

Clark County Workforce Development Program

- Payment Structure — Is the Clark County Workforce Development Grant disbursed upfront to the recipient, or is it structured as a reimbursable grant? If it's reimbursable, is there a process or option for recipients to request a partial advance to cover initial operational costs?
 - This is a fully reimbursable award, however under exigent circumstances Clark County may consider request for advances on a case-by-case basis.
- Measuring Success — How does Clark County define success when evaluating grant performance, and how does that translate into eligibility for future funding cycles? Understanding what outcomes matter most would help us build a program that's aligned from the start.
 - Success is going to be evaluated according to your outcomes and how they align with your scope of work. Grant Performance should meet all of the requirements of the grant, within the time frame and, within the budget.
- Grant Term Flexibility — Is there any flexibility to structure the grant as a two-year term rather than one? We believe a longer runway would allow recipients to move beyond early setup, demonstrate proof of concept, and build the kind of momentum that produces more meaningful, measurable results.
 - Each award recipient will have up to 90 days to develop and structure their program for the implementation of the 12-month performance period.
- If a for-profit entity serves as the lead applicant in partnerships with 501(c)(3) organizations, are the financial documentation requirements (Attachments #5 and #6) required for all consortium members or only the lead applicant?
 - All applicants.
- Does the requirement for a valid Clark County Business License apply to both the lead applicant and all subrecipients?
 - Lead applicant only, however all participants must maintain a local business license for their respective jurisdiction.
- For a for-profit lead applicant, is the Clark County Charitable Organization Registration Certificate required, or only for nonprofit entities?
 - Only for nonprofit.

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- Are subrecipient agreements required at the time of application, or post-award?
 - Post award.
- Do non-degree, non-credit workforce training programs delivering industry certifications (e.g., CompTIA, ISC2, AWS) require licensure by the Nevada Commission on Postsecondary Education, or are such programs exempt?
 - Licensure evaluation is required for any business that claims to provide postsecondary or pre-licensure training to individuals who are not direct employees.
- Are participant stipends allowable when tied to structured training participation, work-based learning, or service delivery? If so, are there guidelines regarding structure or limits?
 - Yes, when tied to training participation, however, all stipends will be reviewed for reasonableness. Ensure all stipends show as a separate line item in the program budget.
- Are certification-related costs (e.g., exam vouchers for CompTIA, AWS, ISC2) allowable?
 - Yes.
- Are technology-related costs (e.g., software platforms, AI tools, training infrastructure, and hardware used for instruction or simulation) allowable?
 - Yes
- In a consortium model, may each partner organization invoice for its own staff (e.g., instructors employed by that organization) under a subrecipient agreement, or must all personnel be directly employed by the lead applicant?
 - The lead applicant should invoice all of their subrecipients, then submit invoice with supporting documentation. Not all personnel have to be directly employed by the lead applicant.
- Are costs associated with business formation (e.g., LLC registration, local licensing) allowable if tied to program outcomes such as employment or entrepreneurship?
 - NO

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- How does OCED define a successful “placement” (e.g., offer acceptance, start date, or retention milestone)?
 - Actual hire date.
- Do internal promotions or advancement within a current employer count as successful outcomes?
 - Yes
- How is an “unduplicated individual served” defined?
 - An “unduplicated individual served” means a single person is only counted one time in your program’s total number served, even if they receive multiple services, attend multiple sessions, or participate over an extended period.
- Are there specific industries or sectors the County considers priority for this funding?
 - No
- How does the County evaluate employer engagement (e.g., letters of support vs. formal hiring commitments or co-designed training)?
 - The County typically evaluates employer engagement based on the depth and quality of the partnership, not just the number of employers involved. Stronger applications usually demonstrate that employers are actively participating in program design and workforce outcomes.
- What is the anticipated start date for the period of performance following award?
 - The anticipated start date would follow the Notice of Award in September. Dates have not been selected. Each award recipient will have up to 90 days to develop and structure their program for the implementation of the 12-month performance period.
- Are costs incurred between notice of award and execution of the funding agreement allowable if directly tied to program implementation?
 - Yes

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- What workforce challenges are the county most focused on solving through this grant, and which industries are considered highest priority (healthcare, home health aids, construction, manufacturing, etc.)?
 - The grant was not designed to address any particular industry. Please refer to the Good Jobs document in the library for more information
- Is the county looking for programs that create immediate placement-ready workers, long-term workforce pipelines, or both?
 - Both, the grant is designed to provide a pathway to sustainable jobs/careers.
- What does success look like for the County?
 - Success is going to be evaluated according to your outcomes and how they align with your scope of work. Grant Performance should meet all of the requirements of the grant, within the time frame and, within the budget.
- Who is the ideal grantee for this program?
 - The proposed project will contribute to achieving the goals and objectives stated in the RFP. Applicants should refer to section “Approach, Activities and Outcomes” in the Scoring Rubric.
- Are pilot workforce programs and innovative partnership models encouraged?
 - Partnerships are allowable.
- Does the county already have workforce, employer, or state partnerships applicants can align with, or are applicants expected to build their own recruitment and employer pipelines?
 - Applicants are expected to build their own recruitment and employer pipelines
- Does the county prefer: certification-based programs, workforce readiness models, incumbent worker training or flexible education/training pathways?
 - All of the above will be considered
- Is it more competitive to focus deeply on one industry sector or create a multi-industry workforce ecosystem?
 - All of the above will be considered
- What specific workforce skills or gaps are employers communicating they need most within target industries?

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- Employers are communicating the need for a skilled workforce among all industries.
- Is this intended to be a one-time award, multi-year initiative, or long-term workforce ecosystem investment?
 - This is designed to be a 12-month pilot program with one time funding; however, successful programs may be considered for additional future funding.
- Are there target metrics or minimum participant outcomes applicants should design around?
 - Success is going to be evaluated according to your outcomes and how they align with your scope of work. Grant Performance should meet all of the requirements of the grant, within the time frame and, within the budget.
- How will Clark County support funded programs through marketing, employer connections, workforce boards, recruitment assistance, or economic development partnerships?
 - There will be limited assistance available, applicants should develop their program and budget to accommodate all aspects of their proposed programs.
- Would the county view workforce knowledge transfer, succession planning, and institutional knowledge preservation as innovative workforce development strategies for industries facing labor shortages and workforce transition challenges?
 - These items can be considered as part of a broader workforce program that aligns with the goals and objectives of the RFP.
- How would you define a pilot program? Will you score lower if your program is already in existence, but you want to expand it to serve more community members? (This question is in reference to the following application questions:
 - In reference to this RFP “pilot program” is the first of its kind to OCED. Expansion programs will be considered.
- Do you allow for community partnerships within this grant? We are an apprenticeship program where upon joining our program, of 100% of electrical journeymen students are provided a job with one of our community partners during the endurance of our training program (4-5 years). Their employers increase their

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salary every six months as the student's skills increase. Tuition is also 100% free of charge throughout the entire program. Upon graduation from our program, our partnerships enable employers to offer full-time, high-wage jobs to 100% of our graduates. Would we still qualify for this grant even though our partners technically provide the jobs? This non-profit does not go through audit process so they are asking if they can still apply.

- We are not considering these types of programs at this time.
- Reimbursement Timing
 - What is the typical reimbursement timeline once expenses are submitted and approved? Should applicants be prepared to cover costs for up to 60–90 days?
 - Net 30 after request for reimbursement have been submitted and approved. Yes.
- Personnel & Salaries
 - Are instructor salaries and program staff payroll eligible expenses under this grant? Are there any caps or guidelines on reasonable compensation?
 - Instructor salaries and staff payroll are acceptable and will be reviewed for reasonableness.
- Facility Costs
 - Can funds be used toward rent, utilities, or facility-related expenses necessary to operate the training program?
 - No
- Program Structure
 - Is there a preference for short-term training programs, or are longer-term programs (e.g., multi-month or 1–2 year training models) acceptable?
 - There is no preference. The grant performance period is 12 months.
- Student Support
 - Can funds be used for student support services such as scholarships, stipends, tools, or materials for trainees?
 - Yes, when tied to training participation, however, all stipends and scholarships will be reviewed for reasonableness. Ensure all stipends show as a separate line item in the program budget.

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- Matching Funds
Is there any requirement or preference for matching funds or financial contribution from the applicant organization?
 - There is none
- Evaluation Criteria
What are the most critical factors in scoring applications? (e.g., job placement rates, industry partnerships, certifications, target populations, etc.)
 - The scoring rubric is contained within the RFP on Zoomgratns.
- Funding Continuity
For successful pilot programs, what is the likelihood or process for continued or multi-year funding?
 - This is designed to be a 12-month pilot program with one time funding; however, successful programs may be considered for additional future funding.
- Partnerships
Are partnerships with industry employers or other institutions required or strongly recommended for competitiveness?
 - All will be considered
- Does Clark County consider disability and neurodivergence within its equity and disadvantaged community priorities for this RFP
 - All proposals will be considered based on scoring rubric.
- If the creation of the LLC is for the people that are coming out of the program. If the outcome is the person sets up an LLC / Clark County small business can we support the costs for that?
 - Funds cannot be used to establish an LLC
- Just confirm, the ceiling for each application is \$1.5 million, is that correct?
 - Yes, the maximum request amount for each application is \$1.5 million.
- Can you structure your initial proposal to cover expenses for more than one fiscal cycle or do the funds need to be exhausted within one fiscal year.

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- More than likely your funding period would stretch over multiple fiscal periods. All expenses should be spent within the 12-month performance period.
- Is there an official indirect cost rate? We have NICRA, but are aware this may not be federal funding.
 - Although this is not a federal award we would go with your NCRA or we would go with 10% de minimis rate.
- Are apprenticeships or internships covered, specifically if the apprentice or intern is paid as on the job training.
 - No
- Is this a single award or will multiple vendors be awarded to share the 1.5 million.
 - This is a single award for \$1.5 million.
- Is there a match or leverage requirement?
 - No
- Would you consider programs that support the workforce - such as mental health and wellness workshops that can be brought to the workplace to support employees?
 - No
- How detailed must the communications plan be? Social media outlets? Cadence?
 - Communications plans should be detailed and clearly demonstrate a strategy that highly aligns with the program's goals and desired outcomes.
- Is this the first time this grant was awarded if not can you share names of past recipients?
 - Yes, this is the first time.
- Can we have multiple career training pathways or is it preferred to stay in one workforce industry?
 - You can submit for multiple career pathways
- Should the ask be for the full \$1.5 million? or will you consider requests for other amounts.

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- All requests up to \$1.5 million will be considered.
- Are instructor salaries and program staff payroll eligible expenses under this grant?
 - Yes
- Are there any caps or guidelines on reasonable compensation?
 - Instructor salaries and staff payroll are acceptable and will be reviewed for reasonableness.
- To confirm there will be 1 - single award up to \$1.5 million for this pilot program
 - This is designed to be a 12-month pilot program with one time funding; however, successful programs may be considered for additional future funding.
- Can funds be used toward rent, utilities, or facility-related expenses necessary to operate the training program?
 - No funds cannot be used toward utilities and rent.
- I believe you mentioned that no utilities are allowed in the budget but there is a line item for "Utilities (Power, Gas, Telephone, etc.)" in the budget. For that item, should every section be zero?
 - There are no utilities allowed in the budget, and yes for all areas within the budget template that you will not be using please put a zero.
- I could not find on the RFP the maximum number of subrecipients. Is there a limit, and are there any additional requirements for how subrecipients are documented in the application?
 - There is no stipulation on the amount of subrecipients.
- Our program supports individuals at risk of or experiencing homelessness, are rental arrears allowed for the clients? And is it allowable for supportive services in general, which support job retention?
 - Rental assistance is not supported in this grant. Supportive services must be aligned with the goals and objectives of the grant.
- Can funds be used for student support services such as scholarships, stipends, tools, or materials for trainees? **After review, this answer has been updated.**

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- Yes, when tied to training participation, however, all stipends and scholarships will be reviewed for reasonableness. Ensure all stipends show as a separate line item in the program budget.
- Can we center our programming to serve youth and young adults (16-24) or should we be serving 18+?
 - 18 and up.
- Is an applicant required to partner with other agencies?
 - No
- What are the most critical factors in scoring applications? (e.g., job placement rates, industry partnerships, certifications, target populations, etc.)
 - Please reference the scoring rubric for detailed answers
- Are work experience/internship wages allowed for participants?
 - No
- Is there a specific number of individuals impacted you are looking for?
 - No.
- If eligible costs are incurred during the approved 12-month period of performance, may reimbursement requests be submitted after the end of that 12-month period, provided the costs were incurred within the approved performance period? Or must all reimbursement requests be submitted within the 12-month period itself?
 - Yes, some reimbursement requests may fall outside the performance period as long as the expenses are incurred within the performance period they may be allowed.
- Is there an opportunity to be an intermediary for multiple workforce programs?
 - Yes
- “Will successful pilot programs be evaluated for expansion or renewal based on performance outcomes?”
 - Yes.
- Does the County require all training providers, subcontractors, or subrecipients participating in a proposed program to be physically based in Clark County, or may

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organizations locate outside Clark County participate if the proposed services and program beneficiaries are based within Clark County?

- Yes

- Is there an area the county deems deficient that the workforce program would be ideal to focus on?
 - The primary focus of this program is to support participants in obtaining meaningful and sustainable employment opportunities within Clark County regardless of industry.

- Was there an ultimate goal in mind when developing this grant for Workforce development? i.e. job creation or skill gap training.
 - Our overarching goal for this program is to equip individuals with the skills and training necessary to obtain and maintain sustainable long-term employment.

- Is there a priority for serving specific populations, such as low-income, youth, or displaced workers?
 - The priority is to service Clark County residents.

- What are the top 3 success metrics the County prioritizes for pilot program evaluation?
 - Our overarching goal for this program is to equip individuals with the skills and training necessary to obtain and maintain sustainable long-term employment.

- Can equipment be ordered immediately after contract execution, or only after reimbursement approval?
 - This is a fully reimbursable award, however under exigent circumstances Clark County may consider request for advances on a case-by-case basis.

- Is the entire grant performance period that 12-month program limit?
 - Yes

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- What if it takes us 6 months from the time of the award to get the pilot program started, will the 12-month timeline start after the time of implementation?
 - The anticipated start date would follow the Notice of Award in September. Dates have not been selected. Each award recipient will have up to 90 days to develop and structure their program for the implementation of the 12-month performance period.
- Can this grant be paired up with another grant?
 - Yes
- How does Clark County define alignment with its 'Good Jobs' initiatives for populations that may require staged workforce readiness and supported employment pathways before entering competitive employment?
 - Please reference the Job Quality and Equity Framework.
- What is the performance period of this grant? I understand no program inside the grant can go longer than 12 months, but is the grant period those same 12 months or is it longer? It affects how we structure our budget.
 - The anticipated start date would follow the Notice of Award in September. Dates have not been selected. Each award recipient will have up to 90 days to develop and structure their program for the implementation of the 12-month performance period.
- Would you please confirm what the defined scope for allowable case management services would be?
 - The scope should be outlined in your program proposal.
- Would you be able to send me all of those fields in a document so that I can better prepare the applicant for the specific requirements of the application?
 - All questions from ZoomGrants are contained in OCED Workforce Development Program Guide, which is in the library of the RFP on ZoomGrants.
- Would there be any additional information that is important and not directly displayed on the website linked above?
 - We have provided the information we believe is most relevant to respond to this RFP. We make no warranties regarding any information included or omitted.