

U.S. DEPARTMENT OF LABOR
Employment and Training Administration

**NOTICE OF AVAILABILITY OF FUNDS AND FUNDING OPPORTUNITY
ANNOUNCEMENT FOR: YOUNG ADULT REENTRY PARTNERSHIP (YARP)**

ANNOUNCEMENT TYPE: *Initial*

FUNDING OPPORTUNITY NUMBER: *FOA-ETA-20-05*

CATALOG OF FEDERAL DOMESTIC ASSISTANCE (CFDA) NUMBER: *17.270*

KEY DATES: *The closing date for receipt of applications under this Announcement is [insert date XX days after the date of publication on Grants.gov]. We must receive applications no later than 4:00:00 p.m. Eastern Time.*

ADDRESSES: *Address mailed applications to:*

*The U.S. Department of Labor
Employment and Training Administration, Office of Grants Management
Attention: Melissa Abdullah, Grant Officer
Reference FOA-ETA-20-05
200 Constitution Avenue, NW, Room N4716
Washington, D.C. 20210*

For complete application and submission information, including online application instructions, please refer to Section IV.

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

TABLE OF CONTENTS

EXECUTIVE SUMMARY.....	1
I. FUNDING OPPORTUNITY DESCRIPTION.....	2
A. PROGRAM PURPOSE.....	2
B. PROGRAM AUTHORITY.....	5
II. AWARD INFORMATION.....	5
A. AWARD TYPE AND AMOUNT.....	5
B. PERIOD OF PERFORMANCE.....	5
III. ELIGIBILITY INFORMATION.....	6
A. ELIGIBLE APPLICANTS.....	6
B. COST SHARING OR MATCHING.....	7
C. OTHER INFORMATION.....	7
1. Application Screening Criteria.....	7
2. Number of Applications Applicants May Submit.....	8
3. Eligible Participants.....	8
IV. APPLICATION AND SUBMISSION INFORMATION.....	9
A. HOW TO OBTAIN AN APPLICATION PACKAGE.....	9
B. CONTENT AND FORM OF APPLICATION SUBMISSION.....	10
1. SF-424, “Application for Federal Assistance”.....	10
2. Project Budget.....	12
3. Project Narrative.....	15
4. Attachments to the Project Narrative.....	25
C. SUBMISSION DATE, TIME, PROCESS, AND ADDRESS.....	28
1. Hardcopy Submission.....	28
2. Electronic Submission through Grants.gov.....	29
D. INTERGOVERNMENTAL REVIEW.....	32
E. FUNDING RESTRICTIONS.....	32
1. Indirect Costs.....	32
2. Salary and Bonus Limitations.....	33
3. Intellectual Property Rights.....	33
4. Use of Grant Funds for Participant Wages.....	34
F. OTHER SUBMISSION REQUIREMENTS.....	35
V. APPLICATION REVIEW INFORMATION.....	35
A. CRITERIA.....	35
B. REVIEW AND SELECTION PROCESS.....	37
1. Merit Review and Selection Process.....	37
2. Risk Review Process.....	37

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

VI. AWARD ADMINISTRATION INFORMATION.....40

 A. AWARD NOTICES.....40

 B. ADMINISTRATIVE AND NATIONAL POLICY REQUIREMENTS.....40

 1. Administrative Program Requirements.....40

 2. Other Legal Requirements.....41

 3. Other Administrative Standards and Provisions.....45

 4. Special Program Requirements.....45

 C. REPORTING.....46

 1. Quarterly Financial Reports.....46

 2. Quarterly Performance Reports.....46

 3. Quarterly Narrative Performance Reports.....47

VII. AGENCY CONTACTS.....47

VIII. OTHER INFORMATION.....47

 A. WEB-BASED RESOURCES.....47

 B. INDUSTRY COMPETENCY MODELS AND CAREER CLUSTERS.....47

 C. WORKFORCEGPS RESOURCES.....48

 D. SKILLSCOMMONS RESOURCES.....48

 E. PAST DOL EVALUATIONS AND EVIDENCE.....48

 F. DIRECTIONS FOR USING CENSUS DATA TO IDENTIFY HIGH-POVERTY
 AREA IN URBAN OR RURAL AREAS.....49

 G. DIRECTIONS FOR USING THE CENSUS DATA TO IDENTIFY POVERTY
 LEVEL OF INDIAN RESERVATIONS, OKLAHOMA TRIBAL STATISTICAL
 AREAS, NATIVE ALASKAN VILLAGES, OR NATIVE HAWAIIAN HOMELANDS 52

IX. OMB INFORMATION COLLECTION.....54

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

EXECUTIVE SUMMARY

The Employment and Training Administration (ETA), U.S. Department of Labor (DOL, or the Department, or we), announces the availability of approximately \$25,000,000 in grant funds authorized by the Department of Labor Appropriations Act, 2019 (Pub. L. 115-245), for ex-offender activities under Section 169 of the Workforce Innovation and Opportunity Act (WIOA) for Young Adult Reentry Partnership (YARP) projects, as part of the Reentry Employment Opportunities (REO) grant program.

This Funding Opportunity Announcement (FOA) provides community- or faith-based organizations with IRS 501(c)(3) non-profit status—including women’s and minority organizations and postsecondary educational institutions—and any Indian and Native American entity eligible for grants under section 166 of WIOA the opportunity to partner with community colleges and the criminal justice system to improve the employment outcomes for young adults who have been involved in the juvenile or adult criminal justice system. Applicants must be intermediary organizations that have sub-grantees, an affiliate network, or offices in at least three communities and across at least two states and that propose to serve at least three communities across at least two states for this project. Applicants, through their sub-grantees, must partner with at least one community college to provide education/credentialing in locally in-demand industries and occupations. Priority consideration will be given to applicants that identify serving communities in high-poverty and high-crime areas and that have at least one census tract in at least one of their sub-grantees’ target areas designated by the Secretary of Treasury as a qualified opportunity zone.

ETA plans to award approximately six grants of up to \$4,500,000 each. These grants will have a 42-month period of performance, including a period of up to six months for planning, at least 24 months of operation, and 12 months of follow-up services. Future funding opportunities will take into account grantee performance on this grant. These projects will serve young adults ages 18-24 years old who are currently or have previously been involved with the juvenile or adult criminal justice system or are high school dropouts, are low-income as defined under WIOA, and either reside in or are returning to the target area. As a result of these services, this initiative intends to protect community safety by ensuring these individuals involved in the criminal justice system:

- Become productive, responsible, and law-abiding members of society;
- Receive positive opportunities to engage in pro-social activities, such as employment and/or education;
- Maintain long-term financially sustaining employment;
- Sustain a stable residence; and
- Successfully address their substance abuse issues and mental health needs, as applicable, through partnerships with local programs.

Grants under this FOA must provide occupational training facilitated by a community college in locally in-demand industries, including but not limited to healthcare, information technology, and energy. Projected high-demand occupations include not only newly created jobs but also

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

consider the increasing demands in certain industry sectors due to the retirements of an aging workforce. There are many considerations beyond occupational projections for placing individuals in jobs, training, or select career pathways. These considerations include: educational attainment, aptitude and strengths, age, and the ability to support themselves or their family.

Applicants must ensure that sub-grantees consult with the state and local workforce boards and verify that the selected industry sector and high-growth jobs offer employment opportunities in their local communities. Applicants must also identify the specific career pathways/occupations within each sector for which participants will receive training. Applicants must ensure that the occupational training provided has no state or local licensing regulations that prevent individuals with criminal records from obtaining licenses in that career.

The Department is also interested in program models that provide work-based learning opportunities, which could include apprenticeships, and models that exhibit strong partnerships with employers. Under the June 15, 2017, Executive Order on Expanding Apprenticeships in America, it is the policy of the Federal Government to provide more affordable pathways to secure high-paying jobs by promoting apprenticeships and effective workforce development programs.

I. FUNDING OPPORTUNITY DESCRIPTION

The Department will competitively select applicants whose sub-grantees partner with community colleges to provide education and training to improve workforce outcomes for justice-involved young adults, the criminal justice system, and employers. Applicants must have a clear framework for delivering services and accomplishing performance outcomes identified by DOL. The Department encourages applicants to leverage evidence-based approaches in developing their proposals.

Applicants must provide a detailed description of the need for services in their target communities; how they plan to accomplish outcomes; their project design; past performance and programmatic capability; and their organizational, administrative, and fiscal capacity.

A. PROGRAM PURPOSE

This FOA solicits applications for Young Adult Reentry Partnership projects. The purpose of this program is to partner organizations that provide reentry services with community colleges to provide education and training services to improve the employment outcomes for young adults involved in the criminal justice system. Young adults served under this grant are between the ages of 18 and 24 and currently or previously have been involved in the juvenile or adult criminal justice system or are high school dropouts, are low-income as defined under WIOA, and either reside in or are returning to the targeted geographic area.

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

These projects ensure that young adults transitioning from the criminal justice system are prepared to meet the needs of their local labor markets with the skills required by employers. Applicants must establish a partnership with the criminal justice system. Applicants also must establish partnerships through their sub-grantees with community colleges that have designed their courses and career pathways/guided pathways program curricula to ensure relevance to the needs of local industries and jobs. Grantees must ensure that each sub-grantee budgets no more than 25 percent of their grant funds on community college capacity building to support innovative models of accelerated learning for the target population of this FOA. Applicants must include the amount of this expenditure in their budget. This 25 percent limitation can be used to provide allowable activities, such as those listed below. Applicants must ensure participants are provided comprehensive and personalized student support services and career guidance, which must include a Learning Plan. Additionally, applicants must include at least one of the below activities:

- Providing online and technology-based learning strategies where feasible to allow participants who may be on house arrest or have transportation limitations to participate;
- Providing competency-based assessments and training courses to recognize skills proficiency and attainment;
- Aligning education with industry-recognized stacked and latticed credentials on an in-demand career pathway;
- Supporting evidence-based remediation policies and practices; and
- Where possible, assessing credit for prior learning and awarding credits for prior learning.

NOTE: In order to focus grant funds on services that directly benefit participants, ETA expects grant budgets to limit community college adaptations or capacity building to 25 percent of the grant budget. However, ETA will consider higher percentages in cases where the applicant can demonstrate value to the target population through higher community college expenditures in these areas.

Grantees will provide reentry services and will spend at least 75 percent of grant funds (or, if the above 25 percent limit is increased, the entire remaining portion of the grant funds outside of the percentage spent on community college capacity building) to offer the following services:

- Job assistance services;
- Job preparatory experiences;
- Career exploration activities, which include information on barriers to employment and requirements for entering their occupation;
- Assistance with applying for financial aid for postsecondary education, particularly for programs of study leading to degrees;
- Tuition assistance, where financial aid is not available (see note below);
- Case management, including the development of an Individual Development Plan (IDP) that identifies strategies for achieving their employment goal, including overcoming barriers and acquiring supportive services;

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

- Legal services, such as record expungement, modifying child support arrears, or obtaining a state driver's license;
- Assistance with linking participants to the social services required to help participants transition back to their communities; and
- Providing 12 months of follow-up services.

Applicants must ensure that occupational training provided has no state or local licensing regulations that restrict individuals with criminal records from obtaining licenses in that career.

The opportunity to earn credentials in less than two years may be attractive for young adults who may be at risk, be out of school, or have some other barriers to employment, as well as for workers who are dislocated and need to gain skills to compete in the current labor market, even those who may already have a degree. Credentials such as certificates or certifications that can be earned in as little as six months to two years provide an alternative to lengthier and costlier undergraduate degrees. Providing individuals with opportunities to earn "credit for prior learning" is a strategy that recognizes past learning and experience, and accelerates the earning of meaningful credentials. Please refer to Training and Employment Guidance Letter (TEGL) 15-10 for additional information on the various types and characteristics of credentials. Well-paying jobs in high-demand industries generally require some form of post-secondary education or training, and the earnings gains that accompany postsecondary credentials are well established.¹

Teaching young adults involved in the criminal justice system the foundational skills, such as job readiness, employability, and job search strategies, in addition to providing work experiences and occupational training leading to industry-recognized credentials, can provide access to employment, including apprenticeships, and reduce the likelihood of reoffending.

NOTE: The Department expects that grantees will work with their sub-grantees to ensure that community college services are provided through Pell Grants or other financial assistance first and that grant funds should only be used for tuition costs, as needed, to cover any remaining costs of services where federal funding is not available. For more information on Pell Grants, see Volume 3 Chapter 3 of the 19-20 FSA Handbook, available at <https://ifap.ed.gov/sites/default/files/attachments/2019-10/1920FSAHbkVol3Ch3.pdf>.

All projects under this FOA must include the following grant activities and components:

- Employment-focused services which lead to hiring and must include a variety of the following approaches:
 - Occupational education leading to industry-recognized credentials;
 - Work-based learning, which could include apprenticeship; and
 - Work experience;
- Case management, including an individual development plan, assessments, and career exploration;

¹ <https://www.bls.gov/emp/chart-unemployment-earnings-education.htm>

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

- Documented strategies to address and overcome barriers;
- Legal services (such as record expungement, modifying child support arrears, or obtaining a state driver's license);
- Job placement assistance;
- Collaboration with agencies to provide supportive services, such as substance abuse and mental health treatment, healthcare, transportation, childcare, housing, legal aid, and other social services; and
- Assistance with securing identification, such as a driver's license and state-issued identification.

Grantees will be allowed to use up to 5 percent of their grant to provide housing, substance abuse, and mental health services for participants. However, grantees must submit a written policy on the use of these funds as a condition of award.

B. **PROGRAM AUTHORITY**

This program is authorized by the Department of Labor Appropriations Act, 2019 (Pub. L. 115-245), for ex-offender activities under Section 169 of WIOA.

II. **AWARD INFORMATION**

A. **AWARD TYPE AND AMOUNT**

Funding will be provided in the form of a grant.

We plan to award at least \$25,000,000 to fund approximately six grants. You may apply for up to \$4,500,000. Awards made under this FOA are subject to the availability of federal funds. In the event that additional funds become available, we reserve the right to use such funds to select additional grantees from applications submitted in response to this FOA.

Applicants must indicate the number of participants they propose to serve and the cost per participant required to meet the outcomes of their project. Applicants must select and identify in their application their intended sub-grantees. DOL does not require applicants to competitively select local sub-grantees. Applicants may, but are not required to, select their local offices, affiliates, or members to serve as one or more sub-grantees.

B. **PERIOD OF PERFORMANCE**

These grants have a 42-month period of performance, which includes up to six months of planning, a required 24-month period of employment and training services, and a required 12-

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

month period for follow-up services. Grantees must meet their enrollment goal, ensure that each participant receives the full menu of services within the period of operation, and be able to ensure that each participant receives the 12 months of follow-up services during the performance period of the grant. A minimum of 5 percent of total funds must be reserved for the 12-month follow-up period. The anticipated start date for these projects is July 1, 2020.

To ensure that grantees are prepared to begin program implementation, the Federal Project Officer (FPO) will review the completion of specific preliminary steps within the identified planning period of the grant. Grantees must complete these key preliminary steps during the planning period: hiring key staff (Director and Fiscal Manager), securing locations to house the program, finalizing sub-grant agreements, meeting with any additional partners identified in the application to solidify partnerships, and ensuring readiness for inputting data into the DOL Workforce Integrated Performance System (WIPS) and any DOL provided Case Management or Access Database system (if deemed applicable by DOL). The Department may subject grantees that do not meet these preliminary steps to corrective action. The application to the FOA serves as the Statement of Work for the grant.

III. **ELIGIBILITY INFORMATION**

A. **ELIGIBLE APPLICANTS**

All applicants must comply with the eligibility requirements below:

The following organizations are eligible to apply:

- All applicants must be community- or faith-based intermediary organizations (organizations that have sub-grantees, an affiliate network, or offices in at least three communities and across at least two states, and that propose to serve at least three communities across at least two states for this project), with IRS 501(c)(3) non-profit status (including women's and minority organizations and postsecondary education institutions), or any Indian and Native American entity eligible for grants under section 166 of WIOA that have a presence in at least three communities and across at least two states.
- Entities eligible for WIOA Section 166 grants include: Federally recognized Indian tribes; Tribal organizations as defined in 25 U.S.C. 450b; Alaska Native-controlled organizations; Native Hawaiian-controlled organizations; Indian-controlled organizations serving Indian and Native Americans (INA); a consortium of eligible entities that meet the legal requirements for a consortium as defined at 20 CFR 684.200(e); and State-recognized tribal organizations as defined in 20 CFR 684.200(g).

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

The Department requests applicants applying with IRS 501(c)(3) non-profit status submit verification of the non-profit status. If you have submitted this documentation previously in another application submission, please submit it again for this application. For applicants applying with IRS 501(c)(3) non-profit status that do not submit documentation of this status, the Department will check IRS data to ensure the applicant has this status.

Eligible applicants include current or former DOL grantees. New applicants that have not received previous DOL grants are also encouraged to apply.

B. **COST SHARING OR MATCHING**

This program does not require cost sharing or matching funds. Including such funds is not one of the application screening criteria and applications that include any form of cost sharing or match will not receive additional consideration during the review process. Instead, the agency considers any resources contributed to the project beyond the funds provided by the agency as leveraged resources. Section IV.B.2 provides more information on leveraged resources.

C. **OTHER INFORMATION**

1. **Application Screening Criteria**

You should use the checklist below as a guide when preparing your application package to ensure that the application has met all of the screening criteria. Note that this checklist is only an aid for applicants and should not be included in the application package. We urge you to use this checklist to ensure that your application contains all required items. If your application does not meet all of the screening criteria, it will not move forward through the merit review process.

Application Requirement	Instructions	Complete?
The deadline submission requirements are met	Section IV.C	
Eligibility	Section III.A	
If submitted through Grants.gov, the components of the application are saved in any of the specified formats and are not corrupt. (<i>We will attempt to open the document, but will not take any additional measures in the event of problems with opening.</i>)	Section IV.C.2	
Application federal funds request does not exceed the ceiling amount of \$4,500,000	Section II.A	

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

SAM Registration	Section IV.B.1	
SF-424, Application for Federal Assistance	Section IV.B.1	
SF-424 includes a DUNS Number	Section IV.B.1	
SF-424A, Budget Information Form	Section IV.B.2	
Budget Narrative	Section IV.B.2	
Project Narrative	Section IV.B.3	
MOUs or Letters of Commitment between the applicant and their sub-grantees	Section IV.B.3	

2. Number of Applications Applicants May Submit

We will consider only one application from each organization. If we receive multiple applications from the same organization, we will consider only the most recently received application that met the deadline. If the most recent application is disqualified for any reason, we will not replace it with an earlier application.

3. Eligible Participants

a) Participants Eligible to Receive Training

An individual is eligible to participate in a program funded through this FOA if that individual, on the date of enrollment (the date of enrollment is when the individual has gone through the application process, been accepted, and received confirmation that they will participate in the program):

- is at least 18 years and not older than 24 years of age;
- is a high school dropout* or currently involved or has been involved with the juvenile or adult criminal justice system, which includes:
 - currently or previously incarcerated;
 - under the supervision of the criminal justice system, either in out-of-home placements, on probation, or on parole;
 - under an alternative sentence by the criminal justice system; or
 - under a diversion program as an alternative to prosecution
- is low-income as defined by WIOA, Sec. 3(36)(A-B);
- is eligible to enroll in a community college;
- resides in or is returning to the targeted geographic area; and
- is eligible to work in the United States.

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

Note: Up to 10 percent of participants may reside outside the targeted geographic area.

*Not more than 10 percent of participants may be high school dropouts without being involved in the juvenile or adult criminal justice system.

Grantees have the discretion to enroll individuals convicted of violent offenses or sexual offenses and those assessed as high-risk of either offense. Grantees that choose to serve these populations must conduct a rigorous risk assessment of each participant assessing criminogenic need, (i.e., causing or likely to cause criminal behavior). Applicants proposing to serve these populations may adjust their outcomes accordingly; enrollment goals based on cost-per-participant may not be reduced. In all cases, grantees must have clear and consistent written enrollment policies that address program enrollment. Grantees must submit their written enrollment policies as a condition of award. More information on risk assessments can be found at <http://csgjusticecenter.org/reentry/the-reentry-and-employment-project/>, as well as in Section VIII, Part H of this FOA.

NOTE: Male participants are required to register for the Selective Service before participating in services. Grantees should determine eligibility of male participants by accessing the Selective Service System at <https://www.sss.gov/>. For additional guidance, including how this requirement applies to male participants incarcerated at the time of their 18th birthdays, please see TEGL 11-11. Change 2 clarifies the implementation of the Selective Service registration requirements of the Workforce Investment Act (WIA) of 1998 § 189(h) for grantees funded or authorized by Title I of WIA, located at https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=8779. This guidance applies to grants funded or authorized by WIOA.

b) **Veterans' Priority for Participants**

38 U.S.C. 4215 requires grantees to provide priority of service to veterans and spouses of certain veterans for the receipt of employment, training, and placement services in any job training program directly funded, in whole or in part, by DOL. The regulations implementing this priority of service are at 20 CFR Part 1010. In circumstances where a grant recipient must choose between two qualified candidates for a service, one of whom is a veteran or eligible spouse, the veterans' priority of service provisions require that the grant recipient give the veteran or eligible spouse priority of service by first providing him or her that service. To obtain priority of service, a veteran or spouse must meet the program's eligibility requirements. Grantees must comply with DOL guidance on veterans' priority. TEGL 10-09 (issued November 10, 2009) provides guidance on implementing priority of service for veterans and eligible spouses in all qualified job training programs funded in whole or in part by DOL. TEGL 10-09 is available at https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2816. This guidance applies to programs funded under WIOA. For additional information on veteran's priority of service and WIOA, please see TEGL 19-16. TEGL 19-16 is available at https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=3851.

IV. **APPLICATION AND SUBMISSION INFORMATION**

A. **HOW TO OBTAIN AN APPLICATION PACKAGE**

This FOA, found at www.Grants.gov and https://www.doleta.gov/grants/find_grants.cfm, contains all of the information and links to forms needed to apply for grant funding.

B. **CONTENT AND FORM OF APPLICATION SUBMISSION**

Applications submitted in response to this FOA must consist of four separate and distinct parts:

1. The SF-424 “Application for Federal Assistance”;
2. Project Budget, composed of the SF-424A and Budget Narrative;
3. Project Narrative; and
4. Attachments to the Project Narrative.

You must ensure that the funding amount requested is consistent across all parts and sub-parts of the application.

1. **SF-424, “Application for Federal Assistance”**

You must complete the SF-424, “Application for Federal Assistance” (available at <https://www.grants.gov/web/grants/forms/sf-424-family.html#sortby=1>).

- In the address field, fill out the nine-digit (plus hyphen) zip code. Nine-digit zip codes can be looked up on the USPS website at <https://tools.usps.com/go/ZipLookupAction!input.action>.
- The SF-424 must clearly identify the applicant and must be signed by an individual with authority to enter into a grant agreement. Upon confirmation of an award, the individual signing the SF-424 on behalf of the applicant is considered the Authorized Representative of the applicant. As stated in block 21 of the SF-424 form, the signature of the Authorized Representative on the SF-424 certifies that the organization is in compliance with the Assurances and Certifications form SF-424B (available at <https://www.grants.gov/web/grants/forms/sf-424-family.html#sortby=1>). You do not need to submit the SF-424B with the application.

In addition, subject to the provisions of the Religious Freedom Restoration Act (RFRA), 42 U.S.C. § 2000bb, the applicant’s Authorized Representative’s signature in block 21 of the SF-424 form constitutes assurance by the applicant of compliance with the following requirements

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

in accordance with the WIOA 188 rules issued by the Department at 29 CFR 38.25 which includes the following language:

As a condition to the award of financial assistance from the Department under Title I of WIOA, the grant applicant assures that it has the ability to comply fully with the nondiscrimination and equal opportunity provisions of the following laws: Section 188 of WIOA, which, as interpreted through Departmental regulations, prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, political affiliation or belief, and against beneficiaries on the basis of either citizenship status or participation in any WIOA Title I—financially assisted program or activity; Title VI of the Civil Rights Act of 1964, as amended, which prohibits discrimination on the bases of race, color and national origin; Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits discrimination against qualified individuals with disabilities; The Age Discrimination Act of 1975, as amended, which prohibits discrimination on the basis of age; and Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination on the basis of sex in educational programs.

The grant applicant also assures, subject to RFRA, that as a recipient of WIOA Title I financial assistance [as defined at 29 CFR 38.4(zz)], it will comply with 29 CFR part 38 and all other regulations implementing the laws listed above. This assurance applies to the grant applicant's operation of the WIOA Title I-financially assisted program or activity, and to all agreements the grant applicant makes to carry out the WIOA Title I-financially assisted program or activity. The grant applicant understands that the United States has the right to seek judicial enforcement of this assurance. Note that RFRA applies to all federal law and its implementation. If an applicant organization is a faith-based organization that makes hiring decisions on the basis of religious belief, it may be entitled to receive federal financial assistance under this grant solicitation and maintain that hiring practice. If a faith-based organization is awarded a grant, the organization will be provided with more information.

a) **Requirement for DUNS Number**

All applicants for federal grant and funding opportunities must have a DUNS number, and must supply their DUNS Number on the SF-424. The DUNS Number is a nine-digit identification number that uniquely identifies business entities. If you do not have a DUNS Number, you can get one for free through the D&B website <https://fedgov.dnb.com/webform/displayHomePage.do>.

Grant recipients authorized to make subawards must meet these requirements related to DUNS Numbers:

- Grant recipients must notify potential subawardees that no entity may receive a subaward unless the entity has provided its DUNS number.

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

- Grant recipients may not make a subaward to an entity unless the entity has provided its DUNS number.

(See Appendix A to 2 CFR Part 25.)

b) **Requirement for Registration with SAM**

Applicants must register with the System for Award Management (SAM) before submitting an application. Find instructions for registering with SAM at <https://www.sam.gov>.

A recipient must maintain an active SAM registration with current information at all times during which it has an active federal award or an application under consideration. To remain registered in the SAM database after the initial registration, the applicant is required to review and update the registration at least every 12 months from the date of initial registration or subsequently update its information in the SAM database to ensure it is current, accurate, and complete. For purposes of this paragraph, the applicant is the entity that meets the eligibility criteria and has the legal authority to apply and to receive the award. If an applicant has not fully complied with these requirements by the time the Grant Officer is ready to make a federal award, the Grant Officer may determine that the applicant is not qualified to receive a federal award and use that determination as a basis for making a federal award to another applicant.

2. **Project Budget**

You must complete the SF-424A Budget Information Form (available at <https://www.grants.gov/web/grants/forms/sf-424-family.html#sortby=1>). In preparing the Budget Information Form, you must provide a concise narrative explanation to support the budget request, explained in detail below.

a) **Budget Narrative**

The Budget Narrative must provide a description of costs associated with each line item on the SF-424A. The Budget Narrative should also include a section describing any leveraged resources provided (as applicable) to support grant activities. Leveraged resources are all resources, both cash and in-kind, in excess of this award. Valuation of leveraged resources follows the same requirements as match. Applicants are encouraged to leverage resources to increase stakeholder investment in the project and broaden the impact of the project itself. The budget narrative must demonstrate the cost-per-participant.

Up to 5 percent of grant funds may be used to provide emergency assistance for housing, substance abuse treatment, and mental health treatment for participants. Additionally, up to 1.5 percent of grant funds may be used for needs-related payments.

Each category should include the total cost for the period of performance. Use the following guidance for preparing the Budget Narrative.

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

Personnel: List all staff positions by title (both current and proposed) including the roles and responsibilities. For each position, give the annual salary, the percentage of time devoted to the project, and the amount of each position's salary funded by the grant.

Fringe Benefits: Provide a breakdown of the amounts and percentages that comprise fringe benefit costs such as health insurance, FICA, retirement, etc.

Travel: For grantee staff only, specify the purpose, number of staff traveling, mileage, per diem, estimated number of in-state and out-of-state trips, and other costs for each type of travel.

Equipment: Identify each item of equipment you expect to purchase that has an estimated acquisition cost of \$5,000 or more per unit (or if your capitalization level is less than \$5,000, use your capitalization level) and a useful lifetime of more than one year (see 2 CFR 200.33 for the definition of Equipment). List the item, quantity, and the unit cost per item.

Items with a unit cost of less than \$5,000 are supplies, not "equipment." In general, we do not permit the purchase of equipment during the last funded year of the grant.

Supplies: Identify categories of supplies (e.g., office supplies) in the detailed budget and list the item, quantity, and the unit cost per item. Supplies include all tangible personal property other than "equipment" (see 2 CFR 200.94 for the definition of Supplies).

Contractual: Under the Contractual line item, delineate contracts and subawards separately. Contracts are defined according to 2 CFR 200.22 as a legal instrument by which a non-federal entity purchases property or services needed to carry out the project or program under a federal award. A subaward, defined by 2 CFR 200.92, means an award provided by a pass-through entity to a subrecipient for the subrecipient to carry out part of a federal award received by the pass-through entity. It does not include payments to a contractor or payments to an individual that is a beneficiary of a federal program.

For each proposed contract and subaward, specify the purpose and activities to be provided, and the estimated cost.

Construction: Construction costs are not allowed and this line must be left as zero. Minor alterations to adjust an existing space for grant activities (such as a classroom alteration) may be allowable. We do not consider this as construction and you must show the costs on other appropriate lines such as Contractual.

Other: Provide clear and specific detail, including costs, for each item so that we are able to determine whether the costs are necessary, reasonable, and allocable. List items, such as stipends or incentives, not covered elsewhere.

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

Indirect Costs: If you include an amount for indirect costs (through a Negotiated Indirect Cost Rate Agreement or De Minimis) on the SF-424A budget form, then include one of the following:

a) If you have a Negotiated Indirect Cost Rate Agreement (NICRA), provide an explanation of how the indirect costs are calculated. This explanation should include which portion of each line item, along with the associated costs, are included in your cost allocation base. Also, provide a current version of the NICRA.

or

b) If you intend to claim indirect costs using the 10 percent de minimis rate, please confirm that your organization meets the requirements as described in 2 CFR 200.414(f). Clearly state that your organization has never received a Negotiated Indirect Cost Rate Agreement (NICRA), and your organization is not one described in 2 CFR 200, Appendix VII(D)(1)(b).

Applicants choosing to claim indirect costs using the de minimis rate must use Modified Total Direct Costs (see 2 CFR 200.68 below for definition) as their cost allocation base. Provide an explanation of which portion of each line item, along with the associated costs, are included in your cost allocation base. Note that there are various items not included in the calculation of Modified Total Direct Costs. See the definitions below to assist you in your calculation.

- **2 CFR 200.68 Modified Total Direct Cost (MTDC)** means all direct salaries and wages, applicable fringe benefits, materials and supplies, services, travel, and up to the first \$25,000 of each subaward (regardless of the period of performance of the subawards under the award). MTDC excludes equipment, capital expenditures, charges for patient care, rental costs, tuition remission, scholarships and fellowships, participant support costs and the portion of each subaward in excess of \$25,000. Other items may only be excluded when necessary to avoid a serious inequity in the distribution of indirect costs, and with the approval of the cognizant agency for indirect costs.

The definition of MTDC in 2 CFR 200.68 no longer allows for any sub-contracts to be included in the calculation. You will also note that participant support costs are not included in modified total direct cost. Participant support costs are defined below.

- **2 CFR 200.75 Participant Support Cost** means direct costs for items such as stipends or subsistence allowances, travel allowances, and registration fees paid to or on behalf of participants or trainees (but not employees) in connection with conferences or training projects.

See Section IV.B.4 and Section IV.E.1 for more information. Additionally, the following link contains information regarding the negotiation of Indirect Cost Rates at DOL:

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

<https://www.dol.gov/agencies/oasam/centers-offices/business-operations-center/cost-determination>.

Note that the SF-424, SF-424A, and Budget Narrative must include the entire federal grant amount requested (not just one year).

Do not show leveraged resources on the SF-424 and SF-424A. You should describe leveraged resources in the Budget Narrative.

Applicants should list the same requested federal grant amount on the SF-424, SF-424A, and Budget Narrative. If minor inconsistencies are found between the budget amounts specified on the SF-424, SF-424A, and the Budget Narrative, ETA will consider the SF-424 the official funding amount requested. However, if the amount specified on the SF-424 would render the application nonresponsive, the Grant Officer will use his or her discretion to determine whether the intended funding request (and match if applicable) is within the responsive range.

3. Project Narrative

The Project Narrative must demonstrate your capability to implement the grant project in accordance with the provisions of this FOA. It provides a comprehensive framework and description of all aspects of the proposed project. It must be succinct, self-explanatory, and well-organized so that reviewers can understand the proposed project.

The Project Narrative is limited to 25 double-spaced single-sided 8.5 x 11 inch pages with Times New Roman 12 point text font and 1-inch margins. You must number the Project Narrative beginning with page number 1.

We will not read or consider any materials beyond the specified page limit in the application review process.

The following instructions provide all of the information needed to complete the Project Narrative. Carefully read and consider each section, and include all required information in your Project Narrative. The agency will evaluate the Project Narrative using the evaluation criteria identified in Section V.A. You must use the same section headers identified below for each section of the Project Narrative.

a) Statement of Need (4 points)

Scoring under this criterion will be based on the extent to which the following factors are clearly and accurately addressed:

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

(I) Participants Served: Applicants must clearly indicate the number of participants that each sub-grantee will serve, as well as the total cumulative number of participants to be served by all sub-grantees combined, and demonstrate that there is a sufficient pool of eligible potential participants in the target areas to recruit into the program and providing evidence to support the number of proposed participants in each sub-grantee target area to be served. **(2 points)**

(ii) Selected Occupational Education Programs: Applicants must identify and fully describe the need for the selected occupational training program(s) in the area(s) to be served and identify the source of this information, such as Workforce Development Boards (WDBs), business/industry groups, or labor market projections. **(2 points)**

b) Performance Strategies (20 points)

Applicants must identify the outcomes they expect to accomplish by the end of the grant and explain their strategy for meeting the outcomes below and how they will track the performance data. Please note that applicants will be held to outcomes provided, and failure to meet those outcomes may result in technical assistance or other intervention by ETA, and may also have a significant impact on decisions about future grants with ETA. Applicants must include the following in the Project Narrative:

(i) Outcomes Strategies: Grant applicants must describe their strategies for meeting their identified outcomes and striving to reach the highest level of performance for the WIOA primary indicators and achieving the REO-specific measure outlined below, and explain how the strength of their proposed strategies will ensure that the highest level of performance would be achieved. Strategies are to be specific, quantifiable statements and clearly linked to each WIOA primary indicator of performance and REO-specific measure. Applicants should draw on evidence-based practices for serving youth involved in the criminal justice system in developing their application. **(10 points)**

(ii) Tracking Measures: Applicants must fully describe the system they will use to track and report the stated outcomes pre- and post-release, particularly follow-up services, including how they will co-enroll participants in WIOA if applicable. DOL encourages grantees to use technology for coordinated services with the public workforce system, including existing state case management systems. **(6 points)**

(III) Recidivism: Applicants must fully describe their plan to track and report recidivism data. **(4 points)**

The Department expects grantees to track and report on five of the six primary indicators of performance as listed in WIOA section 116(b)(2)(A)(i-ii), as well as an REO-specific measure. As part of their data collection, all REO grantees are directed to request participants' social security numbers (SSNs). However, while REO grantees are required to request participants' SSNs, participants cannot be denied services if they choose not to disclose.

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

WIOA Primary Indicators of Performance

Grantees must report on five of the six WIOA primary indicators of performance.

These indicators are:

- i) Education & Employment Rate – Second Quarter After Exit
- ii) Education & Employment Rate – Fourth Quarter After Exit
- iii) Median Earnings – Second Quarter After Exit
- iv) Credential Attainment
- v) Measurable Skill Gains

Additional information for the methodology of calculating these performance indicators can be found in TEGL 10-16, Change 1: “Performance Accountability Guidance for Workforce Innovation and Opportunity Act (WIOA) Title I, Title II, Title III and Title IV Core Programs,” found at https://wdr.doleta.gov/directives/corr_doc.cfm?docn=3255.

The Department will use the data reported for the WIOA indicators as baseline information, except for the credential attainment measure, for which there is a specific goal, described below. The other four WIOA indicators do not have established goals at this time; however, the Department may determine goals for the WIOA indicators post-award.

REO-Specific Measure and Goals

As described above, ETA is setting a program goal for REO grantees for the Credential Attainment WIOA indicator. The goal for this indicator is 60 percent.

Grantees are also expected to track, report, and meet the recidivism rate: The percentage of participants who were in or returning from an adult correctional facility prior to enrolling in the program and have been convicted of a new criminal offense committed within 12 months of their release from the correctional facility. Grantees have until the end of the grant period of performance to achieve this measure. **The goal for this measure is lower than the recidivism rate in the state in which the grantee is operating.**

c) Project Design (22 points)

Scoring under this criterion will be based on the extent to which the following factors are clearly and accurately addressed:

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

(I) Educational Opportunities in Community College Institutions: Applicants must fully describe their program model, including how they will provide relevant education and training to participants and the use of innovative models of accelerated learning for the target population. Applicants must describe how they will ensure participants are provided comprehensive and personalized student support services and career guidance, including a required Learning Plan. Applicants must also ensure that at least one of the following services will be incorporated:

- Providing online and technology-based learning strategies where feasible to allow participants who may be on house arrest or have transportation limitations to participate;
- Providing competency-based assessments and training courses to recognize skills proficiency and attainment;
- Aligning education with industry-recognized stacked and latticed credentials on an in-demand career pathway;
- Supporting evidence-based remediation policies and practices; and
- Where possible, assessing credit for prior learning and awarding credits for prior learning. **(2 points)**

(ii) Approaches and Methods: Applicants must outline the documented strategy that will be used to address and overcome barriers. Outline the approaches and methods that will be used to implement the program and explain their integration into the program model, as well as the milestones showing the achievement of major tasks and outcomes within the 42-month grant period. Justify the proposed approaches and state the reason for their selection rather than other approaches. Describe how such methods will lead to the stated outcomes. While budgeting for this work, note that up to 5 percent of grant funds may be used to provide emergency assistance for housing, substance abuse treatment, and mental health treatment for participants. However, grantees must submit a written policy on the use of these funds as a condition of award. Up to 1.5 percent may be used for needs-related payments. **(2 points)**

(i) Project Timelines: Applicants must identify reasonable timelines for completion of work and describe how the applicant will support and assist its sub-grantees to achieve the overarching work plan to implement this grant. **(2 points)**

(ii) Planning Phase: Applicants must clearly describe a plan to meet the preliminary steps to be completed during the planning phase: hiring key staff (Director, Fiscal Manager); securing locations to house the skills training; finalizing sub-grantee agreements; meeting with required partners and any additional partners identified in the application to solidify partnerships; and ensuring readiness for inputting data into the DOL Workforce Integrated Performance system (WIPS) and any DOL provided Case Management or Access Database system (if deemed applicable by DOL) and assist sub-grantees to meet these preliminary steps. **(2 points)**

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

(iii) Work Plan: Applicants must provide, as an attachment to the Project Narrative, a detailed narrative description of the proposed plan for accomplishing the work (the work plan) describing how the project will operate throughout the funding period, as well as a graphic illustration, such as a Gantt chart or a flow chart (as described in Section IV.B.4.b(6)), showing how the applicant will successfully achieve outcomes. Include in the work plan: 1) all functions, activities or major tasks and the assignment of responsibilities for those major tasks identified in the application; 2) factors that might accelerate or delay the work and how the applicant will address such factors amid program operations; and 3) any potential barriers with a description of how the project will overcome these barriers. Applicants must clearly identify the roles and responsibilities of both the applicant and all sub-grantees. NOTE: The Work Plan must be included as an attachment and will not be counted against the page limit for the project narrative. **(4 points)**

(iv) Employment-focused Services: Employment-focused services must be included in the project design and must span throughout the participant's participation in the program. Applicants must identify the employment-focused service(s) that will be incorporated in your program model including at least one of the following approaches: occupational education leading to industry-recognized credentials, apprenticeship, work-based learning or work-experience. Applicants must ensure that the skills training provided has no state or local licensing regulations that prohibit individuals with criminal records from obtaining a license in that career. Applicants must identify and provide a persuasive explanation of how their approach will lead to improved employment outcomes for program participants. **(6 points)**

(v) Case Management and Legal Services: Case management and legal services are fundamental services that are essential in all reentry programs. Both of these types of services must begin at the time of enrollment and continue throughout the participant's participation in the program, including the follow-up period, and must be consistent with the regulations and guidance under WIOA. Applicants must fully describe how they will ensure that sub-grantees provide case management and legal services. Specifically, applicants must at a minimum describe how sub-grantees will:

- o Identify and provide justification for the ratio of case managers to participants and how the case managers will act as advocates for program participants, including the frequency of their interactions;
- o Identify the specific legal services, such as but not limited to expungement or diversion, that will be available to program participants and how these services will be provided; and
- o Describe how case management and legal services will be provided at the time of enrollment and continue throughout the participant's participation in the program, including the follow-up period.

(2 points)

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

(VI) Applicants must propose methods that the project will use to address the stated outcomes and clearly outline a plan of action that describes the scope and detail of how the project will accomplish the proposed work and include timelines for completion of work. **(2 points)**

d) **Partnerships (14 points)**

(i) Primary Partnerships (10 points)

Applicants must ensure that their sub-grantees identify their primary partners and describe the specifics of their partnership by providing a Memorandum of Understanding (MOU) or Letter of Commitment signed by the authorizing agent of each primary partnership organization. Applicants will be scored based on the Memorandum of Understanding or Letter of Commitment from each partner that fully describes:

- Services provided to the organization or participants;
- Procedures for enrollment or recruitment, if applicable; and
- Plan for coordination of services between partners.

Applicants that do not provide a Memorandum of Understanding or Letter of Commitment between each sub-grantee and each member in the primary partnership will receive zero (0) points for the Primary Partnership section. Primary Partners must include:

Community College(s)

Applicants must ensure that all sub-grantees partner with one or more community colleges that will provide education and training and that have designed their courses and career pathways/guided pathways program curricula to ensure relevance to the needs of local industries and jobs.

Criminal Justice System

Applicants must ensure that all sub-grantees partner with the criminal justice system. Applicants must explain how criminal justice system partner(s) will support program operations and ensure that all program participants can participate in all required services. Criminal justice system partners may include the following: correctional facilities, parole, probation, residential reentry centers, law enforcement, and/or courts.

Employer(s) and/or Employer Association(s)

Applicants must ensure that all sub-grantees partner with at least one employer and/or employer association. Applicants must explain how employer(s) and/or employer association partner(s) will be engaged in the program to provide employment, job shadowing, mentoring, work-based learning, occupational training, work experience, and curriculum development (if applicable).

(ii) Additional Partnerships (4 points)

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

The Department strongly encourages recipients of funding under this FOA to participate as additional one-stop partners. Partnering with the workforce system provides mutual benefits, including the enhancement of services and outreach. For additional information about the roles and responsibilities of additional partners, please see TEGL 17-16.

Applicants must ensure that their sub-grantees leverage resources by partnering with:

- Local and State Workforce Development Boards; and
- Local organizations that provide housing, transportation, substance abuse and mental health services, and other supportive services as needed.

Applicants must ensure that their sub-grantees identify their partners and describe the specifics of their partnership in a Memorandum of Understanding or Letter of Commitment signed by the authorizing agent of the partner organization. Applicants will be scored based on the Memorandum of Understanding or Letter of Commitment provided by the additional partner which fully describes:

- Services provided to the organization or participants
- Procedures for enrollment or recruitment, if applicable; and
- Plan for coordination of services between partners, including coordination between pre-release and post-release service providers, if applicable.

NOTE: Memoranda of Understanding and Letters of Commitment must be included as attachments and will not be counted against the page limit for the project narrative.

e) **Organizational, Administrative, and Fiscal Capacity (6 points)**

Applicants will be scored based on:

(I) A complete description of how staff, organizational structure, and multi-site management contribute to the ability of the applicant to conduct the project and meet program expectations and requirements. Include information about any organization(s) under contract with the applicant that will have a significant role in implementing the project and any previous experience implementing projects of similar design or magnitude. **(2 points)**

(II) A complete description of the applicant's fiscal and administrative controls in place to manage federal funds, including the applicant's plan and capacity to sustain some or all project activities after federal financial assistance has ended. **(4 points)**

f) **Past Performance–Programmatic Capability (30 points)**

Organizations will receive points based on past performance data. All applicants must submit information for the past performance criteria identified below. This past performance document will not be counted against the page limit.

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

If you have received federally and/or non-federally funded assistance agreements (federal assistance agreements include federal grants and cooperative agreements but not federal contracts) similar in size, scope, and relevance to the proposed project that have been completed within the last five years of the closing date of this FOA, the applicant must submit a Past Performance Chart for the most recently completed agreement.

If you have completed an REO grant within the past 5 years, your Past Performance Chart must reflect that grant. However, if you have not completed an REO grant but have completed any other ETA agreement, you must submit a chart for that agreement. A completed grant means the period of performance has ended. Please note that current REO grantees that are still within their period of performance and have not completed any other REO grants within the past five years must include past performance data for a different completed grant similar in size, scope, and relevance. Examples of REO grants that may have been completed within the past five years include some Training to Work, Face Forward, Reentry Demonstration Projects, Pathways to Justice Careers, and Linking to Employment Activities Pre-release Specialized American Job Centers grants. If you are unsure if you have a past REO grant, please contact the agency contact listed in Section VII of this FOA.

Applicants who have completed an REO grant award or ETA agreement within the past five years of the closing date of this FOA are required to submit a chart for that agreement. NOTE: The Past Performance Chart must be included as an attachment and will not be counted against the page limit for the project narrative.

Performance Chart

The Past Performance Chart must include the following information:

- Grantor name and contact information
- Project information/grant objectives
- Performance goals and spending rate analysis

Below is a sample format for the Past Performance Chart. For non-ETA grants, the chart must be signed by the grantor or a signed letter must be provided from the grantor verifying the past performance data. This letter must be on grantor letterhead and contain contact information for the grantor. **Applicants that do not provide all of the following will receive 0 points for sections 1 and 2 below:**

- **Performance chart;**
- **Previous grantor contact information; and**
- **A signed past performance chart or an associated grantor verification letter on grantor letterhead (for non-ETA grants)**

(1) Performance Goals: (24 points)

The Past Performance Chart must include the overall objectives of the grant, population served, funding amount and grantor contact information. The chart must detail the two

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

performance goals below and the outcomes of those goals, to demonstrate the degree of their performance.

Applicants must use the performance indicators below in their chart:

- i. employment/education placement, and
- ii. credential/degree attainment.

ETA views the above indicators as the most critical to demonstrating that the applicant's past success in a similar program has prepared its organization to succeed in operating an REO project.

(I) The Past Performance Chart must include the overall objectives of the grant, population served, funding amount, and grantor contact information. The chart must detail: 1) placement in education or employment, and 2) credential/degree attainment. Applicants substituting alternative outcomes will receive zero points for any alternative outcome submitted.

(ii) In the chart, applicants must identify the total number of participants enrolled in the program and the performance outcome for each performance indicator. The performance outcome for each performance indicator must be displayed as both a fraction (i.e., the numerator equal to the number of program participants who achieved the identified indicator (Performance Outcome) and the denominator equal to the Performance Goal for the identified indicator) and a percentage. For example, if using the employment/education placement measure, the performance metric description might be; participants who were placed into unsubsidized jobs within one year of program completion divided by total program participants eligible to be placed into unsubsidized jobs within one year of program completion.

(iii) Applicants will receive points based on past performance demonstrated in the performance chart as follows:

- Applicants that met or exceeded both of the performance goals for their most recently completed grant will receive 24 points for this subsection.
- Applicants that met or exceeded one performance goal but did not meet the other performance goal will receive 12 points for this subsection.
- Applicants that did not meet either performance goal will receive 0 points for this subsection.

(2) Spending Rate Analysis: (6 points)

Applicants must submit, as part of the chart of past performance described above, the total grant amount and the percentage of grant funds spent during the original period of performance for their most recently completed grant, as specified above. Applicants will receive points for their spending rate, as demonstrated in the chart they provide, as follows:

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

- Applicants that expended at least 98 percent of the grant funds for their most recently completed grant will receive 6 points.
- Applicants that expended at least 90 percent but less than 98 percent of the grant funds for their most recently completed grant will receive 4 points.
- Applicants that expended at least 80 percent but less than 90 percent of the grant funds for their most recently completed grant will receive 2 point.
- Applicants that expended less than 80 percent of the grant funds for their most recently completed grant will receive 0 points.

Below is a sample format for the chart:

Name of Previous Grantor Organization:				
Grantor Contact - Name, Title, Signature (if non-ETA grant), E-mail Address, and Telephone Number:				
Project Title and Grant Number:				
Project Period of Performance:				
Number of Participants Enrolled:				
Population Served:				
Performance Goals				
Metric	Performance Goal	Performance Outcome	Performance Outcome / Performance Goal	Percentage Rate of Actual Achievement
<i>Placement into education or employment</i>	60	58	58/60	97%
<i>Credential/degree attainment</i>				
Spending Rate Analysis				
Grant Funds Received:	Grant Funds Spent by end of Period of Performance:	Total Spent / Total Grant Funds		Percentage Rate of Spending:
<i>Example: \$1,000,000</i>	<i>\$800,000</i>	<i>\$800,000 / \$1,000,000</i>		<i>89%</i>

g) Budget and Budget Narrative (4 points)

The Budget and Budget Narrative will be used to evaluate this section. Please see Section IV.B.2 for information on the requirements. The Budget and Budget Narrative do not count against the page limit requirements for the Project Narrative.

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

(I) The extent the proposed expenditures will address all project requirements, and whether key personnel have adequate time devoted to the project to achieve project results. **(1 point)**

(II) The extent to which the budget narrative provides a description of costs associated with each line item on the SF-424A and to which the totals on the SF-424A and the Budget Narrative align. **(1 point)**

(iii) The extent to which the cost-per-participant is reasonable and reflects the program models ability to successfully meet all outcomes identified in the application. **(2 points)**

h) **Priority Consideration**

Applicants will also receive priority consideration of one (1) bonus point for serving communities with rates of high poverty and high crime. Furthermore, applicants will receive priority consideration of one (1) bonus point if a sub-grantee has at least one-census tract in their target area designated by the Secretary of the Treasury as a qualified opportunity zone; applicants will not receive additional bonus points for more than one opportunity zone sub-grantee. For more information on opportunity zones, go to <https://www.irs.gov/newsroom/irs-and-treasury-finalize-opportunity-zone-guidance>.

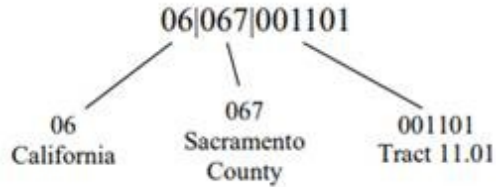
High-Poverty, High-Crime Target Area – (1 bonus point)

Applicants that demonstrate in number 10 of the abstract that at least one of their sub-grantees' target areas is in an area of high poverty and high crime will receive one (1) bonus point. High-poverty communities are communities with poverty rates of at least 25 percent, as exhibited through the use of American Community Survey (ACS) data. Applicants must provide the poverty rate and cite the source in number 10 of the abstract. High-crime communities have crime rates within the targeted area that are higher than the crime rate of the overall city (for sub-areas of cities); of the overall county (if the entire city is the target area), etc. Applicants must compare the most recently available crime rates of the police precinct, sheriff's office, county police department, or other relevant jurisdiction that most closely overlaps with their target community to the crime rate of the overall city (for sub-areas of cities) etc. and cite the source of the data in number 10 of the abstract. See instructions in using the American Community Survey (ACS) data in Section VIII.F. Other Information. *Note that these are new instructions given that the Census Bureau has changed its website since last year for obtaining American Community Survey Data.*

Designated Qualified Opportunity Zone – (1 bonus point)

Applicants that demonstrate, in item number 9 of their abstract, at least one census tract in at least one of their sub-grantees' target area is designated by the Secretary of Treasury as a qualified opportunity zone will receive one (1) bonus point. Designated opportunity zone census tracts can be found at <https://www.cdfifund.gov/Pages/Opportunity-Zones.aspx>. Please be aware the IRS list provides the full 11-digit census tract number. Use the example below to identify your census tract number:

ETA FUNDING OPPORTUNITY ANNOUNCEMENT



06 – identifies California,
067 – identifies Sacramento County within California, and
001101 – identifies Census Tract 11.01 within Sacramento County.

4. **Attachments to the Project Narrative**

In addition to the Project Narrative, you must submit attachments. All attachments must be clearly labeled. We will exclude only those attachments listed below from the page limit. The Budget and Budget Justification do not count against the page limit requirements for the Project Narrative.

You must not include additional materials such as resumés or general letters of support. You must submit your application in one package because documents received separately will be tracked separately and will not be attached to the application for review.

Save all files with descriptive file names of 50 characters or fewer and use only standard characters in file names: A-Z, a-z, 0-9, and underscore (_). File names may not include special characters (e.g. &, -, *, %, /, #), periods (.), blank spaces or accent marks, and must be unique (e.g., no other attachment may have the same file name). You may use an underscore (example: My_Attached_File.pdf) to separate a file name.

a) **Required Attachments**

(1) Abstract

You must submit an up to two-page abstract summarizing the proposed project including, but not limited to, the scope of the project and proposed outcomes. Omission of the abstract will not result in your application being disqualified; the lack of the required information in the abstract, however, may impact scoring. See Section III.C.1 for a list of items that will result in the disqualification of your application. The abstract must include:

1. the applicant's name;
2. the project title;
3. the number of participants to be served;
4. the funding level requested;
5. the total cost per participant;

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

6. a list of all sub-grantees that will implement the proposed project design including the name and address of each sub-grantee;
7. the name and the address of the mandatory partners: community college(s), criminal justice system, and employer and/or employer associations;
8. a description of the area to be served by each sub-grantee (list of the specific cities, towns, or counties);
9. Opportunity Zone census tract, and name of sub-grantee serving that census tract, if applying for Priority Consideration;
10. Data indicating that at least one sub-grantee target area is located in a high-poverty and high-crime area (as described in section IV.B.3.(h) above), including the cited sources of the data, if applying for Priority Consideration; and
11. a brief summarization of the proposed project including, but not limited to, the scope of the project and proposed outcomes, including:
 - 0 the in-demand industry(s) in which the community college partner(s) will provide occupational training, alongside employer(s) and/or employer association(s) partnership(s).

The Abstract is limited to two double-spaced single-sided 8.5x11 inch pages with 12 point font and 1 inch margins. When submitting in grants.gov, this document must be uploaded as an attachment to the application package and specifically labeled “Abstract.”

(2) MOUs or Letters of Commitment with Sub-grantees

Submit signed and dated **Memoranda of Understanding** or **Letters of Commitment** between the applicant and their sub-grantees. Omission of a Letter of Commitment or Memoranda of Understanding from all sub-grantees will result in the screening out of your application.

When submitting in grants.gov, these letters must be uploaded as an attachment to the application package and specifically labeled “Sub-grantee Letters of Commitment.”

b) Requested Attachments

We request the following attachments, but their omission will not cause us to disqualify the application. Furthermore, the omission of the attachment will affect scoring unless otherwise noted.

(1) Past Performance Documentation

This attachment must include both the Chart of Past Performance and the Grantor Verification Letter (if the chart is not signed by the Grantor). See Section IV.B.3.f for which applicants are to submit this documentation and additional instructions.

When submitting in grants.gov, these documents must be uploaded as an attachment to the application package and specifically labeled “Past Performance.”

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

(2) Indirect Cost Rate Agreement

If you are requesting indirect costs based on a Negotiated Indirect Cost Rate Agreement approved by your federal Cognizant Agency, then attach the most recently approved Agreement. (For more information, see Section IV.B.2. and Section IV.E.1.) This attachment does not impact scoring of the application.

When submitting in grants.gov, this document must be uploaded as an attachment to the application package and specifically labeled “NICRA.”

(1) Documentation of Non-Profit 501(c)(3) Status

All Applicants applying as a non-profit, including current DOL grantees, must submit documentation from the Internal Revenue Service that verifies the applicant’s non-profit 501(c)(3) status (for entities applying as 501(c)(3) non-profit organizations only). If not provided, the Department will review Internal Revenue Service data to ensure an applicant’s non-profit 501(c)(3) status. This attachment does not impact scoring of the application, but if ETA determines that the applicant does not have non-profit 501(c)(3) status, the application will be disqualified and will not move through the merit review process.

When submitting in grants.gov, this document must be uploaded as an attachment to the application package and specifically labeled “Non-Profit Status.”

(2) MOUs or Letters of Commitment

Submit signed and dated MOUs or Letters of Commitments between the applicant’s sub-grantees and their primary and additional partner organizations that propose to provide services to support the program model and lead to the identified outcomes (See Section IV.B.3.d).

When submitting in grants.gov, these letters must be uploaded as an attachment to the application package and specifically labeled “Letters of Commitment.”

(3) Financial System Assessment Information

All applicants are requested to submit Funding Opportunity Announcement Financial System Assessment Information. See Section V.B.2 for a sample template and additional instructions. This attachment does not impact the scoring of the application.

(4) Work Plan

Provide a detailed narrative description of the proposed plan for accomplishing the work and describing how the project will operate throughout the funding period and include a graphic illustration, such as a Gantt chart or a flow chart, as an attachment to the Project Narrative, showing how the applicant will successfully achieve the project scope.

When submitting in grants.gov, this item must be uploaded as an attachment to the application package and specifically labeled “Work Plan.”

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

C. **SUBMISSION DATE, TIME, PROCESS, AND ADDRESS**

We must receive your application by **[insert date XX days after the date of publication on Grants.gov]**. You must submit your application either electronically on <https://www.grants.gov> or in hard copy by mail or in hard copy by hand delivery (*including overnight delivery*) **no later than 4:00:00 p.m. Eastern Time on the closing date.**

Applicants are encouraged to submit their application before the closing date to minimize the risk of late receipt. We will not review applications received after 4:00:00 p.m. Eastern Time on the closing date. We will not accept applications sent by e-mail, telegram, or facsimile (FAX).

1. Hardcopy Submission

All applications submitted in hardcopy by mail or hand delivery (including overnight delivery), must be received at the designated place by the specified closing date and time. Applicants submitting applications in hard copy by mail or hand delivery must submit a copy-ready version free of bindings, staples, or protruding tabs to ease in the reproduction of the application by DOL. Applicants submitting applications in hard copy must also include in the hard copy submission an identical electronic copy of the application on compact disc (CD) or flash drive. If we identify discrepancies between the hard copy submission and CD/flash drive copy, we will consider the application on the CD/flash drive as the official submission for evaluation purposes. Failure to provide identical applications in hardcopy and CD/flash drive format may have an impact on the overall evaluation.

If an application is submitted both by hard copy and through <https://www.grants.gov>, a letter must accompany the hard-copy application stating which application to review. If no letter accompanies the hard copy, we will review the copy submitted through <https://www.grants.gov>.

We will grant no exceptions to the mailing and delivery requirements set forth in this notice. Further, we will not accept documents submitted separately from the application, before or after the deadline, as part of the application.

Address mailed applications to the:

U.S. Department of Labor
Employment and Training Administration
Office of Grants Management
Attention: Melissa Abdullah, Grant Officer
Reference FOA-ETA- 20-05
200 Constitution Avenue, NW, Room N4716
Washington, D.C. 20210

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

Please note that mail decontamination procedures may delay mail delivery in the Washington DC area. We will receive hand-delivered applications at the above address at the **3rd Street Visitor Entrance**. All overnight delivery submissions will be considered to be hand-delivered and must be received at the designated place by the specified closing date and time.

2. **Electronic Submission through Grants.gov**

Applicants submitting applications through Grants.gov must ensure successful submission **no later than 4:00:00 p.m. Eastern Time on the closing date**. Grants.gov will subsequently validate the application.

The process can be complicated and time-consuming. You are strongly advised to initiate the process as soon as possible and to plan for time to resolve technical problems. Note that validation does not mean that your application has been accepted as complete or has been accepted for review by the agency. Rather, grants.gov only verifies the submission of certain parts of an application.

a) **How to Register to Apply through Grants.gov**

Read through the registration process carefully before registering. These steps may take as long as four weeks to complete, and this time should be factored into plans for timely electronic submission in order to avoid unexpected delays that could result in the rejection of an application.

Applicants must follow the online instructions for registration at <https://www.grants.gov/web/grants/applicants/organization-registration.html>. We recommend that you prepare the information requested before beginning the registration process. Reviewing and assembling required information before beginning the registration process will alleviate last-minute searches for required information and save time.

An application submitted through Grants.gov constitutes a submission as an electronically signed application. The registration and account creation with Grants.gov, with E-Biz Point of Contact (POC) approval, establishes an Agency Organizational Representative (AOR). When an application is submitted through Grants.gov, the name of the AOR who submitted the application is inserted into the signature line of the application, serving as the electronic signature. The E-Biz POC must authorize the individual who is able to make legally binding commitments on behalf of your organization as the AOR; this step is often missed and it is crucial for valid submissions.

b) **How to Submit an Application to DOL via Grants.gov**

Grants.gov applicants can apply online using Workspace. Workspace is a shared online environment where members of a grant team may simultaneously access and edit different webforms within an application. For a complete workspace overview, refer to <https://www.grants.gov/web/grants/applicants/workspace-overview.html>.

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

For access to complete instructions on how to apply for opportunities, refer to <https://www.grants.gov/web/grants/applicants/apply-for-grants.html>.

When a registered applicant submits an application with Grants.gov, an electronic time stamp is generated within the system when the application is successfully received by Grants.gov. Grants.gov will send the applicant AOR an email acknowledgement of receipt and a tracking number (GRANTXXXXXXXX) with the successful transmission of the application, serving as proof of timely submission. The applicant will receive two email messages to provide the status of the application's progress through the system.

- The first email will contain a tracking number and will confirm receipt of the application by Grants.gov.
- The second email will indicate the application has either been successfully validated or has been rejected due to errors.

Grants.gov will **reject applications if the applicant's registration in SAM is expired. Only applications that have been successfully submitted by the deadline and later successfully validated will be considered.** It is your responsibility to ensure a timely submission. While it is not required that an application be successfully validated before the deadline for submission, it is prudent to reserve time before the deadline in case it is necessary to resubmit an application that has not been successfully validated. Therefore, enough time should be allotted for submission (24-48 hours) and, if applicable, additional time to address errors and receive validation upon resubmission (an additional two business days for each ensuing submission). It is important to note that if enough time is not allotted and a rejection notice is received after the due date and time, DOL will not consider the application.

To ensure consideration, the components of the application must be saved as .doc, .docx, .xls, .xlsx, .rtf or .pdf files. If submitted in any other format, the applicant bears the risk that compatibility or other issues will prevent DOL from considering the application. We will attempt to open the document, but will not take any additional measures in the event of problems with opening.

We strongly advise applicants to use the various tools and documents, including FAQs, which are available on the "Applicant Resources" page at <https://www.grants.gov/web/grants/applicants/applicant-faqs.html>.

We encourage new prospective applicants to view the online tutorial, "Grant Applications 101: A Plain English Guide to ETA Competitive Grants," available through WorkforceGPS at <https://strategies.workforcegps.org/resources/2014/08/11/16/32/applying-for-eta-competitive-grants-a-web-based-toolkit-for-prospective-applicants-438?p=1>.

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

To receive updated information about critical issues, new tips for users, and other time-sensitive updates as information is available, you may subscribe to “Grants.gov Updates” at <https://www.grants.gov/web/grants/manage-subscriptions.html>.

If you encounter a problem with Grants.gov and do not find an answer in any of the other resources:

- call 1-800-518-4726 or 606-545-5035 to speak to a Customer Support Representative or
- email support@grants.gov.

The Grants.gov Contact Center is open 24 hours a day, 7 days a week but closed on federal holidays. If you are experiencing difficulties with your submission, it is best to call the Grants.gov Support Center and get a ticket number.

Late Applications

For applications submitted on Grants.gov, we will consider only applications successfully submitted no later than 4:00:00 p.m. Eastern Time on the closing date and then successfully validated. You take a significant risk by waiting to the last day to submit through Grants.gov.

We will not consider any hard copy application received after the exact date and time specified for receipt at the office designated in this notice, unless we receive it before awards are made, it was properly addressed, and it was (a) sent by U.S. Postal Service mail, postmarked not later than the fifth calendar day before the date specified for receipt of applications (e.g., an application required to be received by the 20th of the month must be postmarked by the 15th of that month); or (b) sent by professional overnight delivery service to the addressee not later than one working day before the date specified for receipt of applications. “Postmarked” means a printed, stamped or otherwise placed impression (exclusive of a postage meter machine impression) that is readily identifiable, without further action, as having been supplied or affixed on the date of mailing by an employee of the U.S. Postal Service. Therefore, you should request the postal clerk to place a legible hand cancellation “bull’s eye” postmark on both the receipt and the package. Failure to adhere to these instructions will be a basis for a determination that the application was not filed timely and will not be considered. Evidence of timely submission by a professional overnight delivery service must be demonstrated by equally reliable evidence created by the delivery service provider indicating the time and place of receipt.

D. INTERGOVERNMENTAL REVIEW

This funding opportunity is not subject to Executive Order 12372, “Intergovernmental Review of Federal Programs.”

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

E. **FUNDING RESTRICTIONS**

All proposed project costs must be necessary and reasonable and in accordance with federal guidelines. Determinations of allowable costs will be made in accordance with the Cost Principles, now found in the Office of Management and Budget's Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance), codified at 2 CFR Part 200 and at 2 CFR Part 2900 (Uniform Guidance-DOL specific). Disallowed costs are those charges to a grant that the grantor agency or its representative determines not to be allowed in accordance with the Cost Principles or other conditions contained in the grant. Applicants, whether successful or not, will not be entitled to reimbursement of pre-award costs.

1. **Indirect Costs**

As specified in the Uniform Guidance Cost Principles, indirect costs are those that have been incurred for common or joint objectives and cannot be readily identified with a particular final cost objective. An indirect cost rate is required when an organization operates under more than one grant or other activity, whether federally-assisted or not. You have two options to claim reimbursement of indirect costs.

Option 1: You may use a NICRA or Cost Allocation Plan (CAP) supplied by the federal Cognizant Agency. If you do not have a NICRA/CAP or have a pending NICRA/CAP, and in either case choose to include estimated indirect costs in your budget, at the time of award the Grant Officer will release funds in the amount of 10 percent of salaries and wages to support indirect costs. Within 90 days of award, you are required to submit an acceptable indirect cost proposal or CAP to your federal Cognizant Agency to obtain a provisional indirect cost rate. (See Section IV.B.4. for more information on NICRA submission requirements.)

Option 2: Any organization that has never received a negotiated indirect cost rate, with the exceptions noted at 2 CFR 200.414(f) in the Cost Principles, may elect to charge a de minimis rate of 10 percent of modified total direct costs (see 2 CFR 200.68 for definition), which may be used indefinitely. If you choose this option, this methodology must be used consistently for all federal awards until such time as you choose to negotiate for an indirect cost rate, for which you may apply at any time. (See 2 CFR 200.414(f) for more information on use of the de minimis rate.)

2. **Salary and Bonus Limitations**

None of the funds appropriated under the heading "Employment and Training" in the appropriation statute(s) may be used by a recipient or subrecipient of such funds to pay the salary and bonuses of an individual, either as direct costs or indirect costs, at a rate in excess of Executive Level II. This limitation does not apply to contractors providing goods and services as

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

defined in the Audit Requirements of the OMB Uniform Guidance (see 2 CFR 200 Subpart F). Where states are recipients of such funds, states may establish a lower limit for salaries and bonuses of those receiving salaries and bonuses from subrecipients of such funds, taking into account factors including the relative cost of living in the state, the compensation levels for comparable state or local government employees, and the size of the organizations that administer federal programs involved including Employment and Training Administration programs. See Public Law 113-235, Division G, Title I, section 105, and TEGL 05-06 for further clarification https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2262.

3. Intellectual Property Rights

Pursuant to 2 CFR 2900.13, to ensure that the federal investment of DOL funds has as broad an impact as possible and to encourage innovation in the development of new learning materials, the grantee will be required to license to the public all work created with the support of the grant under a Creative Commons Attribution 4.0 (CC BY) license. Work that must be licensed under the CC BY includes both new content created with the grant funds and modifications made to pre-existing, grantee-owned content using grant funds.

This license allows subsequent users to copy, distribute, transmit, and adapt the copyrighted work and requires such users to attribute the work in the manner specified by the grantee. Notice of the license shall be affixed to the work. For general information on CC BY, please visit <https://creativecommons.org/licenses/by/4.0>.

Instructions for marking your work with CC BY can be found at https://wiki.creativecommons.org/Marking_your_work_with_a_CC_license.

Questions about CC BY as it applies to this specific funding opportunity should be submitted to the ETA Grants Management Specialist specified in Section VII.

Only work that is developed by the recipient in whole or in part with grant funds is required to be licensed under the CC BY license. Pre-existing copyrighted materials licensed to or purchased by the grantee from third parties, including modifications of such materials, remain subject to the intellectual property rights the grantee receives under the terms of the particular license or purchase. In addition, works created by the grantee without grant funds do not fall under the CC BY licensing requirement.

The purpose of the CC BY licensing requirement is to ensure that materials developed with funds provided by these grants result in work that can be freely reused and improved by others. When purchasing or licensing consumable or reusable materials, the grantee is expected to respect all applicable federal laws and regulations, including those pertaining to the copyright and accessibility provisions of the Federal Rehabilitation Act.

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

Separate from the CC BY license to the public, the federal government reserves a paid-up, nonexclusive, and irrevocable license to reproduce, publish, or otherwise use, and to authorize others to use for federal purposes: i) the copyright in all products developed under the grant, including a subaward or contract under the grant or subaward; and ii) any rights of copyright to which the recipient, subrecipient, or a contractor purchases ownership under an award (including, but not limited to, curricula, training models, technical assistance products, and any related materials). Such uses include, but are not limited to, the right to modify and distribute such products worldwide by any means, electronically or otherwise. The grantee may not use federal funds to pay any royalty or license fee for use of a copyrighted work, or the cost of acquiring by purchase a copyright in a work, where the Department has a license or rights of free use in such work. If revenues are generated through selling products developed with grant funds, including intellectual property, DOL treats such revenues as program income. Such program income is added to the grant and must be expended for allowable grant activities.

If applicable, the following standard ETA disclaimer needs to be on all products developed in whole or in part with grant funds.

“This workforce product was funded by a grant awarded by the U.S. Department of Labor’s Employment and Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The U.S. Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it.”

4. Use of Grant Funds for Participant Wages

Organizations that receive grants through this FOA may use grant funds to pay for the wages of participants where the objective assessment and the Individual Career Plan indicate that work experiences are appropriate. Further, the provision of stipends to training enrollees for the purposes of wage replacement is an allowable cost under this FOA. Payment may take the form of wages or stipends. Generally, participants may receive stipends for participating in classes and training. Wages are compensation for services performed for an employer. Grantees must comply with WIOA Section 181 and WIOA regulations detailing the applicable wage and labor standards. When paying participant stipends, grantees must maintain documentation of the process for determining the amount of the stipend and the distribution. Grantees providing wages or stipends to participants should be aware of the implications under IRS provisions. Please consult www.irs.gov for more information.

In addition, grantees may provide incentive payments to participants for recognition and achievement tied to training activities and work experiences. Incentive payments must align with the goals of the grant. The grantee must have policies and procedures in place governing the award of incentives; any incentives provided under the grant must align with these

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

organizational policies. Generally, incentive payments are considered miscellaneous compensation and are taxable. Please consult www.irs.gov for more information. Under this FOA, grantees can use no more than 1.5 percent of the grant award for incentive payments.

Needs-related payments are a form of supportive services paid directly to participants that enable the individual to participate in training. Up to 1.5 percent of grant funds awarded under this FOA may be used to provide needs-related payments, such as those authorized under WIOA to assist participants with costs related to transportation, child care, food, or other household items, such as paying a utility bill to prevent shut off. Needs-related payments must tie directly to the cost identified, and grantees must ensure the payments are documented to support both the participant's need for the service *as well* as the actual transaction. Grantees must have a consistent policy in place on the provision of needs-related payments.

F. **OTHER SUBMISSION REQUIREMENTS**

Withdrawal of Applications: You may withdraw an application by written notice to the Grant Officer at any time before an award is made.

V. **APPLICATION REVIEW INFORMATION**

A. **CRITERIA**

We have instituted procedures for assessing the technical merit of applications to provide for an objective review of applications and to assist you in understanding the standards against which your application will be judged. The evaluation criteria are based on the information required in the application as described in Sections IV.B.2. (Project Budget) and IV.B.3. (Project Narrative). Reviewers will award points based on the evaluation criteria described below.

Criterion	Points (maximum)
1. Statement of Need (See Section IV.B.3.a. Statement of Need)	4
2. Performance Strategies (See Section IV.B.3.b. Performance Strategies)	20
3. Project Design (See Section IV.B.3.c. Project Design)	22
4. Partnerships (See Section IV.B.3.d. Partnerships)	14
5. Organizational, Administrative, and Fiscal Capacity (See Section IV.B.3.e. Organizational, Administrative, and Fiscal Capacity)	6
6. Past Performance–Programmatic Capability	30

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

(See Section IV.B.3.f. Past Performance – Programmatic Capability)	
7. Budget and Budget Justification (See Section IV.B.2. Project Budget)	4
TOTAL	100
Priority Consideration: Opportunity Zone – 1 point. Applicants that identify serving communities with high-poverty high-crime rates – 1 point. Applicants may receive points in all categories.	Up to 2 points

Standards for Evaluating the Applicant’s Response to each Requirement

Section IV.B.3, Project Narrative provides a detailed explanation of the information an application must include (e.g. a comprehensive work plan for the whole period of performance with feasible and realistic dates). Reviewers will rate each “rating factor” based on how fully and convincingly the applicant responds. For each “rating factor” under each “criterion,” panelists will determine whether the applicant thoroughly meets, partially meets, or fails to meet the “rating factor,” unless otherwise noted in Section IV.B.3, based on the definitions below:

Standard Rating	Definition	Standard for Calculating Points
Thoroughly Meets	The application thoroughly responds to the rating factor and fully and convincingly satisfies all of the stated specifications.	Full Points
Partially Meets	The application responds incompletely to the rating factor or the application convincingly satisfies some, but not all, of the stated specifications.	Half Points
Fails to Meet	The application does not respond to the rating factor or the application does respond to the rating factor but does not convincingly satisfy any of the stated specifications.	Zero Points

In order to receive the maximum points for each rating factor, applicants must provide a response to the requirement that fully describes the proposed program design and demonstrates the quality of approach, rather than simply re-stating a commitment to perform prescribed activities. In other words, applicants must describe why their proposal is the best strategy and how they will implement it, rather than that the strategy contains elements that conform to the requirements of this FOA.

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

B. **REVIEW AND SELECTION PROCESS**

1. **Merit Review and Selection Process**

A technical merit review panel will carefully evaluate applications against the selection criteria to determine the merit of applications. These criteria are based on the policy goals, priorities, and emphases set forth in this FOA. Up to 102 points may be awarded to an applicant, depending on the quality of the responses provided. The final scores (which may include the mathematical normalization of review panels) will serve as the primary basis for selection of applications for funding. The panel results are advisory in nature and not binding on the Grant Officer. The Grant Officer reserves the right to make selections based solely on the final scores or to take into consideration other relevant factors when applicable. Such factors may include the geographic distribution of funds and other relevant factors. The Grant Officer may consider any information that comes to their attention.

The government may elect to award the grant(s) with or without discussion with the applicant. Should a grant be awarded without discussion, the award will be based on the applicant's signature on the SF-424, including electronic signature via E-Authentication on <https://www.grants.gov>, which constitutes a binding offer by the applicant.

2. **Risk Review Process**

Prior to making an award, ETA will review information available through various sources, including its own records and any OMB-designated repository of government-wide eligibility qualification or financial integrity information, such as Federal Awardee Performance and Integrity Information System (FAPIIS), Dun and Bradstreet, and "Do Not Pay." Additionally, ETA will comply with the requirements of 2 CFR Part 180 codified at 2 CFR Part 2998 (Non-procurement Debarment and Suspension). This risk evaluation may incorporate results of the evaluation of the applicant's eligibility (application screening) or the quality of its application (merit review). If ETA determines that an award will be made, special conditions that correspond to the degree of risk assessed may be applied to the award. Criteria to be evaluated include:

- I. Financial stability;
- II. Quality of management systems and ability to meet the management standards prescribed in the Uniform Grant Guidance;
- III. History of performance. The applicant's record in managing awards, cooperative agreements, or procurement awards, if it is a prior recipient of such federal awards, including timeliness of compliance with applicable reporting requirements and, if applicable, the extent to which any previously awarded amounts will be expended prior to future awards;

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

- IV. Reports and findings from audits performed under Subpart F – Audit Requirements of the Uniform Grant Guidance or the reports and findings of any other available audits and monitoring reports containing findings, issues of non-compliance, or questioned costs;
- V. The applicant’s ability to effectively implement statutory, regulatory, and other requirements imposed on recipients.

NOTE: As part of the Employment and Training Administration’s Risk Review process, the Grant Officer will determine:

- If the applicant had any restriction on spending for any ETA grant due to adverse monitoring findings; or
- If the applicant received a High Risk determination in accordance with TEGL 23-15.

Depending on the severity of the findings and whether the findings were resolved, the Grant Officer may, at their discretion, elect not to fund the applicant for a grant award regardless of the applicant’s score in the competition.

All applicants are requested to submit the following information as an attachment to their application (suggested template below) for ETA to assess the applicant’s Financial System. This information will be taken into account as one component of ETA’s Risk Review Process. Applicants may use the suggested template or answer the questions in a separate attachment. It is unlikely that an organization will be able to manage a federal grant without the following system/processes in place. Applicants are expected to have these in place before applying for a grant with ETA.

U.S. DEPARTMENT OF LABOR -EMPLOYMENT AND TRAINING ADMINISTRATION (ETA) FUNDING OPPORTUNITY ANNOUNCEMENT: FINANCIAL SYSTEM ASSESSMENT		
SECTION A: PURPOSE		
The financial responsibility of grantees must be such that the grantee can properly discharge the public trust which accompanies the authority to expend public funds. Adequate administrative and financial systems including the accounting systems should meet the following criteria as contained in 2 CFR 200 and 2 CFR 2900. (1) Accounting records should provide information needed to adequately identify the receipt of funds under each grant awarded and the expenditure of funds for each grant. (2) Entries in accounting records should refer to subsidiary records and/or documentation which support the entry and which can be readily located. (3) The accounting system should provide accurate and current financial reporting information. (4) The accounting system should be integrated with an adequate system of internal controls to safeguard the funds and assets covered, check the accuracy and reliability of accounting data, promote operational efficiency, and encourage adherence to prescribed management policies.		
SECTION B: GENERAL		
1. Complete the following items:		
a. When was the organization founded/incorporated (<i>month, day, year</i>)	b. Principal officers	Titles

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

c. Employer Identification Number:			
d. Number of Employees Full Time: Part Time:			
2. Is the organization or institution affiliated with any other organization: Yes No If yes, please provide details as to the nature of the company (for profit, non-profit, LLC, etc) and if it provides services or products to the organization in relation to this grant.	3. Total Sales/Revenues in most recent accounting period. (12 months) \$		
SECTION C: ACCOUNTING SYSTEM			
1. Has any Government Agency rendered an official written opinion concerning the adequacy of the accounting system for the collection, identification and allocation of costs under Federal contracts/grants? Yes No			
a. If yes, provide name, and address of Agency performing review:	b. Attach a copy of the latest review and any subsequent correspondence, clearance documents, etc.		
Note: If review occurred within the past three years, omit questions 2-8 of this Section and Section D.			
2. Which of the following best describes the accounting system:	State administered	Internally Developed	Web-based
3. Does the accounting system identify the receipt and expenditure of program funds separately for each contract/grant?	Yes	No	Not Sure
4. Does the accounting system provide for the recording of expenditures for each grant/contract by the component project and budget cost categories shown in the approved budget?	Yes	No	Not Sure
5. Are time distribution records maintained for an employee when his/her effort can be specifically identified to a particular cost objective?	Yes	No	Not Sure
6. If the organization proposes an overhead rate, does the accounting system provide for the segregation of direct and indirect expenses?	Yes	No	Not Sure
7. Does the organization have an approved indirect cost rate or cost allocation plan?	Yes	No	Not Sure
If so, who approved it (Federal Cognizant Agency or a Pass-through Entity)? What are the effective dates?			
8. Does the accounting/financial system include budgetary controls to preclude incurring obligations in excess of:			
a. Total funds available for a grant?	Yes	No	Not Sure
b. Total funds available for a budget cost category (e.g. Personnel, Travel, etc)?	Yes	No	Not Sure
9. Does the organization or institution have an internal control structure that would provide reasonable assurance that the grant funds, assets and systems are safeguarded?	Yes	No	Not Sure
SECTION D: FINANCIAL STABILITY			
1. Is there any legal matter or an ongoing financial concern that may impact the organization's ability to manage and administer the grant? Yes No If yes, please explain briefly.			
SECTION E: FINANCIAL STATEMENTS			
1. Did an independent certified public accountant (CPA) ever examine the financial statements? Yes No			

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

2. If an independent CPA review was performed please attach a copy of their latest report and any management letters issued. Enclosed N / A	
3. If an independent CPA was engaged to perform a review and no report was issued, please provide details and an explanation below:	
SECTION F: ADDITIONAL INFORMATION	
1. Use this space for any additional information (<i>indicate section and item numbers if a continuation</i>)	

VI. AWARD ADMINISTRATION INFORMATION

A. AWARD NOTICES

All award notifications will be posted on the ETA Homepage at <https://www.dol.gov/agencies/eta>. Applicants selected for award will be contacted directly before the grant's execution. Non-selected applicants will be notified by mail or email and may request a written debriefing on the significant weaknesses of their application.

Selection of an organization as a recipient does not constitute approval of the grant application as submitted. Before the actual grant is awarded, we may enter into negotiations about such items as program components, staffing and funding levels, and administrative systems in place to support grant implementation. If the negotiations do not result in a mutually acceptable submission, the Grant Officer reserves the right to terminate the negotiations and decline to fund the application. We reserve the right to not fund any application related to this FOA.

B. ADMINISTRATIVE AND NATIONAL POLICY REQUIREMENTS

1. Administrative Program Requirements

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

All grantees will be subject to all applicable federal laws and regulations, including the OMB Uniform Guidance, and the terms and conditions of the award. The grant(s) awarded under this FOA will be subject to the following administrative standards and provisions.

- I. Non-Profit Organizations, Educational Institutions, For-profit entities and State, Local, and Indian Tribal Governments – 2 CFR Part 200 (Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards) and 2 CFR Part 2900 (DOL’s Supplement to 2 CFR Part 200).
- II. All recipients must comply with the applicable provisions of the Workforce Innovation and Opportunity Act (WIOA), Public Law No. 113-328, 128 Stat. 1425 (codified as amended at 29 U.S.C. 3101 et. seq.) and the applicable provisions of the regulations at 20 CFR Part 675 et. seq. Note that 20 CFR part 683 (Administrative Provisions) allows unsuccessful applicants to file administrative appeals.
- III. All entities must comply with 29 CFR Part 93 (New Restrictions on Lobbying), 29 CFR Part 94 (Governmentwide Requirements for Drug-Free Workplace (Financial Assistance)), 2 CFR Part 180 (OMB Guidance to Agencies on Government-wide Debarment and Suspension (Non-procurement)), and, where applicable, 2 CFR Part 200 (Audit Requirements).
- IV. 29 CFR Part 2, subpart D—Equal Treatment in Department of Labor Programs for Religious Organizations; Protection of Religious Liberty of Department of Labor Social Service Providers and Beneficiaries.
- V. 29 CFR Part 31—Nondiscrimination in Federally Assisted Programs of the Department of Labor—Effectuation of Title VI of the Civil Rights Act of 1964.
- VI. 29 CFR Part 32—Nondiscrimination on the Basis of Handicap in Programs or Activities Receiving Federal Financial Assistance.
- VII. 29 CFR Part 35—Nondiscrimination on the Basis of Age in Programs or Activities Receiving Federal Financial Assistance from the Department of Labor.
- VIII. 29 CFR Part 36—Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance.
- IX. 29 CFR Part 38 – Implementation of the Nondiscrimination and Equal Opportunity Provisions of the Workforce Innovation and Opportunity Act.
- X. 29 CFR Parts 29 and 30—Labor Standards for the Registration of Apprenticeship Programs, and Equal Employment Opportunity in Apprenticeship and Training, as applicable.
- XI. The Department of Labor will follow the procedures outlined in the Department’s Freedom of Information Act (FOIA) regulations (29 CFR Part 70). If DOL receives a FOIA request for your application, the procedures in DOL’s FOIA regulations for responding to requests for commercial/business information submitted to the government will be followed, as well as all FOIA exemptions and procedures. See generally 5 U.S.C. § 552; 29 CFR Part 70.
- XII. Standard Grant Terms and Conditions of Award—see the following link:
<https://www.doleta.gov/grants/resources.cfm>.

2. **Other Legal Requirements**

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

a) **Religious Activities**

The Department notes that the Religious Freedom Restoration Act (RFRA), 42 U.S.C. § 2000bb, applies to all federal law and its implementation. If an applicant organization is a faith-based organization that makes hiring decisions on the basis of religious belief, it may be entitled to receive federal financial assistance under this grant solicitation and maintain that hiring practice. If a faith-based organization is awarded a grant, the organization will be provided with more information.

b) **Lobbying or Fundraising the U.S. Government with Federal Funds**

In accordance with Section 18 of the Lobbying Disclosure Act of 1995 (Public Law 104-65) (2 U.S.C. § 1611), non-profit entities incorporated under Internal Revenue Service Code section 501(c) (4) that engage in lobbying activities are not eligible to receive federal funds and grants. No activity, including awareness-raising and advocacy activities, may include fundraising for, or lobbying of, U.S. federal, state or local governments (see 2 CFR 200.450 for more information).

c) **Transparency Act Requirements**

You must ensure that you have the necessary processes and systems in place to comply with the reporting requirements of the Federal Funding Accountability and Transparency Act of 2006 (Pub. Law 109-282, as amended by section 6202 of Pub. Law 110-252, and the Strengthening Transparency and Accountability in Federal Spending Act of 2008), as follows.

- Except for those excepted from the Transparency Act under sub-paragraphs 1, 2, and 3 below, you must ensure that you have the necessary processes and systems in place to comply with the subaward and executive total compensation reporting requirements of the Transparency Act, should they receive funding.
- Upon award, you will receive detailed information on the reporting requirements of the Transparency Act, as described in 2 CFR Part 170, Appendix A, which can be found at <https://edocket.access.gpo.gov/2010/pdf/2010-22705.pdf>.

The following types of awards are not subject to the Federal Funding Accountability and Transparency Act.

- Federal awards to individuals who apply for or receive federal awards as natural persons (e.g., unrelated to any business or non-profit organization he or she may own or operate in his or her name);
- Federal awards to entities that had a gross income, from all sources, of less than \$300,000 in the entities' previous tax year; and
- Federal awards, if the required reporting would disclose classified information.

d) **Safeguarding Data Including Personally Identifiable Information (PII)**

Applicants submitting applications in response to this FOA must recognize that confidentiality of PII and other sensitive data is of paramount importance to the Department and must be observed except where disclosure is allowed by the prior written approval of the Grant Officer or by court order. By submitting an application, you are assuring that all data exchanges

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

conducted through or during the course of performance of this grant will be conducted in a manner consistent with applicable federal law and TEGL NO.39-11 (issued June 28, 2012). All such activity conducted by ETA and/or recipient(s) will be performed in a manner consistent with applicable state and federal laws.

By submitting a grant application, you agree to take all necessary steps to protect such confidentiality by complying with the following provisions that are applicable in governing their handling of confidential information:

- I.** You must ensure that PII and sensitive data developed, obtained, or otherwise associated with DOL/ETA funded grants is securely transmitted.
- II.** To ensure that such PII is not transmitted to unauthorized users, all PII and other sensitive data transmitted via e-mail or stored on CDs, DVDs, thumb drives, etc., must be encrypted using a Federal Information Processing Standards (FIPS) 140-2 compliant and National Institute of Standards and Technology (NIST) validated cryptographic module. You must not e-mail unencrypted sensitive PII to any entity, including ETA or contractors.
- III.** You must take the steps necessary to ensure the privacy of all PII obtained from participants and/or other individuals and to protect such information from unauthorized disclosure. You must maintain such PII in accordance with the ETA standards for information security described in TEGL NO. 39-11 and any updates to such standards we provide to you. Grantees who wish to obtain more information on data security should contact their Federal Project Officer.
- IV.** You must ensure that any PII used during the performance of your grant has been obtained in conformity with applicable federal and state laws governing the confidentiality of information.
- V.** You further acknowledge that all PII data obtained through your ETA grant must be stored in an area that is physically safe from access by unauthorized persons at all times and the data will be processed using recipient-issued equipment, managed information technology (IT) services, and designated locations approved by ETA. Accessing, processing, and storing of ETA grant PII data on personally owned equipment, at off-site locations, (e.g., employee's home), and non-recipient managed IT services, (e.g., Yahoo mail), is strictly prohibited unless approved by ETA.
- VI.** Your employees and other personnel who will have access to sensitive/confidential/proprietary/private data must be advised of the confidential nature of the information, the safeguards required to protect the information, and that there are civil and criminal sanctions for noncompliance with such safeguards that are contained in federal and state laws.
- VII.** You must have policies and procedures in place under which your employees and other personnel, before being granted access to PII, acknowledge their understanding of the confidential nature of the data and the safeguards with which they must comply in their handling of such data, as well as the fact that they may be liable to civil and criminal sanctions for improper disclosure.

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

- VIII.** You must not extract information from data supplied by ETA for any purpose not stated in the grant agreement.
- IX.** Access to any PII created by the ETA grant must be restricted to only those employees of the grant recipient who need it in their official capacity to perform duties in connection with the scope of work in the grant agreement.
- X.** All PII data must be processed in a manner that will protect the confidentiality of the records/documents and is designed to prevent unauthorized persons from retrieving such records by computer, remote terminal, or any other means. Data may be downloaded to, or maintained on, mobile or portable devices only if the data are encrypted using NIST validated software products based on FIPS 140-2 encryption. In addition, wage data may be accessed only from secure locations.
- XI.** PII data obtained by the recipient through a request from ETA must not be disclosed to anyone but the individual requestor, except as permitted by the Grant Officer or by court order.
- XII.** You must permit ETA to make onsite inspections during regular business hours for the purpose of conducting audits and/or conducting other investigations to assure that you are complying with the confidentiality requirements described above. In accordance with this responsibility, you must make records applicable to this Agreement available to authorized persons for the purpose of inspection, review, and/or audit.
- XIII.** You must retain data received from ETA only for the period of time required to use it for assessment and other purposes, or to satisfy applicable federal records retention requirements, if any. Thereafter, you agree that all data will be destroyed, including the degaussing of magnetic tape files and deletion of electronic data.

e) **Record Retention**

You must follow federal guidelines on record retention, which require that you maintain all records pertaining to grant activities for a period of at least three years from the date of submission of the final expenditure report. See 2 CFR 200.333-.337 for more specific information, including information about the start of the record retention period for awards that are renewed quarterly or annually, and when the records must be retained for more than three years.

f) **Use of Contracts and Subawards**

You must abide by the following definitions of contract, contractor, subaward, and subrecipient.

Contract: Contract means a legal instrument by which a non-federal entity (defined as a state or local government, Indian tribe, institution of higher education (IHE), nonprofit organization, for-profit entity, foreign public entity, or a foreign organization that carries out a federal award as a recipient or subrecipient) purchases property or services needed to carry out the project or program under a federal award. The term as used in this FOA does not include a legal instrument, even if the non-federal entity considers it a contract, when the substance of the

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

transaction meets the definition of a federal award or subaward (see definition of Subaward below).

Contractor: Contractor means an entity that receives a contract as defined above in Contract.

Subaward: Subaward means an award provided by a pass-through entity (defined as a non-federal entity that provides a subaward to a subrecipient to carry out part of a federal program) to a subrecipient for the subrecipient to carry out part of a federal award received by the pass-through entity. It does not include payments to a contractor or payments to an individual that is a beneficiary of a federal program. A subaward may be provided through any form of legal agreement, including an agreement that the pass-through entity considers a contract.

Subrecipient: Subrecipient means a non-federal entity that receives a subaward from a pass-through entity to carry out part of a federal program; but does not include an individual that is a beneficiary of such program. A subrecipient may also be a recipient of other federal awards directly from a federal awarding agency.

You must follow the provisions at 2 CFR 200.330-.332 regarding subrecipient monitoring and management. Also see 2 CFR 200.308(c)(6) regarding prior approval requirements for subawards. When awarding subawards, you are required to comply with provisions on governmentwide suspension and debarment found at 2 CFR Part 180 and codified at 2 CFR Part 2998.

g) **Closeout of Grant Award**

Any entity that receives an award under this FOA must close its grant with ETA at the end of the final year of the grant. Information about this process may be found in ETA's Grant Closeout FAQ located at <https://www.doleta.gov/grants/docs/GCFAQ.pdf>.

3. **Other Administrative Standards and Provisions**

Except as specifically provided in this FOA, our acceptance of an application and an award of federal funds to sponsor any programs(s) does not provide a waiver of any grant requirements and/or procedures. For example, the OMB Uniform Guidance requires that an entity's procurement procedures ensure that all procurement transactions are conducted, as much as practical, to provide full and open competition. If an application identifies a specific entity to provide goods or services, the award does not provide the justification or basis to sole-source the procurement, i.e., avoid competition.

4. **Special Program Requirements**

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

a) **DOL Evaluation**

As a condition of grant award, grantees are required to participate in an evaluation, if undertaken by DOL. The evaluation may include an implementation assessment across grantees, an impact and/or outcomes analysis of all or selected sites within or across grantees, and a benefit/cost analysis or assessment of return on investment. Conducting an impact analysis could involve random assignment (which involves random assignment of eligible participants into a treatment group that would receive program services or enhanced program services, or into control group(s) that would receive no program services or program services that are not enhanced). We may require applicants to collect data elements to aid the evaluation. As a part of the evaluation, as a condition of award, grantees must agree to: (1) make records available to the evaluation contractor on participants, employers, and funding; (2) provide access to program operating personnel, participants, and operational and financial records, and any other relevant documents to calculate program costs and benefits; (3) in the case of an impact analysis, facilitate or support as requested the assignment by lottery of participants to program services (i.e., treatment group) or to the control group (i.e., no program services), (including the possible increased recruitment of potential participants); and (4) follow evaluation procedures as specified by the evaluation contractor under the direction of DOL.

b) **Performance Goals**

Please note that applicants will be held to outcomes provided, and failure to meet those outcomes may result in technical assistance or other intervention by ETA, and may also have a significant impact on decisions about future grants with ETA.

C. **REPORTING**

You must meet DOL reporting requirements. Specifically, you must submit the reports and documents listed below to DOL electronically.

1. **Quarterly Financial Reports**

A Quarterly Financial Status Report (ETA 9130) is required until such time as all funds have been expended or the grant period has expired. Quarterly reports are due 45 days after the end of each calendar-year quarter. On the final Financial Status Report, you must include any subaward amounts so we can calculate final indirect costs, if applicable. You must use DOL's Online Electronic Reporting System and information and instructions will be provided to grantees. For other guidance on ETA's financial reporting, reference TEGl 02-16 and our webpage at https://www.doleta.gov/grants/financial_reporting.cfm.

2. **Quarterly Performance Reports**

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

The grantee must submit a quarterly performance report within 45 days after the end of each calendar-year quarter. The report must include quarterly information on interim indicators and performance goals. The last quarterly progress report will serve as the grant's Final Performance Report. This report must provide both quarterly and cumulative information on the grant performance. Submission requirements will be provided to grantees upon award. We will also provide you with guidance about the data and other information that is required to be collected and reported on either a regular basis or special request basis.

3. Quarterly Narrative Performance Reports

In addition to the Quarterly Performance Report, the grantee must submit the Joint Quarterly Narrative Performance Report Template (ETA 9179) progress report within 45 days after the end of each calendar year quarter during which the grant is within the period of performance for the award. The report includes quarterly information regarding accomplishments, including project success stories, upcoming grant activities, and promising approaches and processes, as well as progress toward performance outcomes, including updates on product, curricula, and training development.

VII. AGENCY CONTACTS

For further information about this FOA, please contact Samantha Stowers, Grants Management Specialist, Office of Grants Management, at (202) 693-3432. Applicants should e-mail all technical questions to FOA-ETA-20-05@dol.gov and must specifically reference FOA-ETA-20-05, and along with question(s), include a contact name, fax and phone number. This FOA is available on the ETA Web site at <https://www.doleta.gov/grants> and at <https://www.grants.gov>.

VIII. OTHER INFORMATION

A. WEB-BASED RESOURCES

DOL maintains a number of web-based resources that may be of assistance to applicants. These include the CareerOneStop portal (<https://www.careeronestop.org>), which provides national and state career information on occupations; the Occupational Information Network (O*NET) Online (<https://online.onetcenter.org>), which provides occupational competency profiles; and America's Service Locator (<https://www.servicelocator.org>), which provides a directory of our nation's American Job Centers (formerly known as One-Stop Career Centers).

B. INDUSTRY COMPETENCY MODELS AND CAREER CLUSTERS

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

ETA supports an Industry Competency Model Initiative to promote an understanding of the skill sets and competencies that are essential to an educated and skilled workforce. A competency model is a collection of competencies that, taken together, define successful performance in a particular work setting. Competency models serve as a starting point for the design and implementation of workforce and talent development programs. To learn about the industry-validated models, visit the Competency Model Clearinghouse (CMC) at <https://www.careeronestop.org/CompetencyModel>. The CMC site also provides tools to build or customize industry models, as well as tools to build career ladders and career lattices for specific regional economies.

C. **WORKFORCEGPS RESOURCES**

We encourage you to view the information on workforce resources gathered through consultations with federal agency partners, industry stakeholders, educators, and local practitioners, and made available on WorkforceGPS at <https://workforcegps.org>.

We encourage you to view the online tutorial, “Grant Applications 101: A Plain English Guide to ETA Competitive Grants,” available through WorkforceGPS at <https://strategies.workforcegps.org/resources/2014/08/11/16/32/applying-for-eta-competitive-grants-a-web-based-toolkit-for-prospective-applicants-438?p=1>.

We created Workforce System Strategies to make it easier for the public workforce system and its partners to identify effective strategies and support improved customer outcomes. The collection highlights strategies informed by a wide range of evidence, such as experimental studies and implementation evaluations, as well as supporting resources, such as toolkits. We encourage you to review these resources by visiting <https://strategies.workforcegps.org>.

We created a technical assistance portal at <https://www.workforcegps.org/resources/browse?id=b8dd0aa1ecfb4b2282d6cd30c7248790> that contains online training and resources for fiscal and administrative issues. Online trainings available include, but are not limited to, Introduction to Grant Applications and Forms, Indirect Costs, Cost Principles, and Accrual Accounting.

D. **SKILLSCOMMONS RESOURCES**

SkillsCommons (<https://www.skillscommons.org>) offers an online library of curriculum and related training resources to obtain industry-recognized credentials in manufacturing, IT, healthcare, energy, and other industries. The website contains thousands of Open Educational Resources (OER) for job-driven workforce development, which were produced by grantees funded through the Department’s Trade Adjustment Assistance Community College and Career Training (TAACCCT) program. Community colleges and other training providers across the nation can reuse, revise, redistribute, and reorganize the OER on SkillsCommons for institutional, industry, and individual use.

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

E. PAST DOL EVALUATIONS AND EVIDENCE

DOL's ETA and Chief Evaluation Office (CEO) have funded a number of evaluations that are relevant to this grant. These evaluations and other resources may be helpful in identifying evidence-based and evidence-informed models and components of serving to improve the employment outcomes for young adults that have been involved in the juvenile or adult criminal justice systems. These include:

- Evaluation of Grants Serving Young Offenders. DOL's ETA funded an evaluation of its Face Forward and Pathways to Justice Careers grant initiatives between 2013 and 2016. The purpose of the evaluation was to document and identify promising practices from the grantee's experiences of serving young offenders. The evaluation produced three issue briefs, a resource guide, and a case study on operating a vocational training program at a juvenile correctional facility.
- Supporting Reentry Employment and Success: A Summary of the Evidence for Adults and Young Adults. As part of the ongoing REO Evaluation, DOL CEO funded an issue brief that summarized the evidence base for reentry employment interventions and services.
- Clearinghouse for Labor Evaluation and Research (CLEAR). CLEAR reviews studies in a variety of labor-related topic areas that are determined in collaboration with the DOL CEO and DOL agency staff. Relevant CLEAR topic areas include:
 - Reentry
 - Apprenticeship and Work-Based Training
 - Community College
 - Opportunities for Youth

F. DIRECTIONS FOR USING CENSUS DATA TO IDENTIFY HIGH-POVERTY AREA IN URBAN OR RURAL AREAS

Note that these are new directions given that the Census Bureau has changed its web site since last year for obtaining American Community Survey Data.

1. First, check to see if your overall city or county has a poverty rate of 25 percent or above. Go to [Census.gov](https://www.census.gov) or click on <https://www.census.gov>. In the middle of the page, go to Quick Facts: Access Local Data and click on the arrow. On the top of the page that comes up type in the name of your city or county and then click on your city or county from the list provided of places with the same name. Scroll down near the bottom of the table to Income and Poverty and it will give you the poverty rate of your city or county. If the poverty rate is 25 percent or above, that's all that you need to do to show that your city or county is a high-poverty area.

2. If the poverty rate of your city or county is lower than 25 percent, you can select a group of Census tracts within your city or county with a poverty rate of 25 percent or above. Go to the

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

American Community Survey home page by clicking on <https://www.census.gov/programs-surveys/acs>. (If for some reason this link does not work, go to <https://www.census.gov> and on the Blue Border on the very top of the Census Bureau's home page click on SURVEYS/PROGRAMS, and then click on American Community Survey).

3. In the middle of the American Community Survey home page click on "Where Can I Get ACS Data?"

4. The ACS Data page will come up and under Data Tables and Tools click on Subject Tables.

5. On the top right hand corner of the page in the Search Box type in S1701. If you can't see Search Box on the top right hand corner of the page you will need to maximize the view of the page.

6. The Table Title will come up as Poverty Status in the Past 12 Months, and click on the table title Poverty Status in the Past 12 Months.

7. At the top of the page it will say 2018: ACS 1-Year Estimates. Click on that and a list of tables will come up. Click on 2018: ACS 5-Year Estimates Subject Tables. You need 5-year data because 1-year data will have too small of a sample size to show data on Census tracts.

8. Now look at the left side of the page and there will be four options (ALL, TABLES, MAPS, PAGES). Click on MAPS.

9. A map of the Continental United States will come up, but you can use Minus Toggle Switch at the bottom right hand corner of the map to reduce the magnification of the map and the directional arrows on your keyboard to move the map to show Alaska, Hawaii, Puerto Rico, and Guam. Find your state and click on it and you will get an option to either Select the state or get a profile of the state. Click on Select right below the name of the state. Your state will now be highlighted on the map. Note: Sometimes the map of the United States will not fully load, and you will need to go back to the TABLES page and select MAPS again and the map will then fully load.

10. In the exact middle of the very top of the page next to the word State click on Expand More. This will give you a list of different geographic area classifications. Click on the sixth item County. The map will then show the counties in your state. You can just click on your county based on its shape, but if you need to see the names of the county you will need to use the Plus Toggle Switch to increase the magnification of the map. Once you have clicked on your county, you will be given the option to either select it or get its profile. Click on Select right below the name of the county. Your county will now be highlighted on the map.

11. Rural areas can skip this step, but urban areas should go back to the exact middle of the very top of the page and click on Expand More and this time click on the eighth item Place. You should now be able to see the name of your city within your county. Click on the name of your city and then click on Select. Your city will now be highlighted on the map.

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

12. Once rural areas have their county highlighted and urban areas have their city highlighted, go back to the top of the page and click on Expand More. When the list of geographic classifications come up, scroll down about 25 items and click on Census tract.

13. The map will now show Census tract boundaries, but not the Census tract numbers, so you will need to use the Plus Toggle Switch to increase the magnification of the map until you can see all the Census tract numbers.

14. Now you are ready to identify Census tracts within your city or county to make up your target area. Use your cursor as the pointer and click on each Census tract that you want to add and then click on Select for the Census tract. The first time that you click on a Census tract it will increase the magnification of the map, so you will may need to use the Minus Toggle Switch to adjust the magnification of the map.

15. If you click on Census tracts and nothing happens and you are not given an option of selecting them, go back and make sure that you have selected the 5-Year data set, as the sample size in the 1-Year data is not sufficient to provide Census data.

16. As you select each Census tract, they will appear as different colors on the map depending on their population. Don't worry about that. Some Census tracts will have a light gray color if they have low populations. Don't worry about that either.

17. After you have selected all the Census tracts that you want, go to the top of left side of the page and click on TABLES.

18. A table will come up showing the Total Population, the Number in Poverty, and the Poverty Rate. Currently, the data is not loading properly and at first only the overall U.S. data will load and you won't be able to scroll any further to the right to see anything else. Go to the very top of the page and Click on 2018 ACS 5-Year Estimates Subject Tables and you will be given the option to select other data sets. Click on 2017 ACS 5-Year Estimates Subject Tables, and the 2017 Census tract data should now load on to the table. Then you can go back to the top of the page and click on 2017 ACS 5-Year Estimates Subject Tables and you will be given the option of selecting other data sets and you can re-select 2018 ACS 5-Year Estimates Subject Tables and the 2018 data will now properly load on the table.

19. We are only interested in the top row of the table which shows the total population and the total number in poverty. Use the right directional arrow on your keyboard to scroll to the right to see all of the Census tracts that you selected.

20. Make a spreadsheet which you can later copy into Excel with three columns, the Census tract number, the Total Population in the Census tract, and the Number in Poverty in the Census tract. You don't need to, but you may want to add a fourth column showing the percentage in poverty in the Census tract. Individual Census tracts can have a poverty rate of below 25 percent as long as the overall poverty rate of the target area is 25 percent or above, but it may be useful to you later to know the poverty rate of each tract if you need to go back and remove some

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

Census tracts with low poverty rates to get to a poverty rate for the entire target area of 25 percent or above.

21. After you have copied your spreadsheet into Excel, add up the Total Population and the Population in Poverty columns, and divide the Population in Poverty by the Total Population. If the poverty rate of the combined Census tracts is 25 percent or above, you are done. Save your work at this point as described below. Also, you may wish to go back to the left side of the page and click on MAPS to take you back to the map of your city to do a Print Screen of the map, which you may need later as you implement your project.

22. If the poverty rate of the combined Census tracts is below 25 percent, you can go back to the left side of the page and click on MAPS, which will take you back to the map of your city with the selected Census tracts to add or delete Census tracts. You can delete Census tracts with low poverty rates by clicking on the tract and then clicking on DeSelect. You can go back and forth from the map to the table until you get a target area with an overall poverty rate of 25 percent or above.

23. You can save your work either by saving the table you were working on or by saving the map, as either one will take you back to the other, or you can save both. To save the table or the map, click and save the URL at the top of the page and then copy it using the Clipboard Paste option onto a Word document. The URL will be much too long to paste into an e-mail, so that's why you need to paste it into a Word document and then you can save and e-mail the document to yourself. When you are saving the URL make sure that by clicking on the URL you are copying the entire URL at one time. When you are ready to go back to work on the table or map just click on the URL that you have saved.

G. DIRECTIONS FOR USING THE CENSUS DATA TO IDENTIFY POVERTY LEVEL OF INDIAN RESERVATIONS, OKLAHOMA TRIBAL STATISTICAL AREAS, NATIVE ALASKAN VILLAGES, OR NATIVE HAWAIIAN HOMELANDS

Note that these are new directions given that the Census Bureau has changed its web site since last year for obtaining American Community Survey Data.

1. Go to the American Community Survey home page by clicking on <https://www.census.gov/programs-surveys/acs>. (If for some reason this link does not work, go to <https://www.census.gov> and on the Blue Border on the very top of the Census Bureau's home page click on SURVEYS/PROGRAMS, and then click on American Community Survey).

2. In the middle of the American Community Survey home page click on "Where Can I Get ACS Data?"

3. The ACS Data page will come up and under Data Tables and Tools click on Subject Tables.

4. On the top right hand corner of the page in the Search Box type in S1701. If you can't see the Search Box on the top right corner of the page you will need to maximize the page.

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

5. The Table Title will come up as Poverty Status in the Past 12 Months, and click on the table title Poverty Status in the Past 12 Months.

6. At the top of the page it will say 2018: ACS 1-Year Estimates. Click on that and a list of tables will come up. Click on 2018: ACS 5-Year Estimates Subject Tables. You need 5-year data because 1-year data will have too small of a sample size to show data on Census tracts.

7. Now look at the left side of the page and there will be four options (ALL, TABLES, MAPS, PAGES). Click on MAPS.

8. A map of the Continental United States will come up, but you can use the Minus Toggle Switch on the bottom right hand corner of the map to reduce the magnitude of the map and the directional arrows on your keyboard to move the map to show Alaska and Hawaii. Find the state in which your Reservation or Native Land is located and click on the state and you will get an option to either Select the state or get a profile of the state. Click on Select immediately below the name of the state and your state will now be highlighted on the map. Do not be concerned if your Reservation spans across two states because the map of either state will show your Reservation and the data provided will be for your entire Reservation. Note: Sometimes the map of the United States will not fully load and you will need to go back to the TABLES page and select MAPS again and the map will fully load.

9. In the exact middle of the very top of the page next to the word State click on Expand More. This will give you a list of different geographic area classifications. Click on the 17th item in the list, American Indian, Alaska Native, Native Hawaiian Area.

10. Now you will see a map of your state showing the Native Lands within the state. You won't need to see the name of your Reservation on the map as you will be able to recognize it by its shape and location in the state, but for Native Alaskan Villages, Native Hawaiian Homelands, and Rancherias you will need to increase the magnification of the map in order to see their names. Click on your Reservation or Native Land once you have identified it, and then you will be given the option to either select it or get its profile. Click on Select right below the name and your Reservation or Native Land will be highlighted on the map.

11. To find Native Alaskan Villages, Native Hawaiian Homelands, and Rancherias on these state maps you will need to use the directional arrows on your keyboard to keep the map focused on the area of the state in which your Native Alaskan Village, Native Hawaiian Homeland, and Rancheria is located while you use Plus Toggle switch to increase the magnification of the map. You will need to increase the magnification of the map several times to be able to see the name of your village, homeland, or Rancheria. When you are able to see the name of your Village, Homeland, or Rancheria, click on it and when given the option Select it. If you are not given the option to select it then the data is not available for that Native Land and you can try to see as described below if the county in which your Native Land is located has a poverty rate of 25 percent or above.

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

12. Once you have selected your Reservation or Native Land, go to the top of left side of the page and click on TABLES.

13. A table will come up showing the Total Population, the Number in Poverty, and the Poverty Rate. Currently, the data is not loading properly and at first only the overall U.S. data will load and you won't be able to scroll any further to the right to see anything else. Go to the very top of the page and Click on 2018 ACS 5-Year Estimates Subject Tables and you will be given the option to select other data sets. Click on 2017 ACS 5-Year Estimates Subject Tables, and the 2017 data should now load on to the table. Then you can go back to the top of the page and click on 2017 ACS 5-Year Estimates Subject Tables and you can re-select 2018 ACS 5-Year Estimates Subject Tables and the 2018 data will now properly load on to the table.

14. We are only interested in the top row which shows the total population and the total number in poverty in your Reservation or Native Land. Scroll to the right using the directional arrow on your keyboard to see the data for your Reservation or Native Land.

15. Data may not be available for many small Native Alaskan Villages, Native Hawaiian Homelands, and Rancherias, so you can also check whether the county in which you are located has a poverty rate of 25 percent or above. Go to [Census.gov](https://www.census.gov) or click on <https://www.census.gov>. In the middle of the page, go to Quick Facts: Access Local Data and click on the arrow. On the top of the page that comes up type in the name of your county and then click on your county from the list provided of places with the same name. Scroll down near the bottom of the table to Income and Poverty and it will give you the poverty rate of your county.

IX. OMB INFORMATION COLLECTION

OMB Information Collection No 1225-0086, Expires July 31, 2022.

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. Public reporting burden for this collection of information is estimated to average 20 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information.

Send comments about the burden estimated or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, to the attention of the Departmental Clearance Officer, 200 Constitution Avenue NW, Room N1301, Washington, D.C. 20210. Comments may also be emailed to: DOL_PRA_PUBLIC@dol.gov.

PLEASE DO NOT RETURN YOUR GRANT APPLICATION TO THIS ADDRESS. ONLY SEND COMMENTS ABOUT THE BURDEN CAUSED BY THE COLLECTION OF INFORMATION TO THIS ADDRESS. SEND YOUR GRANT APPLICATION TO THE SPONSORING AGENCY AS SPECIFIED EARLIER IN THIS ANNOUNCEMENT.

ETA FUNDING OPPORTUNITY ANNOUNCEMENT

This information is being collected for the purpose of awarding a grant. DOL will use the information collected through this “Funding Opportunity Announcement” to ensure that grants are awarded to the applicants best suited to perform the functions of the grant. This information is required to be considered for this grant.

Signed _____, 2020, in Washington, D.C. by:

Melissa Abdullah

Grant Officer,

Employment and Training Administration