

CWTP Q&A

1. Q: What is the Commonwealth Workforce Transformation Program (CWTP)?

A: The CWTP is a workforce development program that provides funds to organizations which have received a contract, grant, or tax credit to carry out an IJJA or IRA project in Pennsylvania.

2. Q: What is the purpose of the CWTP?

A: To invest in the Commonwealth's workforce by providing on-the-job training to new employees, including from underserved communities, accelerating critical investments in roads, bridges, energy, water, sewer, and transformative economic development projects in Pennsylvania.

3. Q: What projects are eligible?

A: Any project in Pennsylvania awarded funds from the Commonwealth that were appropriated under the IJJA or IRA on or after July 31, 2023.

4. Q: What is an Eligible Organization?

A: Any entity that received a contract, subcontract, grant or subgrant from a Commonwealth agency or the federal government under the IJJA or IRA for work occurring in Pennsylvania. It also includes entities that receive federal tax credits worth \$10,000,000 or more for an IRA project in Pennsylvania.

5. Q: How much can an Eligible Organization apply for?

A: Up to \$40,000 per each New Employee, up to a total of \$400,000 in aggregate per project for all New Employees hired by the Eligible Organization.

Total grant available per new employee	Up to \$40,000
Total grant available per project	Up to \$400,000

6. Q: Is an organization still eligible for CWTP funds if workforce development was not part of its IJJA/IRA project award?

A: No.

7. Q: Are the CWTP funds in addition to the Eligible Organization's original IJJA or IRA project award?

A: Yes.

8. Q: Can CWTP funds be used for existing employees or only new employees?

A: Only new employees.

9. Q: Who is considered a new employee?

A: An individual who must live in Pennsylvania, have been newly hired to work full-time, with full benefits, on an IRA or IJJA project for at least six straight months, and completed or been enrolled in the employer's approved on-the-job training program for at least six months. New Employees must also meet at least one of the following: (1) have recently graduated or received a certification from a

high school, trade school, or community college; (2) have been enrolled in or completed an approved Apprenticeship or Pre-Apprenticeship Program; (3) be unemployed and registered with PA CareerLink® at the time of hire; (4) be paroled or released from a correctional institution within the previous six months of hire; (5) has been a recipient of benefits under the Supplemental Nutrition Assistance Program (SNAP), Special Supplemental Assistance Women Infants and Children (WIC) or other Pennsylvania cash assistance program within the previous six (6) months of hire.

10. Q: What costs are eligible for the new employee?

A: Any of the following costs associated with on-the-job training of the new employee: wages, supportive services, payroll taxes, pre-apprenticeship program costs, apprenticeship program costs, costs associated with establishing a training program, and costs incurred for the use of a training facility.

11. Q: For how long must the new employee be employed?

A: Six months.

12. Q: What labor laws must be adhered to by the Eligible Organization?

A: All Eligible Organizations must follow the Pennsylvania Prevailing Wage Act, Davis-Bacon Act or related acts, and any and all other wage statutes, employment laws, and/or regulations applicable.

13. Q: What documentation is/will be required to receive CWTP funds?

A: The CWTP has discretion to require documentation needed to show compliance with program requirements such as program eligibility, New Employee expenses, project documents, and information deemed relevant. Further information will be included in the program guidelines.