

Career Pathways for Healthcare Workers Program Questions and Answers

Question: Are Federally Qualified Health Centers considered eligible entities?

Answer: No. The policy notes that an eligible entity is a hospital or related institution as defined by Md. Ann. Code, Health -General Article § 19-301. A related institution must:

1. Maintain conditions or facilities and equipment to provide domiciliary, personal, or nursing care for two or more unrelated individuals who are dependent on the administrator, operator, or proprietor for nursing care or the subsistence of daily living in a safe, sanitary, and healthful environment; and,
2. Admit or retain the individuals for overnight care.

As Federally Qualified Health Centers do not provide overnight care, they would not be eligible.

Question: We are looking at some training options for our current associates who are either GNAs or CNAs but would like to advance and become Medication Aides in order to pass medication to patients. Based on the eligibility requirements, in order for us to be eligible we would have to send them to a training provider that is a “Maryland-based Historically Black College or University (HBCU) or Community College,” is that correct?

Answer: Yes. Employers must partner with a Historically Black College or University (HBCU) or Community College to provide training.

Question: What does it mean to provide a 100% cash match?

Answer: The applicant must contribute cash or in-kind resources that total 100% of the funding request. For instance, if an organization is requesting \$50,000, a \$50,000 match, whether cash or in-kind, should be provided. The applicant must provide documentation of the match in the application. Examples of an in-kind match include staff time, training space, etc.

Question: As the eligible applicants are hospitals and related entities, can individual hospitals under a common ownership/affiliation apply for multiple grants. Hopkins, Medstar, UMMS, Asension, Adventist, etc. all own multiple hospitals. Can more than one hospital under the same ownership apply for separate grants. For example, Hopkins Bayview, Hopkins Howard County, Hopkins main campus - all affiliated with Hopkins, but separate Hospitals that may have different hiring needs.

Answer: Yes, each hospital or related institution that is licensed by the Maryland Department of Health under a common ownership or affiliation may apply for separate grants.

Question: The grant notes that the training program duration must be no more than 12 months in length. A LPN Apprenticeship is one of our programs with a hospital, but it is 18 months in duration, so is it ineligible? Looking at the list of eligible occupations, I would imagine many of them exceed 12 months in duration except the entry level positions.

Answer: Yes, the LPN Apprenticeship would be ineligible. The training programs must be no longer than 12 months in length as the grants are only for one year.