Higher Education Coordinating Commission
RFA 26-072: State Apprenticeship Expansion Formula Round – 4, Apprenticeship Healthcare Incentive Program

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Questions & Answers #002

Applicant Eligibility Clarification

To be eligible for A-HIP funding, an applicant must be either:

- A current Oregon Registered Apprenticeship Program ("RAP") sponsor; or
- A former RAP sponsor that can demonstrate the ability to regain sponsorship approval.

An applicant is considered a current RAP sponsor if it is formally recognized by BOLI/OSATC as the sponsor of a RAP. Approved standards, by themselves, do not establish sponsor status.

Organizations that provide training, employ apprentices, participate on apprenticeship committees, or support apprenticeship activities are not eligible unless they are also the RAP sponsor (or a former RAP sponsor).

A JATC is one example of a sponsor structure, but eligibility is not based solely on whether a JATC is already formed. The key consideration is whether the applicant is the RAP sponsor, or can demonstrate the capacity to fulfill sponsor responsibilities and obtain any required approvals.

Regardless of whether an applicant applies under the Create or Expand track, all funded projects must enroll new apprentices in a Registered Apprenticeship Program during the grant period.

1. **Eligibility of future apprentices: The RFA states that apprentices supported, enrolled, or otherwise funded under SAEF3 cannot be counted under SAEF4. Since our SAEF3 work has focused on program development, could we use SAEF4 incentives for newly enrolled apprentices in that program? Could SAEF3 cover their related instruction or supportive services while SAEF4 supports separate employer supervision and coordination costs, or does receiving any SAEF3 support make an individual ineligible for SAEF4?**

   Participation in another federal or state-funded program does not automatically make an apprentice ineligible for SAEF4. However, applicants must ensure there is no duplication of funding and that costs remain distinct and separately documented.

   Apprentices who were supported, enrolled, or otherwise funded under a SAEF3 award may not be counted toward SAEF4 incentive milestones. Any apprentice counted toward SAEF4 must meet the RFA's definition of a new apprentice.

2. **Sponsor eligibility: Does our current status meet the applicant eligibility requirements, given that our CADC standard is approved but our JATC is not yet formed? What documentation would you need to establish eligibility?**

   To be eligible, applicants must be either a current Oregon-recognized Registered Apprenticeship Program (RAP) sponsor or a former RAP sponsor that can demonstrate the capacity to regain sponsorship approval.

   Having approved apprenticeship standards does not, by itself, establish RAP sponsorship status. Applicants should provide documentation demonstrating their current or prior RAP sponsorship status. Eligibility determinations will be based on the information submitted in the application.

3. **Employer commitment and committee readiness: We understand that at least one employer commitment letter is required with the application. Must the JATC also be fully formed by the application deadline, or could that occur after application or award?**

   Applicants must submit at least one employer Letter of Commitment with the application.

   For applicants applying under the Create Track, all apprenticeship program structures do not necessarily need to be fully operational at the time of application. However, applicants must still meet the RFA's eligibility requirements as a current or former RAP sponsor. Applicants should describe their current stage of program development and demonstrate their capacity to obtain any required approvals and establish the structures necessary to operate a Registered Apprenticeship Program.

   All applicable apprenticeship requirements must be met before apprentices can be registered and counted toward A-HIP incentive milestones.

4. **Allowable employer costs: Can the employer's incentive share support staff time spent tracking apprentice progress, verifying OJT hours and competencies, conducting evaluations, coordinating related instruction, and participating in required committee and compliance activities?**

   Yes. Employer costs that directly support apprenticeship recruitment, training, retention, progress, and completion are allowable. Examples may include mentor and supervisor time, apprentice onboarding, training coordination, verification of OJT hours and competencies, apprentice evaluations, related instruction coordination, and participation in apprenticeship committee activities.

5. **Coordination with other incentives: In a conversation with the U.S. Department of Labor, I learned about a potential $2,300 incentive per employer to encourage participation in nontraditional apprenticeships. Would receiving that incentive affect**

eligibility for SAEF4, and what requirements would apply to using both funding sources?

Receiving incentives from another funding source does not automatically disqualify an applicant from participating in SAEF4. However, applicants must ensure there is no duplication of funding and that federal funds are not used to pay for the same costs or outcomes more than once. Applicants receiving funding from multiple sources should maintain clear documentation demonstrating how each funding source is being used.

6. **When I read the eligibility requirements, I just want to check that because our community college administers BOLI-registered apprenticeship programs, that we would indeed be eligible?**

   Community colleges may be eligible if they are the current Oregon-recognized RAP sponsor, meaning they are formally responsible for operating and administering the registered apprenticeship program, or if they previously served as a RAP sponsor and can demonstrate the ability to regain sponsorship approval.

7. **Will there be a replacement Informational Session?**

   Yes. HECC intends to offer a replacement Information Session, sometime during the week of 11/16/2026 – 11/20/2026. Details will be announced once they are finalized.

8. **If the employer is paying 'practicum' wages to the apprentice, can partial reimbursement of those wages with grant funds be used to meet the requirement that 50% of incentive funds pass through to the employer?**

   No. The RFA specifically identifies apprentice wages as an unallowable use of incentive funds. Therefore, employer pass-through incentive payments may not be used to reimburse apprentice practicum wages or other apprentice wage costs.

9. **If we are dual reporting these apprentices on another grant, are they able to be reported on grants from other federal funds, or from State of Oregon funds?**

   Potentially. Participation in another federal, state, or other funding source does not automatically make an apprentice ineligible for SAEF4. However, applicants must ensure there is no duplication of funding and must maintain clear documentation demonstrating that the same costs, activities, or outcomes are not being paid for by multiple funding sources.

   In addition, apprentices who were supported, enrolled, or otherwise funded under a SAEF3 award may not be counted toward SAEF4 incentive milestones. Any apprentice counted toward SAEF4 incentives must meet the RFA's definition of a new apprentice and must not have been previously funded, enrolled, or supported under SAEF3.

10. **Are there word/character limits on the application responses (questions 2.1, 3.3, 4.1, 5.1, 5.2, 5.3, and 6.2)?**

    No. The RFA does not establish word or character limits for narrative responses. Applicants should provide sufficient detail to fully address each question and demonstrate their ability to successfully carry out the proposed project.