

**Question & Answers New Jersey Build Placement TA**

**December 12, 2011**

**1. Item D. Eligible Applicants: Are Vocational Trade School providers eligible applicants?**

**Yes. Public training providers are eligible to apply for this grant opportunity.**

**2. What happened with Round 1?**

**Treasury had suggestions:**

- **Increase the amount available per participant.**
- **Allow for recruitment of participants other than just ITA recipients.**
- **Limited number of applicants applied during the first round.**

**3. Panel Reviewers: Do they have experience in placement?**

**Yes, when they are chosen we look at the connection to construction, placement, etc.**

**4. Federal Bonding: When do you mention to the employer about the Federal Bonding Program offered by LWD.**

**Notify the employer early as part of the job development process to hopefully increase the likelihood of the employer hiring NJBUILD participants.**

**5. Are all green jobs acceptable for placement?**

**Not all Green jobs are considered construction. Only those jobs which are considered occupations in the construction trades are acceptable placements for this program. If the job is listed on O'Net as a construction trade it will be accepted. The link to the website is <http://www.onetonline.org/find/industry?i=23&q=Go>.**

**6. Do we need a letter from each WIB for every county in the region we are applying for?**

**No, the NGO requests three letters from your local Workforce Investment Boards.**

**7. What is the required minimum number of participants?**

**The minimum number of participants for each benchmark is 75.**

**7a. Can we offer to accept more participants due to attrition?**

***Yes. Your proposal can state that you will accept as many participants as you feel you will need to have to reach each benchmark serving a 75 participants as this is the maximum number of participants per benchmark that this NGO will be capable of paying for.***

**8. Does minority include worker who is disabled?**

***No. A minority worker as defined by the Administrative Code within the NJBUILD legislation is a worker who is Black, Hispanic, Asian or American Indian.***

**9. If there is a break in time between employers, can the retention time be gapped?**

***A participant can pick back up where they left off as long as the timeframe between employment opportunities is within a reasonable time.***

**10. Is there a time limit in the number of hours the grantee spends on preparing individuals for job opportunities?**

***There is no limit to the number of job preparation provided to the participants.***

**11. How do I submit my budget when you are saying I do not need to include specific details?**

***Your budget summary and budget narrative should reflect the formatting of the budget summary within the NGO. We do not need a line item budget for this project as it is fee-for-service and it is not known what the total amount of funding to be received is up front.***

**12. Was this grant offered last year?**

***It was posted in August and reposted in November. This grant concentrates on employment placement and retention. Training is not an allowable cost.***

**13. Why offer program just for construction jobs?**

***This is a legislatively required program and the legislation states that any funding for NJBUILD must be for training and employment of women and minorities within the construction trades.***

**14. Are other grants going to be offered in the future?**

***The Department of Labor and Workforce Development puts out many different types of grants on a yearly basis. Each grant opportunity has its own program requirements and participant requirements. Any grant opportunities can be found on the public notice section of the LWD website <http://lwd.dol.state.nj.us/labor/roles/legal/index.html>.***

**15. Work Pays only allows a maximum of 25% of the employees to qualify for OJT; does NJBUILD have the same requirement/restriction?**

***No. NJBUILD's OJT program will not have restrictions like this. The only requirements of the NJBUILD OJT program will be that it is for a NJBUILD eligible participant (meaning a women or minority), that the job is in the construction industry, that the job is full time with a minimum pay scale of \$10/hour, and it will pay a minimum of 50% of the salary for a 6 month period.***

**16. When does the final billing need to be submitted to LWD for reimbursement?**

***Final billing must be submitted to LWD within 45 days of the end of the contract period unless an extension is provided.***

**17. If a client received OJT from another program, can they receive OJT from this program?**

***Yes as long as the individual has identified employment in the construction field as their primary concentration. If there is a minimum amount of in-kind that is required for the grant.***

***No. There is not a requirement for in-kind contributions.***

**18. What are the 23 occupations identified by LWD as providing the most opportunity for employment in the construction fields between now and 2018?**

- ***Carpenters***
- ***Electricians***
- ***Construction Laborers***
- ***Heating, Air Conditioning, and Refrigeration Mechanics and Installers***
- ***Plumbers, Pipefitters, and Steamfitters***
- ***Painters, Construction and Maintenance***
- ***Operating Engineers and Other Construction Equipment Operators***
- ***Brick masons and Block masons***
- ***Sheet Metal Workers***
- ***Cement Masons and Concrete Finishers***
- ***Construction and Building Inspectors***
- ***Helpers—Electricians***
- ***Highway Maintenance Workers***
- ***Tile and Marble Setters***
- ***Glaziers***
- ***Helpers—Carpenters***
- ***Helpers—Pipe layers, Plumbers, Pipefitters, and Steamfitters***
- ***Paving, Surfacing, and Tamping Equipment Operators***
- ***Roofers***
- ***Construction and Related Workers, All Other***
- ***Carpet Installers***
- ***Elevator Installers and Repairers***
- ***Hazardous Materials Removal Workers***

19. ***Please provide the dollar value sought by LWD for “quality union jobs (defined as ...a pay rate of at least 51% above the state minimum wage)”.***

***Minimum wage in New Jersey is \$7.25 per hour, therefore a quality job would include those jobs in which the salary is 51% higher which would be a minimum salary of \$10.95 per hour.***

20. ***Will LWD refer over participants which qualify for placement under the NJBUILD program (including NJBUILD ITA participants, as well as women and minorities)?***

***Referrals for this project will be referred through LWD, NJBUILD ITA training providers and recruitment by the grantee. All participants of NJBUILD ITA will be either women or minorities.***

21. ***Will employment opportunities count which make the individual eligible for union membership after a mandatory probationary period?***

***All employment opportunities in which are into a construction trade will be acceptable.***

22. ***Can LWD provide the complete list (or even some examples) of NJBUILD ITA training programs and certifications which jobseekers will be participating in so that bidders can ensure we have sufficient types of job opportunities to place customers into?***

***Yes. LWD or the training providers will be capable of sharing the types of trainings being offered to the grantees prior to them completing the training courses allowing for the placement agency to have time to job develop their specific skill sets. For those recruited by the agency and for some others this will not be provided it will be found during the initial phase of the program while completed the employability plan or assessment of the participant.***

23. ***Can a bidder focus on serving a few of the counties in a region primarily while providing limited (as needed) services to other counties?***

***The bidder will have to work with any NJBUILD ITA participants as they are the primary participants of this project and they could be coming from any one of the contracted counties providing ITA's. Those counties are in the Northern Region: Bergen, Hudson, Passaic, Union and the City of Newark; in the Southern Region: Atlantic/Cape May, Cumberland/Salem, Gloucester, Mercer, Monmouth and Morris/Sussex/Warren. All additional recruitment can be done within all counties listed within the NGO and LWD at this time will not be requiring any specific number of participants per county.***

24. ***Will LWD provide car fare for participants to attend interviews and for their first month on the job?***

***At this time there is no additional funding available but it may be revisited at contract negotiations time to include a set amount of funding for other services such as transportation.***