



Georgia COVID-19 DWG Frequently Asked Questions (FAQ)

Updated September 2022

I. Finance

Do DWG line item expenditures have to be exactly aligned to the budget narrative and budget submitted? (For example, one position at a specific salary in budget submitted vs same personnel salary costs but split between 2 or 3 staff with less time.)

No. The line item expenditures do not have to mirror the line items and expenditures that were submitted in the budget and budget narrative. However, it is imperative that LWDA's maintain the integrity of the budget categories. LWDA's cannot: (1) change the amount or percentage spent within categories, or (2) create other budget categories.

Can these funds be used for advertisements?

No. As with other federal grants, advertising is a disallowed cost. LWDA's may use the funds to support targeted outreach if that was submitted and approved in the LWDA's DWG budget.

Can funds be shifted among different line items within the grant budget?

No, funds are not permitted to be transferred between budget categories. However, modifications of budgets may be approved by OWD on a case-by-case basis. For any specific technical assistance related to the grant budget, please contact OWD.

Can funds be transferred?

No. Funds from this grant may not be transferred to another grant fund source. This grant funding has its own parameters, including eligibility, uses of funds, reporting, and other grant requirements. The autonomy of these funds must be maintained.

II. Data and Performance

Can you serve an existing participant? Is there any paperwork required to transfer this individual?

LWDA's can serve existing dislocated workers as long as their eligibility date falls within the NDWG's period of availability (April 13, 2020- March 31, 2023). Please ensure that NDWG is set to 'Yes' and the COVID-19 Grant is added on the "Eligibility and Grants" tab of the application on the WorkSource Portal.



What are the performance measures and calculation of those measures under the NDWG?

- Performance for the grant is cumulative at the state level. There are no performance goals at the local level.
- Disaster relief employment-only participants are not included in performance. However, employment and training (E&T) participants or participants enrolled in both E&T and disaster relief employment are included in performance as described below.
- Performance measure calculations are identical to formula funds:
 - Q2 Employment, Q4 Employment apply to all participants,
 - Median earnings applies to individuals that were employed in Q2,
 - Credential Attainment applies to individuals in education/training (excluding OJT or customized training),
 - Measurable Skill Gains applies to all individuals in education/training.

Are follow-up services required to be provided to NDWG participants?

Generally, yes, follow-up is required because NDWGs are established under Title I and still subject to WIOA requirements unless otherwise specified by the statute and federal regulations. However, there is one exception if the participant is enrolled only in disaster employment. In this scenario, they are not tied to performance outcomes and as a result follow-up is not required. Any participant receiving E&T services OR who is co-enrolled in both E&T and disaster employment services under this grant must receive follow-up services.

USDOL strongly encourages follow-up for all individuals served under this grant.

Can NDWG participants be co-enrolled into Work Experience and Training Programs?

Grantees must assess and determine the specific needs of each individual participant and enroll them in disaster-relief employment, employment and training services, or both, in a manner that is most likely to result in successful outcomes. As a general goal, grantees should design and provide employment and training activities aimed at allowing participants to obtain unsubsidized, sustainable employment following the conclusion of grant-supported activities.



Will NDWG participants be included in our normal dislocated worker (DW) measures for state performance?

No. However, if an individual is served under both the NDWG and any other formula-funded service, the individual will be factored in to the formula-funded program's performance measure for the LWDA.

Performance for the COVID-19 NDWG is only measured and reported at the state level.

What other documents other than the applicant's statements can local areas use to document long-term unemployment?

One of the following:

- Self-Attestation
- Public Assistance Records
- Refugee Assistance Records
- Cross-Match with Public Assistance Database
- Cross-Match to State UI Database

What is your insight and guidance on the best way to handle our furloughed customers? Since they are still technically attached to the workforce, how would you suggest that we treat them; as a Dislocated Worker or Adult?

Furloughed workers would be considered unemployed due to the pandemic and qualify as NDWG participants using category 12 in the Dislocated Worker application.

When a participant was laid-off from a full-time position as a result of COVID and their employer has brought them back on at reduced hours would they be eligible?

It depends on when the individual applied for services.

- If it was before the employer "brought them back"? Yes.
- If it was after the employer "brought them back"? No, not as an NDWG participant, but could be as an underemployed adult depending on earnings.

Do income calculations (including UI and PUA) affect eligibility as a dislocated worker?



No. If the participant has been cleared by GDOL for UI, then they are eligible as a NDWG participant. The portal asks for information about the participants' household income. However, this does not affect their eligibility.

III. Disaster Worksites

Is the non-profit status only 501c(3) or can Chamber of Commerce be a worksite? Chambers are typically 501c (6)?

Organizations considered 501c(3) and 501c(6) are typically allowable. However, it is important to consider what the participants will be doing with the organization that is related to humanitarian need. Typically, chambers of commerce are not carrying out humanitarian functions as it relates to the requirements under this grant.

Can a Dislocated Worker be placed at a worksite if they are receiving Unemployment Insurance (UI) benefits?

Yes, but the wages may eventually cut off those UI benefits. USDOL has cautioned us from trying to get around this with part-time employment.

For those persons who are in disaster work experience and are covered under the locally offered workmen's comp insurance, what liability is there related to COVID related illness and treatment and associated expense?

In 2020, the Georgia COVID-19 Pandemic Safety Act was signed into law. The law provides businesses, healthcare facilities, healthcare providers, entities, and individuals with significant protection from COVID-19 related claims.

Are there any restrictions for assisting dislocated workers employed by the respective fiscal agent who have been impacted; and if there are positions available within the fiscal agent entity, are LWDAs able to place participants here?

LWDAs can serve a company or government that has had to layoff due to COVID-19 as well as individuals who have been laid off due to COVID-19. LWDAs cannot use disaster worksites to supplant existing services. One example of this was the denial of trash pick-up worksites and public works projects by USDOL.

Are disaster worksites allowable with private entities?

It is highly recommended DWG temporary employment worksites are with non-private entities on public property. However, yes, worksites are allowable on private property if the following conditions are met:



1. the work performed must remove health and safety hazards to the greater community or must alleviate specific economic or employment-related impacts of the disaster, such as cleanup work needed for disaster-affected employers to resume or continue operations;
2. the necessary activities do not improve the original land or structures, but strictly remove the health and safety hazards and;
3. DWG funds are not used to cover the cost of materials for needed for repairs.

What are the health and safety standards for DWG participants at the worksite?

Grant recipients must establish written policies ensuring that DWG participants receive the same health and safety standards as permanent employees. To the extent that state workers' compensation law applies, Disaster-Relief Employers must provide workers' compensation to project participants on the same basis as individuals in similar employment. Lastly, all project participants must receive safety training and safe working conditions as appropriate.

Can DWG funds be used to prevent future disasters?

No, worksite activities intended to prevent future (non-COVID-19) disasters are not allowable. Only activities intended to mitigate and prevent the existing disaster are permitted. For specific guidance, please refer to TEGL 16-21.

IV. Miscellaneous

Can DWG funds be used for training cost prior to using Pell?

According to TEGL 12-19 (pg. 11), "The use of DWG funds for training is subject to the limitations or requirements as applicable to the WIOA Dislocated Worker formula program delineated in 20 CFR part 680 and TEGL 19-16, Guidance on Services Provided through the Adult and Dislocated Worker Programs under the Workforce Innovation and Opportunity Act (WIOA) and the Wagner Peyser Act Employment Service (ES), as amended by title III of WIOA, and for Implementation of the WIOA Final Rules." The "emergency/special circumstances" of this grant do not allow the use of DWG dollars first.

What can LWDA's do if they have reached their intended number of Employment & Training or Disaster Employment participants, but still have funds left over?



In this scenario, LWDA's may continue to enroll participants as long as they have the funds to support participants who were already enrolled. The amount of participants that the LWDA committed to serving in the original grant narrative is not a cap.

What can LWDA's do if they have expended all of the DWG funds for either Employment & Training or Temporary Employment, but have individuals who would like to enroll?

In this scenario, LWDA's must use formula funds if they wish to enroll these participants. LWDA's may contact OWD for a potential cash transfer; however, approval relies on the availability of funds from another LWDA.

What are the temporary employment wage requirements for grant recipients?

According to TEGL 16-21, grant recipients must ensure that the wages paid to participants:

1. are in line with the industry standard for that type of work in the area where the work is to be performed, supported by documentation in the application; and,
2. are at least \$15 per hour.

Are DWG participants entitled to the same supportive services as WIOA participants?

Yes. Supportive services provided to DWG participants must align with your local area's policies regarding WIOA-funded supportive services. All supportive services must also be consistent with existing WIOA and ETA guidance.

Can supportive services for transportation assistance be provided to participants doing Temporary Employment?

Yes, but local staff must document the service the same way as other supportive services, in accordance with local and state policy.

Are there any caps related to a Temporary Employment participant's work hours or wages?

Yes. The cap for hours is 2,080 total per participant. The total expenses for each participant should not exceed \$20,000. This includes, but is not limited to wages, supportive services, fringe benefits, etc.