



EARN Pre-Proposal Conference Questions & Answers

Last updated on July 29, 2020

Question: Can we get the slides following the webinar?

Answer: The slides will be made available on the EARN Maryland website <http://www.labor.maryland.gov/earn/> and will also be sent out via email to all conference attendees.

Question: Does MD Labor recognize competency-based Apprenticeship standards?

Answer: Yes, MD Labor recognizes competency-based Apprenticeship standards. Those programs tend not to be in the skilled trades (i.e. construction). For more information, visit <http://www.labor.maryland.gov/employment/approcc/approcc.shtml>.

Question: Can you share the general nature of the additional reporting for the special populations you mentioned?

Answer: These specific reports will be developed in the next few months. MD Labor expects the reporting may include a narrative report that describes the different strategies utilized to support veterans and formerly incarcerated individuals, as well as any successes or challenges. Within the more general reporting of demographic data, grantees will be asked to identify veterans or formerly incarcerated individuals participating in training so that the Strategic Industry Partnership and MD Labor are able to track the success of working with these populations and increasing opportunities in Registered Apprenticeship.

Question: If we're still working remotely in the fall, original signature may be difficult to get. Any chance you would accept electronic signature?

Answer: Due to the pandemic, electronic signatures will be accepted. The Department reserves the right to request that grantees update documents with original signatures at a later date.

Question: Do you have a recording of the webinar?

Answer: MD Labor does not have a recording of the webinar. MD Labor will share the slides and the Q&A on the website. Please contact Mary Keller (mary.keller@maryland.gov) and Chris MacLarion (christopher.maclarion@maryland.gov) with any additional questions.

Question: Can you share what the general process of registering with the Maryland Apprenticeship and Training Council (MATC) would look like?

Answer: MD Labor starts by working with an entity to determine what type of apprenticeship program they would be. The type of programs include: “Group - Not Joint”; “Group - Joint”; and an individual employer program. “Group - Not Joint” is a group of employers that are not bound by a contract with a union. “Group - Joint” is a group of employers that are directly bound together with a union through a collective bargaining agreement. An individual employer program is one that can be with or without a union.

Once MD Labor determines what type of program the entity wishes to become, MD Labor will sit down with them and flesh out what occupations they will offer. MD Labor shares examples of occupations, work processes, and related instruction in order to help the entity see how the occupation would look in apprenticeship. MD Labor will assist the customer in developing the occupation/program into the Standards of Apprenticeship format. The completed set of Standards will list the education, work, affirmative action plan, process for selection, interview, and the process for hiring of Apprentices to ensure uniformity and fairness.

Once everything is developed and meets MD Labor’s standards, MD Labor presents the Standards of Apprenticeship in front of the Maryland Apprenticeship and Training Council (MATC). Meetings occur every other month. The next meeting is scheduled for September 8, 2020. The sponsor is expected to attend the meeting when its program is on the agenda, but a representative from MD Labor will present the program to the Council for approval. Once the program is approved, the sponsor is able to officially start the program throughout the state of Maryland.

Question: How many awards does the Department envision? Asked another way, is the entire eight million appropriation still available?

Answer: Yes, the Clean Energy Workforce Account has \$8 million available until it is exhausted. This includes \$1.25 million designated for Pre-Apprenticeship, \$6 million designated for Registered Apprenticeship and Youth Apprenticeship, and \$750,000 designated for the recruitment and support of veterans and formerly incarcerated individuals. A portion of the funds will also be reserved based upon the number of successfully completed apprentices. MD Labor does not have a set number of awards in mind, and will award proposals that meet the requirements of the Solicitation. The Department anticipates it may take time for organizations interested in funding to plan and ramp up. If the full \$8 million is not allocated through this Solicitation, MD Labor will make additional opportunities available in the future.

Question: Will the attendee list be published for potential partnership development?

Answer: Yes, contact information will be shared via email.

Question: Earlier I believe you said one partner needs a Project Labor Agreement (PLA) - is that correct?

Answer: Yes, one partner can initiate the PLA for the benefit of the apprentices in the program.

Question: I’m curious about the PLA that is required to participate. These tend to be only for unions. Which narrows the scope of who the industry partnership.

Answer: The Project Labor Agreement (PLA) is required by the legislation (See MD Code, Labor and Employment, § 11-708.1(d)(2)(ii)). For purposes of information, here is the Wikipedia definition of a PLA and the requirements:

“A Project Labor Agreement (PLA), also known as a Community Workforce Agreement, is a pre-hire collective bargaining agreement with one or more labor organizations that establishes the terms and conditions of employment for a specific construction project. Before any workers are hired on the project, construction unions have bargaining rights to determine the wage rates and benefits of all employees working on the particular project and to agree to the provisions of the agreement. The terms of the agreement apply to all contractors and subcontractors who successfully bid on the project, and supersedes any existing collective bargaining agreements. PLAs are used on both public and private projects, and their specific provisions may be tailored by the signatory parties to meet the needs of a particular project. The agreement may include provisions to prevent any strikes, lockouts, or other work stoppages for the length of the project. PLAs typically require that employees hired for the project are referred through union hiring halls, that nonunion workers pay union dues for the length of the project, and that the contractor follows union rules on pensions, work conditions and dispute resolution.

PLAs are authorized under the National Labor Relations Act (NLRA), 29 U.S.C. §§ 151-169. Sections 8(e) and (f) of the NLRA, 29 U.S.C. §§ 158(e) and (f) make special exceptions from other requirements of the NLRA in order to permit employers to enter into pre-hire agreements with labor unions in the construction industry.”

Question: Please remind the group the deadline for email questions.

Answer: MD Labor expects to post the questions and answers on the website by the middle of next week. All questions should be submitted by September 25, 2020 to ensure applicants receive a response prior to the October 2, 2020 submission deadline. This document will be updated to include new questions, so MD Labor encourages interested parties to check back periodically.

Question: Regarding the \$50K for targeted recruitment costs for vets and formerly incarcerated, is that \$50,000 part of the \$150,000 max, or is it an additional \$50,000 so the total max would be \$200,000?

Answer: The \$50,000 cap for recruitment and support of veterans and formerly incarcerated individuals is to be included in the total \$150,000 request.