

U.S. Department of Labor – Women’s Bureau
2020 Women in Apprenticeship and Nontraditional Occupations (WANTO) Technical
Assistance Grant Program
Frequently Asked Questions
July 2, 2020

1. What is the purpose of this grant program?

The Women in Apprenticeship and Nontraditional Occupations (WANTO) grant helps recruit, train, and retain more women in quality pre-apprenticeship and apprenticeship programs, and encourages them to pursue apprenticeships and non-traditional occupations (NTOs).

2. What types of technical assistance may be provided with these grant funds?

Applying organizations must provide one or more of the following types of technical assistance:

- Developing pre-apprenticeship, apprenticeship, or nontraditional skills training programs to prepare women for apprenticeships and NTOs;
- Providing ongoing orientations for employers, unions, and workers on creating a conducive environment for women to succeed in those careers; and
- Setting support groups, facilitating networks, and/or providing supportive services for women to improve their retention.

3. Which occupations does the grant cover?

The grant covers occupations which must:

- Involve skills that are customarily learned in a practical way through a structured, systematic program of on-the-job supervised learning;
- Be clearly identified and commonly recognized throughout an industry;
- Involve the progressive attainment of manual, mechanical, or technical skills and knowledge; and
- Require related instruction to supplement on-the-job learning.

The term “non-traditional occupations” refers to industries where women account for fewer than 25% of all persons employed in a single occupational group.

4. Is this grant program focused solely on encouraging women’s employment in the skilled trades, such as construction?

No. Applicants may propose to provide technical assistance to support women’s participation and success in the full range of industries in which women are traditionally underrepresented or disproportionately concentrated in the lower-wage occupations. Such industries include

but are not limited to advanced manufacturing, energy, healthcare, information technology, finance, and transportation.

5. Who is eligible to receive a grant?

Grant recipients must be community-based organizations.

For the purposes of this grant program, a *community-based organization* is defined as follows:

- *A private non-profit organization (i.e., incorporated under Internal Revenue Service (IRS) §§ 501 (c)(3) or 501(c)(4)) (except for §501(c)(4) organizations that engage in lobbying as described in Section VI.B. of the Funding Opportunity Announcement), that is representative of a community or a significant segment of a community and that has demonstrated expertise and effectiveness in the field of workforce development.*

6. Is this grant program limited in scope to Registered Apprenticeship Programs (RAPs)?

No, the final rule for Industry-Recognized Apprenticeship Programs (IRAPs) was issued March 11, 2020 (effective date May 11, 2020) and the FY 2020 WANTO Funding Opportunity Announcement may include both RAPs and IRAPs.

7. What are IRAPs and where can I find out more information about them?

Industry-Recognized Apprenticeship Programs are high-quality apprenticeship programs recognized as such by a Standards Recognition Entity (SRE) under DOL's standards. These programs provide individuals with opportunities to obtain workplace-relevant knowledge and progressively advancing skills. IRAPs include a paid-work component and an educational component and result in an industry-recognized credential. An IRAP is developed or delivered by entities such as trade and industry groups, corporations, non-profit organizations, educational institutions, unions, and joint labor-management organizations.

More information on IRAPS can be found at the below links.

- <https://www.apprenticeship.gov/industry-recognized-apprenticeship-program>
- https://www.apprenticeship.gov/sites/default/files/IRAP_FAQ.pdf

8. Are supportive services an allowable use of grant funds?

Yes. Grantees may spend no more than 15% for supportive services to ensure the participation of prospective women apprentices, currently enrolled women apprentices, and women employed, or aspiring to be employed, in NTOs for trainings, focus groups, and other technical assistance activities intended to assist labor unions and employers with increasing and retaining women in apprenticeships and NTOs. Examples of supportive services may include allowances for child care, housing, and/or transportation to ensure participation at

technical assistance events (e.g., outreach sessions, orientation sessions, support groups, and pre-apprenticeable/nontraditional occupations skills training); job-related equipment and gear to the extent it is provided as a consequence of a technical assistance event (e.g., a training session on work-related equipment that improves women workers' ability to be employed or retained in apprenticeships and NTOs); or job-related training tuition costs to the extent the training is provided as technical assistance to an employer or labor union. In offering supportive services, grantees should also provide counseling and resource referral so that participants are aware of services and funding sources that could provide the support needed for women to be successful in apprenticeships and NTOs in the long term.

9. Are past and current WANTO grant recipients eligible?

Yes.

10. What is the amount of grant funding an applicant can apply for?

An applicant can apply for a grant between \$350,000 and \$750,000 for a period of performance of 24 months.

11. What application materials are required?

Applications submitted in response to this Funding Opportunity Announcement must consist of four separate and distinct parts:

- 1) Form SF-424 ("Application for Federal Assistance");
- 2) Project Budget;
- 3) Project Narrative; and
- 4) Attachments to the Project Narrative.

12. When are the applications due?

Applications are due on August 3, 2020, no later than 4:00 p.m. Eastern Daylight Time (EDT). This is a firm deadline. Applications received after this deadline will not be considered.

13. Whom may I contact for additional information about the 2020 WANTO Funding Opportunity Announcement?

For further information about this FOA, please contact Marc Purvis, Grants Management Specialist, Office of Grants Management, at 202-693-3204. Applicants should email all technical questions to Purvis.Marc@dol.gov and must specifically reference FOA-WB-20-01, and along with question(s), include a contact name, fax, and phone number.

14. Can we forward the required application information separately from our official application submission?

Information should not be forwarded outside of the official application submission. Information received outside of the official application submission will not be included in or considered during the review process.

15. Where can I find answers to general frequently asked questions about federal grant applications?

The Department's Employment and Training Administration has a webpage that contains helpful information about application submission and responsiveness requirements. This webpage is available at <https://www.doleta.gov/grants/>.

In addition, the federal government's [Grants.gov](https://www.grants.gov) website provides many useful resources for federal grant applicants—including registration instructions, application tracking, applicant tools and tips, and frequently asked questions. These resources are available at <https://www.grants.gov/web/grants/learn-grants.html>.