

# TEXAS INDUSTRY RECOGNIZED APPRENTICESHIP

## FREQUENTLY ASKED QUESTIONS

These Frequently Asked Questions (FAQs) were developed as a supplement to the Texas Industry Recognized Apprenticeship Application Packet. The Application Packet, FAQ updates, and more Texas Industry Recognized Apprenticeship information can be found on Texas Workforce Commission's (TWC's) [Apprenticeship Initiatives](#) web page. Questions about this initiative can be emailed to [apprenticeshipinitiatives@twc.texas.gov](mailto:apprenticeshipinitiatives@twc.texas.gov).

### **Q. Who are eligible grant recipients?**

A. A private sector employer+ from any one of the following:

- Trade and industry group;
- Corporation;
- Nonprofit organization;
- Educational institution;
- Union; or
- Joint labor-management organization.

+serves as the employer of record and directly employs the project participants.

### **Q. What Occupations can be supported with TIRA funding?**

A. The [statewide twenty-five \(25\) target occupations](#) will be considered for TIRA funding. Additionally TWC dedicated \$1 million specifically for healthcare practitioners and healthcare support occupations, enabling private sector employer to advance entry-level workers into mid-level wage status.

### **Q. Is there a maximum request amount?**

A. The maximum amount that can be requested is five hundred thousand dollars (\$500,000)

### **Q. What is the average cost per new apprentice in a TIRA project?**

A. The average cost per participant cannot exceed ten thousand dollars (\$10,000). Costs will be reviewed against comparable curriculum, content of training plan, and must be reasonable for the occupation. Costs will be evaluated and negotiated to ensure equitable distribution

### **Q. What is the typical length of a TIRA grant?**

A. The standard duration of a TIRA grant ranges from eighteen (18) to twenty-four (24) months. The timeframe allows for the completion of training and the verification of earnings through TWC's wage record system, ensuring that all objectives are met within the grant period. At the conclusion of the grant, a one-time reimbursement will be contingent upon TWC's assessment of training objectives, credential attainments, and employment retention requirements.

### **Q. What are the application submission deadlines?**

A. Applications may be submitted year-round to [apprenticeshipinitiatives@twc.texas.gov](mailto:apprenticeshipinitiatives@twc.texas.gov), subject to funding availability. Funding is distributed on a first-come, first-serve basis. To secure funding within the current state

fiscal year, applicants are encouraged to submit their applications by June 1.

**Q. What can the TIRA funds be used for?**

- A. Funds can be used to support the costs related to instruction or training of participants (in-person, online, or hybrid), books and training materials for participants, instructor costs, and consumables for one-time use supplies.

**Q. Are there unallowable costs in TIRA projects?**

- A. Yes, the TIRA funds cannot be used toward the following costs:

- Food and beverages
- Alcoholic beverages
- Entertainment
- Goods or services for personal use
- Expenditures for construction, purchases, additions, improvements, modifications, replacements, rearrangements, reinstallations, renovations, or alterations to land, facilities, and buildings (whether leased or owned)
- Pre-award costs
- Stipends to participants
- Participant wages
- Door prizes and other giveaways
- Foreign travel
- Out-of-state travel
- Vehicles
- Equipment\*

\*Equipment is not an allowable cost under this application and is defined as an article of nonexpendable, tangible, personal property having a useful life of more than one year and an acquisition cost of \$5,000 or more.

**Q. Will there be reporting requirements for these projects?**

- A. Upon receiving an award, grantees will be responsible for submitting the following to TWC: quarterly progress reports, quarterly data submissions via TWC's designated collection method, monthly expenditure reports through TWC's Cash Draw and Expenditure Reporting System, a financial closeout package, a final progress report, and ad-hoc reports as requested.

**Q. Who is the eligible population to be served?**

- A. The eligible population to be served under this TIRA consists of participants who are:
- participating in a TIRA program that is twenty-six (26) weeks or less;
  - maintaining employment for at least twelve (12) consecutive months immediately following the completion of training; and

- earning a wage that meets or exceeds the self-sufficient wage level for the specific location.

**Q. Can an application be resubmitted if denied?**

A. Applicants are strongly encouraged to use technical assistance before resubmitting applications to enhance areas that did not meet the requirements. For support, please contact our evaluation team at [apprenticeshipinitiatives@twc.texas.gov](mailto:apprenticeshipinitiatives@twc.texas.gov).