



G3* Planning Grant Frequently Asked Questions **Get Skilled, Get a Job, Give Back*

What is the new proposal deadline?

The original RFP distributed on November 15, 2018 established a proposal deadline of December 14, 2018. This deadline was extended to January 3, 2019 to allow colleges more time to prepare their proposals.

How is the current G3 Planning Grant related to the larger G3 initiative?

The proposed G3 initiative will provide an opportunity for any Virginian to earn a stackable credential that meets critical employer demands. If fully funded, future students enrolled in pre-approved G3 pathways will be eligible for last-dollar scholarships. The current G3 Planning Grant provides colleges with resources to plan, develop, and implement curricular changes within the identified pathways to meet the specified goals and objectives.

What if G3 scholarships are not funded?

The proposed pathway modifications made with the support of the G3 Planning Grant will benefit our students and employer partners with or without future scholarships.

Should the proposal provide the college's strategy to plan, develop, and implement pathway modifications meeting the specified goals and objectives or should the proposal clearly define the new pathways and then use planning grant funds to implement these changes?

Planning grant funds are made available to provide the resources needed to create and refine pathways in specified areas. Colleges are not expected to provide fully developed pathways as part of their proposal. Colleges are expected to define their priority areas, identify occupations in the college's service area, list potential partners in pathway development, and articulate a strategy for meeting the expressed objectives and defined framework to the fullest extent possible. Pathway modifications must then be completed or underway at the conclusion of the performance period.

Can G3 Planning Grant funding be used to cover tuition and fees for current students?

Planning Grant funds may not be used for tuition and fees.



When do we expect full G3 implementation?

If approved and fully funded through the legislative budgeting process, G3 implementation would most likely be in fall 2020.

Does Level 1 need to be at least 16 credits to meet the federal financial aid requirements or could it be less credits?

Because G3 is proposed as a last-dollar scholarship funded by the Commonwealth, meeting federal financial aid requirements will be important so that Federal Pell Grants are leveraged. Therefore, the objective is for Level 1 to meet the minimum 16 credit hour threshold.

It may be difficult to create pathways meeting the proposed framework in certain areas like nursing, computer science, and engineering. Should I include these pathways in my proposal?

Yes. These targeted disciplines are critical to meeting future workforce needs. Planning grant funding is made available to provide colleges with the resources needed to design, develop, and implement new and innovative strategies. Although certain disciplines may not fit easily within the proposed three-level framework, colleges are encouraged to explore opportunities to refine, or reinvent, existing pathways to the extent possible while still meeting the requirements established by external accreditors and licensing agencies. Proposed pathway modifications under this grant should meet the expressed goals and objectives to the fullest extent possible. However, limitations preventing full alignment with the defined framework will be considered and should not prevent colleges from exploring pathway enhancements within these disciplines.

Can a pathway include only two levels?

The G3 initiative emphasizes stackable pathways that provide students with an opportunity to complete intermediate credentials and certifications aligned with workforce needs. Each level provides students with an opportunity to enter the workforce immediately or return for more education and training. Based on a student's goal and chosen discipline, pathways should, whenever possible, culminate in an associate's degree or bachelor's degree at a partner university.

Both Level 1 and Level 2 call for a CSC. Does this mean we need two separate CSCs?

The desired framework includes two separate CSCs that stack seamlessly to the AAS. This strategy gives the student three separate milestones along their path. Proposed pathways may deviate from this structure only if there is sufficient and clearly articulated justification provided in the planning grant proposal.



Will the colleges be required to designate a portion of their award to support shared costs associated with the development of a common onboarding process?

There is no pre-established shared cost amount or award percentage. However, colleges should include estimated expenses for working with the System Office and other colleges in their proposed budget.

What if pathways within the targeted sectors do not meet the minimum wage requirement?

Anticipated wages should result in a minimum annual salary of \$27,000. However, exceptions to the minimum wage requirement will be considered with appropriate justification (not required for Early Childhood Education as this area is identified as a priority by the Governor's Office).

Will a G3 Planning Grant application document be provided?

No. Colleges should use information contained in the *Guidelines for the G3 Planning Grant* and the *G3 Planning Grant Proposal Review Form* to produce their proposals. Proposals should be limited to 10 pages (exclusive of the required job listing table and line item budget attachments).

Can colleges include indirect costs in their budget?

No. Funding will not be provided for indirect costs.

Can funding be used to redesign websites?

Yes. G3 Planning Grant funding can be used to redesign websites improving G3 pathway recruitment and onboarding. Redesign activities must be associated with G3 pathways and proper funding attribution included on all materials. Contact George Taratsas (gtaratsas@vccs.edu), Administrator for Federal Workforce Programs, for attribution details.

Can equipment be purchased using G3 Planning Grant funding?

Supplies costing less than \$5,000 per item can be purchased. Equipment costing \$5,000 per item or more should be identified and itemized as part of the planning grant activities.

Will colleges receive a list of targeted occupations?

No. Colleges are asked to provide this information as part of the proposal based on employment demand in the college's service area. Local workforce boards and the Virginia Employment Commission (VEC) may be key resources in this effort.



If fully funded, will G3 scholarships be available for dual enrollment students?

Expanding dual enrollment pathways for high school career and technical students is a G3 priority. G3 funds will be available for high school students in qualified CTE pathways, regardless of the class location (college campus or high school). Many colleges reimburse all or almost all of the tuition cost for courses taught at the high school by a qualified high school faculty member, but for those who do charge tuition, that amount would be covered.

Where do certificates fit within the three-level framework?

The G3 initiative emphasizes stackable pathways that provide students with an opportunity to complete intermediate credentials and certifications aligned with workforce needs. Each level provides students with an opportunity to enter the workforce immediately or return for more education and training. To meet the intent of the G3 initiative, students should have an opportunity to achieve short term success while on a path that leads to progressively higher skills. Certificates may be included in a college's proposal only if there is sufficient and clearly articulated justification that a shorter career studies certificate does not lead to entry-level employment.

Are letters of support from employers, organizations, and external agencies required as part of the planning grant proposal?

Working with employers to develop and/or refine G3 pathways is a required activity during the planning grant performance period. Therefore, documented employer endorsements are required as part of the planning grant deliverables. Employer support letters are not required as part of the planning grant proposal. Rather, the planning grant proposal should include your strategy to engage employers and a list of anticipated key employer partners.

How will business endorsements be documented?

Post-award endorsements can be documented with letters of support from employer partners. Additional partnerships with external stakeholders (e.g. workforce boards, chambers of commerce, etc.) are encouraged and can be documented in a similar fashion. Details defining specific commitments should be provided in the letters of support. Documentation can also take the form of memorandums of understanding and/or other written agreements to engage the college and students in support of the defined G3 pathways.

Is this a competitive award process?

G3 Planning Grant funds are made available to provide colleges with the resources needed to rethink, redesign, and recreate critical pathways. To guide development, G3 goals and objectives are provided as part of the *Guidelines for the G3 Planning Grant* document. All colleges are strongly encouraged to apply for funding with a clearly articulated plan for usage. Proposals will be reviewed to determine



alignment with the specified targets and requirements. Requested award amounts should align with the scope of work proposed. If reviewers have questions regarding proposals and possible misalignment with G3 objectives, colleges will have an opportunity to respond to these questions prior to final award decisions.

How do we reconcile general education outcome requirements with the proposed G3 framework?

The proposed G3 framework does not alter or supersede any credential requirements as established in VCCS policy. All existing requirements for career studies certificates, certificates, diplomas, and associate's degree remain intact. Prerequisites, to include mathematics, should be considered and appropriate courses included in all levels of the proposed G3 framework.

Must all Level 1 CSCs be less than 20 credit hours?

Colleges are encouraged to keep the total between 16 – 20 credit hours, if possible. Level 1 is considered core skills and it provides the first milestone along the desired pathway.

Must all expenses be front loaded?

All expenses incurred are reimbursable through the grant awards.

Are colleges providing a list of supplies and equipment needed for the planning process or are we providing a list of supplies and equipment needed for implementation?

Purchasing supplies with per item cost of less than \$5,000 is permissible under the planning grant as long as they support planning activities. These costs should be included in your proposed budget. If during your performance period (post award) you determine that you will need equipment with a per item cost of \$5,000 or more to support anticipated increased enrollment in G3 pathways, you are asked to produce an itemized equipment list for possible future capacity building funding.

When and where is the planning grant proposal consultation session at the 2018 Hire Ed Conference?

System Office staff will be available in the Blue Ridge Room from 3:00 – 5:00 pm on Thursday, 12/06, to answer questions and provide guidance on planning grant proposals. Those not attending Hire Ed can call into the session by dialing 1-866-842-5779 (PIN Number = 8742029988#).