WEST VIRGINIA
Economic Development

1900 Kanawha Boulevard, East
Building 3, Suite 600
Charleston, West Virginia 25305
(800) 982-3386 · (304) 558-2234
westvirginia.gov

West Virginia BEAD Workforce: FAQ
Updated March 21, 2025

Disclaimer: The National Telecommunications and Information Administration (NTIA) has approved West Virginia's Initial Proposal Volume 2. In the event of any discrepancy between this FAQ document and West Virginia's BEAD Workforce Development Program Procedures as approved by NTIA, the requirements of the Broadband Equity, Access and Deployment (BEAD) program will prevail. See guidance below from the West Virginia Department of Economic Development (WVDED).

#	Question	Last Updated
1	**What is the goal of the workforce development grant program?** The goal of the workforce development grant program is to build or expand equitable and accessible training opportunities to support the broadband industry and ensure that West Virginia has the talent it needs to meet the State's ambitious broadband deployment goals.	11/25/2024
2	**What types of entities are eligible to apply?** Entities eligible to apply include Broadband industry associations, Career and Technical Education institutions, County Boards of Education, Employers, Higher education institutions, K-12 schools and school districts, Public-private partnerships, and Workforce development organizations.	11/25/2024
3	**What are the program priorities?** Program priorities include the (a) development of high value credentials, including degrees, micro-credentials and certificates, (b) Joint development and partnerships to encourage efficiency, accessibility, affordability, and flexibility for adult workers and trainees, and c) creation of Registered Apprenticeship and Pre-Apprenticeship programs that provide work-based learning opportunities and employment pathways.	3/21/2025

4	**What are the evaluation criteria?**	3/21/2025
	Applications will be evaluated based on the following criteria:	
	Credential of Value: The proposed project must result in a credential of value to the broadband industry, such as a degree, certification, or other credential that will improve career opportunities for recipients (30 points maximum).	
	Joint Development: The proposed project must be developed in partnership with training providers and employers (30 points maximum).	
	Proposed projects that include collaboration with Internet Service Providers (ISPs) participating in the BEAD deployment grant programs will receive additional points under the Joint Development evaluation criteria (10 points maximum).	
	Efficiency & Efficacy: Applicants must demonstrate they can complete the proposed project cost-effectively and within the grant period. If the applicant is applying to fund an existing program, cost-effectiveness, graduation timeframe, and job placement will be considered (20 points maximum).	
	Cost to Participants: The proposed program must be offered at reasonable cost to participants and include paid work experience (10 points maximum).	
	The geographic reach of the proposed project must extend so rural residents can reasonably participate (10 points maximum).	
	Wrap-Around Services: Applicants should detail resources and partnerships to assist participants with access to support services they need to complete the program successfully (10 points maximum).	
5	**What is a credential of value?**	11/25/2024
	A "credential of value" refers to a qualification, certification, degree, or other formal recognition that equips an individual with knowledge, skills and abilities valued in the labor market. These credentials enhance employability, support career advancement, and align with industry or employer demands.[1]	

[1]Lumina Foundation, *Education Levels Nationally,*
https://www.luminafoundation.org/topics/todays-students/education-levels/

6	**In terms of joint development, what partnerships does the grant opportunity prioritize?** The grant program prioritizes partnerships between training providers, wrap-around service providers, and employers, particularly ISPs participating in the BEAD deployment grant programs. Coordination with wrap-around service providers to make use of existing resources is also encouraged.	3/21/2025
7	**How can applicants demonstrate efficiency and efficacy?** Applicants can demonstrate a cost-effective, efficient project through the submission of their proposed budget. The budget should be reasonable and addresses all costs required to implement the proposed program. Cite past program expenses when applicable. Applicants should detail key milestones and outline appropriate timelines for program completion and/or job placements. Applicants can also submit letters of commitment to demonstrate plans for program sustainability beyond the grant funding.	11/25/2025
8	**What is a wrap-around service? Where can I learn more about what is available?** Wrap-around services support program participation by addressing barriers that may prevent someone from attending or completing a workforce development program. It is important to identify possible barriers such as lack of access to transportation, childcare, and employment services, however, these activities will not be a funded expense through the grant. WVDED and its partners understand the importance of a holistic approach to workforce development for adult workers and those in training. Please see WVDED's wrap-around services resource document for information about wrap-around services in West Virginia.	3/21/2025
9	**What is considered work-based learning?** WVDED has a strong preference for the integration of work-based learning into applications. WVDED will prioritize applicants that include Registered Apprenticeship programs, Pre-Registered Apprenticeship programs, Internships and/or experiential learning opportunities. Learn more about work-based learning: https://www.nga.org/work-based-learning/	11/25/2024
10	**Is there a match requirement?** No, there is no match required but applicants are invited to include any match or current resources leveraged in your budget and narrative.	11/25/2024

11	**What is the period of performance?** A four year period of performance for the Workforce Development Grant program begins on the date the grant award is executed. The subgrantee's proposed activities must begin within one year of award, and be completed 120 days prior to the end of the four years to allow for payment of final invoices and closeout activities.	3/21/2025

12	**When will the grant open?** The Workforce Development Grant Program is set to open in 2025 following NTIA approval of West Virginia's BEAD Final Proposal. The grant portal for the Broadband Workforce Grant is not yet open. We anticipate it to be available by summer 2025; however, we currently do not have a specific opening date. As more information becomes available, including a confirmed date, we will provide an update. Once the grant portal opens, applicants will have a 60-day window to submit their applications.	3/21/2025
13	**What is the award floor/ceiling?** There is no award floor, but the Office of Broadband encourages collaborative applications. The award ceiling is $5 million.	11/25/2024
14	**What type of workforce development programs will be funded by this program?** See question 3 above, Program Priorities	11/25/2024

15	**What are eligible expenses under the grant?**	3/21/2025
	Grant funding must be used only for expenditures associated with developing and running workforce programs. Eligible grant activities and costs include:	
	(1) Equipment acquisition costs.	
	(2) Facility rental or acquisition costs, including facility leases.	
	(3) Professional services, including but not limited to project management, marketing, and/or communications costs associated with program activities;	
	(4) Training and professional development for staff implementing workforce development activities;	
	(5) Providing for wrap-around services, including childcare, transportation, and stipends	
	(6) Scholarships for program participants	
	(7) Other upfront costs not already covered in other categories; and	
	(8) Internal labor costs incurred as part of eligible grant activities up to the proportion of employees' time spent exclusively on grant activities during the period for which reimbursement is sought.	

16	**What are ineligible expenses under the grant?**	3/21/2025
	Costs that appear excessive and/or without justification and costs not considered eligible will not be reimbursed. Applicants cannot use grant funds to pay for ineligible expenses. Ineligible costs include: (1) Indirect costs. (2) Internal administrative activities, other than those required for administration of grant funds received under this program; (3) Fundraising activities; (4) Computers or office equipment not used solely for the implementation of the program; (5) Equipment owned or leased by entities other than the grantee or subgrantees; (6) Expenses incurred before the date of the grant award announcement; (7) Payment of interest or principal on outstanding debt instruments or other debt service costs; (8) Fees or issuance costs associated with the issuance of new debt; (9) Satisfaction of any obligation arising under or pursuant to a settlement agreement, judgment, consent decree, or judicially confirmed debt restructuring plan in a judicial, administrative, or regulatory proceeding; (10) To support or oppose collective bargaining, whether directly or indirectly; (11) To purchase or support any covered communications equipment or service (as defined in Section 9 of the Secure and Trusted Communications Network Act of 2019)2; (12) To supplant amounts of existing funding WVDED would otherwise make available for the same purposes as these BEAD non-deployment funds; and (13) Profits, fees, or other incremental charges above the actual cost incurred by the applicant. (14) Direct operating expenses for transportation and childcare services.	
17	**What is the role of the West Virginia Grant Resource Centers?**	11/25/2024
	The West Virginia Grant Resource Centers (Grant Centers) will provide free technical assistance to entities applying for the workforce development grant. Technical assistance services include grant proposal development, including but not limited to brainstorming and refining project ideas, writing the project narrative, developing the budget documents, making connections with potential project partners and additional resources, facilitating grant project planning meetings, drafting letters of engagement, editing proposal content (i.e., proofread the project narrative and provide line edits), providing a technical review of the proposal (i.e., evaluating the project narrative and budget documents against the evaluation criteria), and supporting with the grant submission process. The Grant Centers will also help grant awardees meet reporting requirements.	

18	**What data sources are available to assist in preparing applications?**	11/25/2024
	Data resources have been compiled in the following technical assistance documents.	
	https://broadband.wv.gov/wp-content/uploads/2024/10/PDF-WVDED-Workforce-Development-Resources.pdf	
	https://broadband.wv.gov/wp-content/uploads/2024/10/ONLINE-Data-Resources-WVDED-Workforce.pdf	
19	**Why is data important to workforce development and program design?**	11/25/2024
	Understanding labor market and demographic data will help ensure that proposed projects are tailored to meet local economic needs and priorities. By focusing on high-demand occupations and addressing regional skills gaps, programs will better prepare workers for available jobs and support long-term economic growth.	
20	**How does labor market and demographic data help grant applicants?**	11/25/2024
	Applications will be evaluated on their ability to demonstrate that proposed activities will result in a credential of value for participants, are developed in partnership with training providers, employers, and community-based organizations, and are cost effective and efficient..	
	Data can be used to help: • Identify geographic areas where occupational demand is high • Estimate potential improvements in labor force participation, wages, or unemployment to assess cost effectiveness and help assign value • Demonstrate the effect of barriers to education, training, and employment and why partners are involved	
21	**What challenges are there to using data to describe potential programs?**	11/25/2024
	Finding and applying the appropriate data can be challenging. WVDED created a resource for applicants to understand what data is available and how to access it.	
22	**What data is most appropriate and how do we get assistance?**	11/25/2024
	Reference the data resources guide and work with your partners to understand what data best justifies your proposed program. Contact the Broadband Workforce Development team for additional assistance in accessing and leveraging data resources.	

23	**Are Scholarships funded with program funds allowed for out of state resident students?**	3/21/2025
	Tuition assistance and scholarships are recognized as covered expenses under the grant. However, priority will be given to residents of West Virginia in allocating these funds to ensure that local students receive the support they need, and funding is primarily focused on WV residents.	