollars used for supportive services, or do the matching funds have to be used specifically for training?

Answer: Yes, matching funds can be used in supportive services and other line items included in the training program budget. Matching funds can include a variety of items such as but not limited to staff time, training space, and instructor costs.

9. **Question:** Can other state funds be used for match?

Answer: Yes, matching funds may come from state, federal, philanthropic, or other in-kind sources.

10. **Question:** Do applicants have to have an already established relationship with a community college or HBCU, or can establishing that relationship be part of the application?

Answer: The relationship may be new, but initial talks must be advanced enough to furnish the letter of support required as part of the application package, and program partners must be prepared to commit to the program timeline they outline in the application.

11. **Question:** If an applicant provides an opportunity for continuing education that doesn't result in a nationally recognized certificate, but the applicant committed to providing participants a wage increase, would that satisfy parameters of the grant?

Answer: The grant parameters do not require that the training leads to any specific license, credential, or certificate. If the continued education training is occupationally relevant to participating healthcare workers, is provided by a Maryland based Historically Black College or University (HBCU) or Community College, and leads to a wage increase for the healthcare worker within 90 days of training completion, it may fit within the parameters of the grant.