



# 2025 NSTC Workforce Awards Program

Frequently Asked Questions (FAQ)

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## Revision History

Date	Author	Version	Change
7/18/2025	Program Staff	1.0	Initial questions
7/25/2025	Program Staff	2.0	Added questions

ID	Category	Question	Response
LEAD-1	Lead Applicant Eligibility	My organization received a Workforce Partner Alliance 2024 award. Are we eligible to apply to this funding opportunity?	2024 Workforce Partner Alliance awardees are NOT eligible for the 2025 Workforce Awards Program.
LEAD-2	Lead Applicant Eligibility	Are tribal governments and tribal businesses eligible to apply to this funding opportunity?	Yes.
LEAD-3	Lead Applicant Eligibility	Do NSTC Core members by definition automatically qualify to apply for an award? Or is there a separate assessment?	NSTC members must go through the same application process as non-members.
LEAD-4	Lead Applicant Eligibility	Can the applicant be one institution, or is a consortia required?	Single party applicants are acceptable.
LEAD-5	Lead Applicant Eligibility	Does NSTC prefer academia to lead proposals? Will they welcome from other entities (with same level of preference)?	There is no specific preference for academia-led proposals. However, the applicant organization must meet basic eligibility criteria for this funding opportunity (see Section 3.1 Eligible Applicants), must be an NSTC member or committed to becoming an NSTC member by time of Award, and must have capacity for and relevant experience with the work as outlined in the CFP.
LEAD-6	Lead Applicant Eligibility	We are an academic institution. Would we have an advantage if we applied with one or more other academic institutions?	Applications will be judged based on the merit review and selection criteria outlined in the CFP. There is no specific criteria related to the number of partners included on the proposal. However, the organization's ability to form meaningful partnerships and collaborations which result in increased participation, de-duplication of programs and activities, and scalable and sustainable solutions will be considered in merit reviews.

ID	Category	Question	Response
LEAD-7 (Added 7/25)	Lead Applicant Eligibility	Is the participation of Federally Funded Research and Development Centers (FFRDCs) in this award program limited in any way?	<p>Federally Funded Research and Development Centers (FFRDCs) may participate in awards as subawardees or contractors, to the extent allowed by law, based on the unique and specific needs of the project. Proposers must identify the FFRDC(s) in their proposal and provide documentation attached to the required letter of commitment establishing that FFRDC subawardees and contractors are able to participate in the proposed work, including:</p> <ul style="list-style-type: none"> <li>- Documentation demonstrating that the proposed work does not compete with the private sector; and</li> <li>- Documentation from the FFRDC's sponsoring institution citing the FFRDC's eligibility to participate in competitive government funding opportunities; the FFRDC's compliance with the sponsor agreement; and confirmation from the sponsoring agency that they can receive Federal funds from Natcast.</li> </ul>
LEAD-8 (Added 7/25)	Lead Applicant Eligibility	Can the lead applicant organization be a non-training provider who offers technology or other business services that support training programs?	Any entity that meets the eligibility criteria in the CFP can serve as the lead applicant as long as the proposed project being coordinated meets the objectives described in the CFP. The primary use of funds awarded under this CFP should be to provide education or training programs, products, activities, or additional support services designed to prepare, encourage, motivate, or enable individuals to obtain the skills or credentials required for, to enhance access to, or promote jobs offered by one or more semiconductor industry employers. This program specifically focuses on closing workforce and skills gaps in the United States for researchers, engineers, and technicians involved in semiconductor design, manufacturing, and production. Projects must improve access to jobs or skills across U.S. semiconductor manufacturing, design, or production; demonstrate alignment with industry needs; and meet the workforce demand of semiconductor employers.

ID	Category	Question	Response
LIMI-1	Submission Limits	The 2025 NSTC Workforce Awards Program Call for Proposals states that only one proposal per lead applicant will be accepted. Does the limit of one per lead applicant apply to the Submission Intent Form as well as the Full Proposal? Or is a lead applicant allowed to submit more than one Submission Intent?	Only one proposal per lead applicant will be accepted. The underlying principle of the single proposal rule is to foster a unified effort among the various departments, programs, and sites within the system to present the most compelling proposal. For the purposes of this CFP, Natcast defines a single applicant by its Unique Entity Identifier (UEI) number. Although it is technically possible for multiple entities with separate UEI numbers from the same system to submit individual proposals, such a practice is discouraged.
LIMI-2	Submission Limits	If a postsecondary system or board is planning to apply on behalf of a college/university in that system, does this count as the one proposal per lead applicant, or can other colleges/universities within that system still apply?	Only one proposal per lead applicant will be accepted. The underlying principle of the single proposal rule is to foster a unified effort among the various departments, programs, and sites within the system to present the most compelling proposal. For the purposes of this CFP, Natcast defines a single applicant by its Unique Entity Identifier (UEI) number. Although it is technically possible for multiple entities with separate UEI numbers from the same system to submit individual proposals, such a practice is discouraged.

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LIMI-3	Submission Limits	My organization is planning to apply through a fiscal sponsor, can organizations with the same fiscal sponsor still apply?	The same fiscal sponsor can sponsor multiple awards, but only one proposal per lead applicant will be accepted. The underlying principle of the single proposal rule is to foster a unified effort among the various departments, programs, and sites within the system to present the most compelling proposal. For the purposes of this CFP, Natcast defines a single applicant by its Unique Entity Identifier (UEI) number. Although it is technically possible for multiple entities with separate UEI numbers from the same system to submit individual proposals, such a practice is discouraged.
LIMI-4	Submission Limits	How many submissions will move to the full application stage?	All eligible, complete and conforming applications will be forwarded to the next stage of review.
LIMI-5	Submission Limits	Can an academic institution be a member of more than one consortium, i.e. more than on one application?	An academic institution or other eligible organization can only be the lead applicant for one proposal. However, the same organization can be included as a subawardee on other proposals.
LIMI-6	Submission Limits	Is there any limit to including co-principal investigators in a single proposal?	Proposals may identify individual team members as project PIs. Co-PIs may be proposed, with no more than two Co-PIs recommended per proposal. Please note that PIs are not the same as Lead Applicants, which are identified at the organizational level.
LIMI-7 (Added 7/25)	Submission Limits	Is there a limit to how many projects can be included in a single proposal? Project PIs? Key personnel?	A single proposal may include multiple activities, each representing a distinct workforce solution aimed at addressing a critical need in the U.S. semiconductor industry. This allows applicants to bundle complementary efforts under one proposal while maintaining clarity around the goals, tasks, outcomes, and budgets of each individual workforce solution. While there is no specified limit to the number of activities, PIs, or key personnel that can be included in a single proposal, proposals must demonstrate a coherent

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			and compelling overall strategy that shows the activities collectively advance the goals of the proposal.
PROG-1	Program Scope	Does the program support workforce development efforts at both the engineering and technician levels, or is it primarily focused on four-year and advanced degree pathways?	This program will specifically focus on closing workforce and skills gaps in the United States for researchers, engineers, and technicians involved in semiconductor design, manufacturing, and production. All referenced program types referenced in the question would be eligible for this program.
PROG-2	Program Scope	How will the number of people being trained be scored? Is there a minimum number required?	Natcast will select a portfolio of proposals based on scale of potential impact. This includes the expected number of participants to be served by the proposed project and the number of credentials awarded or individuals placed in jobs in the semiconductor industry.
PROG-3	Program Scope	Does Natcast have an official definition of "classroom" training? Is virtual training eligible for funding?	Both virtual and hybrid programs are eligible to apply for funding.
PROG-4	Program Scope	Are there any primary programming areas or target populations for this CFP?	This program will specifically focus on closing workforce and skills gaps in the United States for researchers, engineers, and technicians involved in semiconductor design, manufacturing, and production.
PROG-5	Program Scope	Are any job families earmarked for priority focus? Alternatively, are any job families specifically deprioritized?	This program will specifically focus on closing workforce and skills gaps in the United States for researchers, engineers, and technicians involved in semiconductor design, manufacturing, and production.

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PROG-6	Program Scope	Under "Finalist Selection Criteria," the CFP states, "Alignment with Workforce Ecosystem: Degree to which the proposed project aligns with the needs of the larger workforce ecosystem and de-duplicates efforts across the larger workforce ecosystem." Does this refer specifically to avoiding redundancy with existing federally funded programs, or is it intended to address other forms of duplication?	This refers to the duplication of efforts by any other entity, federally funded or not.
PROG-7	Program Scope	What credentials are considered acceptable or recognized in the context of "Industry-Recognized Credentials"? In the electronics or semiconductor sectors, credentialing may not be standardized.	According to USDOL Training and Employment Notice No. 25-19, an industry-recognized credential is either 1) developed and offered by, or endorsed by, a nationally- or regionally-recognized industry association or organization representing a sizeable portion of the industry sector, or 2) a credential that is sought or accepted by companies within the industry sector for purposes of hiring or recruitment, which may include credentials from vendors of certain products.
PROG-8	Program Scope	Do you have a list of technical training providers that offer the credentialing?	No.
PROG-9	Program Scope	Does the scope of the Workforce Awards program include emerging technology areas like quantum, neuromorphic, or wide-bandgap semiconductors, or is the focus strictly on traditional silicon manufacturing?	Yes, the scope includes emerging semiconductor technology areas.
PROG-10	Program Scope	Must training programs provide high school or college level credits, or can these programs be non-credit programs aligned with industry certifications?	Non-credit programs are also eligible to apply for this opportunity.

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PROG-11	Program Scope	Are applications focused on a particular US region preferred? Or are programs implemented across the US preferred?	Natcast encourages a wide range of workforce solution providers to apply for this program. Because of the variety of workforce needs within the semiconductor industry, Natcast is seeking proposals that are aligned with the demonstrated needs of one or more industry employers and provide evidence of an employer's or multiple employers' commitment(s) to support the project. Programs may focus on a single region, multiple regions, or nationally.
PROG-12 (Added 7/25)	Program Scope	Are there limitations on who can participate in the programs funded through this Award?	No, Natcast does not limit participants in the Award-funded programs.
PROG-13 (Added 7/25)	Program Scope	Are technical areas in semiconductors other than manufacturing equally eligible for this program?	Yes, as long as the proposal aligns with the criteria outlined in the CFP.



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PROG-14 (Added 7/25)	Program Scope	Is the awards program focused specifically on technicians? Does the Workforce Awards Program support workforce development efforts at both the engineering and technician levels, or is it primarily focused on four-year and advanced degree pathways?	Through the 2025 Workforce Awards Program, Natcast seeks to invest in semiconductor industry-related training and educational supports for American workers. This program will specifically focus on closing workforce and skills gaps in the United States for researchers, engineers, and technicians involved in semiconductor design, manufacturing, and production.
PROG-15 (Added 7/25)	Program Scope	Will the size of the award (\$2M vs \$0.5M) impact the probability of success?	No. Please see the full CFP for further detail regarding eligibility, merit review, and selection factors.
PROG-16 (Added 7/25)	Program Scope	How are opportunities for enhanced public-private or academic-industry collaboration viewed within the scope of this CFP? For example, our strength is collaborating with the local community college and K-12 STEM teachers. Beyond these, should we focus on any other specific area?	Full proposals will be evaluated, in part, on their workforce ecosystem alignment. Natcast values the ability to form meaningful partnerships and collaborations which result in increased participation, de-duplication of programs and activities, and scalable and sustainable solutions.

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PROG-17 (Added 7/25)	Program Scope	Can we focus our program on supporting an individual demographic group, such as women, people of color, veterans, or people of a certain age?	Natcast, as a recipient of federal funding itself, cannot fund programs that would select participants in a way that would be considered 'unlawful discrimination' by federal laws, rules, or regulations. Proposals targeted at certain groups (i.e., participants of a certain age, veteran status, etc.) are not categorically excluded, but must otherwise comply with the federal government's most current non-discrimination guidance.
PROG-18 (Added 7/25)	Program Scope	If the employer in a proposal only has a relatively small to mid-size workforce demand, will that employer be given less consideration for the award?	While there is no minimum threshold on workforce demand, finalists will be assessed using criteria including: <ul style="list-style-type: none"> <li>• Alignment with Industry: Degree to which the proposed project aligns with industry needs.</li> <li>• Alignment with Employer Demand: Degree to which the proposed project meets the workforce demand of semiconductor employers.</li> <li>• Alignment with Workforce Ecosystem: Degree to which the proposed project aligns with the needs of the larger workforce ecosystem and de-duplicates efforts across the larger workforce ecosystem.</li> <li>• Leveraged Funding Strategies: Degree to which the proposed project has a strategy to leverage funding from external stakeholders or the applicant organization.</li> <li>• Scale of Potential Impact: The expected number of participants to be served by the proposed project and the number of credentials awarded or individuals placed in jobs in the semiconductor industry.</li> </ul>

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PROG-19 (Added 7/25)	Program Scope	Is there a benchmark starting salary or projected increase in lifetime earnings that programs should target?	No, there is not a specific universal benchmark. Intent forms should describe the targeted geographic region(s), including relevant information on semiconductor employer(s) and which semiconductor employer needs will be addressed through the execution of the proposed programs. Applicants should provide evidence-based insights into the labor landscape of the semiconductor industry in the designated geographic region.

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MATU-1	Program Maturity Level	For the maturity levels, is degree of impact defined?	<p>Program maturity is defined in the following way for each of the four levels:</p> <p>1) Novel innovator or designer: A new program design, concept, or limited pilot. Program lacks significant history, if any, but shows promising signs of benefit based on stakeholder input, regional conditions, or other criteria.</p> <p>2) Early market incubator or developer: Existing program that operates on a small scale such as a single employer and single training provider with a small number of participants per year. The program has a limited history, but some evidence of stakeholder engagement including employers and participants.</p> <p>3) Late market leader and implementer: Existing program that operates at a moderate level of impact. Program has a few years of history, a selection or network of stakeholders, and a track record of participant completions.</p> <p>4) Market leader or accelerator: Program has a high degree of past success. Program likely has existing stakeholder networks such as major employer investment, strong advisory board, formalized agreements, and significant track record of participant completion and job placement.</p>

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MATU-2	Program Maturity Level	Are you expecting a range of awards from new to very mature projects? Or do you see this as more focused on existing more mature projects vs new efforts? What are the chances for an incubation startup that is already getting momentum with an employer, but has not launched or proven anything as of yet?	Through this program, Natcast aims to support a range of organizations working to meet the workforce needs of semiconductor employers through education, training, and retraining opportunities. Natcast encourages a wide range of workforce solution providers to apply for this program, including the operators of established programs with track records of success seeking to scale, growing programs seeking to expand or realign, and new programs that meet a previously unaddressed need or opportunity. All entities providing semiconductor-related education or training programs, products, or activities developed to prepare, encourage, motivate, or enable individuals to obtain the skills or credentials required for or enhance access to semiconductor jobs offered by one or more employers are encouraged to apply.
MATU-3 (Added 7/25)	Program Maturity Level	Will you have a preference for programs for certain maturity levels like "late market" and "market leader" or are you preferring to seed new ideas?	Through this program, Natcast aims to support a range of organizations working to meet the workforce needs of semiconductor employers through education, training, and retraining opportunities. There is no preference for a particular program maturity level. Programs will be judged based on the selection criteria listed in the CFP.
MATU-4 (Added 7/25)	Program Maturity Level	For maturity level determination, if we are adopting a proven program for the semiconductor specific content, would that be a mature or new determination? What if the program was successfully executed in another country and we plan to adapt and relaunch it in the US?	When selecting maturity level, applicants should assess multiple elements including the maturity of the organization(s) offering the workforce solution(s) as well as the evidence base behind the solution(s). For example, does the lead organization have all of the necessary infrastructure in place to offer the workforce solution(s)? Does the organization have a history of offering similar activities? What is the strength and extent of the evidence base behind the specific solution(s) being offered? Applications should be clear in their rationale for determining program maturity level.

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SUBA-1	Subawardees and Contractors	Are organizations that submit a proposal eligible to be subawardees on another organization's proposal?	The same organization can submit a proposal as a lead applicant, and also be listed as a subawardee on another proposal.
SUBA-2	Subawardees and Contractors	Can an institution be a subawardee or contractor on more than one proposal?	A subawardee or contractor may be included in more than one proposal.
SUBA-3	Subawardees and Contractors	Can a subawardee on an award from the Workforce Partner Alliance 2024 program apply as a lead applicant in 2025?	Subawardees from the Workforce Partner Alliance 2024 award can apply as a lead applicant in 2025.
SUBA-4	Subawardees and Contractors	Are there limitations on the number of proposals that an entity can be a sub-awardee / partner / contractor on?	No.
SUBA-5	Subawardees and Contractors	If an institution is a subawardee on more than one proposal, is there a limit to a faculty member being named as a co-PI in multiple proposals?	No.
SUBA-6	Subawardees and Contractors	Is it mandatory for a proposal to include at least one subawardee or contractor?	It is not required for every proposal to have subawardees or contractors.
SUBA-7	Subawardees and Contractors	What is the difference between a subawardee and contractor?	Please see Attachment 1 in the CFP, which goes over subawardee vs. contractor guidelines.
SUBA-8	Subawardees and Contractors	Are non-US based entities eligible to be subawardees or contractors?	Subawardees must be eligible to become NSTC Members (refer to NSTC Membership eligibility) like lead applicants. However, contractors may be non-US based entities, provided they are not a foreign entity of concern.
SUBA-9 (Added 7/25)	Subawardees and Contractors	Can 2024 Workforce Partner Alliance awardees be subawardees on another lead applicant's proposal for the 2025 Awards Program?	Yes.

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SUBA-10 (Added 7/25)	Subawardees and Contractors	Do all subawardees need to be named at the time of proposal submission?	Subawardees do not need to be final on the Submission Intent Form. However, subawardees must be named and final on the Full Proposal submission.
SUBA-11 (Added 7/25)	Subawardees and Contractors	Can subawardees be non-US companies?	Subawardees must be eligible to become NSTC Members. This does not exclude all non-American companies, but it will exclude some. Go to <a href="https://natcast.org/nstcmembership">https://natcast.org/nstcmembership</a> to learn more about member eligibility.
FUND-1	Eligible Use of Funds	If awarded, can we use funds to pay for NSTC membership fees?	Awarded funds may NOT be used to cover NSTC membership fees.
FUND-2	Eligible Use of Funds	Are award funds allowed to be used for scholarship aid/tuition for technicians enrolling in a training program at a college?	Award funds may be used for aid/tuition for technicians, but proof of payment will be required during the period of performance.
FUND-3	Eligible Use of Funds	Are there any restrictions on the percentage of the budget that can be allocated to technology development vs. direct training services?	There is no set requirement on how a budget proposal is allocated.
FUND-4	Eligible Use of Funds	Is faculty time, such as summer salary—an allowable cost within the budget? If so, are there specific guidelines on the level or type of instructional or administrative involvement that qualifies?	The primary use of funds awarded under this CFP should be to provide education or training programs, products, activities, or additional support services designed to prepare, encourage, motivate, or enable individuals to obtain the skills or credentials required for, to enhance access to, or promote jobs offered by one or more semiconductor industry employers. This is an allowable cost if it is required for the program.

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FUND-5	Eligible Use of Funds	Is it allowable to allocate a portion of the award budget to support paid internships and provide relocation stipends for program participants who must move to access training or work-based learning opportunities?	Award funds may be used for participant support such as stipends or paid internships, but proof of payment will be required during the period of performance.
FUND-6 (Added 7/25)	Eligible Use of Funds	We received multiple questions about eligible uses of funds, budget allocations, and which types of projects would be competitive for this funding opportunity.	<p>The primary use of funds awarded under this CFP should be to provide education or training programs, products, activities, or additional support services designed to prepare, encourage, motivate, or enable individuals to obtain the skills or credentials required for, to enhance access to, or promote jobs offered by one or more semiconductor industry employers. This program specifically focuses on closing workforce and skills gaps in the United States for researchers, engineers, and technicians involved in semiconductor design, manufacturing, and production. Projects must improve access to jobs or skills across U.S. semiconductor manufacturing, design, or production; demonstrate alignment with industry needs; and meet the workforce demand of semiconductor employers.</p> <p>There is no set requirement on how a budget proposal is allocated, with the exception that proposals must include a minimum of 10% of the project costs as funded by an external source of funds or the applicant organization to be considered for this opportunity.</p> <p>Ineligible uses of funds under this proposal include:</p> <ul style="list-style-type: none"> <li>• Advocacy, lobbying, or any political activity</li> <li>• NSTC membership fees</li> <li>• Using award funds to acquire or lease real property</li> <li>• Using award funds to engage in construction</li> <li>• Development and training of the construction workforce required for the building of semiconductor facilities. This exclusion encompasses all forms of financial outlay related to the preparation, education, or skill enhancement aimed at constructing semiconductor facilities</li> <li>• Funding “equity” actions, initiatives, or programs</li> <li>• Product development or commercialization</li> </ul>



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			<ul style="list-style-type: none"> <li>• Stock buybacks or dividends</li> <li>• Personal expenses, entertainment, or fines (unless Natcast provides prior written approval)</li> <li>• Alcohol</li> <li>• Adding profit margin or additional fees to the costs</li> <li>• Illegal activities</li> </ul>
FUND-7 (Added 7/25)	Eligible Use of Funds	How is construction defined? Do upgrades to existing facilities count?	Upgrades to fixtures, buildings, and building systems are considered construction and are not eligible uses of funds. Purchases of movable equipment or machinery do not count as construction.
FUND-8 (Added 7/25)	Eligible Use of Funds	How does Natcast assess impact for proposals where the technology serves as the backbone rather than delivering direct training? Is impact tied solely to participant outcomes or also to improvements in system performance, data quality, or reach? Can funds be used to pay for technology infrastructure, such as software development, cloud services, or user interface design?	The Workforce Awards Program specifically focuses on closing workforce and skills gaps in the United States for researchers, engineers, and technicians involved in semiconductor design, manufacturing, and production. Projects must improve access to jobs or skills across U.S. semiconductor manufacturing, design, or production; demonstrate alignment with industry needs; and meet the workforce demand of semiconductor employers. The primary use of funds awarded under this CFP should be to provide education or training programs, products, activities, or additional support services designed to prepare, encourage, motivate, or enable individuals to obtain the skills or credentials required for, to enhance access to, or promote jobs offered by one or more semiconductor industry employers. This funding opportunity is not designed with the purpose of developing or procuring commercial products, however, funds may be used for these purposes if it is aligned with the mission of the program.

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FINA-1	Finance	Can funding be spent on the acquisition of equipment needed for hands-on training?	Yes, funding can be spent on the acquisition of equipment necessary for the program, but it is considered government funded equipment (GFE) and must follow all applicable rules in 2 CFR 200.1. Natcast will require support for the cost estimate proposed and information necessary for the required tracking of GFE.
FINA-2	Finance	Are program implementers allowed to charge registration or participation fees to individuals enrolling in funded training programs, even if those programs are fully supported by Natcast funds?	Eligible programs may charge participants fees and/or tuition.
FINA-3	Finance	Is there a maximum hourly rate for training?	No there is no maximum hourly rate for training.
FINA-4	Finance	Is there a restriction on asking potential contractors (not subawardees) for estimates to include in the application budget?	There is no limit on asking potential contractors for estimates.
FINA-5 (Added 7/25)	Finance	Does the cost listed on the proposal overview have to be the exact amount in the final proposal if you are invited to submit?	The proposed award amount submitted in the Full Proposal can be different from the proposed award amount submitted in the Submission Intent Form.
FINA-6 (Added 7/25)	Finance	The full proposal requires submission of audited financial statements. We are a small business, so we don't have our books audited by an outside organization. What can we submit instead?	A signed CPA review will suffice if audited financial statements are not available. Please note that all awardees and subawardees are subject to a potential governmental audit, so proposers should be able to defend their costs in the event of an audit.
FINA-7 (Added 7/25)	Finance	Are there restrictions on the percentage of the grant that can be allocated to a subawardee?	No.

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LEVE-1	Leveraged Funding	The leveraged funding requirement states that a "minimum of 10% of the cost of the project be funded by external sources or the applicant organization." Can the 10% of the cost be from donated equipment?	Yes. Equipment donations can count toward the 10% match if: <ul style="list-style-type: none"> <li>• The equipment is donated to the project and used for authorized purposes.</li> <li>• Its value is established at fair market value (FMV) using industry-recognized valuation techniques.</li> <li>• The donation is not counted toward another federal program.</li> <li>• The donation is documented and verifiable.</li> </ul>
LEVE-2 (Added 7/25)	Leveraged Funding	Is the total project budget inclusive of the 10% leveraged funding requirement, or is the match additive? In other words, if requesting the maximum \$2M award, does the total project cost need to be \$2M (including match) or \$2.2M (\$2M award + 10%)?	The total project budget should be inclusive of the leveraged funding requirement. However, the amount requested in the proposal should only reflect the amount being sought in this funding opportunity. For example, if the project costs \$2.2 million and 10% is covered by leveraged funding, the budget should total \$2.2 million and show that \$200,000 is being covered by leveraged funding. In this example, the amount requested on the proposal should be \$2 million, which is the project cost excluding the leveraged funds. This is because part of the project is being paid by another source.
LEVE-3 (Added 7/25)	Leveraged Funding	As a university, can we use a 10% reduction in overhead cost in place of 10% cost sharing?	The project budget template should show the total cost of the project and the amount covered by leveraged funding .
LEVE-4 (Added 7/25)	Leveraged Funding	What level of commitment is required from leveraged funding sources at time of submission? Is a signed letter of support sufficient?	In the Submission Intent Form, describe the level of commitment that has been secured to date. In the Full Proposal, applicants must provide documentation verifying the specific amount committed.

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LEGA-1	Legal	Will awards be subject to 2 CFR 200 uniform guidance requirements?	Some, but not all, sections of 2 CFR 200 apply to federal funds provided under these Awards. This will require a case-by-case review of the specific project and its intended uses of federal funds.
LEGA-2	Legal	Could you provide examples or a clear summary of what qualifies as a "foreign entity of concern"?	Foreign entities of concern are defined at 15 U.S.C. § 4651(8) and 15 C.F.R. § 231.104. One example of a foreign entity of concern would be a foreign entity that is subject to the jurisdiction of a foreign country of concern, as defined by 15 U.S.C. § 4651(7) and 15 C.F.R. § 231.102. As of July 16, 2025, foreign countries of concern include the Democratic People's Republic of North Korea; the People's Republic of China; the Russian Federation; and the Islamic Republic of Iran.
LEGA-3 (Added 7/25)	Legal	How do intellectual property rights work in the Workforce Award Program? Will the Awardee retain intellectual property rights?	Natcast differentiates between intellectual property (IP) that was developed prior to and separately from the Award program, and intellectual property created during the course of the Award program using Award funding. The awardee retains ownership of both types of IP. However, for IP that is created during the course of the Award program and using Award funding, Natcast and the federal government will receive broad use licenses that allow Natcast to further its mission through the NSTC and its NSTC Membership program. This license is a condition of the funding provided to Award programs.

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LEGA-4 (Added 7/25)	Legal	Is our use of the intellectual property generated during the course of the Award program restricted in any way after the Award period of performance is over?	No, the awardee retains ownership of the intellectual property (IP). The Award Agreement provides Natcast and the federal government with rights to use and distribute the IP, but does not restrict your ability to do the same.
LEGA-5 (Added 7/25)	Legal	As a nonprofit, our sustainability plan includes offering our semiconductor industry training at a reasonable fee to make it affordable and accessible to people in rural and/or underserved areas. If our nonprofit receives funding or support through the NSTC Workforce Awards Program, would we be expected to share our curriculum enhancements and related resources with NSTC members? Would NSTC members have the right to offer our training curriculum without compensating our nonprofit?	<p>Natcast differentiates between intellectual property (IP) that was developed prior to and separately from the Award program, and intellectual property created during the course of the Award program using Award funding. The awardee retains ownership of both types of IP. However, for IP that is created during the course of the Award program and using Award funding, Natcast and the federal government will receive broad use licenses that allow Natcast to further its mission through the NSTC and its NSTC Membership program. This license is a condition of the funding provided to Award programs.</p> <p>One of the goals of Natcast's Award programs is to generate a usable library of workforce resources for its NSTC Members, which would include Awardees. As a result, the curriculum developed using Natcast Award funds must be available to NSTC Members and the NSTC to further this mission. Awards are not intended to fund development of commercial products (see Section 3.2 Ineligible Uses of Funds).</p>

ID	Category	Question	Response
LEGA-6 (Added 7/25)	Legal	Can future Federal policies have an impact on this funding opportunity? If awarded, can our grant be cancelled due to future Federal policies or legislation?	As a recipient of federal funding, Natcast is required to abide by federal laws, regulations and guidance surrounding the use of federal funds. The Call for Proposals, the selection process, and the Awards themselves are all subject to these laws, regulations, and guidelines. The Department of Commerce retains ultimate authority over the use of Natcast funding through its Award programs.
SHAR-1	Creation of Shared Resources	For the creation of shareable resources, can you provide examples of the kinds of resources you are looking for?	Applicants should clearly identify any resources that will be generated for reuse without restriction by other NSTC members or Natcast, or otherwise be made available through Natcast's digital resource library, to assist organizations with capacity building or understanding best practices in workforce development as a result of the proposed initiative. Examples of shared resources include, but are not limited to, recruitment materials, curriculum, videos, case studies, impact reports, or other educational materials.
SHAR-2	Creation of Shared Resources	How should awardees distinguish between internal-only reporting and materials that may be shared with external stakeholders?	Shareable resources should be clearly marked as such when submitted to Natcast. Shareable materials will be defined as deliverables within the Award Agreement signed between Natcast and awardees.

ID	Category	Question	Response
SHAR-3	Creation of Shared Resources	Can cost share partners or co-developers (e.g. equipment manufacturers, chemical suppliers, or training partners like UL or SEMI) include their logos on deliverables developed under a Natcast-funded project and shared via the WCoE Digital Resource Library? If so, are there any limitations on size, placement, or number of logos allowed?	Special considerations related to shareable resources should be noted in the description of the shareable resource provided in the application. These could include considerations such as an applicant's requirement that their logo be printed on shareable resources, the applicant's anticipated format of shareable resources, or known restrictions related to IP to be generated by the project. Restrictions and/or requirements related to shareable resources will be defined and included in the terms of Award Agreements executed between Awardees and Natcast. Applicants may identify IP to be generated by the project that they prefer to maintain ownership of, but selected projects are also required to produce resources for inclusion in the WCoE's digital resource library for reuse without restriction by NSTC Members and Natcast to build their capacity to support workforce programs and advance their workforce initiatives. The ability of the project to produce valuable shareable resources that could be leveraged by other semiconductor workforce stakeholders and Natcast will be considered as a part of merit reviews.

ID	Category	Question	Response
SHAR-4 (Added 7/25)	Creation of Shared Resources	How are shareable resources defined? Would open-source tools, case studies, or best practice guides meet this requirement?	Shareable resources are defined as any resources that will be generated using the Award funding for reuse without restriction by other NSTC members or Natcast or otherwise be made available through Natcast's digital resource library, to assist organizations with capacity building or understanding best practices in workforce development as a result of the proposed initiative. This can include things like open-source tools, case studies, and best practice guides.



ID	Category	Question	Response
SHAR-5 (Added 7/25)	Creation of Shared Resources	Which file formats can be uploaded to the digital resource library?	<p>Documents .doc, .docm, .docx, .dot, .dotx .odt, .ott</p> <p>Spreadsheets .xls, .xlsm, .xlsx, .xltx .ods, .ots</p> <p>Presentations .ppt, .pptm, .pptx, .potx .odp, .otp</p> <p>Images Standard: .jpg, .jpeg, .jfif, .png, .gif, .tiff, .bmp, .webp, .heic, .heif</p> <p>RAW formats: .arw, .cr2, .crw, .dcr, .dng, .erf, .k25, .kdc, .mrw, .nef, .orf, .pef, .raf, .raw, .sr2, .srf, .x3f</p> <p>Audio .aac, .amr, .flac, .m4a, .mp3, .wav, .weba, .wma</p> <p>Video .mp4, .mov, .webm, .ogg, .mpeg, .avi</p> <p>Archives .zip, .rar, .tar, .bz2, .gz, .7z</p> <p>Code /Plain text .json, .sql, .html, .txt, .csv</p> <p>Other .pdf, .msg, .pub, .ics</p> <p>Visio: .vsd, .vss, .vst, .vsdx, .vssx, .vstx</p>
REPO-1	Reporting	Will Natcast provide a standardized reporting system or platform for awardees to use for quarterly and final reports, or are awardees expected to develop and maintain their own reporting processes?	Yes, Natcast will provide a system for quarterly reporting.

ID	Category	Question	Response
REPO-2	Reporting	Will any of the reporting data be made publicly available by Natcast (e.g., participant outcomes, employer engagement, lessons learned)?	Aggregate performance data may be made publicly available about the progress and impact of Natcast funded programs.
REPO-3 (Added 7/25)	Reporting	Could Natcast provide more detail on the specific performance metrics and KPIs that awardees will be required to report?	Specific performance metrics will be determined during the award agreement negotiation phase and agreed upon by both parties.
REPO-4 (Added 7/25)	Reporting	Are there any technical specifications, formats, or data schemas that awardees must comply with when submitting performance data (e.g., Excel templates, APIs, databases)?	Awardees will be required to enter performance data directly into an online data system provided by Natcast.
REPO-5 (Added 7/25)	Reporting	Is there any guidance on data privacy, security, and storage requirements for sensitive participant data that must be collected and reported?	Awardees are responsible for ensuring that they are compliant with all state and federal data privacy laws, regulations, and guidance in collecting participant data in the course of their programs and disclosing these collection activities to their own participants.
LETT-1	Letter of Support/Commitment	Is a letter of support and/or a financial contribution sufficient to satisfy the requirement, or are you looking for more significant employer involvement in the actual project/programming?	All Letters of Support or Commitment should provide a description of all aspects of the proposed relationship between the applicant and employer as it relates to the execution of the proposed project. Letters must also address any numerical training/interview/hiring commitments from the employer, a description of how successful implementation of this project would positively affect the employer's workforce, and any committed funding support.
LETT-2	Letter of Support/Commitment	What do I submit for the Employer Letter if the applicant organization is the employer?	If the lead applicant is the employer, please submit a letter of support or commitment from a member of the company's leadership.
LETT-3	Letter of Support/Commitment	Can the applicant organization also serve as the committed partner in the letter of commitment, considering our active membership in the NSTC and our good standing?	If the lead applicant is the semiconductor employer for the project, please submit a letter of support or commitment from a member of the company's leadership.

ID	Category	Question	Response
LETT-4	Letter of Support/Commitment	Will Natcast provide any "speed" rounds to meet potential "employer" organizations?	No.
LETT-5	Letter of Support/Commitment	For the purposes of Employer Letter(s) of Support or Commitment, a semiconductor industry employer is defined as a private sector company that is directly involved in the design, manufacturing, or production of microelectronics or equipment used to produce microelectronic components. May other members of the semiconductor workforce ecosystem be included in training, and if so how far down the value chain?	Other members of the ecosystem may be included in training, but at least one letter of support or commitment must come from a semiconductor industry employer as defined in the CFP.
LETT-6 (Added 7/25)	Letter of Support/Commitment	We have received multiple questions asking whether a particular organization meets the criteria for a Letter of Commitment or Support.	At least one letter of commitment or support must be from a semiconductor industry employer. A semiconductor industry employer is defined as a private sector company that is directly involved in the design, manufacturing, or production of microelectronics or equipment used to produce microelectronic components. It does not include other members of the semiconductor workforce ecosystem, such as training providers, academic institutions, consulting firms, non-profit organizations, or investment firms. Supply chain companies are also not considered semiconductor industry employers. However, additional letters of support or commitment beyond at least one from a semiconductor industry employer are encouraged.
LETT-7 (Added 7/25)	Letter of Support/Commitment	Is there a specific unit or role/title within the endorsing employer(s) that should issue the employer letter of commitment?	Letters of Support or Commitment must be signed by an individual with authority to legally bind the organization to its statement.

ID	Category	Question	Response
LETT-8 (Added 7/25)	Letter of Support/Commitment	Are letters of support from government legislators encouraged?	"Additional letters of support or commitment, beyond the employer Letter of Support or Commitment submitted during the Submission Intent Form phase and any applicable letters of Support or Commitment from Subawardees, are not required but are strongly encouraged. Letters of support or commitment must address the level of participation, qualifications of the personnel who will be actively involved, and how successful completion of this project would positively affect their profession or community. Letters must be signed by an individual with authority to legally bind the organization to its support. Letters of support or commitment must also specify any leveraged funding, including the specific services and/or products to be used in the project.
LETT-9 (Added 7/25)	Letter of Support/Commitment	Regarding the definition of private sector employer, can you please clarify what is intended by "microelectronics"?	This funding opportunity refers to microelectronics as integrated electronic devices and systems generally manufactured using semiconductor-based materials and related processing. Such devices and systems include analog and digital electronics, power electronics, optics and photonics, and micromechanics for memory, processing, sensing, and communications applications.
MEMB-1	Membership	Do subawardees need to be NSTC members?	Subawardees do not need to be NSTC members at the time of application but must become NSTC members at the time of Award.
MEMB-2 (Added 7/25)	Membership	If the proposal includes multiple organizations, do all the organizations need to be members at the time of the award or does only the lead organization need to be a member?	The lead organization applicant and all subawardees must be NSTC members at the time of the award.
MEMB-3 (Added 7/25)	Membership	Can you explain how the NSTC membership requirement applies to state university systems?	Each university campus within a state university system must have its own separate membership to the NSTC in order to receive funding.

ID	Category	Question	Response
FEED-1	Proposal Feedback	We applied last year and our application was declined. Can we receive feedback on this previous proposal as we prepare to submit a proposal for 2025?	Applicants were invited to request feedback on their proposals last year. However, the period for requesting feedback on 2024 awards has since closed.
FEED-2	Proposal Feedback	Is there any possibility of receiving feedback or an invitation to submit a full proposal before the stated September deadline?	No.
TECH-1	Technical	Is a recording of the webinar on 7/9/2025 available?	A recording of the webinar is available on our website here: <a href="https://natcast.org/workforce/2025-nstc-workforce-awards-program">https://natcast.org/workforce/2025-nstc-workforce-awards-program</a>
TECH-2	Technical	Is the application editable after submission, or are changes restricted once submitted?	Submitted applications are final and may not be edited.
TECH-3	Technical	To ensure alignment with expectations, what are the usual page limit guidelines for proposals typically submitted?	Each question on the application includes a word limit, to help provide clear guidelines.
TECH-4	Technical	Where is the intent form located?	You can access the Submission Intent Form in the online application portal here: <a href="https://natcast.secure-platform.com/workforce/solicitations/102012/home">https://natcast.secure-platform.com/workforce/solicitations/102012/home</a>
TECH-5 (Added 7/25)	Technical	In previous Natcast submissions, we were able to have the PI create the application then add additional collaborators. This allowed the Authorized Organization Representative to submit the application when it was ready. Would it be possible to add this feature?	The ability to manage collaborators has been added to the online application. To access this, please go into the online application and click on "Manage Collaborators."
TECH-6 (Added 7/25)	Technical	Is there any way to include images, graphics, figures, or tables in our application?	Images, graphics, figures, and tables cannot be embedded directly into the text fields of the submission form. However, applicants may upload supporting documentation as part of the Full Proposal. Any data or visual content that cannot be accommodated within the form fields should be included as an attachment.

ID	Category	Question	Response
TECH-7 (Added 7/25)	Technical	Does the intent form need to be submitted by an Authorized Organization Representative (AOR)?	All proposals, including Submission Intent Forms, must be submitted by an authorized representative who will complete the submission of documentation on behalf of the applicant.
TECH-8 (Added 7/25)	Technical	Is the application available for download or is it only accessible by filling it out?	A read-only copy of the application questions is available for download on our website at the link below. All applications must be submitted through the online portal. <a href="https://natcast.org/workforce/2025-nstc-workforce-awards-program">https://natcast.org/workforce/2025-nstc-workforce-awards-program</a>
TECH-9 (Added 7/25)	Technical	Given that this is a nascent initiative, what level of support and engagement can we expect from Natcast staff to help guide us through the application process?	Questions about the application process can be submitted to <a href="mailto:amplifier@natcast.org">amplifier@natcast.org</a> . Responses will be regularly added to this Frequently Asked Questions document available on our website.
TECH-10 (Added 7/25)	Technical	Does the NSTC have a contact person at the member companies/institutions that can help with proposal coordination?	To ensure a fair application process, the NSTC does not assist applicants in coordinating with member companies or institutions.
AREA-1 (Added 7/25)	Geographic Area Served	Does Natcast prefer to invest in regions different from those funded in the 2024 Workforce Partner Alliance Program?	Natcast will select proposals conditional on key Natcast priorities such as variety in awarded institution type (i.e. community colleges, research universities, other non-profits), variety in geographic regions served, availability of funding, ecosystem alignment, and similarity of scope within the portfolio (for a full list of factors to be considered, please see Section 5 of the CFP.)
AREA-2 (Added 7/25)	Geographic Area Served	Is there a preference for one award application per state?	Multiple applications from the same state may be submitted. Awards are not restricted to one per state.