**WorkforceGPS**

**Transcript of Webinar**

**YouthBuild Series**

**State Occupational Licensing Grantee Orientation**

**Tuesday, August 14, 2018**

*Transcript by*

*Noble Transcription Services*

*Murrieta, CA*

LAURA CASERTANO: I want to welcome everyone to today's "State Occupational Licensing

Grantee Orientation webinar." And I'm going to turn things over to our moderator today, Pam Frugoli. She's the national program office liaison federal project officer with the U.S. Department of Labor Employment and Training Administration. Pam, take it away.

PAMELA FRUGOLI: Thank you very much. I want to welcome everyone today. And thank you for joining us for this orientation to the state occupational licensing grants. We're excited to welcome new states to this effort to address occupational licensing barriers to entry and portability.

I am Pam Frugoli. I've been at the Employment and Training Administration for close to 20 years and working on labor market and occupational information, so I work on O\*NET online – for those of you who may be familiar – CareerOneStop and related websites.

That work has also become very involved in the world of workforce credentials, including occupational licenses. We'll explain more about how we got involved in this project.

I would also like to introduce our grant officer for the project, Melissa Abdullah. Would you like to say a few words?

MELISSA ABDULLAH: Sure. Hi, everyone. Congratulations on getting your grant award. I'm the grant officer. And I've been with ETA Office of Grants Management for about 15 years and as a grant officer for the last four years. I work in the discretionary programs unit and work with programs such as this, workforce data quality, apprenticeship, reentry – a whole long list of stuff. And the role of the grant officer is to oversee the competition, the competitive aspects of this grant, and I'm the selecting official. And then post award, I approve modifications and all that stuff. All right?

MS. FRUGOLI: Yes. Great. And also with us, is Mike DeMale, who is a federal project officer for another national occupational license grant focused on addressing barriers for transitioning service members and Veterans. You want to say a few words – how long would've been at ETA and where you work?

MIKE DEMALE: Sure. Thanks, Pam. Yes. So again, I'd like to congratulate everybody for their award. I know we're really, really looking forward to working with all of you.

So as Pam mentioned, my name is Mike DeMale. I'm a workforce analyst with the Employment and Training Administration Office of Workforce Investment. I'm serving as a federal project officer for one of the association grants. And I'll be supporting the rest of the team and all of you going forward. So thank you. I'm looking forward to getting started.

MS. FRUGOLI: Great. And then I believe a number of our federal project officers in the regions were able to join us. This chart just shows you which states are with which federal project officer. I'm sure you've already been in contact with them. But I wanted to make sure you had their e-mail information and ours as well. These are your main points of contact. These regional federal project officers are your main points of contact with the Department of Labor on these grants, and they're located out in the various DOL regional office headquarters, where three of us here are in the National Office in Washington, DC.

I do want to reiterate that this webinar will be recorded and available for subsequent viewing within this Workforce GPS platform. So anyone who could not join today – either an FPO or someone from the states – we'll be able to see in here all of this content later on. And if you wanted to see it again for some reason, you can do that too. And also, if you find out later that you've added someone to the project or wish you had invited someone to hear this material, you will be able to share that link to the recorded webinar with them, and they can listen to whenever it fits their schedule.

Our agenda today includes an overview of general information about this grant. And some of the context and history of this grant program as the overarching effort on occupational licensing started out in January of 2017. Some of this material may seem familiar to you if you've already consulted individually with your regional federal project officer – which I may also call FPO as one of our acronyms. But it's useful to review it with everyone all together on one call. So we're going to discuss project expectations, technical assistance resources available to you, go over the grant package materials and reporting requirements under the grants, and end with some time for questions.

OK. So the purpose of the occupational licensing grants is to provide funding to accomplish the following: to identify and address areas where occupational licensing requirements in the states create an unnecessary barrier to labor market entry and also to labor market mobility.

And also, there has been a particular focus on the impact of licensing requirements on dislocated or unemployed workers impacted primarily by whether they can move or not whether the credential's portable, transitioning service members trying to enter civilian employment and Veterans, military spouses because they move so frequently, and also persons with a criminal record.

And so Congress originally authorized funding in PY 2016 and then a second round of funding in PY 2017, which funded these grants that you have today. So with the first year of this funding, a single grant was awarded to the National Conference of State Legislatures in January of 2017. And they are working in partnership with the Council of State Governments and the National Governors Association. That grant runs through December 2019, so it's still current and active. And under this grant, the partners, together, are providing technical assistance to specific states, as well as conducting research to support all states in reviewing and reforming occupational licensing requirements.

And so they're convening a multistate consortium and providing support to that. And I'll talk some more about that in just a moment. And they're also conducting research on occupational licensing, including how it varies among states, how the requirements vary; what states are doing in this arena, like new legislation or new administrative changes, and developing that into useful technical assistance materials that are available online and to participating states.

And so in the second round of occupational licensing grants, we have funded additional states and, also, two association grants. So the National Conference of State Legislatures has gotten a second grant, and the Council of State Governments – a partner on the first grant – also has their own separate second grant. And we'll discuss that further in a moment, because they're offering resources to you grantees.

The original grant is working with an 11-state consortium. And you can see the states there. I'm not going to read them all out. But you'll note this current round, the grants that you are all on went to nine states. Three states are already in the existing consortium – Colorado, Nevada, and Kentucky.

And then six of you are brand-new states that are joining and submitted proposals that were successful. So I'm going to go into some more background on what those association grants are doing, because they are offering to work with and provide selected technical assistance to these six new states, as well. So I want to let you know about it so that you can decide if you want to join in that consortium.

I want to also emphasize you are welcome to join the consortium. I'll describe what that will offer you. But you're also free to work independently. So this slide – and just so you know, we included a number of web links in the slides, but they're also in the PDF of online resources that you can download in the file share so that you don't have to click through all the slides trying to find the links that you want. So we put them together.

And when those of you who read the funding opportunity announcement to write your application will observe that we named a number of resources from the original licensing grant in that funding opportunity announcement, but we're just repeating them here because they have been updating them and they've also been adding new things.

The first one is a state occupational licensing report that talks about what different states are doing and best practices, and sort of gives an overview of the field. They also have created a major national database consisting of over 30,000 data elements. But it's comparing selected licensing requirements across all 50 states for 34 license occupations that require less than a bachelor's degree.

They've also produced several briefing papers, webinars, and legislative tracking resources, so the licensing database and the legislative database are both shown in links there. And in addition, they're providing that intensive technical assistance to the 11 states currently in the consortium. That have grant is also focusing on four subpopulations – the dislocated, unemployed, and low-income workers; veterans and military spouses; people with criminal records. And that grant, also, was focusing on immigrants with work authorization.

Sometimes there are people who come to the United States with medical degrees, and it's often quite difficult to be able to work with a doctor. Sometimes they end up being nurses or not even in the field. So they're addressing that. And so each of those are papers that are currently on the website of the National Conference of State Legislatures. So that provides the information in case you're interested in focusing on any of those populations as part of your grant. And I know that some of you have selected one or more of those.

So this is just what the website is. The easiest way to find all of these things is just to go to ncsl.org/stateslicense. And as they post new things, they'll be on that website also. And as I mentioned, there's the handout. All the links are in the handout that you can download.

So I want to go into a little more description of the two new association grants because they're relevant to you. There's a second grant to the National Conference of State Legislatures and a separate one to the Council of State Governments. Both of those organizations are nonpartisan groups that work with state government entities on a wide range of policy issues.

And in their proposal – although they didn't name states – they said that they would provide technical assistance to new state grantees if you're interested. So I'm going to go over that a little, and then I'll provide you contact information so you can follow up.

So the National Conference of State Legislatures has a limited number of openings for grant partners' team members to attend a session this November in Clearwater, Florida. It's the National Occupational Licensing Learning Consortium meeting; so all of the existing 11 states are going to be participating in that.

They're inviting members of the new states to join. And they would also have a pre-conference session on the first day for the new states to help catch you up with the other states. And also, under the grant, they would be covering the travel and the hotel cost and the meal for your visit to this, so it's the flight and three nights of hotel.

And I want to point out that they have a limited number of slots. So the way it works out is if all of six of you new states sign up, then there will be about five slots per state. But if only four of you decide to participate, then there would probably be additional members from those four states that could join in the team. And these teams would be people in your state who have a stake in occupational licensing and are working on the project with you. It could be legislators, state staff from regulatory agencies, staff from actual licensing entities or boards, or other stakeholders that you would like to include in the team to work on this.

Again, it will be held in Florida in late November, so it gives you time to consider. You don't have to make a snap decision on the call today or anything like that. Make sure that I covered and that it's paid for. But you'll be able to get additional details. I'm just sort of introducing it to you so that you know that there are DOL grantees, as well, and that they're authorized to provide these services to you so you don't wonder about it.

So the Council of State Governments, they serve all three branches of state government as you notice in the name; NCSL serves legislatures. It's the only association that works with all three branches. They have a region-based forum that fosters exchange of insights and ideas to help officials shape policy. And they also host a national center on interstate compacts.

Interstate occupational licensing compacts is one of the ways to address portability of licenses, and so CSG has particular expertise in that area. And what they are offering is that they are saying that additional regulatory board members could join the learning consortium team. And I actually need to clarify with them if that might be actually additional members from all of the states, even the 11 that are in there.

And so they would be covering the cost for regulatory board members to attend the session in November and also a pre-session. So they would have a separate pre-session for newly engaged regulatory board members. And then together, they will be providing technical assistance to all states engaged in occupational licensing work on these grants.

They also are prepared to provide an opportunity for states to participate in up to three occupational license or compacts to guide you through what the steps are, who to contact, and how to go about that. Even if you want to create, perhaps, a new compact or explore that with a professional association, they have the expertise.

Just to summarize what's being offered: You can join the existing 11-state consortium of states that have been working on this since 2017. You can select a team that will travel to and participate in the next multistate occupational licensing consortium with that travel fully paid for by those grants. There will be a pre-session orientation to bring you up to speed. And you will have an opportunity to learn from each other and to learn, also, from states that have been working on this for like a year and a half.

And the grants also have a group of subject matter experts – specialists in occupational licensing or on issues for people with criminal records or for Veterans. And they may be able to bring those people into your state to speak or to give testimony or those staff from NCSL or CSG could do that. So there will be more details.

But they're offering quite a bit of assistance if you're interested. And if you want to know further information directly, you can contact Luke Martel – he's the acting director right now at National Conference of State Legislatures – and Elizabeth Whitehouse is at the Council of State Governments. And so I've given you their e-mail and phone numbers if you want to get additional details.

And I will also be sharing contact information so that – yes – and I am planning to attend the session in November as well. OK. One thing – so this grant program is really pretty new for us. You know we had that first grant with the association, but to actually work with states on this. So we just want to remind you that federal funds cannot be used for lobbying at either the state or federal level. And yet, we know that licensing is very related to legislation. So even though passage of legislation might be required to actually achieve the ultimate outcome of performing licensing in the state, it just can't be a required outcome of the grant.

But I also want to reassure you that if any legislation passes, well, the grant is in effect; we're not going to go after you or anything. That's great. It's just that you can conduct research and analysis on licensing legislation, regulations, or administrative procedures. You could prepare reports that could even be delivered to the legislature. You can draft sample legislative language. You can do stakeholder convening and consultations that would inform it. It's just really the lobbying for the actual passage of one bill or another that these funds can't be used for.

But it's also a good thing for you that you're not responsible for making that happen as a part of the grant, because you might not be able to do that. We know that state legislatures don't meet that often or for that long. And sometimes it takes several years for a piece of legislation to even come to consideration and get passed. So you're definitely working on all kinds of things related to licensing, but not lobbying. And legislation may pass. And you can report on it just to keep us informed that things have changed – the environment has changed in your state.

So your statement of work is – and I want you to know we use the acronym sometimes, SOW, if I say that. Or sometimes we even say sow like the pig – anyway, that's really the compass of your grant. And think of it as the travel guide. So you should review your statement of work. And I know when you submit a proposal, you're proposing what you're going to do. And then when you actually start doing it, things change or you flesh out more details, so that will be reflected in your work planning and your quarterly report.

But it's still good to read over what you started with, what you put in your technical proposal, in your abstract, or in your work plan and time line. And I know actually some of you have already submitted modifications, because you had mentioned the passage of legislation and we said, let's just make sure that we're all good and don't say that.

So it's good to develop in a separate tracking or project management plan to have in place to help you achieve the goals outlined in your statement of work so that your budget is aligned accordingly in case you do need to make changes – which Melissa's going to talk about in the very next slide, so turning it over to you, Melissa.

MS. ABDULLAH: Great. Thanks, Pam. So I'm going to go over some aspects of grants management that you'll be doing during your period of performance. And first off, you should have each received your grant package back in late June. And this is important paperwork to get you started.

And you should have already connected with your designated FPO. So what you received, your grant package included the 2018 grantee handbook. And this is a great resource for all our grantees. It gives you the rundown of how to manage an ETA competitive grant. So please take some time to read through this and familiarize yourself with this.

Another thing you received is the PMS letter or the payment management system letter. And I'll go over that in more detail shortly. And also, you received your grant agreement, which contains the notice of award or NOA and conditions of award. These conditions were specific to each grantee regarding specific criteria that was not fully met in the original grant application and it requires some revision of maybe just a clarification. There are your terms and conditions. And these are general – (technical difficulty).

It has your SF-424, which was the application for federal assistance; the SF-424A, which is budget information; your budget narrative; Pam just mentioned your statement of work, which comes from the project narrative of your application; and your negotiated indirect cost rate agreement or cost allocation plan, if applicable. So we'll go over some of these items in more detail in just a bit.

So in your award e-mail, each grantee should have received a letter providing important information on two systems that require a password and pin. The first is the payment management system, or PMS, which is how your access your funds. The second system is the online fiscal reporting system, and that's how you access the ETA form 9130. You can find the information and forms on the link on the slide.

Hopefully, you've gone through this process already and you've already received your passwords and pins, especially for the PMS system, because that's how you will be able to draw down your funds. These are very important – your passwords and pins – so please do not lose them. They're time consuming to replace and can cause delays in drawing down funds.

So the first page of your grant agreement is the notice of award. And this contains the project title, your grant awardee's identifying information, DOL identifying information – which is your agreement or grant number – the period of performance, the award amount, the uniform administrative requirements, cost principles, and audit requirements. And it has the signatures – my signature.

The state occupational licensing grants have a three-year period of performance. Keep in mind that it could be difficult to have a grant extended even if it's a no-cost extension. So please plan to conclude your grant at the end of the initial period of performance.

It's too early to talk about extensions now, but just keep your FPO informed of any challenges you may have during your period of performance that might cause you to request an extension later on in your grant period.

So when dealing with federal dollars, there are many regulations which must be adhered to. And this slide contains a few of those important regulations. I recommend each grantee – particularly the individual dealing with the grant's finances – become familiar with these regulations. The uniform administrative requirements, cost principles, and audit requirements were combined into one regulation called the uniform guidance. This can found at 2 CFR 200 with the exceptions for DOL at 2 CFR 2900.

The cost principles are a set of government-wide rules that are applied to all ETA grantees that define the conditions under which educational institutions, nonprofit organizations, and government agencies may charge costs within federally funded grants. These regulations provide guidance to help you determine whether specific planned expenditures are allowable, unallowable, or allowable with conditions.

The uniform administrative requirements set forth standards for obtaining consistency and uniformity across federal agencies in the administration of grants and agreements. The other requirements included in your award are the conditions of the award and are terms and conditions.

For grant modifications: A modification is a formal process used to make changes to your grant agreement if necessary and appropriate. Changes to the grant agreement may not be implemented until official written notification of approval is received from the grant officer. So there are things that require prior written approval, and those things for DOL are: addressing your conditions of award, budget transfers – which we have the 10 percent line item flexibility – which I'll talk about in a minute – equipment purchases, and changes to your approved statement of work.

Sometimes we run into some problems with modifications requests and that can include: lack of justification regarding why the change is proposed, lack of detail regarding the nature and substance of the request. If the request is not signed or submitted by the grant signatory for budget modifications, we find sometimes there are mathematical errors. So timeliness of submission – you got to make sure that you are making your request timely – and lack of response to request for additional information for clarification.

So please, please, please initiate contact with your regional FPO long before the formal grant modification request is submitted. Your FPO is there to help guide you through the modification process and answer any questions you may have.

For statement of work changes – if you're proposing those – you need to provide detailed justification regarding why the modification is needed and identifying the challenges and issues that led to the need for the modification. You should include a status of outputs and deliverables and what grant activities will take place to support those outputs and deliverables if the request is approved. It should include updated time line of grant activities that includes key activities and deliverables to be achieved for the time remaining in the grant if the modification is granted. And if these SOW changes are also going to need an updated budget and budget narrative, you should submit that with these as well.

For budget modifications, you should include an updated SF- 424A and matching budget narrative. Again, please be sure to clearly demonstrate how you're arriving at your line item totals and ensure that the mathematical calculations are correct.

Talking about the budget modifications and the 10 percent line item flexibility, here's an example. As I stated earlier, the budget modification is required if the grantee exceeds their budget line item flexibility. This means that if the cumulative amount of transfers of funds among direct cross categories exceeds or is expected to exceed 10 percent of the total budget as last approved, the grantee must submit a budget modification to their FPO to seek grant officer approval.

For instance, you'll see here that this grant award is a total of $935,000. The grantee originally moved some funds around, but the change was less than 10 percent of the total budget. You see there the changes were only $11,100. So for those changes, a budget modification was not required. Then you'll see probably a couple months later, the grantee then decided to make some more changes to their budget. This time the budget totaled $82,500. So if you total the Change 1 and Change 2 together, you'll see that they do exceed the 10 percent of the last approved budget.

So now the grantee will have to submit a budget modification for approval by the grant officer. And remember: When submitting the budget modification, it should be based on the last approved budget, so the documentation should reflect that last approved budget. It's recommended that you talk to your FPO on any changes you are planning to make to your budget so they can help determine if the budget mod is needed.

The process and required documentation for grant modifications – so you should discuss any and all proposed changes with your FPO in advance. Some modifications may take as long as a month or more to process, so you really do not want to wait to contact your FPO if you think any changes are going to be made. Be certain that you base your subsequent budget modification request on the latest approved budget, as I had just said. And also include the pertinent documents specific to the modification request.

Some of those documents required are: the cover letter from the grant signatory for budget mods in SF-424A and matching budget narrative for budget modification, bids for equipment purchases, information regarding procurement, and an updated time line for grant activities when appropriate. So once you've gathered all the modification documents, you can submit them to your FPO.

So now you're wondering what happens to my request once it's been submitted. Your FPO will review the request and provide concurrence. If you're regional FPO does not concur with your modification, he or she will work with you to see if the issue can be resolved. I've stated on the previous slide you can reduce the amount of time required to process your grant modification by starting the conversation early and sharing a draft with your FPO.

In some cases, your modification will require concurrence by the program office in the National Office. And this can further delay receipt of final approval. So for SOW changes and any conditions of award dealing with the SOW, those do require program office concurrence.

Your regional FPO will normally notify you if your grant modification will take longer than a month or so to process. Once your request is good to go, your FPO will submit the modification either to the regional grant officer or to the national grant officer for approval. After the grant officer approves any modifications, you'll receive the signed copy by e-mail.

And here's a number of trainings available on the grant process, some financial information, and on modifications. Please feel free to take advantage of these free resources. And they're all available on the web at WorkforceGPS.org.

There are a few reports that you're required to submit as part of your grant. This one is the financial report. And this is ETA-9130 that I talked about earlier. So 45 days at the end of each calendar year quarter, grantees must submit a financial report that includes any sub-award amount applicable. You must use DOL's online electronic reporting system.

And you can contact your FPO if you have specific questions regarding the financial report. You also have to submit performance reports within 45 days at the end of each calendar quarter. And you must submit a written narrative report using the template provided. At the end of your period of performance, you'll submit a final close-out report. I'm going turn it back over to Pam to talk about the performance report.

MS. FRUGOLI: Thank you, Melissa. OK. So the quarterly narrative performance report will have a suggested format. And it must be submitted in Word and include, of course, the grant type – so state occupational license grant – the grantee name, the grant number. Date it with the quarter end date. Provide contact information. And then put in the narrative. And then you would submit your narrative via e-mail to your regional FPO. And then they will check those over and forward those over to the national office.

The content requirements for a quarterly narrative performance report are just a summary of grant activities that occurred during that quarter, the status of deliverables or your progress toward them – because these grants are somewhat different – it's not like you're training a certain number of participants each quarter – your time line as you're getting more detailed for grant activities and deliverables – your plans – key issues or any technical assistance needs, best practices or success stories that you identify that you want to bring to our attention, and then any other pertinent or shareable information, especially with these grants because it doesn't have a sort of quarterly deliverable. It's just essential to document the progress of your project.

And it provides you with an opportunity to highlight things that we may actually want to share with other grantees. So it can include information on grant activities, partner activities, and the other things I mentioned about technical assistance needs or things like that. And they don't need to be lengthy reports by any means. Just let us know what you've been doing, anything that has been completed, and plans going forward or next steps.

And also, as you do, if you complete a report, you can submit that as a deliverable under the project. And in the quarterly narrative report, you can either mention it or provide a link to that report if it's posted online. So then the due dates – these are the reporting requirement due dates. We're doing it by calendar quarter here. You got the grant effective July 1st, so the first due date would be November 14th for you to report on the period of July 1st through September 30th. And we do realize this is the start-up quarter. But you can talk about what you're doing to get everything off the ground.

And I should note that if the due dates fall on a weekend, you're supposed to move it up to the Friday prior. So if it's a Saturday, move it up to Friday. And if it falls on a Sunday, move it up to Friday. So you move it up two days. But that doesn't occur – it turns out that November 14th this year is a Wednesday, so you're good. I haven't looked at the whole three years. I'll let you do that.

As some of you have already started doing or are working on, work with your federal project officer to address the conditions of award that you may have gotten in the grant. And start the work you need to do to pull in all the right partners to work on your project. But please consider joining the state occupational consortium and what it might offer you. And then let us know. Let your regional FPO know that you are going to join. And also you'll have to notify either NCSL or CSG. And we would also like to know here in the National Office. But the FPOs, the regional FPOs can send that to us.

Nothing was due today – no financial reports. The first things will be due November 14th. And is the narrative uploaded in the system? Or is it e-mailed to the FPO? I don't even know.

MS. ABDULLAH: Usually, e-mail.

MS. FRUGOLI: E-mailed. Yes. Good question. You can e-mail the narrative report in. And if you do have conditions of award – it said that we needed them within 30 days – but as long as you're working on it, you're fine.

Now, we've talked to you a lot and we've gotten some questions. But this is our chance to really discuss things and ask questions and answer questions. And we may not be able to answer everything, so we might have to take some under advisement. But go ahead and see, and we'll try our best. Thank you.

And I don't remember which states are on anymore. I believe at least one of the states in the current consortium is on the call, so you might want to ask questions about that too – about what their experience has been in the current consortium. And we're doing that through the chat. So just type your question into the chat. Only the financial report is put into the PMS system. No other reports are uploaded; is that correct?

MS. ABDULLAH: I believe so. Yeah. But the financial report is different than the PMS system. The PMS system is how you access your funds. And the financial report is the ETA-9130, which is DOL's financial reporting system.

MS. FRUGOLI: Right. So that's a good point. There's two separate systems. One, is where you get your money, draw it down. And one is where you submit your report. But they're separate systems. So you can ask questions either about grants, finances, or about the work itself – anything you want to ask. And you can also – if you think of things later, you can e-mail your FPO and they can e-mail us. That's fine too. We're going to give you a minute.

Like I said, I will notify both National Conference of State Legislatures and the Council of State Governments on which states have gotten grants. And perhaps they might have a fax sheet or something to send out. I see someone is typing a question. So we will wait. The original states had to actually apply to NCSL to be in the consortium. But since you applied to DOL, then it's already set that they will offer you the assistance. Well, that was just a thank you. We appreciate it. We tried. Yes. It's confirming the narrative report is e-mailed.

So we also, since we do have some time, I just wanted to mention that we did have actually a separate funding opportunity announcement focusing on Veterans, because it's very – and transition service members, because it's some very specific issues. But I know that Kentucky I believe is on the call today. And so that other grant was awarded to the Kentucky Science and Technology Consortium.

But working with the office of regulation in Kentucky – I'm sorry, I'm not remembering the name correctly – and also with the University of Louisville, the Kentucky State Community and Technical College System, because it turns out that the big issue for Veterans is getting appropriate credit for the training they got in the military.

Like, say you're a military medic and you're transitioning. You want to be either an EMT or a paramedic. You know, you don't – licensing board has often sort of said, oh, well, just take the civilian training. And it's like, no. I already know how to do 90 percent of it. So they have to get appropriate credit. But often maybe it's a six-course program. So they'll give you credit for one of those courses. And then they'll say, well, you've got partial credit towards three courses, so we're going to make you take them over.

The idea is to develop a bridge curriculum, but take all the pieces of the three courses where you have partial credit, develop a single course, perhaps, to bridge that gap, and then let a Veteran complete just like the final two capstone courses. So that project is also starting up. And as we get deliverables or learn things from that, we can also share that with all of the grantees who are working on occupational licensing, because I know Veterans and transitioning service members are a focus for all of you as well.

But that one's also just kicking off just like you are. So we don't have that information to report yet. But there is that report from the National Conference of State Legislatures on Veterans and transitioning service members and also unmilitary spouses. We're also doing another outreach effort around military spouses, because they've faced particular problems when they are moving from state to state, which they have to do frequently. So we'll be sharing those resources probably on a future call.

I don't see any more questions coming in. I don't want to cut anyone off. I mean, we're still here after the webinar ends, and we're available via e-mail. Also, your first point of contact is always your regional federal project officer.

OK? Last call for questions. Thank you all. Sorry we can't actually talk. We're here. But we're glad you joined us today. Thank you.

(END)