

Statewide Layoff Aversion Program (SLAP) Final Q&As

1. Q: Can you please clarify 'Grantee may have the option to enter into consecutive second and third year contracts'? Is this a separate application?

A: This is not a separate application; you must complete your application for the 3-year grant. Please note, the Budget template for this NGA is also set-up for a 3-year project.

2. Q: To whom should our letters of support be addressed?

A: Please address letters of support to:

Nancy A. Walker, Secretary
PA Department of Labor & Industry
651 Boas Street, Harrisburg, PA 17121

3. Q: What is the general idea of the program – what specific activities is it intended to fund? (grant announcements, including this one, are often written in verbiage that can be too vague to gather what specifically a grantee will be doing with the money)

A: The SLAP grant is a “layoff aversion” initiative. The grantee typically works in coordination with L&I’s Rapid Response Unit. The grant is designed to support efforts to identify businesses at risk of layoffs, assess the underlying causes, and implement strategies to address those issues. These strategies are tailored to each business, depending on the nature of the problem and the employer’s needs and goals. Support may include expert consultation, restructuring efforts, or—if layoffs are unavoidable—early intervention to assist affected workers.

4. Q: It says is federally required for states to provide the layoff prevention services and it is related to WARN. Is the intention of this program to identify businesses and do something to assist them before they file a WARN notice?

A: Yes, that is the intent. The grantee is expected to proactively identify distressed businesses through research and outreach. This may involve using specialized economic indicator tools to predict risk and applying data analysis and then engaging business leadership before a WARN notice is filed.

5. Q: The grant announcement says this is 100% funded by WIOA funds for rapid response. Is this how those federal funds must be used or are they more general for rapid response?

A: A portion of Rapid Response funds must be used for layoff aversion activities. This grant represents one of Pennsylvania's proactive approaches to preventing layoffs. Other Rapid Response funds are used to support businesses and workers after a layoff has been announced.

6. Q: Is this related to the Statewide Early Warning Network run by the Steel Valley Authority – or is this something new or different?

A: Yes, the SEWN program operated by the Steel Valley Authority is the current SLAP project. Steel Valley Authority is the current sub-recipient of this grant.

7. Q: Is the grant (for three rounds of \$1.8m each) intended for a single grantee to run a statewide program? (it sounds like that)

A: Yes, the grant is intended for a single recipient to operate a statewide program. Therefore, the awardee must have established relationships within Pennsylvania's business community.

8. Q: There are some performance metrics in the announcement and others will be worked out with the grantee. Do you have performance metrics from prior awards for this program and the performance of grantees? (this question is moot if this is a new program) For example, it says the goals to prevent 1,000 layoffs over 3 years and help 25 businesses per year – how will they measure that?

A: Typically, the grantee and the at-risk business identify or estimate the number of jobs at risk due to the challenges being addressed. The current grantee collaborates with the Center for Workforce Information and Analysis to assess the economic impact of mitigating those layoffs. Steel Valley Authority provides an annual impact report based on prior SLAP awards.

9. Q: How many applicants are expected? (we know you cannot say for sure, but if this is not a new program, you could potentially answer that with the numbers of applicants that have applied for previous awards for this program).

A: We traditionally have had approximately 5 applicants for the grant.

10. Q: Per the Local Board Notification Email requirement on page 17 of the RFP, is it required to contact every LWDB as this is a statewide opportunity?

A: You may choose to send your Local Board Notification Email to every board, or you may choose to send it to the Board nearest your office.

11. Q: Understanding that each workforce board has funding allocated toward IWT funds, is the expectation in the SLAP grant budget to allocate a specified amount for IWT funding, or should they be considered leveraged funds?

A: There is no expectation one way or the other, however, you may not want to assume all of the IWT funding you may want to utilize in support of this grant will be available through leveraging. Therefore, you may wish to allocate a specified amount for IWT funding in your SLAP grant budget.

12. Q: Can you please clarify the use of Supportive Services in the “Budget Just Instructions” tab of “appendix e budget invoicing instructions?”

A: You may choose if and how you will utilize Supportive Services in your budget. If you choose to use them, it is important they are captured in your budget and budget justification just as they are in your project narrative.

13. Q: On page 16 of the RFP, it states: “Budgets must be for the period of performance: July 1, 2026 through June 30, 2027 (and if awarded must be updated annually prior to the beginning of the second and third year contracts). However, the Budget Summary tab on the Excel budget template provided (Appendix e) shows the “Funding Period” as July 1, 2026 – June 30, 2029 (3 years).

A: Please use the instructions in Appendix E; for the purposes of your application please use the Excel version of the budget template; this template is set-up for the 3-year grant.

14. Q: Should the “Total Budget” on the “Budget Summary” tab of the Excel budget template show \$5,400,000.00? This would be for the 3-year budget.

A: Yes, all the totals should match and should reflect a 3-year budget. And please note, the \$5,400,000.00 is the maximum amount you may apply for; your budget should reflect a prudent use of taxpayer dollars. You are not required to submit a budget for \$5,400,000.00.