

## Ladders to Licensure Questions & Answers

### **9.3.24 – Is the Ladders to Licensure grant open to agencies that fall under the EOHHS umbrella (or other state agencies)?**

*State agencies may not receive Ladders to Licensure funding and may not be counted as an employer partner; however, they may serve as a member of a Ladders to Licensure partnership.*

### **9.11.24 – We have some employees that are going from BSN to NP, wondering if Ladders to Licensure will support this career advancement?**

*Ladders to Licensure cannot support BSN to NP because BSN already have an RN license, which is not an allowable starting point.*

### **9.12.24 – Please confirm that state IHEs are eligible as a lead partner and if and what the indirect rate is.**

*Yes, state IHEs are eligible to serve as a lead partner. There is no specified indirect rate. However, as described in [Addendum #1](#) (see Revisions to Appendix H), funding for Career Ladder Planning of \$5,000/month for up to six months may be used to pay for “costs for fiscal and administrative tasks related to the planning process.” The revisions to Appendix H also indicate that funding for Career Ladder Implementation may be used to pay for “Administrative and Indirect Costs (not to exceed 10% of the total Career Ladder Implementation Program Costs amount) [which] can include: Financial & Accounting, IT Services, Supplies, Other Indirect Costs”*

### **9.12.24 – The Rhode Island Nurses Institute Middle College (RINI) is interested in applying for the Ladders to Licensure grant, but first want to ensure we are eligible first before applying. While attending RINI, our students obtain their CNA license and are employed as CNAs at one of our clinical partners. They also earn college credits at CCRI before they graduate and enter into a nursing program upon graduation, eventually becoming RNs. (Career Ladder: CNA to RN; Partners: RINI, CCRI, Nursing Home-TBD)**

RINI is eligible to apply, but please keep the following in mind. First, to be eligible for tuition support, individuals must be employed by a partner employer and must have been employed in a health and human service setting for at least one year. Second, a minimum of three employer partners are required for a partnership to receive Ladders to Licensure funding. All employer partners must make a significant commitment to developing a common career ladder for their employees and providing support for their employees to attend higher education classes (including, where applicable, tuition assistance or paid release time). See Appendix K of the grant application for a detailed checklist of the commitments that must be made by employers, higher education, and other partners.

**9.24.24 – May the programming go past the funding? i.e. course is paid for in June 2025 but programming continues through December 2025?**

All Ladders to Licensure funds must be spent by June 30, 2025; but, if a course is paid for in June 2025, the programming may continue beyond that date. In addition, Ladders to Licensure partnerships remain eligible to receive additional funding beyond June 30, 2025, as funding permits.

**9.26.24 – Is the minimum number of participants for higher education tuition support (described on page 3 of the application) per employer or per Ladders to Licensure partnership?**

The required minimum number of employees to be enrolled in higher education programs is per partnership -- not per employer.

**9.27.24 – Would a path or ladder to licensure to become a Licensed Chemical Dependency Professional (LCDP) qualify for the grant? I understand that a college degree is not necessarily required for the certification that leads to licensure because someone with a high school degree or GED and the other requirements can obtain the certification in three years. However, someone with an associate's degree or above could do it in a shorter time frame.**

Licensed Chemical Dependency Professional (LCDP) cannot be considered as an endpoint on a career ladder because, as stated in the grant application, “the career ladder design must focus on paths that lead to high-demand health and human service licensed occupations *requiring a higher education degree (a diploma, associates degree or higher).*” While a higher education degree may be advantageous to LCDPs (as is the case for many occupations), higher education is not a requirement for licensure nor for employment. LCDP can certainly be a rung on a career ladder in a Ladders to Licensure partnership; but, it cannot be the endpoint.

**9.27.24 – Would a partnership be able to add an education partner or partners after the grant application is submitted and grant is awarded, or would the partnership be limited to the partner(s) identified in the application?**

Yes, education partners may be added over time, provided that the education partner(s) included in the initial application are sufficient to accomplish the proposed objectives of the partnership.

**9.27.24 – In the Employer Partners portion of Section 5, subsection B. Required Partner Roles, the language states “...depending on the grant request, career ladder implementation may begin during the grant period or may be planned for future years...” but this seems to be in conflict with the RI ReconnectPlus portion of Section 1 that states “Partnerships are required in Year 1 to request tuition support for a minimum cohort of incumbent eligible employees (across all of the employer partners) to immediately engage in higher education leading to licensure).**

**Please confirm that applications under Category 1: Planning Funds and Learning Collaborative are still required to request tuition support for employees. If yes, please also confirm that the tuition support requested is not required to be connected to the Career Ladder design - the tuition support could be for any employee seeking higher education leading to any licensure, separate and apart from the focus of the planned Career Ladder Design.**

**Please confirm that applicants are only required to request tuition support from RIRereconnectPlus and there is no guarantee that the requested tuition support will be granted.**

All applicants are required to request BOTH career ladder planning funds and tuition support. All grantees will be awarded both planning funds and tuition support funds.

Tuition support in Year 1 does not have to be directly connected to the career ladder design being proposed - it can be tuition support for any higher education program leading to licensure.

Applicants that already have a career ladder design that meets ALL of the requirements on Page 8-9 of the Application can also request funds for implementation. The implementation funds can be braided with tuition support funds to support the implementation of the career ladder. See the examples in the application for a sense of how this can happen.

**9.27.24 – We have a question for the amount of students needed to be supported per employer. Let's say we have 3 employers teaming up. We have employer 1, 1000+ employees, employer 2, 500-1000 employees and employer 3, 250-500. Does that mean employer 1 needs to provide 15 or more, employer 2 needs to provide 10 or more and employer 3 needs to provide 5 or more, for a total of 30+? Or do all 3 employers add up how many employees they have and in this example there is over 1000+ employees so the total would need to be 15+?**

The minimum number of employees who must be enrolled in higher education is determined by the *combined* total number of employees among all employer partners... not per employer.